

## Zero Tolerance Policy for On Campus Kids After-School Enrichment

At On Campus Kids After-School Enrichment, we are committed to fostering an inclusive and respectful environment where every child can thrive. To ensure the well-being of our participants and staff, we have established a zero tolerance policy regarding certain behaviors. The following actions are strictly prohibited and will result in immediate disciplinary action, including potential removal from the program:

1. Drug Paraphernalia: Possession, use, or distribution of any drugs, tobacco, alcohol, or related paraphernalia is strictly forbidden. Any student found engaging in these activities will be immediately expelled from the program.

2. Violence: Any form of physical violence, including fighting, hitting, kicking, or threatening behavior, will not be tolerated. Participants engaging in violent actions will be removed from the program, and appropriate legal authorities may be contacted if necessary.

3. Bullying: Bullying, including physical, verbal, or cyberbullying, is strictly prohibited. This includes teasing, name-calling, spreading rumors, exclusion, or any other behavior intended to harm, intimidate, or demean others. Incidents of bullying will be taken seriously, and appropriate actions will be taken, which may include suspension or expulsion from the program.

4. Harassment of Staff: Our staff members are dedicated professionals who work tirelessly to create a positive learning environment. Any form of harassment, including verbal, physical, or emotional abuse, towards our staff will not be tolerated. Such behavior may result in immediate expulsion from the program.

5. Discrimination: We are committed to providing an environment free from discrimination based on race, color, religion, gender, national origin, disability, or any other protected characteristic. Any act of discrimination, including prejudiced remarks, exclusion, or unfair treatment, will not be tolerated. Instances of discrimination will be addressed promptly, and appropriate actions will be taken, up to and including expulsion from the program.

6. Disrespect towards Staff: We expect parents and guardians to communicate with our staff in a respectful and constructive manner. Any continued disrespect, rudeness, or abusive behavior towards our staff will not be tolerated. If there are persistent issues of disrespectful behavior, the student's account may be suspended or terminated, depending on the severity and frequency of the incidents.

7. Weapons: Bringing any form of weapons, including but not limited to firearms, knives, or any object that can be used to cause harm, is strictly prohibited. Any student found in possession of a weapon will be immediately expelled, and legal authorities will be contacted.

We take these matters seriously to ensure the safety, well-being, and equal treatment of all program participants and staff. It is important for parents and guardians to discuss these guidelines with their children to reinforce our commitment to a safe, respectful, and inclusive environment.

Please note that this zero tolerance policy is not exhaustive, and other behaviors contrary to the values and principles of our program may also be subject to disciplinary action as deemed appropriate by the program administration.

We appreciate your cooperation and commitment to maintaining a safe, nurturing, and respectful after-school environment for all students.