

**Bishop Seabury Academy
Community Handbook 2025-2026**

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The Community Handbook is updated and published each year by Bishop Seabury Academy. It is the Academy's official notification of its policies, procedures and standards of conduct applicable to students. Each student is responsible for knowledge of the policies, procedures and standards of conduct described in this handbook. However, provisions of this handbook do not constitute a contract between a student (or his/her parents or legal guardians) and Bishop Seabury Academy. In addition, the Academy reserves the right to change any of the policies, procedures and standards of conduct at any time as may be necessary in the interest of the Academy. If a material revision to a policy, procedure or standard of conduct is made and becomes effective during the academic year, students will be notified of such and will be expected to abide by the updated terms. Questions regarding this handbook should be directed to the Dean of Students.

The policies contained in this handbook will govern in situations where an outdated or otherwise inconsistent policy covering the same subject matter is in circulation.

Non-Discrimination Statement

Bishop Seabury Academy will seek diversity in its student body and will welcome enrollment by students of any race, color, national or ethnic origin, or sexual orientation, and any other characteristic protected under applicable law. It will not discriminate on the basis of religion, color, national or ethnic origin, or sexual orientation, or any other characteristic protected under applicable law in the administration of its educational policies, scholarship and loan programs, and athletic and other school policies.

From the Head of School

The health and productivity of our school community requires that we all seek two goals simultaneously—the excellence of the individual and the greater good of the community. Neither of these goals is worthwhile without the other, for when each individual in our school seeks his or her own highest success for the good of the community, we provide our students with the best environment possible.

This Handbook is the primary guide to student behavior and daily school practices. As the main publication of policies and procedures that every member of the school community is obligated to follow, it should be read and understood fully by all students, parents, and faculty of Bishop Seabury Academy. This Handbook renders as clearly as possible the practices that reflect the essential culture of Bishop Seabury Academy, and as such, this document shall be our initial resource in determining school policies.

These directives serve the ultimate purpose of the school—to provide an environment where effective learning can occur and where students are most effectively inspired to achieve their highest potential. In addition to setting the tone for academic achievement, this Handbook directs students toward a mature ethical perspective and an honorable code of conduct that will guide them throughout their school career and the rest of their lives.

The following pages include such topics as the school mission and values, daily behavioral expectations, student leadership philosophy, grading practices, graduation requirements, disciplinary policy, and student senate constitution. Obviously, this document cannot address every issue that may arise, and the school community will always rely on the wisdom of its faculty and administrative leaders to determine and to carry out school policies effectively.

Let this Handbook guide us all in our endeavors at Bishop Seabury Academy.

Dr. Don M. Schawang
Head of School

MISSION, VISION, VALUE, & EPISCOPAL IDENTITY STATEMENT

MISSION:

Bishop Seabury Academy offers a college-preparatory education in a diverse and enthusiastic learning community, promoting academic excellence and moral development while empowering students to explore their potential and to become engaged citizens of the world.

VISION:

Bishop Seabury Academy will educate, inspire, and empower confident individuals who are ethical leaders, socially-engaged citizens, and innovative problem solvers, working to create a more equitable global community.

VALUES:

Academic Excellence

Our rigorous curriculum, grounded in the arts, humanities, mathematics, and sciences, encourages students to develop their potential and a global outlook. Emphasis on critical thinking and a deliberate habit of inquiry prepares students for college and a meaningful life.

Community

Students feel safe, known, and valued in a diverse school community whose culture and traditions intentionally support relationships inside and outside the classroom. Equity and justice are central to a community that reinforces the dignity of every human being.

Character Development

Good character is demonstrated through kindness and respect for others, personal responsibility, resilience, and integrity. Moral development and ethical awareness are essential to a flourishing human life.

Personal Exploration

In a supportive environment, students explore their potential through the pursuit of academic, artistic, athletic, and service opportunities, developing confidence about who they are.

EPISCOPAL IDENTITY:

As an Episcopal school, Bishop Seabury Academy values the inherent dignity of every person and promotes ethical inquiry, equity and justice, prayer, service, and fellowship within a safe and diverse community. Our Episcopal identity is realized in curriculum, programs, and traditions that help every student set the foundations for a meaningful life.

Policies and Daily Life

Building Hours and Pick-Up Time

The school building will be open at 7:30 a.m. each morning, and teachers will be present to work with students at 7:45 a.m. **Please have your child at school by 8:00 a.m.** so they can be in their seats for Morning Meeting by 8:10. Parents are expected to pick up their children by 3:45 pm unless school-sponsored activities are taking place on campus. Students who remain in the building after 3:45 pm and not involved in school-sponsored activities will be unsupervised by staff (though a staff member will be in the building) and must be picked up no later than 4:30 pm. After 4:30 the only adults in the building might be custodial staff, not Seabury staff.

Inclement Weather

In the event of treacherous weather, the Head of School will determine whether to cancel school. Parents and faculty will be notified by email. Local news sources will also carry the notification. Please note that Bishop Seabury Academy may not follow USD 497 on closing or staying open during inclement weather.

Late Arrival Policy (Tardiness)

Please have your child at school by **8:00 a.m.** Students are expected to be in the building at that time. Tenth graders should be present to participate in chair set-up for morning meeting/chapel. The school day begins promptly at 8:10 a.m. with all students in the commons area and seated for morning meeting by that time.

Regular and punctual class attendance is a vital part of education. Students and parents must make punctuality a top priority. If they are late arriving to school, students must sign in first, then go to morning meeting/chapel immediately and stand in the back of the commons to not disrupt the proceedings. Skipping Morning Meeting, chapel, altera familia, or class altogether with no parental excuse is a major violation, and will result in a disciplinary consequence.

Excused Tardies

An excused tardy may occur if a student has a medical appointment or has encountered difficulty getting to school. Parents are urged to schedule appointments outside of school hours whenever possible. If an appointment is in the early morning, please telephone the office before 8:10 a.m., or email attendance@seaburyacademy.org. The Dean of Students will determine whether to excuse the tardy, and a communication from a parent stating the reason for the tardy is required. We strongly encourage parents to excuse a child's tardy only for compelling reasons. When a student has three unexcused tardies in a semester, the Dean will receive a notification and communicate with the student and advisor about a disciplinary response. Further tardies in a semester will lead to a parent conference and escalating disciplinary consequences. Excessive tardies for seniors may lead to a revoking of senior privileges.

Early Dismissal

Early dismissals are granted if a student takes ill during school or if there is a note from the parent making a valid request for such a dismissal. All class absences for early dismissal fall under the Absence Policy outlined below. Students will not be released from school without permission from their parents and direct permission from a school administrator to leave campus. Non-seniors will not be granted early dismissals or permission to leave school for open periods simply because the open period happens at the end of the day. Parents are encouraged to review with their child Seabury's policies for absences and make-up work, which follow.

Absence Policy

Regular attendance of classes is of paramount importance for academic success; therefore, absences should be kept to a minimum. Any time a student will not attend school, a parent must email attendance@seaburyacademy.org and inform the school. If possible, parents should send this email before 8:10 a.m. If the absence is for a family trip, planned in advance, the parents should communicate with the school in advance of the trip. If parents do not excuse an absence in advance, or email the day of the absence, the school reserves the right to consider the absence unexcused and to take disciplinary action. The school will generally call parents if a student is absent and has not been excused by a parent, but this does not relieve the parent of the responsibility to inform the school of a student's absence. Documentation may be required for students missing more than 3 consecutive days due to illness.

Students are responsible for making up missing work due to absences within a reasonable amount of time, as determined by the teacher. Extensions and credit for work submitted late is at the teacher's discretion and in accordance with our late work policy (p. 24). Students may not miss any classes on a standing basis (i.e. for an appointment, job, or other reason).

If a student misses more than 10% of a course (excused or not), the Dean of Students and the teacher will determine what work is necessary for the student to complete the course and/or receive credit. Chronic absenteeism may result in other consequences, including a lower grade to reflect lack of engagement with course content. If absenteeism continues after administrative warnings, a student may be withdrawn from the Academy per the terms of the enrollment contract.

Any questions about attendance should be directed to the Dean of Students.

Contagious Diseases and Illness

The school reserves the right to restrict from campus any students or other members of the community who have been exposed to contagious disease or been ill with a contagious disease themselves, until they have been cleared for return by a qualified health professional with appropriate documentation, in adherence to the Lawrence and Douglas County Public Health Department guidelines.

Sign In/Sign Out Policy

For the safety of the students, it is important that school administrators know the whereabouts of all students during the school day. Students who are arriving at school after the day has begun (excused or unexcused) must sign in at the main office and state the reason. Likewise, if a student is leaving campus for whatever reason during the school day, he or she must sign out, stating the reason. Failure to sign out will result in a disciplinary consequence. Students should not visit their cars in the parking lot during the school day, including during breaks, unless they have received explicit permission from a faculty member.

Visitors

Students who wish to bring visitors to the school must go through the Director of Admissions. The school does not permit students to invite friends to shadow them during the school day unless the visitor is an applicant.

Student Illness during the School Day

Students who become ill during the school day must come to the office. Students should not call home from anywhere other than the office if they are sick. Someone in the office will verify with the parent if the student will be staying or leaving. Ill students must follow the steps outlined in the Signing In and Signing Out section. These students may rest in the room off the main office while they await transportation home.

Student Medications

The school allows student possession of inhalers but all other prescription medications must be kept in the office.

Phone Calls

Communication about student absences during the day should always be directed through the main office. No student who is not a senior should make a cell phone call unless he or she has specific permission to do so. During the school day, students go to the main office to call their parents for a ride or to relay other important school information—and only after receiving permission from the school secretary, a teacher, or an administrator.

Privacy Policy

Bishop Seabury Academy will not release educational records unless directed to do so by the parents or student who is 18 or older unless an educational institution to which the student has transferred makes the request. Senior parents will be asked to sign a document authorizing their students to request transcripts for college application purposes. The school reserves the right to release specific information of a laudatory nature that reflects on the academic excellence of the student and the school specifically as to the awarding of academic honors or honors that are part of and considered integral to the curriculum and/or school sponsored activities of the school. If a parent, legal guardian, or student (who is 18 or older) does not wish to have such information released, the parent, guardian, or student (who is 18 or older) has the obligation to advise the school, and the school will honor such request.

II. Community Life

Learning to live in a community and to support all the members of the community is an important aspect of what it means to be a student at Bishop Seabury Academy. We talk often about the idea of community and expect students to demonstrate respect for all. Several parts of our school day are designed to help build the sense of community and of each student's importance in our community.

Morning Meeting and Chapel

Each day at Bishop Seabury Academy starts with the entire community gathering in the Commons. Four days per week our gathering takes the form of Morning Meeting. Students sit with their grades, and after brief prayers by our school Chaplain or another adult, one of the Prefects leads the meeting with announcements and discussions of school events as may be appropriate. Morning Meeting is a time to celebrate the successes of teams, groups, and individual students, and to talk about community values. The meeting ends with the entire school standing and reciting the Academy Prayer.

On Wednesday Chapel, we sit together in a service that the Chaplain leads. Bishop Seabury Academy is an Episcopal school, and all students are expected to attend Chapel and to participate in Chapel according to the dictates of their conscience. The school does not attempt to dictate belief but does believe that everyone can benefit from the time for prayer and contemplation that Chapel affords. Students are to be respectful throughout the service; disruptive actions or comments in Chapel are inappropriate and could result in a disciplinary response.

Altera Familia (advising groups)

Each student at Bishop Seabury Academy is assigned to a faculty advisor and advising group. The time when the advising groups meet is referred to as *Altera Familia* (other family) and occurs on designated days after Morning Meeting, and on Wednesdays when the advisee group has lunch together. Advisors get to know each student in their group well, and look after each student's overall well-being. Ideally, students develop a personal relationship with their advisor, who can provide assistance or advice in other areas of school life as well as academics. *Altera Familia* time may be used to discuss community values or concerns; older students in the group often serve as big brothers and sisters to the younger students in the group. Advisee groups often undertake service projects together and on occasion have social outings outside of school time.

Family-Style Lunches

Family-style lunches are an important tradition at Bishop Seabury Academy. Students sit at assigned tables of mixed grades with a teacher and follow specific customs. Everyone remains standing until a Prefect says Grace. Once the table is seated, everyone stands again if a teacher or adult guest joins the table. If a student wishes to leave the table for any reason, he or she first asks the teacher's permission. Throughout the meal, everyone participates in conversation. Faculty help students follow rules of basic table manners. Students sit at assigned tables on Monday, Tuesday, and Thursday and with their advisor on Wednesday. Seating is open on Friday.

Student Jobs

Part of living together in a community is taking responsibility for the shared space. For this reason, all students do jobs that help the community to run more smoothly. Students set up chairs for Morning Meeting, set up and clear tables for lunches, take out trash after lunch, help to set up for Chapel, and put up and take down the flags daily. Jobs are assigned by the Dean of Students. The Prefects will function as job supervisors, and seniors are responsible for cleaning the senior lounge. Failing to perform assigned jobs will result in disciplinary consequences.

Community Service

Participating in community service is an important part of Seabury life. Service connects students to the local and global community. It creates integrity and stronger personal identity, and it brings the student body together. Service projects also introduce students to important social issues and give them the chance to make a difference in the local community. In order to learn the value of service, middle school students are encouraged to log 20 hours of community service per academic year. They can do that service at the school or outside the BSA community. Middle school students who demonstrate exceptional commitment to service will be acknowledged at the Academic Awards Ceremony each year. In the Upper School, students are required to accumulate 30 hours per year, totaling 120 hours by the end of the senior year. These hours must all be earned during a student's high school career at Seabury. **In addition**, Seniors will complete a Senior Service Project that is separate from their annual service hours requirement (detailed in "Academics", section j). Community service hours start rolling at the point of enrollment. The projects can be of the student's choosing and can include service work at Seabury, in Lawrence, or in the larger state, national, or international community. A project will count toward a student's community service hours if the work is not for self-benefit, involves no payment to the student, and is not required by a teacher, parent, or other authority. The project must be approved by the school's Service Coordinator. Hours must be submitted by the beginning of Stepping Up each May and may be performed over the summer and during the academic year. Students are encouraged to keep current with their community service hours, for no student will receive a diploma until their service obligations have been met. Students and their parents should visit the Community Service link on Seabury's website for more details and for frequently updated information about service opportunities.

Convocation

Every year the Bishop Samuel Seabury Convocation is held on the Thursday before Thanksgiving. All students, faculty, and trustees participate in the formal procession. The Convocation serves as a time to recognize the school's namesake, to celebrate our affiliation as an Episcopal school, and to recall our school communal values. A respected community leader, scholar, or educator gives the Convocation Address. All students are expected to attend Convocation, and parents are strongly encouraged to attend as well. Dress is formal: jacket & tie, dress pants, dresses/skirts, nice shoes, and so forth.

Graduation and Stepping Up

In addition to presenting seniors with their diplomas and honoring their achievements, the school recognizes the growth of all students at the Stepping Up Ceremony at Graduation. This is the most revered tradition of the school, and all students should, therefore, plan to attend Graduation. Dress is the

same as for Convocation: formal. Convocation and Stepping-Up are central to the life of the school community and attendance is required.

III. Community Rules and Expectations

This section includes two parts—our expectations regarding the rules Seabury students follow and what happens when students ignore or break the rules.

Students at Bishop Seabury Academy are expected to conduct themselves with courtesy, honesty, integrity, and with respect for themselves and others at all times. If students conduct themselves in this way, the rules stated in this section will be unnecessary. The Honor Code, Community Standards, and Rules stated below give the general expectations of the Academy, but violations of the spirit as well as the letter of the policies will be taken into account when an apparent violation has taken place.

Honor Code

We expect all our students to act with honor and integrity at all times and to treat others and themselves with respect. Seabury's Honor Code requires that students be trustworthy, for trust is fundamental to our community. Warm and supportive relationships between faculty and students grow from this trust.

A student's ability to behave honorably is essential to a student's personal and academic success. On assessments, students write the honor pledge as a reminder: "On my honor, I give my word that I have neither given nor received aid on this exam."

The Dean of Students will inform the Head of School about all Honor Code violations. The following list indicates some actions that would be considered Honor Code violations, but the list is not exhaustive:

1. Cheating
2. Plagiarism (including use of AI generating programs)
3. Lying to a staff or faculty member
4. Stealing
5. Forging a teacher's or parent's signature or changing grades on tests, term reports, or other school material.

Because cheating and plagiarism are especially serious offenses in an academic community, they warrant additional clarification.

Cheating

Bishop Seabury Academy considers cheating to be of the utmost concern. Students who earn grades by cheating not only gain unfair advantages over their peers, but also keep the teacher from realizing when a student needs extra help to understand the material. Any items which a student could use to cheat, such as cheat sheets and notes on palms, will be considered *prima facie* evidence of cheating, whether or not the teacher actually observed the cheating. All instances of cheating will be referred by the teacher to the Dean of Students and be noted in the student's permanent record.

Plagiarism

Plagiarism is defined as the attempt to present the original words or thoughts of someone else as one's own. Using someone else's exact words without proper acknowledgment, or paraphrasing another's original ideas without proper acknowledgment, is plagiarism. When one plagiarizes, he or she steals another's words and ideas and then lies by claiming them to be one's own.

Our AI usage policy strictly prohibits the use of artificial intelligence to produce content that is submitted as original work. Any deployment of AI to generate text, whether wholly or in part, without explicit declaration and approval, will be considered as an act of cheating. This includes, but is not limited to, the submission of essays, reports, theses, or other written work. All work must be the original creation of the submitting individual. While AI can be a useful tool for learning and research, it should not be used to

replace human effort and creativity in academic and professional work. Any violation of this policy will be treated as academic or professional dishonesty, with appropriate penalties applied.

Access to electronic devices and the internet is a privilege and a temptation. Seabury does not allow the distribution of unauthorized test or exam information via cell phone, iPad, or other device, taking online tests for others, or hacking into Seabury faculty computers or grading programs. Submission of another's work found on the Internet is online cheating whether the product is a document, an oral or visual presentation, or another type of media. Using the work of others found online without citing the resource is plagiarism. Students cannot copy text or pictures from the Internet and submit them as personal work. Students must properly cite any Internet resources used.

At Bishop Seabury Academy, plagiarism is a violation of the Honor Code. Cases of plagiarism will be referred by the teacher to the Dean of Students. Students who are found to have plagiarized will be subject to whatever punishment is deemed appropriate by the Dean of Students or Head of School.

While all students are expected to submit work free of plagiarism, students in 6th through 8th grade will be presumed to be learning about plagiarism and how to avoid it. The Dean of Students will work with individual teachers to find an appropriate consequence for plagiarism in these grades.

Students in the 9th through 12th grades will be presumed to have learned the necessary skills to avoid plagiarism and so may face stiffer disciplinary measures. Upper school students who commit plagiarism jeopardize not only their standing at Seabury, but also their admission to colleges and universities.

Incidents of plagiarism that occur when a student is at the high school level (grades 9-12) may be included in the school report when that student applies for college admission.

Community Standards

In addition to an Honor Code, Seabury's Community Standards uphold the values upon which the Academy was founded and maintain the traditions of behavior and decorum that are part of our community.

All Seabury students are expected to behave in ways that support the well-being, health, and safety of themselves and others. To this end, students should be respectful in their interactions and relationships and learn to recognize how their actions, including their speech, affect others. Seabury students should aim to be courteous, kind, and inclusive, and accept constructive feedback and criticism as being essential parts of learning and membership within the community.

1. Students will not use language or engage in behavior that offends others or disrupts the learning environment.
2. Students will adhere strictly to the classroom rules set forth by each individual teacher.
3. Students will arrive on time to all classes, meetings, practices, and commitments.

The Community Standards guide students toward decisions and behaviors that help them to present themselves well at all school activities in a manner that supports the Academy's emphasis on the pursuit of excellence in and out of the classroom.

Middle- and high school is a time of tremendous physical, psychological, and emotional growth and change, and the expectations for Seabury students also reflect the capabilities of adolescents at their particular developmental stage as well as the school's mission and values.

As an educational community, Seabury recognizes that social-emotional development, like any other subject, takes time to master, and involves mistakes and missteps. As such, adults are charged to help students reflect upon their behavioral choices, especially when these choices hurt or deny the rights of others. In cases of severe or repeated negative behavior that fails to meet the community standards, disciplinary action may be taken.

Family Code of Conduct

The student and the student's family agree to comply with and be subject to the school's regulations, rules, expectations, consequences, and various standards for academics and student behavior established by the school. The school believes that a positive and constructive working relationship between the school and the student's parents (or guardian) is essential to the fulfillment of the school's mission. Thus, and without limitation, the school reserves the right to suspend, dismiss, or not re-enroll a student if the school concludes that the actions of the student or a parent (or guardian) make such a positive and constructive relationship difficult or impossible or that the actions interfere with the school's accomplishment of its educational purposes and stated mission. The decision of the school in these regards shall be final.

Major Rules

This handbook sets out a system of rules that exists to protect students and the greater Seabury community. Most of these rules are basic guidelines for behavior at school. The following list explicitly lays out what may be called "Major Rules." The Head of School (or designee) and Dean of Students will deal with these violations. When investigating possible violations with good cause, there should be no expectation of privacy on campus, including in student vehicles. These violations may result in detention, suspension, or expulsion.

1. Violation of the Honor Code
2. Sexual discrimination or sexual harassment (See Sexual Discrimination and Harassment Policy)
3. Sexual assault (see Sexual Assault Policy)
4. Harassment or bullying (see Anti-Bullying Policy)
5. Possession anywhere on school property of illegal drugs or illegally obtained prescription drugs, or drug paraphernalia. (See Drug and Alcohol Abuse Policy.)
6. Possession, use, or purchase of alcoholic beverages on school property. (See Drug and Alcohol Abuse Policy.)
7. Possession of knives, explosives, firearms, or other weapons on school property.
8. Verbal abuse of any student, faculty member or staff.
9. Causing physical harm to any member of the Seabury community, including students, faculty and staff, on or off Seabury premises, at Seabury-sponsored activities, or threatening such harm.
10. Engaging in, or threatening to engage in, behavior that poses an immediate danger to the life, health, welfare, safety, or property of any member of the Seabury community, including students, faculty and staff.
11. Engaging in behavior that disrupts or interferes with the normal operations of Seabury or Seabury-sponsored activities, including but not limited to, studying, teaching, administration, security, fire, police or emergency services, or behavior that consumes an inordinate amount of staff time and/or resources.
12. Deliberate, flagrant disruption of a class.
13. Willful disobedience to written or oral instructions from a faculty or staff member.
14. Leaving campus without permission.
15. Possession or use of tobacco in any form (including e-cigs, vaping) on school property.
16. Fighting.
17. Incompatibility, defined as flagrant or consistent defiance of the basic routine of school.

18. Repeated violation of a Community Standard.
19. Being in an out-of-bounds area during the school day. Students are required to remain on campus unless having signed out in the main office. Out-of-bounds areas would include the creek behind the school, or the parking lot without specific permission from a faculty member.
20. Hazing, which is defined as recklessly coercing, demanding or encouraging another person to perform, as condition of membership or participation in a group, organization or team, any act which could reasonably be expected to result in great bodily harm, disfigurement or death or which is done in a manner whereby great bodily harm, disfigurement or death could be inflicted. At Seabury, hazing can also include repeated verbal abuse that results in a student no longer feeling safe at the school.
21. Sexting, which is defined as using technology to share sexually explicit photos, messages, or sexual content. (See Sexting Policy)
22. Any actions away from school that might tarnish the good name of the school. For example, criminal activity such as the illegal consumption of alcohol or drugs, vandalism or shoplifting could be among the actions for which the school could hold a student accountable.

The list above should not be viewed as exhaustive, and Seabury reserves the right to take disciplinary action for other student conduct it deems inappropriate.

Sexual Discrimination and Harassment Policy

Bishop Seabury Academy is committed to maintaining a learning environment that is free from sex discrimination, including sexual harassment, sexual violence, and related retaliation. The school does not engage in or tolerate discrimination on the basis of sex in its education programs and activities, including retaliation for asserting or otherwise participating in claims of sex discrimination.

The procedures for reporting, investigating, and adjudicating policy violations apply to allegations of sexual misconduct that occur on school premises or at any location involving a school sponsored activity or event. They also apply to allegations of sexual misconduct by students or employees in school programs or activities regardless of whether the alleged violation occurred on or off school premises, if the off-school premises conduct has the potential for continuing adverse effects on or creating a hostile environment for students, employees or third-parties while on school premises.

The standards of conduct defined by this Policy apply to all students, employees, contractors and visitors. Sexual misconduct can occur between any members of the school community, or between someone in the school community and an outside party.

The school encourages any student who thinks that he or she has been subjected to sexual misconduct by another student, employee, campus visitor or contractor to immediately report the incident to the Dean of Students.

Sex discrimination is discrimination based on sex, such as making educational or employment decisions because of a person's sex. The definition of sexual harassment includes, but is not limited to, unwelcome sexual advances, requests for sexual favors, and verbal or physical conduct of a sexual nature when it is unwelcome, patently offensive, and/or disruptive to the learning environment.

Reporting Procedure

If a student experiences treatment or behavior from another student that makes them uncomfortable, the most important first step is to talk with a trusted adult. That adult could be a parent or guardian, a teacher or staff member, the WRAP counselor, or the Dean of Students. Parents are encouraged to communicate with the WRAP counselor or the Dean of Students to discuss situations or incidents that cause concern.

All school faculty and staff are required to follow state mandatory reporting procedures in appropriate circumstances. All other reported incidents should be reported to the Dean of Students, who will investigate and may notify parents of the students involved. The Dean of Students will make a decision about whether school policy was violated, and what disciplinary consequences or other responses are warranted. Not all forms of sexual misconduct will be deemed to be equally serious offenses, and the school reserves the right to impose different sanctions, ranging from verbal warning to expulsion, depending on the severity of the offense. The school will consider the concerns and rights of both the claimant and the respondent.

Sexual Assault Policy

Bishop Seabury prohibits sexual assault on school property and as part of its activities and will take prompt action to investigate and resolve complaints of this nature. For purposes of this policy:

1. Sexual assault is the sexual penetration or touching of another person without that person's consent.
2. The term "consent" means the affirmative, unambiguous and voluntary agreement to engage in a specific sexual activity during a sexual encounter.
 - a. There is no consent if coercion, intimidation, threats and/or physical force is used.
 - b. There is no consent if a person is mentally or physically incapacitated or impaired by alcohol or drugs such that the person cannot understand the fact, nature, or extent of the sexual situation.
 - c. Consent to one form of sexual activity does not imply consent to other forms of sexual activity.
 - d. Consent can be withdrawn. A person who initially consents to sexual activity is deemed not to have consent to any sexual activity that occurs after he or she withdraws consent.
 - e. Being in a romantic relationship with someone does not imply consent to any form of sexual activity.

Reports of sexual assault can be made to the Dean of Students or Head of School. If a complaint of sexual assault occurring on Seabury property or as part of school activities is alleged against a student, Seabury will engage in an investigation of the matter, taking actions it deems necessary to effectively investigate and resolve the matter, including protection of the parties during the process. While the Academy has discretion in how to investigate and resolve complaints of this nature, investigation procedures generally will involve the following:

1. Initial evaluation of the complaint
2. Notification of complaint and investigation of the person accused of sexual assault
3. Parties have opportunity to describe the situation and present supporting witnesses or other evidence
4. Upon conclusion of the investigation, a determination as to whether the policy has been violated will be made using the preponderance of the evidence standard (i.e., more likely than not that the conduct occurred)
5. Notification of the parties of the outcome of the complaint in writing. Decisions are final and there is no appeal.

If a student is found to have violated this policy, appropriate disciplinary action will be imposed by the school, up to and including expulsion. School administration will follow all State laws regarding reporting of criminal behavior to local authorities.

Bishop Seabury will endeavor to conclude its investigation and resolution within a reasonable period of time, though timing is often based on many things, such as the facts of a case, the availability of the parties and witnesses, scheduling conflicts, etc.

Anti-Bullying Policy

Bishop Seabury is committed to providing a caring, friendly, and safe environment for all students so they can learn at their best. School is a place where students learn norms and mores of social interactions. As part of this process, sometimes students experiment with a range of aggressive behaviors as they learn about social power. On occasion students may push the limits of the range of aggression and engage in behaviors defined as bullying, defined as follows:

Bullying behavior abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behavior, teasing, or arguments between individuals would not be seen as bullying.

Bullying generally takes one of the following forms:

1. Physical: pushing, kicking, hitting, punching, slapping or any form of violence
2. Verbal: name-calling, harassing, threats, sarcasm
3. Indirect: spreading rumors, excluding, tormenting (i.e. hiding books or bags), purposeful attempts to embarrass or humiliate
4. Cyber-bullying: all areas of internet misuse, such as mean and/or threatening emails, misuse of blogs, Twitter, Facebook, Instagram, or other social media; misuse of gaming websites, chat rooms, Zoom, other video conferencing tools, etc.
5. Mobile phones: threats by text messaging or calls
6. Misuse of other technology: i.e. photographing or videotaping used to harm, "sexting" with the intent to harass, embarrass, intimidate, defame or otherwise inflict harm

Examples (not exhaustive) of bullying behavior include:

1. racial bullying
2. homophobic or trans-phobic bullying
3. bullying based on disability, gender, appearance, or circumstance

Everyone has the right to be treated with respect. Students who are bullying need to learn different ways of behaving. The school has a responsibility to respond promptly and effectively. Administrators, teachers, students and parents should have a common understanding of what bullying is, the school's policy, and how to report or respond when they are concerned about a situation.

The following steps may be taken by the school when dealing with reports:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of the faculty or staff who has been approached.
2. A precise account of the situation will be communicated to the Dean of Students and the counselor.
3. The Dean of Students and counselor investigate and make a determination as to whether or not the offense constitutes bullying (as defined above).
4. Teachers and advisors will be appraised as needed.
5. Parents will be kept informed.
6. Corrective measures will be taken as appropriate.

Students who have been bullied will be supported in the following ways: having the opportunity to talk about the situation with the counselor or other supporting adult, reassurance of support to restore self-esteem, and discussing strategies to deal with future encounters with aggressive behavior. The school will follow up with the student and parent periodically.

Students who have bullied others will be helped by talking about the behavior and learning why he or she became involved, reflecting on the harmful behavior and learning alternative strategies for dealing with aggressive impulses, and keeping parents informed to help change the student's behavior and attitude.

Official consequences will depend on the particular situation, and may include: an official warning to cease the behavior, reparation with sincere apology and changed behavior, loss of privileges, in-school suspension, service, or expulsion.

Drug and Alcohol Abuse Policy

Substance abuse and chemical dependence are significant problems of concern for society and especially for adolescents. As an educational institution, Bishop Seabury Academy seeks to educate students about such problems and to provide students with the necessary information, skills, and social climate to resist such problems. Nonetheless, the school's first priority is to provide a safe environment that facilitates successful completion of the school's curriculum. Simply put, substance abuse is incompatible with the educational process. For this reason, possession or use of illegal substances, alcohol, or illegally obtained prescription drugs, along with possession of drug paraphernalia, is grounds for expulsion.

By attending Bishop Seabury Academy, students and parents acknowledge the school's right to search a student's locker, possessions, car, or person at any time a student is on campus, participating in a school activity, or otherwise representing Bishop Seabury Academy. If there is reason to believe a student should be searched, the search will be conducted by the Head of School and/or the Dean of Students, with another faculty member present.

After an investigation the school may suggest counseling or medical evaluation. If after discussing these concerns with the parents, the factors that were the initial cause for concern continue, the Head of School may require that a student take a drug test. Such a test will be at the parent's expense and will only take place upon parental notification.

If the student tests positive for drugs, but there is no direct evidence of possession or use at school, the student will be allowed to remain at school provided he or she submits to random drug testing for the remainder of his or her school career. Should the student subsequently test positively on a random test, he or she will be required to withdraw from school.

The school recognizes that its influence is limited and that most of students' social lives take place outside the context of school rules. The school urges parents to be well informed about substance abuse and to communicate with students about making healthy choices. We appeal to parents not to support parties at which alcohol is served or drugs are allowed. Providing alcohol or illegal drugs to minors is against the law, and the Social Hosting laws in Lawrence come with heavy fines and possible jail sentences.

Sexting Policy

Sexting is defined as using technology to share any written message, image, or video that contains explicit representations of, or references to sexual conduct, sexual excitement, or nudity. Both sending to and soliciting this content from members of the school community is prohibited by the school. Engaging in sexting could also lead to criminal charges. The school's policy prohibiting sexting includes students, employees, volunteers, and all other individuals associated with the school. Allegations of sexting between school community members will be investigated by the Dean of Students. The school may participate in investigations initiated by other authorities. Sharing of the evidence will be strictly limited, and the investigation may include the students involved, bystanders, and/or the students' families. The investigator will evaluate whether to contact appropriate local law enforcement.

Students Exhibiting Concerning Behaviors

When a student engages in behavior that could impact the life, health, welfare, safety, or property of the Seabury community, including students, faculty and staff, Seabury administration will assess the risk of the situation on a case-by-case basis and determine an appropriate course of action. Such “concerning behavior” includes the following:

1. Causing physical harm to any member of the Seabury community, including students, faculty and staff, on or off Seabury premises, at Seabury-sponsored activities, or threatening such harm.
2. Engaging, or threatening to engage, in behavior that poses an immediate danger to the life, health, welfare, safety, or property of any member of the Seabury community, including students, faculty and staff.
3. Engaging in behavior that disrupts or interferes with the normal operations of Seabury or Seabury-sponsored activities, including but not limited to, studying, teaching, administration, security, fire, police or emergency services, or behavior that consumes an inordinate amount of staff time and/or resources.

When warranted, a student engaging in the conduct listed above may result in evaluations, team assessments, emergency removals, medical leave, or withdrawal from Seabury. It may also be determined that addressing the behavior through the ordinary student conduct process is the appropriate course of action.

Procedure

When a student exhibits concerning behaviors, a designated team of Seabury administrators will conduct an individualized assessment to determine the nature of the risk and any measures that can be taken to mitigate the risk. The purpose of the assessment is to inform decisions about the student’s future participation in Seabury programs and activities and assess the level of risk posed by the student. This assessment will be based on reasonable judgment that relies on current medical knowledge or on the best available objective evidence, to ascertain: the nature, duration, and severity of the risk; the probability that the potential injury will actually occur; and whether reasonable modifications of policies, practices or procedures or, where applicable, the provision of auxiliary aids and services, will mitigate the risk.

Seabury may require that the student undergo an evaluation by a qualified professional and for the outcome of the evaluation to be shared with the team assessing the situation. The student will also have the opportunity to provide documents or other information related to the team’s assessment. If the student does not provide information or submit to a required evaluation, the team will proceed with its assessment with the information it has available.

In reaching its decision, the team will consider what life, health, welfare, safety, or property concerns the student’s behavior raises and whether the risks associated with those concerns can be managed by modifications, support measures, or accommodations. The team may consider the imposition of certain conditions if appropriate that may include, among other things, consultations with health care professionals or restrictions on participation in Seabury activities. If the team determines the student poses a risk to the life, health, welfare, safety or property of any member of the Seabury community, and that the risk cannot be mitigated by modifications, support measures, or accommodations, the student may be required to take a medical leave or withdraw.

Returning to School

Following a determination that an individual poses a risk to the life, health, welfare, safety, or property of any member of the Seabury community necessitating a medical leave or withdrawal, Seabury may require as a precondition to a student’s return that the student provide documentation that the student has taken steps to mitigate the previous behavior. Seabury may request records from the student and request permission to speak to a treating professional. The records and information that will be requested and required are determined on a case-by-case basis depending on what information is necessary to

determine whether the student is able to return and fulfill the fundamental requirements of academic life. Seabury also reserves the right to set forth other conditions for the student's return.

If the student returns to active enrollment, the Dean of Students, and when appropriate the School Counselor and/or student's advisor, will work with the teachers, the student, and the student's family to develop the most appropriate program going forward. Seabury reserves the right to determine whether credit for semester work can be given in any circumstances involving extended absence from school.

Off-Campus Behavior

The rules and regulations of Bishop Seabury Academy apply when students are at school, in transit to or from school, on class trips, or representing the Academy off campus. Behavior outside of these times does not affect standing at the Academy unless it has the potential to harm the good name of the school or the physical and emotional safety of other students.

For example, as social networking becomes more dominant in teens' lives, comments or pictures on Facebook and similar sites and texting that is hurtful, frightening, or inflammatory directly affect students' relationships at school and their comfort with each other. These technologies occasionally come within the area of school concern.

The school also has a clear duty to parents to take concern for those things that might affect the health or safety of a student. If the school has good reason to believe that a student is engaging in behavior that might be illegal or dangerous—or might influence fellow students negatively—the school will contact the parents. Such contact will not be for the purpose of imposing discipline but rather out of concern for the students and in the belief that the school and parents are partners in helping students grow up safely.

Disciplinary Procedures

In general, violations of Community Standards will be handled by the Dean of Students upon notification of misbehavior by a faculty or staff member. Major Rule violations will be handled by the Dean of Students with the approval of the Head of School (or designee), who has the sole authority to expel. The penalties for these offenses may include a warning, mediation, detention, suspension, campus work duties, written reflections or other actions the administrators or involved teachers see as fitting. At any time when a student's behavior presents concerns, the Head of School or Dean may request a conference with the student's parents. Teachers, often with support from the Dean of Students, will address other disciplinary issues as they occur.

Disciplinary Consequences

Referral/Detention

Referrals and Detentions are assigned by the Dean of Students or by a reporting teacher. The penalty is the student's loss of free time. Referrals will generally occur Tuesdays and Thursdays after lunch from 1-1:15 p.m. Detentions will occur once per week on Friday during lunch from 12:30 to 1:15 p.m. During detention, students will reflect on actions and eat separately from the student body. Guided writing assignments or community service may be assigned at the discretion of the Dean of Students if deemed more valuable a consequence than a detention.

Saturday Detention

In the event a student is assigned a Saturday detention as a consequence of behavior inconsistent with our school's expectations and rules, parents or guardians will be promptly notified. The student will be required to serve their detention on the final Saturday of the current month, with the exception of Saturdays falling within scheduled school breaks. Detention hours are set from 8 a.m. to 10 a.m. We request all parents and guardians to support and ensure their child's punctual attendance to help reinforce the importance of adhering to our school's community guidelines.

Suspension

In-School Suspensions (ISS) and Out-of-School Suspensions (OSS) are assigned by the Head of School and Dean of Students. An ISS requires a student to be present at school. The student will not attend classes, but will spend the day isolated from other students. During an ISS, students will be given access to their daily homework and will be allowed to work on these assignments. Students may also be required to complete special assignments at the request of the Head of School or Dean of Students. A student's participation in afterschool activities is at the discretion of the Dean of Students. At the discretion of the Dean of Students, Coaches, and Athletic Director, students may not be able to participate in sports practices on the days of their suspension, nor may they play in interscholastic contests. They may be required to attend a contest but not allowed to dress for play.

An OSS is considered more serious and may last for more than one day.

Students who are suspended are allowed to make up missed assignments, but the work will lose two letter grades. Teachers are not required to re-teach any missed material to students who missed class due to a suspension.

Students should understand that colleges may expect the student to report disciplinary consequences in the college application. The school reserves the discretion to report suspensions to the senior's college as the Head of School (or designee) sees fit.

Expulsion

A student who is expelled from school is no longer allowed to attend classes, receive academic credit, or participate in any activities sponsored by Bishop Seabury Academy. Such a student's transcript will reflect the grades earned in his or her last completed semester. In addition, to facilitate matriculation at another school, Seabury will provide current averages in classes taken during the semester in which the expulsion occurred.

A student who is expelled within twenty days of the end of the semester may, at the Head of School's discretion, take the final exams separately from the rest of the students. A semester grade will be provided for those classes, using the date-of-departure grade as the second-nine-weeks grade of the semester.

The school transcript of a student who has been expelled will indicate the student's expulsion but not the reason for the expulsion. Information regarding the student's expulsion will not be provided to other schools without a written request to do so from 1) the parents if the student is under eighteen years old or 2) the student if he or she is eighteen years old.

The parents of an expelled student will receive a letter informing them of the expulsion. In addition, they will receive a copy of this policy. Expulsion does not release the student's family from the financial obligation to pay tuition for the remainder of the year per the contract. Appeals to this policy must be addressed to the Board of Trustees.

In addition, Seabury has discretion to dismiss a student if a parent fails to comply with the school's expectations.

Students who have been expelled from Bishop Seabury Academy may reapply and be accepted at the discretion of the Head of School (or designee), upon the recommendation of the faculty.

Notification of School Use of Technology

Teachers will be using various web-based programs with students, and some will require students to log in, usually with their name and email address. Under the federal law called the Children's Online Privacy Protection Act (COPPA), many of these web based programs will require parental approval before gathering such information from students *under the age of 13*. More information about COPPA can be found at this website: goo.gl/eiHRyn.

According to law, parents do not need to provide consent for every web-based program, as schools can obtain parent or guardian approval to provide such consent and will do so at the beginning of the

academic year. Without such parental or guardian approval, respective students will not have access to the same online tools as other students in the online program.

On the occasions when the School utilizes video or audio recording platforms, teachers may record class sessions for educational and internal purposes. Recordings will necessarily include student images and discussion and will be shared exclusively with other students or staff members, as necessary.

In order to provide both academic and social-emotional support for individual students, teachers and staff members (Learning Support, WRAP counselor) may offer one-to-one video conferencing via Zoom. Parents or guardians who prefer to opt out of one-to-one video conferencing should inform the Head of School.

Responsible Use Policy and Rules

The policy governing use of technology at Seabury seeks to encourage effective, appropriate, and safe use of such technology by students while curtailing usage that can be distracting, disrespectful, or dangerous. Students and parents must sign the Responsible Use Agreement each year in order to have access to the 1:1 Chromebook program, school-owned devices, and any school-based technology.

Cell Phones and Other Personal Electronic Devices

During the academic day, cell phones, smart phones, and other hand-held devices are prohibited with certain exceptions. Devices may be used for video, music, messaging, applications, and other uses *but not phone calls* during these times:

1. Morning Break
2. Lunch Recess (after lunch announcements are finished and before class begins)
3. Open Periods (for Upper-School students only)
4. With the express permission and in the presence of a staff member

At these authorized times, students are allowed to use devices according to the school's Responsible Use Policy and in such a way that is not distracting to others. At all other times, these devices may be carried on one's person, and all devices should be silent, not just in vibrate mode, at all times during the day. Unauthorized usage will result in the confiscation of the device. The student's parent or guardian will be contacted before the device is returned to the student at the end of the day, and students will be denied use of the device for a period of time to be determined by the Dean of Students. Repeated confiscations will result in the student losing the right to carry electronic devices at school.

Seniors may use electronic devices responsibly in the Senior Lounge at any time during the school day, but seniors must follow the same expectations regarding devices as do other students outside of the Lounge.

Headphones or earbuds may not be worn during the academic day except in open period, or in a classroom with permission of the attending teacher.

Technology Policies

Students are welcome to use desktop computers in classrooms, personal or school laptops, iPads, Chromebooks, and other devices when necessary for assigned course work or for participation in other school programs that require it. Non-school use of technology is discouraged, and only permitted during designated times (see above). Use of these tools is a privilege students must take seriously and treat with care. Students who use technology inappropriately may lose this privilege and may also face other disciplinary consequences.

School-issued Chromebooks:

1. Students are responsible for the care and safekeeping of their Chromebooks or any device borrowed from the school. Any damage must be reported to the Technology Director immediately. In the case of a damaged or stolen device the student may be issued a "loaner" until the original device can be repaired or replaced.

2. Chromebooks are relatively rugged devices, designed specifically for use in schools, but electronic devices are by their very nature fragile, and students must always treat them with great care in order to avoid accidental damage or loss. In cases of accidental damage of any sort, even cosmetic damage that does not impede the function of the device, students must contact the technology director immediately in order to assess whether the damage requires that the device be repaired or replaced. In the case of accidental damage or loss, families will be asked to cover the cost of repair or replacement.
3. Families are encouraged to purchase a case for the Chromebook.
4. Students must not put any stickers on the Chromebook that will leave a mark when removed. Students should not permanently alter the appearance of the device in any way.
5. The Chromebooks are the property of Bishop Seabury Academy, and students must return the device, and any other loaned equipment to the school when requested by the Director of Technology. When the student graduates or withdraws from the school, all equipment must be returned to the school in good condition when designated by the school, or the student's family will be charged for the repair or replacement of that equipment. Substitute equipment will be accepted in place of original equipment only with the permission of the Director of Technology.
6. Charge your Chromebook fully each evening so that it is ready for use each school morning using the appropriate cord; keep a charger with you at school and do not plan to charge your Chromebook during class.
7. Use care when inserting and removing cords and cables.
8. Do not leave the device unattended and never put it on the floor.
9. On school grounds, unattended Chromebooks will be immediately collected and given to the Technology Director.
10. Keep the device away from food, drink, water and other liquids.
11. Only clean the screen with a soft, dry cloth.
12. Do not expose the device to extreme heat or cold (never leave it in a car in summer or winter).
13. Students are not permitted to repair, alter, modify or replace Chromebooks without express permission from Seabury staff.

The following rules apply to all *school-provided electronic devices*:

1. Do not damage or deface any school equipment.
2. Do not alter system settings on school computers.
3. Do not uninstall software, apps, or books provided by the school.
4. Printing of assignments should not be done at school. With teacher permission, students may occasionally print. Do not print anything other than files required for courses or other school programs.
5. Do not store non-school files on shared Seabury computers and servers (it is permitted to store non-school files on Chromebooks).
6. Users of the Academy's information technology and computing system/network resources have no expectation of privacy in their use of such resources. The Academy reserves the right to access data contained within at any time with or without prior notice, and a failure to comply with Academy policies when using these resources can result in discipline. This includes the right to alter, add or delete applications and data deemed inappropriate. Students should remember that the school uses monitoring software to ensure that students adhere to the expectations regarding computer use.
7. The preinstalled configuration profile on school devices includes content filtering, but outside of school it is the responsibility of parents/guardians to employ the same oversight of student internet use as they do with other internet-enabled devices that they provide for students. The school will not be held responsible for students' inappropriate use of school-issued iPads when they are away from the school grounds.

Rules pertaining to student use of technology generally:

1. Do not use school email for any purpose other than school-related communication and sending or retrieving files needed for school.
2. Do not use texting, instant messaging, or other social networking apps or websites for non-school use except during designated times (see phone use rules, above) and never during class time.
3. Do not post messages on or through the school network or internet (including those that are anonymous) that use abusive or profane language, or use the system to harass, insult, or verbally attack others or disrupt normal function.
4. Do not use the school's name or logo in a way that negatively impacts the school's reputation.
5. If you are photographed doing something illegal in Seabury attire, you endanger the good reputation of the school and will be subject to disciplinary action.
6. Do not make a video or audio recording of another student or staff member without explicit permission.
7. Do not identify yourself falsely in communications by using a fake name or another's name, password, account, or credentials.
8. Use of Internet or school network, or any school-provided electronic device, for any illegal activity is forbidden.
9. Do not purposely attempt to gain access, maintain, or distribute materials which are obscene, or pornographic, or materials which encourage excessive use of violence, blood, gore, or the diminishment of the value of life (If you accidentally encounter such materials, terminate access immediately).
10. Do not tamper with internet safety settings or attempt to circumvent Seabury device restrictions.
11. Do not misuse copyrighted or intellectual property, including unauthorized file sharing to download music, movies, and other copyrighted materials without the permission of the copyright holder.
12. Seabury is not responsible for use of technology that is unauthorized or in violation of Seabury policy. Seabury is under no legal obligation to defend or otherwise accept responsibility for improper use of its technology or the consequences of such use.
13. Students will be expected to abide by all applicable in-school policies in the use of their devices outside of school. All use of school-issued devices should reflect the ethos and values of Bishop Seabury Academy as expressed in the school's statement of Mission, Vision and Values, the Community Handbook, and in the daily life of the Seabury community. We reserve the right to define what is and is not appropriate use, and that definition may be subject to change as circumstances warrant.

Dress Code Policies

The dress code supports an equitable educational environment, allowing students to be comfortable and express their individuality as they engage in learning. Parents and students are responsible for ensuring that students adhere to the dress code during the school day and during sponsored activities, excluding dances and athletic events.

1. Tops of opaque material in any color or pattern are welcome. Underwear, the midriff area, and private areas must be covered.
2. Bottoms of opaque material in any color or pattern are welcome. Underwear and private areas must be covered. All rips between fingertips and forearms when your hands are at your sides must cover your skin. Skirts or dresses must be as long as your fingertips when your hands are at your side. Shorts must have at least a 3-inch inseam.
3. Jackets, hoodies, or sweaters of any color or pattern are welcome. Hoods must remain down while inside the school building.
4. Logos of all sizes and colors are welcome.

5. Logos and language on clothing must allow all members of the BSA community to feel safe and respected.
6. Logos or language on clothing containing the following will NOT be allowed on school grounds or at any school-sponsored events or activities:
 - Offensive language such as (but not limited to) profanity or slurs
 - Weapons, drugs, or alcohol
 - Images of nudity or suggested nudity
 - Images that offend or demean people that belong to protected classes
 - Images referencing or representing violence or offensive subjects, or age-inappropriate topics
7. Students must wear shoes. Closed-toe shoes must be worn for certain classes (P.E., Strength and Conditioning, lab classes in science).
8. Hats are not to be worn inside the building. Headwear of a religious nature is welcome.
9. Airpods, earbuds, or headphones are not to be worn unless in an open period or in a study hall with the permission of the supervising teacher.
10. Hair may be any length, color, or style but must be kept out of the eyes.
11. Tongue piercings may not be worn at school.

Enforcement of Dress Code Policy

Any faculty member may notify a student of a dress code violation in person or via email. The Dean of Students will follow up if a student fails to address the issue after notification. The student will be asked to remedy the violation immediately on their own or with the help of their parents/guardian, who may deliver items from home. If that is not possible, the student may borrow an alternative item of clothing from the school's supply that they can wear for the day. Repeated violations will result in disciplinary consequences.

Spirit Wear

Apparel with Bishop Seabury Academy logos, including items for athletics, debate, forensics, as well as other activities will be available for purchase online periodically via Jock's Nitch throughout the school year.

No parent, student, staff member, or other person has authority to use the Bishop Seabury Academy name or its logos without the explicit permission of the Head of School or an administrator empowered to make such a decision, and any apparel that uses such language or iconography without such permission will be confiscated.

Student Lockers

Each student will have access to a locker(s) to use as a storage space for his or her school supplies and personal items. Students are expected to keep these lockers in clean and good condition. Students may not apply anything to the lockers that cannot be easily removed, such as decals, Scotch tape, or glue. Magnets are permitted. Student-supplied combination locks are permitted after school hours. The combination must be registered with the Dean of Students.

Students should not open other students' lockers or remove items from them without permission of the student assigned to the locker. Opening another student's locker or removing or adding items without the owner's express permission may be considered an Honor Code violation. Student name magnets should not be removed from the front of lockers.

It is important to note that these lockers are public space and the Academy reserves the right to search these lockers at any time and for any reason.

Students are to keep their personal possessions in their lockers and not on the floors, benches, or in the school's common areas. All non-academic personal items will be taken to the Lost and Found bins.

Senior Privileges

Bishop Seabury Academy recognizes that seniors will soon graduate and go to college, where they will enjoy much more freedom and therefore be required to accept much more responsibility for their own actions. As recognition of their senior status and to help them prepare for the freedom of college, the Academy grants certain privileges for seniors. The Head of School or the Dean of Students may revoke any of these privileges at any time.

1. Seniors have access to a designated Senior Lounge. Seniors must keep this space clean. No students are allowed in this room at any time except seniors. All other rules in this Handbook concerning behavior on school grounds will apply to the lounge as well. Failure to follow these rules will result in the loss of the lounge and disciplinary action. Faculty may enter and search the Senior Lounge at any time. The Head of School will provide seniors with specific directions regarding care of the Lounge.
2. Seniors may elect to have unsupervised study halls in the lounge. Seniors should not assume they have study hall or are allowed to leave campus because a faculty member is absent; they should report to class as usual. Because they have a Senior Lounge, seniors do not have permission to be in hallways during class without the explicit permission of a faculty member.
3. Seniors may have open lunch on Fridays if appropriate parental permission forms have been signed. Seniors must follow appropriate sign-in/sign-out procedures in the main office and must return for post-lunch classes.
4. At the end of second semester, seniors may be exempted from the final exam in a particular course at the teacher's discretion. Students who earn a grade lower than a B- in a particular subject may be required to take the final exam in that course.
5. After the first quarter, with permission of parents and the advisor, seniors may sign out to go off campus during open periods. They are still required to attend Morning Meeting, Chapel, and *Altera Familia* even if they don't have a first period class. All seniors must attend lunch Monday through Thursday, even if they have 5th hour free.
6. Seniors who do not maintain an overall 2.5 gpa average (reviewed quarterly) or who are failing a course will lose their senior privileges, including use of the senior lounge. The privilege will be restored if the student can show after a three-week interval that his or her average is acceptable or that he or she is no longer failing. A student whose overall average or work in a course is unacceptable for a second time will lose senior privileges for the remainder of the year.

IV. Academics

Success in the classroom starts with personal responsibility to come to school and to classes on time, to be absent from school or class only for good cause, and to be in close communication with teachers to make up missed work. Therefore, the section on Academics begins with Seabury's policies on attendance.

Study Halls and Open Periods

The purpose of study halls and open periods is to provide time during the school day when students can work on assignments, study, or seek help from teachers. In seventh and eighth grades, students are assigned to a study hall in a teacher's classroom. Students must have an appropriate purpose if they ask

to leave the study hall, and they must attain the permission of the supervising teacher. Students in study hall may not use cell phones. In grades nine through twelve, students are assigned to a teacher's classroom for open period. It is strongly recommended that all ninth graders have at least one open period (exceptions will require administrative approval). Students must report promptly to the supervising teacher at the start of the period to sign in. They may remain in the classroom, or work in the foyer, sit at outside tables, visit another teacher for help, or go to another available classroom. Students in open period may use their cell phones only in authorized locations. Upper-school students must maintain grades of 65 or above in all subjects in order to enjoy the privilege of the open period. Students who at mid-quarter and at the end of the quarter are not meeting this standard will be restricted to their assigned classroom for their open period(s) for the remainder of the quarter or the semester as determined by the Dean of Students.

Absence Policy

No student may participate in any extracurricular activity or practice if he or she misses the first half of the day without approval from the appropriate administrator.

Students must get any assignments missed while they are away from school and make up all work in a timely fashion. Teachers post homework assignments on Google Classroom. Students who miss an extended period of time should meet with each teacher to establish a schedule for making up work. If a student is absent from school the day of a test, he or she should plan to take the test upon the day of returning to school. If a student misses school the day before a previously announced test, the student should plan to take the test with the rest of the class. A student who misses more than 15 minutes of a class may be marked as absent by the teacher.

Late Work Policy

An assignment will receive one letter grade deduction (10%) for each school day that it is unexcused late. These deductions will continue for up to five school days, when the maximum score would be 50%. At that point, students will have another five school days to submit the assignment for up to 50% of the maximum score. Once an assignment is more than ten school days late, it will receive no credit. For major assignments or an established pattern of missing work, teachers will contact students and parents to notify them of the missing work.

Extra-curricular Involvement

As part of their school life and personal development, students are expected to participate in extracurricular activities. In grades 6-8, students must participate in at least two arts and/or athletic activities each year, though they are encouraged to do three. In grades 9-12, students must participate in two activities, although they are encouraged to participate in more. The school publishes a list of the programs that fulfill this requirement. In general, these will be programs that meet daily for a period of two to three months.

The school recognizes that some students are passionate about activities that are not offered through the school. If these activities involve an amount of time comparable to school extra-curricular programs (approximately seven hours per week or more), a student may be excused from all or part of the extra-curricular participation requirement. Such activities might include swimming, dancing, or equestrian training. The permission of the Director of Athletics, the student's advisor, and the Head of School is required for such a release from the requirements.

Additionally, if the Academy does not provide a specific sport, students are permitted to pursue their athletic interests by joining the public school team for that sport. However, before engaging in sports activities at another institution, students must submit a formal request to Seabury Academy's Athletic Director for review and approval. This policy ensures that we support our Seabury Academy community first and foremost, while still offering students the flexibility to pursue their passions and athletic aspirations outside the confines of our school's sports offerings, provided that they follow the proper procedures.

Graduation Requirements

To graduate from Bishop Seabury Academy the following courses should be taken in grades 9-12. Individual requirements may be waived by the Faculty in special circumstances, such as students who enroll after the 9th grade, foreign students, or students with diagnosed learning disabilities.

English	4 credits
Math	4 credits
Social Studies	3-4 credits
Science	4 credits
Foreign Lang.	3-4 credits
Fine Arts	2 credits
Ethics and Philosophy	1 credit
Electives	2 credits

Exemptions/Substitutions to the Course of Study

All Seabury students are expected to fulfill the school's published graduation requirements, but in very rare circumstances, it may be necessary for a student to be exempted from part of the requirements for graduation due to extenuating circumstances (documented learning accommodations, complications with transfer credits, and so forth). Any consideration for such a change will begin with a staff recommendation to the Director of Enrollment who will bring the proposal to the Curriculum Committee.

Likewise, graduation requirements will be fulfilled exclusively by courses designed and taught by Seabury teachers except in extraordinary circumstances. Students should not enroll in courses outside of Seabury without first meeting with the Director of Enrollment and verifying that the course does not conflict with the student's daily schedule.

Any exception to graduation requirements for a student must be approved by the Curriculum Committee and receive the express permission of the Head of School.

Report Cards, Exams, and Transcripts

Report Cards are issued twice per year in accordance with the school's annual calendar. Each report card will reflect the grade earned for work done in that semester, as well as exam grades. Semester grades are computed as follows: for grades 6 through 8, each quarter counts 45% and the final exam or project counts 10%. In upper school courses, grading policies will be specified on the course syllabus, with the final exam or final project for the class accounting for 10-20% of the semester grade.

The official school transcript will reflect only semester grades. Holds will be placed on grade cards and transcripts if accounts are not current and/or if school-owned technology or other materials such as uniforms are not returned. .

Grading Scale

The Grading Scale at Bishop Seabury Academy will be as follows:

97-100	A+	87-89	B+	77-79	C+	67-69	D+
93-96	A	83-86	B	73-76	C	63-66	D
90-92	A-	80-82	B-	70-72	C-	60-62	D-
						< 60	F

Grade Point Averages and Class Rank

Most American high schools compute a grade-point average to quantify cumulative academic success. While this figure is helpful to colleges and does reflect a certain kind of success, it is a limited measure and in no way reflects a student's total academic experience. Bishop Seabury Academy courses are quite rigorous, and A's are difficult to achieve.

The school uses the scale below to compute GPA, and the transcript will reflect a cumulative GPA.

A+ =	4.3	A =	4.0	A- =	3.7	
B+ =	3.3	B =	3	B- =	2.7	
C+ =	2.3	C =	2	C- =	1.7	
D+ =	1.3	D =	1	D- =	.7	F=0

At the end of the senior year, the school will declare a Valedictorian, who shall be the student with the highest GPA in the senior class. Except for this, students will not be ranked. As a very small school in which all students take a rigorous college preparatory curriculum, ranking would not be meaningful nor beneficial to students. All college applications will include the school's non-ranking policy.

Curriculum Sequencing

Students follow a traditional sequence of classes in most disciplines. Transfer students sometimes enroll at Seabury with prerequisite courses out of sync with the Seabury curriculum sequence. The school will attempt (but cannot promise) to accommodate those students if the schedule of courses provides that option.

In math classes, there are two sequences to the curriculum, culminating in either Calculus I or Calculus II, and students are expected to be in one or the other. Parents are strongly advised not to try to accelerate students beyond the appropriate sequence of math classes. Our experience demonstrates that—in almost every case—students are more successful when they can master and better comprehend the math concepts appropriate to their age instead of simply trying to “move ahead” as fast as possible in the math program. There are more appropriate opportunities to broaden or deepen a student's math experience without moving faster in the sequence, including self-study in applied math and working on math contest materials.

On rare occasions, the administration may find that a student is a candidate for acceleration in the math sequence, but in those instances, parents must understand that a student may be accommodated out of sequence one year but perhaps not in following years. In such a scenario, a student may have to repeat a math class or continue math education outside of Seabury.

In short, the school cannot be responsible for providing a consistent math education for students who are out of sequence for whatever reason. Parents who would like more information about the math scope & sequence or scheduling in general should meet with the Math Department Chair and Director of Enrollment.

Community Service and Senior Service Project

To receive a diploma, all seniors must have completed 30 hours of community service for each high-school year they have attended Seabury, totaling 120 hours earned during high school. **In addition**, all seniors are required to complete a service project as a requirement for graduation. This is separate from the yearly service hour requirement. The project involves a proposal that a student must submit to the Senior Project Service Coordinator by the end of September of the senior year. The Coordinator must also receive the student's written reflection no later than two weeks following the completion of the project. Projects will generally be completed at Bishop Seabury Academy, although students may apply to have other significant service work count as their Senior Project. Each graduating class is responsible as a group for ensuring that all tasks on the BSA Senior Project list are completed during their senior year. Toward the end of the junior year, students are strongly encouraged to meet with the Senior Project Coordinator to discuss the Senior Service Project and to review a student's service hours.

Independent Study Project (ISP) Guidelines

(Upper School only) Independent study may be organized by an individual student or a small group of students to study a chosen topic under the supervision of a teacher. The requirements in this course must be equivalent to that in a regular course. An independent study course must be submitted to the Director of Enrollment at least a week before the end of the semester prior to the semester in which the ISP is to occur. The proposal must receive Curriculum Committee approval within two weeks after the start of the term in order to be added to the schedule and included on the student transcript. Independent study guidelines and forms are available from the Director of Enrollment.

Independent Explorations Program (IExP)

The Independent Explorations Program (IExP) is a multi-year endeavor for students in ninth through eleventh grade who want to explore a subject area or personal passion beyond the BSA curriculum. Students will develop a proposal with the support of the IExP director, and be matched with a mentor in the community who will provide feedback and guidance. After the project is completed, students will receive an IExP certification on their transcript. Interested students should contact the Director of College Counseling.

Course Changes

Students may make discretionary course changes during the first two weeks of each semester. The final date for changes will be announced by the Director of Enrollment at the beginning of the semester. If a student would like to add or drop a course, he or she must first discuss the reason with the teachers affected and his or her advisor. The student must obtain parental permission and then submit the request to the Director of Enrollment for approval.

Per the approval of the Dean of Students and Director of Enrollment, necessary course changes may be made beyond the two-week deadline for other pressing reasons that emerge only after the beginning of the semester: for example, moving from a higher- to a lower-level course. Students will not be moved into a different section of the same course, taught by a different teacher. Students have four weeks from the start of the semester to make these changes without it appearing on the transcript.

Extension of this deadline for course changes would occur only under extraordinary circumstances, and after consultation between the Deans and the Head of School.

Placement and Summer Remediation

If a student earns a grade of D- or lower, he or she may be required to obtain remediation in that subject in order to advance to the next level. Students who receive an F for one or both semesters of a course will be offered the option of re-taking the course the following year or taking an exam at the beginning of the next school year to try to earn credit for the course. This will most often be necessary in sequential subjects such as math or foreign language. Placement will be determined by the chair of the department in consultation with department faculty.

Eligibility for After-School Activities

Students who participate in interscholastic sports, debate, and forensics (or other school-sponsored extracurricular competitions) must be passing all classes (D- or above) in order to participate in competition. The Director of Athletics, Dean of Students, and coaches will be informed of eligibility on a weekly basis. Students on Academic Probation are ineligible to participate in athletic competition pending review of their academic standing by the Dean of Students.

End-of-Year Retention and Academic Probation

Contracts to return to school are issued in the early spring. All contracts are contingent upon successfully completing the year in good standing. During the school year, the Dean of Students monitors student

progress. Faculty will meet to discuss students whose academic performance and/or behavior falls below expectations; in this case, a student may be placed on Academic Warning, and if there is not sufficient improvement, on Academic Probation. These students and their families also meet with the Dean of Students and faculty; if necessary, strategies for improvement are initiated, and faculty report the student's progress to the Dean of Students and/or Head of School. After the completion of the year, the faculty will discuss whether the student has improved enough to allow his or her return and make a recommendation to the Head of School.

Student Support and Accommodations

Bishop Seabury Academy strives to create a diverse and enthusiastic learning community, populated by students who can be successful with a rigorous college preparatory program. As part of the BSA enrollment process, parents are required to identify any reasons why their child may need accommodations in the curriculum or the learning environment. Such accommodations may be offered to students based on documented need if such they will allow students to be successful in meeting the Academy's existing academic and behavioral standards. The Academy will not provide accommodations beyond what can be reasonably supported by or creates an undue burden on the Academy or that require the alteration of the Academy's programs or essential expectations. Initial and ongoing enrollment will be dependent on the student's capacity and demonstrated ability to be successful at the Academy, regardless of diagnosed and undiagnosed learning differences. Diagnosed learning differences that are known to impact education will be considered on a case-by-case basis, and student success will be evaluated based on academic performance and engagement of the individual.

Students who are struggling in one or more academic subjects may receive help from the Student Support Team (SST). The SST may be convened for non-academic reasons as well. The process may be initiated by a parent, teacher, or administrator. The SST consists of the parents/guardian of the student (and the student if he or she is in the upper school) the advisor, the learning support specialist, and the student's teachers. A plan for strategies and support will be implemented and amended as necessary. Bishop Seabury will implement such strategies and support to the extent feasible, but may not be able to accommodate in all circumstances. The cooperation and effort of all—student, parents, and teachers—is assumed and required for success. The plan may include working with the Learning Support Specialist, regular meetings with teachers, and/or accommodations, depending on the need. If a student consistently fails to meet effort and performance expectations, and continues to struggle academically, he or she may be placed on academic probation. Failure to meet expectations even with adequate support may result in a non-renewal of the student's contract.

When accommodation(s) for a disability are proposed for a student's support plan, Bishop Seabury may require documentation from a professional who has evaluated the student in order to confirm the disability and need for accommodation.

Individuals with disabilities who wish to bring a service animal on Bishop Seabury property may not do so without prior approval. Students who wish to utilize an emotional support animal (ESA) while at school must go through the reasonable accommodation process with the Dean of Students. Any questions regarding accommodations should be directed to the Dean of Students.

The Student Success Center

The Student Success Center (room 301) is a space dedicated to quiet study, and is available to all students under the supervision of the Learning Support Specialist. All students may use this resource by appointment and/or on a drop-in basis at the discretion of the Learning Support Specialist. The Learning Support Specialist meets with students one-on-one and in small groups to offer support with academics and executive functioning skills.

Honors Curriculum

Bishop Seabury Academy offers Honors courses, primarily at the junior-senior level, to serve the needs of students who seek challenges that go beyond the already rigorous demands of other courses in our college-preparatory curriculum. Although the specific aims of Honors classes may vary, all of them will adhere to multiple standards from the following list:

- * An accelerated pace compared with other course offerings.
- * An advanced skill set requirement (e.g., enrollment in Calculus I as a requirement for Honors Physics).
- * Preparation for Advanced Placement testing.
- * Course content equivalent to that of a college course.
- * More rigorous standards for grading.
- * Additional assignments or projects allowing students to achieve greater depth in examining course topics.

Academic Recognition

Each year at Convocation, the school will recognize those students who have distinguished themselves through their academic accomplishments in the high school curriculum. Students who have attained a cumulative GPA of 3.5 at the end of their sophomore year, or who have attained a cumulative GPA of 3.2 at the end of their junior year, will be named Seabury Scholars. To be recognized for the honor roll, students must attain a GPA of 3.5 or higher for each semester of the school year.

Graduation Speakers

The member of the senior class with the highest cumulative GPA after seven semesters of high school work, of which the final three must have been taken at Bishop Seabury Academy, will be declared Valedictorian. The Valedictorian will give an address at Commencement. In the event that the highest GPAs in the class differ by less than .01 grade points, the top two students will be declared Co-Valedictorians and both will speak at Graduation. The Valedictorian must have completed at least three semesters of study at Bishop Seabury Academy and completed all core academic requirements. By tradition, the Valedictorian is presented with the Ray and Marian Wilbur Award for Academic Achievement. The senior class also elects both a student and a teacher to speak at graduation. A senior gives the Charge to the Undergraduates, and a teacher gives the Charge to the Graduates. These speakers will be elected in spring of the senior year. In addition, the senior class may elect a member of the class to speak at the Senior Dinner.

V. Student Leadership and Government

Student Leadership

Helping students to develop leadership abilities is an important part of Bishop Seabury's community and philosophy. We recognize that leadership may be exhibited in many different ways to reflect an individual's personality and his or her talents. Many of the student jobs help to develop leadership skills by asking older students to direct younger ones. Team captains, student directors, and editors all play significant leadership roles. Moreover, the school encourages students to develop programs that interest them and that the school doesn't offer.

Prefects

As essential models of student leadership, Prefects lead Morning Meeting every day, say grace, and lead the announcements after lunch. The Prefects also help supervise the students during free time. The Prefects also help model the Honor Code and may meet with students to discuss community expectations and values. The Head of School or Dean of Students may ask the Prefects to meet with individual students from time to time. The Head regularly consults with the Prefects about a variety of topics affecting student life.

The Prefect selection process will involve voting by students and faculty. Because existing Prefects enjoy a year's experience in their positions and subsequently understand the requirements for those roles, their

votes will receive slightly more weight. The Head of School reserves the right to make final decisions with Prefect appointment.

Prefects will be selected from among the members of the rising senior class and will be appointed to their position by the Head of School during the spring semester. The selection process includes input from students and faculty.

Student Senate

The school also sponsors a Student Senate. Students from every grade will have the opportunity to participate in Student Senate. All Prefects are members of Student Senate and each class will be represented by two students, elected by their class, who will be responsible for communicating with their class and faculty, organizing school dances and social events, and leading other activities created by the group itself. Any student can become involved in Student Senate activities by contacting his or her class representative. The Dean of Students serves as faculty advisor for the Student Senate.

Student Senate Constitution

Mission Statement

As the Student Senate, we will promote school spirit. In doing so, we will take responsibility for providing leadership and role models for the student body. We will promote better student-to-student relationships and better student-to-faculty relationships. We will be responsible for organizing student-sponsored events.

Name

From this point forward this organization will be called Bishop Seabury Academy Student Senate.

Role of Members

Committee Chairperson: The chair of a committee can be held by any member of the Student Senate. The Chair is in charge of a specialized committee and will organize and preside over the meetings of that committee. The Chair will also keep the officers and the rest of the Student Senate informed of the Committee's intentions to act and decisions.

Class Representative: Two class representatives will be elected for each grade or class. They will be the link between their class and the Student Senate. They will be responsible for organizing class events such as a class trip and volunteer project(s). Each class representative will serve on at least one Student Senate committee but no more than two. They will also be required to attend every meeting that involves them: whole Senate meetings, their committee meetings, and, if they are chair people or officers, the officers/chairperson meetings.

Prefect: All Prefects will be members of the Student Senate. They must serve on at least one committee but no more than two. They will be required to attend every meeting that involves them: the whole Senate meetings, their committee meetings, and, if they are officers or chair people, the officers/chairperson meetings.

Faculty Sponsor: There will be at least one sponsor appointed by the Head of School from the faculty to aid and direct the Student Senate. The Sponsor serves as a link between the faculty and Student Senate, answers to the Head of School, and keeps informed of Student Senate actions. The Sponsor must also approve activities planned by and important decisions made by the Student Senate before they can be implemented. The Sponsor attends meetings as necessary.

Elections

Class Representative: The Class Representatives will be elected in the fall, and those chosen will serve as the class representatives for that academic year. All members of a class are eligible to run for Class Representative, unless they received an out-of-school suspension during the course of the current

academic year. Those wishing to run for the position must sign up and make a speech prior to the vote. Sixth-graders elect their representatives at the end of the first-quarter of the new school year.

Officers: Student Senate officers will be elected during the first Student Senate meeting at the beginning of the academic year. At that meeting, the members of the Student Senate will sign up for those positions and will make a speech prior to the vote.

Meetings

The committees will meet once a week unless otherwise indicated. The committee chairs will also meet with the officers once a week, unless otherwise indicated. The whole Student Senate will meet every other week.

Removals

Unexcused absences from meetings are taken very seriously. If a member of the Student Senate misses two senate events (meetings, dances, fundraisers, etc.), then that person will be removed from the body. Since the members of the Student Senate also provide leadership for the student body, any member breaking one of the school's major handbook rules will be subject to review by the Student Senate, the faculty, and the Head of School. If that review results in removal from the Student Senate, then elections will be held as soon as possible to fill the vacated position.

Amendments

Proposed amendments or changes to this Constitution can be made by a 2/3 majority vote of the Student Senate. On the day of the vote, no more than two people can be absent and at least one representative must be present from each class. In addition, half of the Prefects must be present when the vote is taken.