



ZERO TOLERANCE POLICY

The International ALERT Academy expects all our staff, directors, contractors, volunteers, and students to conduct themselves in an appropriate manner and holds a zero-tolerance policy regarding the following:

- Violence
- Sexual Misconduct
- Inappropriate language
- Theft
- Harassment
- Discrimination
- Personal Harassment
- Sexual Harassment
- Bullying
- Abuse of Authority
- Creating a hostile environment

Definitions for each of the areas are posted in all student living facilities.

Anyone who violates this policy will face appropriate disciplinary action, ranging from loss of privileges, to involvement from law enforcement agencies, and/or immediate termination or dismissal at their own expense.

The International ALERT Academy takes all complaints about the above activities seriously and will pursue any means appropriate to resolve the situation. We ask our students and their parents/guardians to help the ALERT staff and volunteers remain faithful to this commitment, by



reporting any violations of the zero-tolerance policy they hear about or witness to the appropriate authority. No individual will be disciplined or retaliated against for reporting in good faith a potential violation of this policy or for participating in an investigation of such.

This policy covers actions by or towards directors, employees, contractors, volunteers, and students, and includes actions in any situation involving work or student relationships both onsite and offsite (e.g., meetings offsite, deployment, training exercises).

Reporting:

If you know of a violation of ALERT's zero-tolerance policy that is not already being addressed, please immediately inform someone in leadership you trust. If this option is not available for some reason, please write a letter or email stating your concern about the potential violation to the ALERT Director. The reporting party may remain anonymous. The reporting party may remain anonymous. If the reporting person is not telling the truth as they reasonably believe the truth to be, they may be subject to discipline.

Note: If the violation is by the ALERT Director or Commanding Officer, please reach out by letter or email to another trusted staff member. If a criminal action has occurred, immediately call 911.