

The Academy adopts those eligibility standards set by the Constitution of the Michigan High School Athletics Association (MHSAA) and shall review such standards annually to ascertain that they continue to be in conformity with the objectives of the Academy.

Use of a performance-enhancing substance by a student is a violation that will affect a student's athletic eligibility and extra-curricular participation, as determined by the Academy Board.

The ESP shall develop appropriate administrative guidelines for the operation of the Athletic Program and an Athletic Code of Conduct for those who participate. The Athletic Code of Conduct may be made applicable to participants in other extracurricular activities in the Academy.

To participate in interscholastic athletics an athlete and parent must, as part of the orientation to a high school team, indicate that they have been made aware of the Athletic Code of Conduct, including its provisions banning illicit and performance enhancing drugs, nicotine, vaping and alcoholic beverages, and the penalties for violating the Code. A list of banned performance-enhancing substances shall be made available on the Academy website and communicated to student athletes and parents at least annually.

Section 15. Textbooks, Technology, and Other Essential Curricular Materials.

The ESP shall recommend to the Academy Board, for its approval, textbooks, technology, and other essential curricular materials in order to implement and enhance the educational program. The ESP may designate qualified administrators and teachers to assist in the selection of textbooks, technology, and essential curricular materials to be recommended to the Academy Board.

Section 16. Selection of Media Center Materials.

Academy students shall be provided access to a wide variety of educational materials, in various media, to support learning. Consistent with Academy purchasing protocols, the ESP may make or approve purchases for Academy media centers and may receive recommendations for such materials from administrators, instructional staff, parents and students, subject to the Academy budget.

Section 17. Parental Objections.

The ESP shall develop rules and regulations that provide an opportunity for the presentation and fair consideration of parental objections to the Academy's curriculum, the selection of textbooks and other instructional materials and media center materials.

Section 18. Wellness.

The ESP shall prepare and implement administrative guidelines and SMART Goals, in accordance with applicable law, with input from the Academy's Wellness Committee, that promotes students' health, nutrition, well-being, and regular physical activity as part of the learning environment, in

accordance with applicable state laws, rules and regulations. The ESP shall have the authority and responsibility to ensure that each school building complies with this policy.

The Academy shall inform the public annually about this Wellness Policy, provide a link to the Wellness Policy online, review the Wellness Policy at least triennially, and provide information to the public on how they can participate on the Wellness Committee and assist with the development, implementation and periodic review and update of this policy.

Section 19. Non-Discrimination, Sexual Harassment, Harassment and Anti-Retaliation

The Academy Board is committed to maintaining an education and work environment free from all forms of unlawful discrimination, sexual harassment, harassment, and retaliation. No member of the Academy community shall be excluded from participation in, denied the benefits of, or subjected to discrimination, in any Academy operations, programs, and activities. The Academy shall not discriminate on the basis of race, color, national origin, sex, age, religion, height, weight, marital or family status, disability, military status, genetic information, or any other legally protected category, in its programs and activities, including employment. All allegations of unlawful discrimination, sexual harassment, harassment and/or retaliation shall be investigated by the ESP or other Academy Board designated representative. The Academy Board, through the ESP or other designated representative shall take prompt, remedial action where unlawful discrimination, sexual harassment, harassment, and/or retaliation is substantiated. Individuals found to have engaged in unlawful discrimination, sexual harassment, harassment and/or retaliation in any Academy building or on Academy premises or at Academy sponsored activities or events shall be subject to removal/suspension from the Academy, and if ESP staff, any other appropriate action determined by the ESP.

Sexual Harassment

Sexual harassment is a form of sex discrimination, and shall not be permitted with respect to students, the ESP staff or third party vendor assigned to work at or on behalf of the Academy. Sexual harassment is defined as unwelcome conduct of a sexual nature, requests for sexual favors, and other verbal, nonverbal, graphic, or physical conduct of a sexual nature, when:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment, or status in a class, or academic standing.
2. Submission or rejection of such conduct by an individual is used as the basis for employment or educational decisions affecting such individual.
3. Such conduct is sufficiently severe, persistent or pervasive such that it has the purpose or effect of interfering with an individual's work or educational performance; or of creating an intimidating, hostile, or offensive work or learning; or of interfering with one's ability to participate in or benefit from a class or educational program or activity.

Sexual harassment may involve the behavior of a person of either gender against a person of the same or opposite gender.