

Father Gabriel Richard High School  
4333 Whitehall Drive  
Ann Arbor, MI 48105  
(734) 662-0496 ~ FAX (734) 662-4133  
Attendance Line (734) 662-0496 press 4  
Website Address: [www.fgrhs.org](http://www.fgrhs.org)

## **OUR MISSION AND VISION**

---

Father Gabriel Richard High School, a Catholic School Community, exists to build up the body of Christ through the intellectual and spiritual formation of its students. Rooted in the Catholic intellectual tradition, FGR cultivates in each student a sense of awe in response to the beauty of truth. Strengthened by the Sacraments, students are equipped to live at the service of others through academic excellence, intentional discipleship, creativity, and sportsmanship.

## **SCHOOL HISTORY**

---

With a history that began in 1868 as a parish school known as St. Thomas the Apostle High School, we have grown and developed into Father Gabriel Richard Catholic High School, located in Ann Arbor, Michigan. Our school serves the greater Washtenaw, Livingston, and Wayne counties as an institution of the Catholic Diocese of Lansing, Michigan. Our students come from various partner schools and parishes and several international countries. Located downtown on Elizabeth Street from 1868 until 2003, Father Gabriel Richard Catholic High School is now located on Whitehall Drive in the northeast corner of Ann Arbor in its 96,000 square foot, state-of-the-art facility.

## **CORE VALUES**

---

**Love God** – “. . . love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.” - Mark 12:30

**Love Others** – “And the second is like it: ‘Love your neighbor as yourself.’” - Mark 12:31

**Love Learning** – “. . . turning [our] ear to wisdom and applying [our] heart to understanding. . .” - Prov 2:2

**Pursue Excellence** – “. . . whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable—if anything is excellent or praiseworthy—think about such things.” Phil 4:8

**School Colors ~ Green and White**

**Athletic Nickname ~ Irish**

## **GENERAL INFORMATION**

---

### **APPOINTMENTS WITH STAFF**

Parents desiring to meet with any member of the faculty or administration are asked to use teacher voicemail or e-mail directly to schedule an appointment.

### **BUILDING HOURS**

On full days of school, the building is normally open from 6:45 am until 5:00 pm. At 7:30 am, students will be allowed into the academic areas. Any student or group of students in the building after 5:00 pm must be under the supervision of an adult staff member or coach. The Media Center will be open for students until 5:00 pm most days. The student commons is available from 3:00 pm until 3:30 pm. Father Gabriel Richard High School assumes no responsibility for any student who re-enters the building after building hours. Students not enrolled at FGR are not allowed in the building except for visiting sports teams or students enrolled in driver's education classes.

### **CAMPUS**

The Father Gabriel Richard High School campus includes all grounds, immediate and extended, around the building, the parking lot, and the athletic fields.

### **DELIVERY OF ITEMS AND/OR MESSAGES**

School is not the place to have personal items or messages delivered to students during instructional time, as they are disruptive to the

education process. If a message must be delivered, a note will be placed on the student's locker asking them to come to the office for the message or delivery. We will not interrupt class except for the instances of emergency.

### **FIRE DRILLS AND EMERGENCY EVACUATIONS**

To ensure the safety of students and staff and to comply with state law, Father Gabriel Richard High School holds regular fire drills and other safety-related evacuations. During these drills, students must remain silent and be alert for directions that may be given while the drill is in progress. As students evacuate to a predetermined location, they are to report to the teacher of the class they were attending. Should the drill take place during a passing time or at lunch, students are to report to the teacher of their previous class, at a predetermined location outdoors. The drills are taken very seriously and any student whose conduct during a drill is considered inappropriate will be subject to disciplinary measures.

### **FORCE MAJEURE CLAUSE**

Father Gabriel Richard High School's duties and obligations shall be suspended immediately without notice during periods that the School is closed and unable to offer in-person or remote instruction to students, because of *force majeure* events including, but not limited to any fire, act of God, war, governmental action, act of terrorism, epidemic, pandemic, natural disaster, technology disruptions, lack of internet access, or the failure of computer software or online learning systems cause by third party providers or others, or any other event which is beyond the School's control. In the event FGR shall be forced to temporarily close due to *force majeure*, the Diocese of Lansing, Board of Trustees, and Administration shall as soon as practicable evaluate the potential length of closure. If, in the Board's discretion, the expected closure will be for such an extended period that it becomes unfeasible to continue charging tuition, the Board may elect to suspend or modify tuition payments in full or part until FGR is able to resume operation.

### **LOST AND FOUND**

FGRHS is not responsible for lost articles. Books and other items found are kept in the Aux gym or main office. On the last day of each month, all unclaimed items will be donated to charity.

### **PARENT REPORTING A STUDENT'S ABSENCE**

Parents must notify the school of a student's absence either sending an email to [attendance@fgrhs.org](mailto:attendance@fgrhs.org) or by calling 734-662-0496 press 4 before 9:00 am. Please give the student's name and reason for the absence.

### **PARENT TEACHER GUILD (PTG)**

The purpose of this organization is to promote better communication and a closer relationship between the home and school and to provide opportunities for parents and teachers to cooperate in developing the best spiritual, intellectual, and physical education for all. Every parent or guardian is welcome to attend the monthly meetings and become involved in the many events PTG sponsors and/ or supports. Information will be provided to parents at the beginning of each academic year.

### **VISITORS**

All visitors to the school building must be buzzed in at the front door and then sign in at the main office. Students will not ordinarily be granted permission to bring guests to school.

### **WEATHER CLOSING**

Severe inclement weather, poor driving conditions, or a power outage may make it necessary to close the school or delay the opening of school. While every effort is made to get this information to the local broadcast media by 6:30 am, we cannot guarantee that every TV station or local radio station will have the information immediately. Parents and students are encouraged to check for notification messages via phone, text or email, or check our website and Plus Portals. In the event that deteriorating weather makes it necessary to close school early, every effort will be made to contact parents.

## **ACADEMIC LIFE**

---

### **CODE OF CONDUCT**

The following policies apply from the day of orientation until the student's last school-affiliated event is completed. The policies apply at all times and in all places throughout the student's enrollment at FGRHS. There are no times, no days, no places, and no circumstances in which the policies do not apply. For this reason, the parents and students agree that FGRHS has full and complete discretion to impose discipline or take other action as it deems appropriate for behavior occurring at the school and away from school based on the guidelines that are contained in this handbook.

### **ACADEMIC ASSISTANCE**

Teachers are generally available to students each day before and after school for extra help. Students are strongly encouraged to take advantage of this assistance. Students with great difficulty in a given subject area who require an exceptional amount of help should

seek the assistance of a tutor.

## **ACADEMIC INTEGRITY**

**OVERVIEW** The faculty is committed to promoting an environment that fosters integrity and honorable conduct. Administrators, faculty, students, and parents share the responsibility for maintaining an atmosphere in which personal accountability is valued. Honest evaluation of students' progress demands honest work by each learner. We strive to instill within our students a sense of self-policing regarding academic integrity.

**EXPECTATIONS OF THE FACULTY** Teachers will provide students with a course syllabus containing a description of the course, procedures and practices relating to examinations, homework, and class work. Parameters for each assignment will be given as the year progresses.

**EXPECTATIONS OF THE STUDENT** Academic dishonesty occurs when students portray another's work as their own or assist another in being dishonest. Students shall follow rules prohibiting dishonest academic behavior and must resist peer pressure to violate our academic standards.

**COLLABORATION** Homework collaboration/copying is considered academic dishonesty unless explicitly permitted by the teacher for each assignment. The teacher shall guide students in understanding when collaborative efforts are appropriate.

**DEFINITION OF ACADEMIC DISHONESTY** "Academic dishonesty" is an action intended to obtain or assist in obtaining credit for work which is not one's own.

**DEFINITION OF PLAGIARISM** "Plagiarism" is the act of taking, and using as one's own work, another's published or unpublished thoughts, ideas and/or writings. Types of plagiarism include word for word, mosaic (rearrangement or rewording), and indirect (paraphrasing of a passage without documentation). The use of ChatGPT or other AI tools are not to be used for research or to generate any written assignments. This is plagiarism because such text/information is not a student's words or their ideas.

## **VIOLATION – ACADEMIC DISHONESTY**

### **ONCE AN OFFENSE HAS OCCURRED, THE CLASSROOM TEACHER:**

- investigates the offense by speaking to the student(s) involved (there should be compelling evidence)
- contacts the parent or guardian
- completes a referral form and discusses the incident with the assistant principal
- Students are required to re-do the assignment for at most 50% credit

For a repeated offense, in addition to the above actions a record of the offense will be kept and shared with the student's counselor who will report to the student's prospective colleges.

**ONCE THE VIOLATION HAS BEEN RECORDED**, the assistant principal will refer the case to the Academic Conduct Review Board.

**ACADEMIC CONDUCT REVIEW BOARD** This is a board consisting of one administrator/counselor and two teachers. When a student violation occurs, the student will meet with the board. Parents are welcome to attend the meeting with the Academic Conduct Review Board. The student will explain his/her action. The board will review the case and make a recommendation to the administration using the violations [below]:

- First offense- Behavioral Detention and one week of social probation. If a student is placed on social probation, he/she shall: 1. not be allowed in the school or on school grounds outside of school hours except as a participant in a school activity or sport (practice/rehearsal/game) under the direct supervision of a staff member; and 2. not be allowed to attend, as a spectator, any school sponsored event after school hours or on weekends, or as a participant in school social activities such as Household events, dances, or prom.
- Second offense- In-School Suspension, parent meeting and student contract.
- Third offense- Student may be asked to withdraw from FGR.

Any student involved in the theft of testing materials, the distribution of same, or the possession of stolen testing materials is subject to immediate expulsion.

## **ACADEMIC STANDING / PROBATION**

To remain in good academic standing, students are expected to maintain a semester grade point average (GPA) of 2.0 and satisfactorily complete all courses. Counselors will monitor student semester GPA's. There will be a meeting with parents, student, administration, and the counselor when a student falls below a 2.0 for the semester. Students who jeopardize their academic standing will be placed on academic probation and monitored for improvement. The counseling department will send a report to all teachers of students who are on academic probation at the end of each semester. Father Gabriel Richard High School reserves the right to withdraw the privilege of enrollment at any time from any student who fails to maintain good academic standing (GPA of 2.0).

## **ATHLETIC ACADEMIC ELIGIBILITY**

The general eligibility requirements of the MHSAA and the CHSL (passing 66% of your classes) shall be followed in addition to certain specific requirements unique to Father Gabriel Richard High School.

- Eligibility will be done at mid-quarter and at the end of each quarter/semester.
- The athletic department will receive a report from the guidance department of any athlete with grade(s) below 70%.
- Any athlete with a grade(s) below 70% will be closely monitored by the athletic department and coaches.
- Any athlete with 2 or more failing grades will be unable to participate in sports until they have brought their grades up to passing level in all but one class. (60% or higher).
- Once an athlete is placed on the ineligibility list, he/she will be ineligible for one week.
- Ineligibility notifications will be sent out on Friday and go into effect the following Monday with an update after one week.
- If a student and/or parent feel that the suspension is due to an inaccurate reporting of a current grade, it is the athlete and/or parent's responsibility to contact the teacher directly. The teacher must notify the athletic department if/when there is a change in eligibility status.
- If the dispute cannot be resolved by parent/teacher communication, the parent may then appeal the decision by contacting the athletic director.
- Grade disputes and appeals must be received by Monday. Failure to do so results in ineligibility status remaining until the one-week review is completed that Friday.
- Any athlete with **two or more INCOMPLETES** will be unable to participate in sports until at least one grade is received.
- During **any school suspension**, the athlete may not attend ANY school-sponsored activity.
- During **any academic suspension**, the athlete may not attend practice, athletic events and/or anything team related *as a team member*.

## **ACADEMIC ELIGIBILITY FOR PERFORMANCE CO-CURRICULARS**

Eligibility for co-curricular activities includes drama club, robotics, madrigals, and all other co-curricular activities.

- If a student has a grade of less than 60% in two or more classes, they will not be able to participate or try-out in any of these co-curricular activities.
- Eligibility checks will be done at the beginning of the season or at the beginning of play auditions.
- Once a student is placed on the ineligibility list, he/she will be ineligible for one week.
- The club advisor will send out ineligibility notifications on Friday and these will go into effect the following Monday with an update after one week.
- If a student and/or parent feels that the ineligibility is due to an inaccurate reporting of a current grade, it is the student's and/or parent's responsibility to contact the teacher directly. The teacher must notify the club advisor if/when there is a change in eligibility status.
- Any student with **two or more INCOMPLETES at the end of the quarter** will be unable to participate until at least one grade is received.

## **ADVANCED PLACEMENT COURSES**

In cooperation with the College Board Admissions and Testing program, Father Gabriel Richard High School offers a number of Advanced Placement (AP) courses. These classes follow a curriculum established by the College Board and are recognized by hundreds of colleges and universities throughout the nation. Students who enroll in AP courses may earn college credit based on successful performance on the national exams given each May. Should an AP student opt not to take the national exam, parental acknowledgement must be received.

## **ONLINE COURSES**

Students are not permitted to enroll in online courses for credit with the following exception: online courses, up to one full credit, will be permitted for failed courses through Catholic Virtual Online. Approval of the principal is necessary.

## **EXAMINATIONS**

At the end of each semester, a cumulative examination will be given. The main office will provide a schedule of examination times. Students are to be present in their class during the assigned exam time. Failure to take a final exam will compute as an "F" when determining final grades.

## **HONOR ROLL AND TOP SCHOLAR RECOGNITION**

**Summa cum laude:** Above 4.0

**Magna cum laude:** 3.8 – 4.0

**Cum laude:** 3.5 – 3.7

Those students recognized in the category of Summa (highest honors) for 4 years will be considered our TOP SCHOLARS. At the beginning of second semester of senior year, these students will be notified of this distinction. At this point, they may request to give a speech at graduation and will be presented with the rubric upon which their speech will be evaluated by the Instructional Leadership Team. Once speeches are received by the instructional leaders, they will be evaluated to be delivered at graduation. Two will be selected from those meeting the high standards set forth by the rubric.

### **SEMESTER GRADES**

Each semester grade is determined by the following calculation: quarter 40% + quarter 40% + exam 20% = final semester grade.

#### **GRADING SYSTEM**

% SCORE	LETTER GRADE	GRADE POINT
97 – 100	A+	4.00
93 – 96	A	4.00
90 – 92	A-	3.66
87 – 89	B+	3.33
83 – 86	B	3.00
80 – 82	B-	2.66
77- 79	C+	2.33
73 - 76	C	2.00
70 - 72	C-	1.66
67 – 69	D+	1.33
63 – 66	D	1.00
60 - 62	D-	0.66
Below 60 (Failing)	F	0

#### **WEIGHTED GRADING SCALE – AP COURSES ONLY**

% SCORE	LETTER GRADE	GRADE POINT
97 – 100	A+	4.33
93 – 96	A	4.33
90 – 92	A-	4.00
87 – 89	B+	3.66
83 – 86	B	3.33
80 – 82	B-	3.00
77- 79	C+	2.66
73 - 76	C	2.33
70 - 72	C-	2.00
67 – 69	D+	1.66
63 – 66	D	1.33

60 - 62	D-	1.00
Below 60 (Failing)	F	0

## **GRADUATION EXERCISES**

Graduation exercises signal the completion of the course of studies required to earn a diploma at Father Gabriel Richard High School. Participation in the graduation ceremony is open to all those who have completed graduation requirements (including Christian service hours and Kairos attendance), are in good standing with regard to behavior and student attendance, and have satisfied all financial obligations to the school. Normally, any student who fails to meet these criteria requirements will not be allowed to participate in the graduation ceremonies and related activities.

## **GRADUATION REQUIREMENTS**

All students at Father Gabriel Richard High School are expected to satisfactorily complete a strong academic program of 26 credits, including requirements in each of the academic departments.

The minimum requirements for graduation are as follows:

Theology	4 credits	Foreign Language	2 credits
English	4 credits	Electives	5 credits
Mathematics	4 credits	Fine Arts	1credit
Science	3 credits	Physical Ed	1 credit
(1 credit Physical Science/1 credit Life Science)		Kairos Retreat	1 attendance
Social Studies	3 credits	Christian Service	48 hours

**\*\*There are two ways to waive .5 P.E credit:** Participation in a varsity sport for a FULL season OR participation in 2-3 musicals. Please obtain the form from your counselor and have either the Athletic Director or the Musical Director complete it. Regarding musicals: If you are in the dance corps or a similarly high athletic role only 2 musicals are required. If a student's role is not athletic, based on the core workouts and strength training the entire cast does for daily warmups, a student needs 3 musicals.

Please consult the *Course Selection Catalog* for specific information regarding these requirements.

## **HOMEWORK AND MAKE-UP WORK**

Ordinarily, teachers keep an active list of homework and class work activities on their class website. This allows parents and students to remain current with assignments and projects.

If a student is absent from school for 1-2 days, homework should be obtained from PlusPortals. If a student has an extended absence due to illness or hospitalization, parents should reach out to the guidance department.

Students who miss school must take responsibility to obtain and to make up all academic work. These arrangements are to be made within a day of returning to school.

## **NAVIANCE**

### ***A College Readiness Program***

Naviance is a comprehensive web-based program that allows students and parents unlimited access to tools created to assist them throughout the student's high school career. Upon completion of their junior year, students will be prepared for a stress-free application process as their applications, transcripts and letters of recommendation are submitted electronically through Naviance.

Another of the many benefits of Naviance is the opportunity it gives for students, parents, counselors and administrators to collaborate in preparation for their graduation from high school. Whether students are enrolling in university, college, or service years immediately following high school, Naviance will serve as a major component in the collaboration and distribution of their academic information to assist them in achieving success.

## **NORMAL COURSE LOAD**

The normal course load for a Father Gabriel Richard High School student is 7 credits per year. Students may not schedule fewer credits in any semester unless specifically permitted by the guidance office and approved by the principal for convincing academic reasons.

## **PROGRESS REPORTS**

In the middle of each 9-week quarter, teachers have an opportunity to send or post deficiency or proficiency notices to inform parents of student progress. Teachers may also send these notices informally at other times in the grading period. Parents are urged to contact individual teachers to discuss academic issues whenever they feel it is necessary.

## **REPORT CARDS**

Report cards are **emailed** at the end of each quarter. The final semester grades are the only grades posted on a student's permanent record. Parents wishing to meet with a teacher may contact them directly at any time. There is a scheduled Teacher/Parent & Student Conference Night after the 1st quarter to discuss grades/student standing.

## **NATIONAL HONOR SOCIETY**

It is considered an honor to be invited to join the National Honor Society because it reflects the students' excellence in academics, leadership, character, and service. Juniors and seniors whose cumulative GPA is at or above 3.50, and who have not been written up for any behavioral disciplinary infractions, according to the FGR student handbook, will be invited to apply for membership in the National Honor Society.

Prior to receiving an invitation to join the National Honor Society, the NHS advisor will review the GPA and disciplinary records of the juniors and seniors to determine who meets the requirements. Once students receive their invitation to join NHS, they will be asked to respond to the invitation by a certain date. Students who do not respond by the designated date will not be considered for membership in NHS. The induction of the new members is held in a formal ceremony in October, where both new and current NHS members are expected to attend. Once a student becomes a member of the National Honor Society, he/she is expected to participate in NHS sponsored activities, all mandatory meetings, complete an additional 3 service hours per semester, and keep their academic performance and behavior within the NHS guidelines.

## **DROP/ADD**

Students who elect to withdraw from a class after the beginning of the course must have the written permission of their parents, the teacher, and the guidance department. If approved, a student may drop/add a class through the first week of the course without academic penalty. For year-long courses, a drop/add may take place only in the first week of the first semester; requests to drop year-long courses will not be considered in the second semester. Registration for the following year's courses takes place in the winter/spring. \*\*Exceptions made for special circumstances with counselor/administration approval only.

## **TESTING PROGRAMS**

- Pre-ACT – required for freshmen & sophomores
- PSAT/NMSQT (Preliminary Scholastic Aptitude Test and National Merit Scholarship Qualifying Test) – highly recommended for juniors
- ACT (American College Testing) – recommended for juniors and seniors
- SAT (Scholastic Aptitude Test) – recommended for juniors and seniors
- Advanced Placement National Examinations

## **TEXTBOOKS**

Each fall, students must have textbooks in their possession for the academic year. A book list is available at the end of each school year for the following year and posted on the school's website. You may use **any online source or bookstore** to purchase books.

# **ATTENDANCE**

---

The laws of the State of Michigan provide for compulsory attendance at school by all children of specified ages. The school keeps an accurate record of tardiness and absences every class period of the day.

## **PARENT REPORTING A STUDENT'S ABSENCE**

Parents must notify the school of a student's absence or tardy by calling the Absence & Tardy Line at 734-662-0496, (press 4) by 9:00 a.m. on the day of the absence or tardy or by emailing [attendance@fgrhs.org](mailto:attendance@fgrhs.org). Parents are to include the reason for the absence or tardy and indicate if the student is experiencing any flu-like symptoms.

## **ABSENCE CATEGORIES**

**Excused Absence:** (make up work is allowed) A parent phone call or a note from parent, guardian, doctor, or court. Absence must be acceptable and unavoidable (e.g., illness).

**Unexcused Absence:** (make up work is not allowed and credit denied) A parent phone call or note from parent, guardian, doctor, or court note is missing.

## **LEAVING SCHOOL DURING THE DAY**

### **Leaving for an Appointment**

While it is best to schedule appointments after school hours, we understand that sometimes leaving school during the day is unavoidable. If your child needs to leave during the day, please do one of the following: 1. Call the absence and tardy line and have your child come to the office during the school day or during passing time to obtain an Early Dismissal Pass. They will give the pass to the teacher of the class they are leaving early. 2. Send a note with your student to bring to the office to get an Early Dismissal Pass. Notes will not be accepted by the teacher.

Students must have an Early Dismissal Pass in order to leave class. They will need to check out at the office before leaving. If they return from an appointment they need to check back in at the office to get a pass back to class.

## **STUDENTS ARRIVING DURING THE SCHOOL DAY**

Students arriving late at any time during the school day (because of an appointment or illness) **MUST** stop in the office to check in and get a pass to be admitted to class. Please note that students arriving in between class periods, or during Mass or lunchtime are still required to check in at the office so that the receptionist is aware of his/her arrival.

## **REQUESTS FOR EXTENDED ABSENCES**

The school discourages vacation requests beyond our official scheduled days off. Administration will support the teacher's discretion regarding make-up work. If, for some reason, a student takes extended time off, he/she must request a form from the school office and have teachers sign it no less than 2 weeks in advance of the extended absence.

## **SCHOOL ATHLETIC ATTENDANCE POLICY**

Students may participate in practice and/or games, **as long as the student is present by at least 11:00 am (unless otherwise excused)**. If a student is not present in class or there are attendance issues, then it is the responsibility of the teacher to address these issues with the student and/or parents.

## **TARDY TO SCHOOL**

The school day begins at 7:55 am and students are expected to be in class before the bell sounds at 7:55 am. Students arriving after 7:55 am must stop in the office for a pass to enter class. Tardies are considered excused with either 1) a call or note from a parent, or 2) a note from a doctor if the student was late because of an appointment. Students cannot call themselves in for an excused tardy. All tardies, whether excused or unexcused, are disruptions to the educational process. Students are expected in the classroom no later than 7:55 am. All students arriving after the 7:55 am bell are tardy.

## **TARDY TO CLASS**

A student's class attendance is a key factor in his/her academic success. Students must be in class **BEFORE** the bell rings. Passing time between classes is five minutes. It is highly recommended that students manage their time wisely to avoid being late to class. Students arriving late to class are recorded as tardy. The athletic department as well as advisors of student organizations will get a list of students who receive detentions because of tardies.

## **UNEXCUSED TARDIES**

A student who is late to class without a written excused pass from a teacher, other staff member or a phone call from a parent or guardian (phone calls must be received within 24 hours of the tardy). The only tardies that can be excused by a parent are the first period of the day. Any tardies occurring during the school day must be excused by a teacher or staff member.

## **UNEXCUSED ABSENCE**

A student who is not called in by a parent or guardian or does not have a pass from a teacher or other staff member and is more than 10 minutes late to class or misses the entire class (phone calls must be received within 24 hours of the absence).

## **Consequences**

**Tardy to Class-** Students will serve a Procedural Detention for **every 3** unexcused tardies accumulated no matter what period of the day they are tardy.

**Unexcused Absences-** Students will receive a zero for any assignments or tests given in the missed class period. For every unexcused absence to first hour a student will receive a Behavioral Detention.

## **TARDINESS TO ABSENCE**

A student who is more than 10 minutes late to a class will be considered absent from that class.

## **EXCESSIVE ABSENCES**

The dean of students will track when a student has reached five (5) absences in any one of their classes for the quarter. The dean will contact



parents and a meeting with counseling and administration will be held to create a plan to improve students' attendance. When a student accumulates 10 absences per semester, they will be removed from co-curricular activities. This decision may be appealed within 3 school days. The appeal must be made directly to the principal, at which point, a meeting will be set up between administration, the student and the parents.

## **CHRISTIAN CONDUCT INTRODUCTION**

At Father Gabriel Richard High School, the Code of Christian Conduct is a set of expectations presented to our students with the purpose of fostering solid Christian virtue. Foundational to our disciplinary process is a love for our students which is shown through patience and justice, mercy, and compassion.

## **PHILOSOPHY**

Our approach is first and foremost relational, based on responding to the individual needs of each student in a Christ-like manner. Essential to our approach is a prayerful, compassionate and consistent response.

We are committed to instilling within our students a strong sense of individual worth and dignity as children of God and encouraging their growth in becoming the young men and women God has called them to be.

The underlying rationale for our disciplinary philosophy is not one of legalism or discipline for discipline's sake. Rather, it is founded on a sincere desire to aid our students' growth as confident, respectful, and charitable disciples of Jesus.

When parents enroll their child at Father Gabriel Richard High School, it is expected that they are committed to and supportive of this philosophy. Only with the support and cooperation of both the student and their parents will a student fully benefit from their experience at our school. With collaboration and successful communication, parents, administrators, and teachers can work together to prevent most discipline problems and promote student success.

## **CODE OF CHRISTIAN CONDUCT**

*"I urge you therefore...by the mercies of God, to offer your bodies as a living sacrifice, holy and pleasing to God, your spiritual worship. Do not conform yourselves to this age but be transformed by the renewal of your mind, that you may discern what is the will of God, what is good and pleasing and perfect." Romans 12:1-2*

A student at Father Gabriel Richard High School:

- Gives honor to God above all things.
- Honors the dignity of all other persons in thought, speech, and action.
- Works hard, arrives on time, is prepared, and has a positive attitude.
- Does not lie, cheat, or steal, and does not condone or tolerate this behavior in others.
- Strives to develop a personal relationship with God through Jesus Christ, as a top priority.
- Conducts themselves with integrity at school, on the bus, at school events, and in the classroom.
- Is committed to the welfare of their fellow students and the school community.

## **DISCIPLINARY MEASURES**

No list of rules or norms can cover every conceivable situation; therefore, the implicit standard of conduct to which we call our students represents the exercise of common sense, mature judgment, and the acceptance of responsibility for one's actions.

The handbook empowers the faculty and administration to take disciplinary action for any behavior (within or outside of the school community) that violates the moral norms of the Catholic Church, the norms set out explicitly in this handbook and even those not specified in this handbook. Violations and consequences will be enforced on a case-by-case basis, taking into account the nature and severity of the infraction.

Teachers and administrators will document all infractions and maintain records in student files. In all disciplinary policies, procedures and actions, the principal is the final arbiter.

Some of the approved disciplinary measures include, but are not limited to:

- Detention
- Denial of privileges
- Loss of cell phone during the day
- Conference with the student and family
- Behavioral contract
- Assignment of special tasks

- Suspension
- Denial of re-enrollment
- Expulsion

## **DETENTION POLICY**

The detention system is used to encourage a student's improved behavior. The detention is also entered and communicated to student and parents electronically on PlusPortals in the incident section. **The student must serve his/her detention on the day designated unless excused by the dean of students.** If a student does not serve his/her lunch or after-school detention for any reason, other than excused absence, he/she will receive an additional detention. Behavioral detentions will be held after school and Procedural detentions will be held before school, after school or during lunch. It is a student's responsibility to check his/her school email regularly. Students will be held accountable for all information communicated in this manner. Cell phones will be collected at the beginning of detention and returned when the student has completed his/her detention.

**Students are not exempt from detention because of games, practices or other school related activity.** If a student is unable to make detention because of an important previously scheduled medical appointment, they must speak to the dean of students, provide an email or note from his/her parent and must serve the detention the following detention day. If a student has a game or practice on the day of the detention, he/she can join only **AFTER** the detention is served. If a student skips a detention for a game, practice, or other school related activity it will automatically result in a double detention.

There are three types of detentions:

### **Procedural Detentions – 30 minutes\***

Minor infractions will result in a procedural detention. These include but are not limited to infractions such as unexcused tardies, cell phone violations and uniform violations.

\*Procedural detentions will take place before school, after school or during lunch.

### **Behavioral Detentions – 1 hour\***

Behavioral detentions will be assigned for any serious infraction that occurs outside of the classroom. These include but are not limited to infractions such as use of profanity, disruptive/disrespectful behavior, etc. Any infraction inside of the classroom will be handled between the student and the teacher unless the infraction warrants administrative intervention.

\*Behavioral detentions will take place after school.

## **RESTORATIVE BEHAVIORAL STRATEGIES**

Father Gabriel Richard High School may offer students who violate the Student Code of Conduct alternative options to the school's imposed disciplinary action. Such strategies may include participation in a restorative program intended to address the underlying issue(s) believed to be causing the inappropriate conduct. Restorative behavioral strategies may be used at the discretion of the principal.

Offense	Description	Consequence
<b>Cell phones</b>	Using cell phones at any time-during the school day without permission	1st offense- Student must turn in their device to the dean of students at the beginning of the school day for one day.  2nd offense- Student must turn in their device to the dean of students at the beginning of the school day for three days, 1 lunch detention and parents will be notified.  All other infractions after two- Student must turn in their device to the dean of students at the beginning of the school day for five days, 1 lunch detention and parents will be notified.
<b>AirPods/headphones, Smart watches</b>	Using AirPods/headphones, and Smart watches at any time during the school day. These devices can't be used during the school day.	1st offense-item will be confiscated and parents will be notified  2nd offense-parents will be notified and asked to come and pick up the electronic device.

<b>Uniform</b>	Not adhering to the school's uniform code	1st & 2nd offense- 30-minute lunch detention 3rd offense- 1-hour after school detention 4th offense- In-school suspension, parent meeting and student contract
<b>Tardies</b>	A student who is late to any class without a written pass or phone call from a parent	Students will serve a Procedural Detention for <b>every 3</b> unexcused tardies accumulated no matter what period of the day they are tardy.
<b>Excessive Absences</b>	Five or more to any class each quarter	1st offense- Parent meeting and student contract ** When a student accumulates 10 absences per semester, they will be removed from co-curricular activities.
<b>Skipping Class</b>	Leaving class for 10 or more minutes without authorization or legitimate purpose	1st offense- In-school suspension, parent meeting and student contract
<b>Academic Integrity</b>	Portraying another's work as your own or assisting another student by giving them answers, collaborating on an assignment without the teacher's permission or using ChatGPT or other AI tools	1st offense- Behavioral detention and one week of social probation 2nd offense- In-School suspension, parent meeting and student contract. 3rd offense- Student may be asked to withdraw from FGR. **Any student involved in the theft of testing materials, the distribution of same, or the possession of stolen testing materials is subject to immediate expulsion.
<b>Disruptive/Disrespectful Behavior</b>	Not following directives given by an adult in the school, disorderly conduct that interferes with the academic setting	1st offense- 1-hour after-school detention 2nd offense- In-school suspension, parent meeting and student contract
<b>Profanity</b>	Offensive/vulgar language use	1st offense- Behavioral detention 2nd offense- In-school suspension, parent meeting and student contract
<b>Lying</b>	To deceive, to speak falsely about someone or something	1st offense- Behavioral detention 2nd offense- In -school suspension, parent meeting and student contract
<b>Theft</b>	Taking an item without the owner's permission	1st offense- In-school suspension, parent meeting and student contract 2nd offense- Out-of-school suspension, parent meeting and possible denial or re-enrollment
<b>Inappropriate use of technology /violation of Acceptable Use Policy</b>	Failure to adhere to the school's Acceptable use Policy for Technology	1st offense- In-school suspension, parent meeting and student contract
<b>Bullying</b>	Intentionally subjecting another student to degrading actions, words or	1st offense- In-school suspension, parent meeting and

	social interactions that are deliberate and sustained and are intended to isolate, hurt, or humiliate these can be spoken, written or electronic	student contract 2nd offense- Out-of-school suspension, parent meeting and possible denial or re-enrollment
<b>Fighting</b>	Engaging in the use of physical force	1st offense- In- or Out-of-school suspension depending on the severity, parent meeting, possible expulsion and law enforcement will be contacted
<b>Vandalism</b>	Willful or malicious damage to school grounds and/or the building	1st offense- Out-of-school suspension, possible expulsion and law enforcement will be contacted
<b>Harassment, Hazing or Discriminatory Conduct</b>	Conduct that dehumanizes, intimidates, humiliates, threatens, is hostile and evokes fear of physical harm or emotional distress	1st offense- In-or Out-of-school suspension depending on the severity
<b>Drugs</b>	Being in possession of or distributing or selling any controlled substance or look-alike on school property or any school program or event	1st offense- Out-of-school suspension, possible expulsion and law enforcement will be contacted
<b>Threats</b>	Words or actions that reasonably threaten to injure other person/persons done face to face or electronically	1st offense- Out-of-school suspension, possible expulsion and law enforcement will be contacted
<b>Weapons</b>	Firearms or any destructive device or explosive, a knife with a blade over three inches in length or a pocket-knife opened by a mechanical device	1st offense- Out-of-school suspension, possible expulsion and law enforcement will be contacted

## **PROBATION AND CONTRACTS POLICY**

A student is put on probation for serious offenses, continued misconduct, or attendance related matters. The student will be asked to sign a contract of behavior. The probation period provides a student with time to demonstrate his/her desire to remain a member of the community and their ability to follow school policies. If the student is not able to meet the criteria of the contract, a conference with the parent, student, and administrator will be called in order to enforce the previously understood agreement. Consequences for the failure to abide by the agreement may range from voluntary withdrawal, expulsion, or denial of credit or re-enrollment. A favorable review of the probation period by the administration may lead to removal from probation. Probationary contract periods are considered a serious last effort to encourage a student toward success.

## **SUSPENSION POLICY**

**In-School Suspension** – Repeatedly violating school regulations, or for a more serious infraction (such as skipping school or class) than a detention warrants, may require an in-school suspension. During the time of a suspension, the student is not permitted to attend/participate in class or any school related activities. While on in-school suspension the student reports to the main office to see an administrator or his/her designee at the start of the day. The student is given assignments by his /her teachers, which are turned in at the end of the day. The student must bring lunch to eat in the office. The student may receive credit for work done or work missed during the suspension time. Credit and makeup time for any schoolwork missed is determined at the discretion of the administration. On the day of the suspension, the student is not permitted to attend/participate in after-school co-curricular or athletic events.

**Out-of-School Suspension** – is recognized as a severe disciplinary measure. This type of suspension is received for flagrant disregard of school regulations. The duration of the suspension, which is determined by an administrator, depends upon the seriousness of the offense, the number and type of offenses committed, and the circumstances involved. The minimum suspension duration is one full school day. During the time of suspension, the student is not permitted to attend/participate in classes or after school co-curricular or athletic events and will not be permitted to return to school until a parent conference has been held with the

administration. Additional criteria for a return to school will be determined by the administration. Credit and make-up time for any schoolwork missed is allowed.

### **DENIAL OF RE-ENROLLMENT**

Under appropriate circumstances, within the discretion of the administration, a student may be denied re-enrollment for a subsequent school term or year.

### **EXPULSION POLICY**

If a student's conduct is judged detrimental to the school community for a period of time, and he/she has failed to cooperate with the school authority, or in the case of a grave single incident, the principal may affect an expulsion.

### **ATHLETICS AND FINE ARTS**

Due to the nature of participation in such school-sponsored activities, these students may be subject to further disciplinary actions as outlined, published and approved by the administration.

These actions will be in addition to and in keeping with the parameters and philosophy of approach in matters of discipline. Specifically, when warranted, this will include suspension from activity for two weeks or two games, whichever is greater.

### **BULLYING**

Father Gabriel Richard High School seeks to be a place where students, parents, teachers, non-instructional staff, administrators, and others live ever more fully in the presence of Jesus, whom they encounter in the Sacraments, in the Word, and in each other. Bullying is thus fundamentally and wholly incompatible with the Gospel values that are the foundation of the school.

Therefore, bullying in our school, on our property, or in our programs and activities will not be tolerated.

Bullying involves: (1) one or more students intentionally subjecting another student to degrading actions, words, or social interactions, (2) these actions or speech are deliberate and sustained, and (3) such actions or words are intended to isolate, hurt or humiliate. Ordinarily, bullying would not involve silence or inaction, or mere physical presence, but it is possible that those non-actions could intentionally exacerbate a bullying situation. Bullying speech could occur in the victim's hearing or elsewhere, and could be spoken, written, or electronic.

Any student, parent, teacher, or other person who is aware of a bullying situation should immediately notify the administration. Upon such a report, the principal will determine the facts and take appropriate action including a conversation with the student(s) and parents involved, written warning, behavioral probation, restrictions, suspension, expulsion or even referral to legal authorities.

Every member of our community shares, in the manner appropriate to age and role, responsibility for the well-being of this Catholic Christian educational community. As appropriate to age and role, each of us should model good behavior, shelter the vulnerable, and treat with respect and kindness other members of our school community.

### **CONTROLLED SUBSTANCES POLICY**

Father Gabriel Richard High School is dedicated to providing a healthy, comfortable, and productive environment of faith and learning for all members of the school community. The unauthorized possession, use, or sale of tobacco, e-cigarettes/vapes, alcohol, or other drugs interfere with a healthy environment and are prohibited on school property and at school activities/events.

Drug and alcohol testing may be required if school authorities have reasonable individualized suspicion to believe that a student is under the influence.

### **PARENT/STUDENT GRIEVANCE PROCEDURE**

**Definition:** A grievance is defined as a complaint of a wrong or an injustice allegedly suffered by a student or parent. Procedure for a complaint against a catechist, teacher, staff member, or volunteer at a Diocesan School:

A sincere attempt shall be made to resolve any complaints by means of a conference between the concerned parties.

In the event that the complaint cannot be resolved by such a conference, the following procedures govern grievances and the practice that must be adhered to in resolving the same:

1. If a grievance is made by a parent or student against a teacher or administrator other than the principal, such a grievance must be referred to the principal of the school. That person has full authority to deal with the complaint without other consultation.
2. Decisions of the principal may be appealed to the president of the school.
3. Appeal to the Diocese
  - a. In the event that the aggrieved party is not satisfied with the decision rendered at the local level, an appeal may be made to the superintendent of schools for the Diocese of Lansing.

- b. Within fifteen (15) days of the receipt of the grievance, the superintendent of schools shall fix a time and a place for a hearing on the appeal.
- c. The superintendent of schools must render a decision and inform all parties, in writing, within ten (10) days after the close of the hearing.

#### Procedure for a complaint against a school principal or school president:

A sincere attempt shall be made to resolve any complaints by means of a conference between the concerned parties.

In the event that the complaint cannot be resolved by such a conference, the following procedures govern grievances and the practice that must be adhered to in resolving the same:

1. If a grievance is made by a student or parent against a school principal, appeal should be made to the president of the school.
2. Appeal to the Diocese:
  - a. In the event that the aggrieved party is not satisfied with the decision rendered at the local level, an appeal may be made to the superintendent of schools for the Diocese of Lansing.
  - b. Within fifteen (15) days of the receipt of the grievance, the superintendent of schools shall fix a time and a place for a hearing on the appeal.
  - c. The superintendent of schools must render a decision and inform all parties, in writing, within ten (10) days after the close of the hearing.

Students, as well as parents, must keep in mind that a student's behavior and appearance in school, at school functions, and in the general public, are a direct reflection of the school community as a whole.

#### **SEARCH AND SEIZURE POLICY- CONFISCATION**

Reasonable respect for the person includes respect for one's property and privacy. However, in a private school, the expectation of privacy that one would expect in the public sphere or from government officials does not apply. In the event of a reasonable suspicion of a danger to the health, safety, or welfare of any member of the student community, the administration may authorize a search of a student's effects and seizure of a suspected dangerous person or thing. Lockers are the property of the school. A student's locker and/or its contents, and/or personal effects (purse, backpack, athletic bag, electronic devices including cell phones and computers) may be searched by the administration and/or its designee(s) without prior permission in order to uphold the safety and security of students and personnel in accordance with State Law. The school will periodically conduct unannounced searches. At the discretion of the administration, the student may or may not be invited to be present during the locker search. This also includes any vehicle a student brings on school property. All vehicles on school property are subject to searches, including canine searches.

The administration and/or designee shall not be obligated, except where limited by law, but may request the assistance of a law enforcement officer in the course of conducting a locker search. The person engaged in such a search shall respect the privacy rights of the student regarding any items discovered that are not illegal or against school policy or rules.

#### **WEAPONS AND THREATS**

**Weapons:** A dangerous weapon shall include a firearm, or any device which will, is designed to, or may readily be converted to expel a projectile by the action of an explosive, any destructive device, or any explosive, incendiary, or poison gas; a dagger, dirk, stiletto, knife with a blade over three inches in length, or pocket knife opened by a mechanical device, an iron bar or brass knuckles; or, any other weapon as set forth in 18 USC 921. Also, any electronic device that inflicts or causes pain or suffering is likewise considered a weapon. Other weapons, though not dangerous by definition, may include but not be limited to: any object or instrument, including a replica, facsimile, or look-alike of such object or instrument, the principal use of which is to inflict injury, physical pain, or physical harm. It shall also include an object or instrument which is not in and of itself a weapon but where the possession or use of it is coupled with intent by a student to inflict injury or harm upon another person.

**Threat of violence:** Words or actions that reasonably threaten to do injury to other person/persons.

**Pranks and Vandalism:** Any person responsible for pranks and vandalism on/to the building/school may be prohibited from campus including for any school related event. It is standard procedure to make contact with colleges and universities and to follow through with prosecution.

#### **ATHLETIC CODE OF CONDUCT AND EXPECTATIONS**

**You can view the full Athletic Code of Conduct and Expectations at <https://fgirish.com/forms-information/> under Other Important Forms and Policies file is labeled Athletic Code of Conduct and Expectations Students.**

Before a student-athlete can try-out or practice for an athletic team, he or she will need to read the Athletic Code of Conduct and Expectations available online. The athlete and at least ONE parent/guardian will then certify that they understand the athletic eligibility rules and policies by signing the Informed Consent Agreement. This signed document must be turned in with all athletic registration

forms and will be kept on file in the athletic office before the athlete can participate.

## **STUDENT LIFE**

---

### **INTRODUCTION**

Student life is a vital dimension of the high school experience at Father Gabriel Richard High School. We want to form all students as intentional Disciples of Christ anchored in their faith. Christ is the foundation of Catholic education;<sup>1</sup> He is the Master who journeys with students through school and life as genuine Teacher and perfect Man.<sup>2</sup>

### **AGE OF MAJORITY**

In conformity with Michigan's Majority Law, local school policy is that all students attending Father Gabriel Richard High School must be living with a parent or legal guardian. All school contact will be with that parent or legal guardian. This applies to all students including those 18 years of age and over.

### **BACKPACKS, GYM BAGS, SPORTING EQUIPMENT**

Students are not to store or place backpacks, gym bags, or other personal belongings in front of their lockers. Backpacks should be carried with students at all times or inside of their locker. The corridors are to remain free of personal belongings. Backpacks, gym bags or other personal belongings are to be left in the classroom for Mass, All-school Rosaries, All-school Stations of the Cross or during end of the day assemblies. Skateboards, scooters, hoverboards, ripboards or anything to that effect are not allowed on school property.

### **AIRPODS/HEAD PHONES/SMART WATCHES**

These devices can't be used during the school day.

### **VIOLATION OF AIRPODS/HEADPHONES/SMART WATCHES POLICY**

**1st offense-** item will be confiscated, and parents will be notified

**2nd offense-** parents will be notified and asked to come and pick up the electronic device

### **CELL PHONES**

These are not to be used during the school day (7:50 am – dismissal time), including passing time and lunchtime. Emergency messages will be handled through the front office (734-662-0496 ext.200) and delivered to students. A phone is available in the school office for students to use during school hours. Cell phones will be turned in at the beginning of detentions and returned when the detention has been completed.

### **VIOLATION OF CELL PHONE POLICY**

Students who use their cell phone against school policy will lose the privilege of having it in school.

**1st infraction-** Students must turn in their cell phone to the dean of students at the beginning of the school day for **one day**.

**2nd infraction-** Students must turn in their cell phone to the dean of students at the beginning of the school day for **three days, 1 lunch detention and parents will be notified**.

**All other infractions after two-** Students must turn in their cell phone to the dean of students at the beginning of the school day for **five days, 1 lunch detention and parents will be notified**.

### **CHEWING GUM**

Chewing gum is forbidden in the school building and areas immediately surrounding the building.

### **CLOSED CAMPUS LUNCH PERIOD POLICY**

Father Gabriel Richard High School observes a "closed campus" during lunch; the students must be inside the building, in the Auxiliary Gym, or seniors, with permission, may use the picnic tables in the immediate patio area. **Students may not order lunch nor go to their cars during the lunch period unless they have permission from the principal, assistant principal or dean of students. Students cannot be called out by their parents/guardians to go and get lunch. Students who are leaving during lunch for a doctor's appointment must bring a note from their doctor.**

---

<sup>1</sup> Sacred Congregation for Catholic Education, The Catholic School, 1977, #34.

<sup>2</sup> Congregation for Catholic Education, The Religious Dimension of Education in a Catholic School, 1988, #25.

Students may bring their lunch or purchase lunch from the vending machines. Students are responsible for clearing their table and for placing their trash in the wastebasket. Students are expected to be in the Commons (seniors) or Aux Gym (all other classes) during lunch, unless they have a pre-arranged note with a teacher or are attending a club meeting where they will sign in. Administration may grant permission for students to eat in other designated areas on campus.

## **CLUBS**

Information will be given at the beginning of the school year regarding a variety of student clubs. A full list of clubs at FGR can be found on the school's website: [www.fgrhs.org](http://www.fgrhs.org)

To form a new club a student must complete and submit to the assistant principal the New Club Proposal form, which can be found on the Student Council page of PlusPortals.

## **DANCES**

School dances are held for the enjoyment and social development of our students. As a Catholic high school entrusted with forming all our students as Disciples of Christ, Father Gabriel Richard High School recognizes the importance of maintaining a proper environment, particularly relating to etiquette and modesty.

All clothing worn to our dances must reflect the stated values and mission of the school. As a backdrop, we used the Catechism of the Catholic Church sections 2521-2524:

**2521** "Purity requires modesty, an integral part of temperance. Modesty protects the intimate center of the person. It means refusing to unveil what should remain hidden. It is ordered to chastity to whose sensitivity it bears witness. It guides how one looks at others and behaves toward them in conformity with the dignity of persons and their solidarity."

**2522** "Modesty protects the mystery of persons and their love. It encourages patience and moderation in loving relationships; it requires that the conditions for the definitive giving and commitment of man and woman to one another be fulfilled. Modesty is decency. It inspires one's choice of clothing. It keeps silence or reserve where there is evident risk of unhealthy curiosity. It is discreet."

**2523** "Modesty inspires a way of life which makes it possible to resist the allurements of fashion and the pressures of prevailing ideologies."

**2524** "The forms taken by modesty vary from one culture to another. Everywhere, however, modesty exists as an intuition of the spiritual dignity proper to man. It is born with the awakening consciousness of being a subject. Teaching modesty to children and adolescents means awakening in them respect for the human person."

Sacred Congregation for Catholic Education, *The Catholic School*, 1977, #34.

Congregation for Catholic Education, *The Religious Dimension of Education in a Catholic School*, 1988, #25.

## **GUEST PASS PROCEDURE FOR DANCES/PROM**

Any student requesting to bring a friend to a dance who is not a Father Gabriel Richard High School student must have a guest pass form completed and approved two weeks in advance of the event before purchasing a ticket to the dance. **Late guest passes will not be accepted.** Instructions for guest passes will be posted on our website.

### **DIGNITY OF THE HUMAN PERSON**

#### **-Cardinal Newman Society**

#### **Definition of Terms<sup>3</sup>**

"Sex" means the biological condition of being male or female as based upon physical differences at birth.<sup>4</sup> "Gender" is a person's identity as male or female, harmonious with one's biological sex upon birth.<sup>5</sup> "Chastity" is the successful integration of sexuality within the person and thus the inner unity of man in his bodily and spiritual being.<sup>6</sup> "Marriage" is the Sacrament of Holy Matrimony, by which one man and one woman unite in a lifelong partnership for the good of the spouses and the procreation and education of children.<sup>7</sup>

---

<sup>3</sup> The language under the Dignity of the human person is taken from the document Human Sexuality Policies for Catholic Schools written by the Cardinal Newman Society, March 2016.

<sup>4</sup> Physical differences at birth include chromosomal levels. In the unlikely event that a biological sex determination made at birth is uncertain or inaccurate (a situation affecting less than .1% of the human population) chromosomal levels may need be taken into consideration.

<sup>5</sup> *Catechism of the Catholic Church*, #2333.

<sup>6</sup> *Catechism of the Catholic Church*, #2337.

<sup>7</sup> *Catechism of the Catholic Church*, #1601.



## **CHASTITY**

All members of this Catholic school community are called to a life of chastity appropriate to their vocation as single, married, or consecrated religious. This requires modesty in language, appearance, and behavior.

## **DANCE POLICY**

In keeping with the Christian mission and moral standards of our school, student dress and behavior is to conform to those characteristics of a virtuous and Christ-centered person at all times, including during dances and social activities. Consistent with these expectations, students are to refrain from any sexually suggestive behavior both on and off the dance floor. Because the Church teaches that same-sex attractions are disordered,<sup>8</sup> advocating for or expressing same-sex attractions, including same-sex couples at dances, is not permitted.

## **FACILITIES USE POLICY**

Chaste behavior and modesty in dress and behavior is expected at all times on school property and at school events. All students, staff, faculty, and visitors are to observe modesty when using changing facilities, locker rooms, showers, and restrooms and may only use facilities that conform to the individual's biological sex. The latter policy applies in any state of undress in front of others. School facilities are dedicated to the mission of Catholic education and may not be used by any member of the school community or any external organization or individual for any purpose or cause that is contrary to Catholic teaching or otherwise opposed to the Catholic Church.

## **GENDER IDENTITY**

The school will interact with students according to their biological sex as based upon physical differences at birth. A member of the school community who wishes to express a gender other than his or her biological sex is understood as operating outside of the "reality deeply inscribed"<sup>9</sup> within. Assisting the person in his or her disconnect with this reality, however sincerely experienced, by agreeing to participate in any efforts to change natural gender expression is contrary to the pursuit of the truth. Authentic love, a gift of the self for the good of the other, requires that we compassionately dwell in the truth and assist those we love to do the same.

The school recognizes that occasionally there may be instances where young people experience dissonance between their biological sex and the roles and norms advocated by society.<sup>10</sup> Some young people might feel drawn to dress, act, and even manipulate their physical bodies in ways contrary to God's plan. The school advocates that young people, working with their parents, bring these types of issues to their pastor as well as to other trained professionals who might best assist them in clarifying and defining issues of self (and sexual) identity in accord with Catholic teaching and God's natural plan. The school's pastoral and counseling services are available to all members of the school community.

## **MISSION INTEGRITY**

The school joyfully exercises its responsibility to teach Catholic faith and morals in all fullness and especially as expressed in the *Catechism of the Catholic Church*. Parents or guardians and non-Catholics whose religious practices and beliefs run counter to Church teaching might experience possible conflicts as we maintain mission integrity. Sincere questioning of the practices of the Catholic faith in order to more deeply understand them are welcome, but openly hostile, public defiance and challenge of Catholic truths or morality, are signs that a student, parent, staff or faculty member may not be a fit for our school's primary evangelical mission and, thus, may be denied admission or may be asked to leave the school.

The language under the Dignity of the human person is taken from the document *Human Sexuality Policies for Catholic Schools* written by the Cardinal Newman Society, March 2016.

Physical differences at birth include chromosomal levels. In the unlikely event that a biological sex determination made at birth is uncertain or inaccurate (a situation affecting less than .1% of the human population) chromosomal levels may need be taken into consideration

*Catechism of the Catholic Church*, #2333..

*Catechism of the Catholic Church*, #2337.

*Catechism of the Catholic Church*, #1601.

*Catechism of the Catholic Church*, #2357.

---

<sup>8</sup> *Catechism of the Catholic Church*, #2357.

<sup>9</sup> *Letter to Bishops of the Catholic Church on the Collaboration of Men and Woman in the Church and the World*, #8.

<sup>10</sup> Pontifical Council for the Family, *Family, Marriage and 'De Facto' Unions*, 2000, #8.

## **PUBLIC DISPLAYS OF AFFECTION**

In order to maintain a professional atmosphere of learning, romantic displays of affection, such as romantic hugging, kissing, sitting on laps, etc., are not permitted at school or at school-sponsored events.

## **SAME-SEX ATTRACTION**

Because the Catholic Church teaches that same-sex attraction is inherently disordered<sup>11</sup> and that sexual activity is only appropriate for the purposes of love and life within Holy Matrimony<sup>12</sup>, individuals experiencing this disordered inclination may not advocate, celebrate, or express it in the context of our Catholic school classes, activities, or events. The use of the term "same-sex attraction" in discussing homosexual inclinations is preferred, since there is only one proper sexual orientation: that which orients a man to a woman in the bonds of matrimony. Because labels can falsely promote a lasting identification or enduring notion of self, the school avoids labeling individuals with such terms as "gay," "lesbian," "bisexual," or "queer," even when the individual might desire such identification.

The Church encourages individuals experiencing same-sex attraction to pursue the virtues of chastity, self-mastery, and friendship instead of acting upon those inclinations romantically or sexually.<sup>13</sup> The school offers its pastoral and counseling services as sources of comfort and direction for any member of the school community.

## **ELECTRONIC EQUIPMENT**

Because of their expense and potential for distraction, students are not allowed to have (including, but not limited to) iPods, handheld game systems, headphones, earbuds and personal DVD players during school hours. If confiscated, parents will be asked to pick the item up from administration. Laptops are allowed but at the teacher's discretion and the owner's risk. Laptop usage is subject to all provisions of the Acceptable Use Contract. Laptops may not be connected to any of the school's devices or network equipment.

## **ACCEPTABLE USE POLICY FOR STUDENT TECHNOLOGY**

*...there exists a Christian way of being present in the digital world: this takes the form of a communication which is honest and open, responsible and respectful of others.*

—Pope Emeritus Benedict XVI

**The Diocese of Lansing Department of Education and Formation encourages and promotes the use of technology for educational purposes in the Catholic schools of the diocese. All use of technology must have proper authorization and follow the diocese's and school's terms, conditions, agreements and regulations for the use of the Internet, email and other technologies.**

1. I will follow the Diocese of Lansing's and the school's code of ethics for Internet and technologies (Diocesan Policy #6142.1 and administrator's regulations and all FGR regulations and policies).
2. I understand that the school's technological resources (network, email, internet access, etc.) are to be used for school-related purposes only.
3. I understand that the school will supervise, monitor, and filter usage of the computer network and access to the internet in accordance with the Children's Internet Protection Act (CIPA).
4. I will respect the privacy of others. I will not use another person's computer, devices, files, media or disks without permission. I will not publish personal details of staff or students of the school.
5. I will not use another person's passwords or computer accounts.
6. I will respect my safety and that of others. I will not reveal my personal information (such as address, phone number, passwords), nor will I allow another person to reveal my personal information, nor will I reveal anyone else's personal information through the use of technology. I will not transmit, publish, or otherwise use photographs of myself or others without permission.
7. I will not record, transmit or publish images, video and/or audio content of others without their knowledge and consent.

*Catechism of the Catholic Church, #2357.*

*Catechism of the Catholic Church, #2360.*

---

<sup>11</sup> *Catechism of the Catholic Church, #2357.*

<sup>12</sup> *Catechism of the Catholic Church, #2360.*

<sup>13</sup> Sacred Congregation for the Doctrine of the Faith, *Persona Humana*, 1975, #8; Synod of Bishops, *The Pastoral Challenges of the Family in the Context of Evangelization: Instrumentum Laboris*, 2014, #110-112.

8. I will not submit, publish, or display any defamatory, knowingly inaccurate, abusive, obscene, profane, sexually-oriented, threatening, violent, bullying, racially-offensive, or illegal material, nor encourage the use of any controlled substance. I understand that such activities are subject to disciplinary action even if done off-campus or with non-school equipment (including via social media, texting, etc.) if they affect the safety or well-being of the school, its students, staff or any individual(s) while at school.
9. I will report threatening, bullying or discomfoting materials to a teacher or other school authority immediately.
10. I will obey the laws of the United States, its individual states, and foreign countries with regard to copyrighted materials; threatening, violent, or harassing material; obscene material, and material protected by trade secret.
11. I will not plagiarize materials obtained through technology.
12. I will not use technology resources to further acts that are criminal or that violate the school's code of conduct.
13. I will not use technology resources to buy, sell, advertise, or otherwise conduct business, unless approved as part of a school project.
14. I will use technology in a way which preserves it and which is an acceptable use of it. I will not tamper with or vandalize the school's or any person's data, software, hardware, wiring, connections, accessories, tablet pens, cameras, or any other technological equipment.
15. I will not attempt through any means to gain access to user accounts, passwords, information, files or network assets unless I am specifically authorized to do so by school authorities in writing (no hacking, sniffing, keystroke logging, snooping, shoulder-surfing, social engineering, etc.).
16. I will not attempt to install any software on school computers and will not attempt to run or install any software except that which is provided by the school. This includes software on removable media (such as USB devices), portable media devices, personal digital devices, online sources, etc. I will not attempt to introduce malicious software (virus, spyware, etc.).
17. I will not attempt to bypass school computer policies, filtering, firewall and other restrictions and protections (for example, by using proxies).
18. I will report security risks or violations to a teacher or school authority as soon as I become aware of them.
19. I will not use a personal computer, laptop, phone, modem, or any other device, wired or wireless, to attach to or access the school's computers, equipment or networks without specific written permission.
20. I understand that personal electronic devices are not to be on my person or powered on except at the times permitted by school authorities. I also understand that all usage of personal electronic devices on school property is governed by the Acceptable Use Policy, that personal electronic devices may not be used to access internet sites that are not permitted in the school in general, and that personal electronic devices are not to be used to establish internet sharing connections ("hot spots").
21. I will activate my school web portal (PlusPortals) account and log in at least once a week, or more often as directed by teachers and/or administration.
22. I will use my school-issued email account for school business and will check my school email account at least once per week. I will not use non-school email accounts to conduct school business or school communications.
23. I will attend and participate in one training session on acceptable use of the Internet, networks and technology before I am granted the privilege of access.

*Access and use of the Internet, school-provided email accounts, local area networks, computers and other technologies is a privilege for the user. Violation of the policies of the school may result in the revoking of this privilege and/or may incur other administrative actions including detention, suspension, expulsion, and legal action. The equipment, services, and technology provided remain at all times the property of the school. As such, the school reserves the right to monitor, log, retrieve and read any data composed, sent, or received through its online or network connections and/or stored in its computer systems. All data that is composed, transmitted, received and/or stored via the school's computer and communications systems is considered to be part of the data of Father Gabriel Richard High School. Students have no expectation of privacy regarding my technology usage, data or files. The school makes no guarantees about the quality of the services provided and is not responsible for any claims, losses, damages, costs, or other obligations arising from the use of the network or accounts.*

## **FIELD TRIPS**

Students may participate in a field trip only with a written Field Trip Permission Form signed by a parent or guardian.

## **HALL PASSES**

Students are generally not allowed in the hallways during class time. If necessary, students passing in the halls while classes are in session are required to have a pass written by a teacher or staff member.

## **ILLNESS OR INJURY**

The health and safety of students at Father Gabriel Richard High School is of paramount importance. Students with a temperature of 100.4 or higher may not come to school. Students with a fever must be fever free without medication for 24 hours before returning to school. Students with a GI illness may not return to school for 24 hours after throwing up or experiencing diarrhea. Any student who becomes ill during the course of the day should report to the office with a pass from their teacher and check in at the front desk. As Father Gabriel Richard High School has no health professional on staff, parents will be called when a student reports illness. Students are permitted to stay in the sick room for no more than 15 minutes unless a parent is coming to get them. Any student with a fever, who is throwing up, or has diarrhea may not remain in school. Any student who experiences an injury during the school day must report to the main office with assistance from a student or staff member. Parents will be notified of all but the most insignificant injuries. The school reserves the right to contact emergency medical personnel in case of any injury, which in the opinion of school authorities warrants such action. Parents will be contacted immediately.

## **LOCKERS AND SCHOOL ISSUED LOCKS**

Lockers are assigned at the beginning of the school year. Any changes must be authorized by the administration. Only school issued locks are permitted and LOCKERS MUST BE LOCKED AT ALL TIMES. The school assumes no responsibility for lost or stolen items. Students are urged not to place valuable items in unlocked lockers. Lockers are the property of the school; they should be neat and clean at all times. Defacing the outside or inside of lockers with stickers, scratching, denting, writing, or hanging inappropriate material is forbidden (this includes immodestly dressed men or women, or signs or symbols which offend Christian beliefs, etc.). There will be a fee assessed for any excessive damage to a student's locker. The administration reserves the right to inspect the lockers at any time. Broken lockers or lost locks should be reported to the school office immediately. Replacement locks are \$5.00.

## **MEDICATION POLICY**

"Medication" includes prescriptions or over-the-counter drugs taken by mouth, injection, drops to eyes, ears, nose, or medications applied to the skin. The school should be made aware, by way of the emergency contact form, of the medication needs of any student. Should a student require daily medication during school hours, arrangements must be made with the office to have such medication stored and administered in the school office. Due to the potential danger to other students, students should NOT keep prescription medications in their lockers or on their person during the day with the exception of Epi-pens and inhalers.

## **PARKING**

The FGR school staff and administration have worked diligently to improve the parking situation and do their best to provide parking to all who apply and qualify. However, this does not guarantee a space for each student. We will have parking available in our school lot only. We strongly encourage carpooling.

Students who are issued a parking pass are expected to observe all parking regulations and traffic rules of Ann Arbor Township, the State of Michigan, and FGR. Students who fail to demonstrate caution and care risk having their parking lot privileges revoked. Parking is awarded via an application system and a fee for the parking pass. **The application can be found on student's School Admin enrollment checklist.**

By the use of our parking lot, the driver consents to search of the entire vehicle and its contents with **reasonable cause** by school officials or police officers. Students may park only in the areas assigned to them and are not to let others use their parking pass. Students who park in the parking lot without a pass, risk their car being towed. Students who park in visitor or faculty parking risk losing their parking privileges. **Students are not to loiter in the parking lot before, during or after school, nor at any school related and/or sporting event.** This means that a student must leave their car and come into the building as soon as they arrive on campus.

Passes will be awarded for **only 235** parking spots and will be based upon the following ranked criteria:

1. Seniors applying before the specified date in June and who drive 3 or more days per week.
2. Juniors applying before the specified date in June and who drive 3 or more days per week.
3. Seniors and juniors applying after specified date in June and who drive 3 or more days per week.
4. Sophomore students with a license and car at time of application and who drive 3 or more days a week.

**Please note: Applications will not be accepted for students who do not have a valid driver's license at the time of application or whose tuition accounts are in arrears. Only one pass per family will be issued.**

To apply for a parking pass, students must submit the following:

- Student Parking Application – This can be found in your School Admin enrollment checklist.
- Student's Valid Driver's License Number – License must be shown at time of picking up parking pass.
- Payment – Fee of \$50 will be invoiced through your FACTS account. Fee must be paid prior to picking up pass.

Replacement Tags- If you lost your tag you can get a replacement tag for \$25 in the main office. You cannot park in the lot without speaking with the dean of students until a replacement tag has been purchased.

Once the **235** available parking spaces are assigned, no further applications will be accepted. Those wishing to be placed on a waiting list for possible spaces that may become available through the course of the school year must submit all documents as outlined above. You will not be charged unless a pass is issued.

### **PHOTOGRAPH AND VIDEO RECORDING OF STUDENTS**

Parents and guardians should take note that FGR designates photographs and video recordings of students engaged in school activities as a category of “directory information.” Therefore, these photographs and video recordings may be disclosed without written consent under the Family Educational Rights and Privacy Act, 20 USC 1232g. Further, please note that parents and guardians may opt out or deny consent to the release of such information. If you wish to opt out or deny consent, please give a written note to the office or e-mail the principal.

### **STUDENT COUNCIL ELECTIONS**

Students who intend to run for any school government office must be approved by the faculty representatives and an administrator, and follow proper student government procedures outlined by the moderator(s). Students who have a GPA below 2.5 or on any probationary (contract) status are not eligible to run for or hold office.

### **WITHDRAWAL AND TRANSFER**

All students withdrawing or transferring from Father Gabriel Richard High School must meet with the guidance counselor first for an exit interview. All school property must be returned, all financial obligations settled, and a withdrawal form must be completed before credits are transferred.

## **SCHOOL UNIFORM**

---

### **OVERVIEW**

Part of the “package” at Father Gabriel Richard Catholic High School is the school uniform. When parents enroll their children in the school, it is with the understanding that the uniform code, along with other school expectations, regulations, and policies, will be followed.

The purpose of the school uniform is to cultivate an atmosphere that is conducive to learning, give students a feeling of equality, provide a visible sense of school unity and identity, and to reduce clothing costs.

Decisions relating to the adherence to the Uniform Code, the appropriateness of clothing, makeup, hair, or accessories, are ultimately at the discretion of the school administration.

Any items not listed below cannot be worn.

### **BOYS**

<b><u>ITEM</u></b>	<b><u>COLOR</u></b>	<b><u>VENDOR</u></b>	<b><u>EXPECTATIONS</u></b>
FGR Polo*	Green, White or Black	FO	No hoodies or sweatshirts are to be worn under the polo Long sleeved shirts under the polo are to be green, white, grey, or black without visible writing or pictures
Long-Sleeve Oxford*	White	FO	No hoodies or sweatshirts are to be worn with the oxford Long sleeved shirts under the polo are to be green, white, grey, or black without visible writing or pictures
FGR Sweater (Optional)	Black	FO	Must be worn over Polo or Oxford
Any FGR ¼ Zip (Optional)	Black, Grey, Green, White	FO or FGR	Must be worn over Polo or Oxford
FGR Crewneck Sweatshirts (optional)	Black, Grey, Green, White	FGR	NO hoodies or MHSAA or Catholic League sweatshirts Must be worn over Polo or Oxford

Pants/Shorts (in season)**	Khaki, Navy Blue or Black	FO/Any	<p>Dress Pants or Slacks</p> <p>Athletic pants, colored jeans, pants that have elastic at the ankle and corduroy are <b>not permitted</b>. Shorts must be to the knee.</p> <p>Pants <b>can't</b> be tucked into socks.</p>
Dress or Athletic Shoes-Must be closed toe and close heel	Any	Any	<p>Shoes must be closed toe and closed heel</p> <p>No moccasins/slides/slippers/Heelies/Crocs/Birkenstocks</p>

### GIRLS

<u>ITEM</u>	<u>COLOR</u>	<u>VENDOR</u>	<u>EXPECTATIONS</u>
FGR Polo*	Green, White or Black	FO	<p>NO hoodies or sweatshirts are to be worn under the polo</p> <p>Long sleeved shirts under the polo are to be green, white, grey, or black without visible writing or pictures</p>
Long or ¾ Sleeve Blouse*	White	FO	<p>NO hoodies or sweatshirts are to be worn with the blouse</p> <p>Long sleeved shirts under the blouse are to be green, white, grey, or black without visible writing or pictures</p>
FGR Sweater (Optional)	Black	FO	Must be worn over polo or blouse
Any FGR ¼ Zip (Optional)	Black, Grey, Green, White	FO or FGR	Must be worn over Polo or Oxford
FGR Crewneck Sweatshirts (optional)	Black, Grey, Green, White	FGR	<p>NO hoodies or MHSAA or Catholic League sweatshirts</p> <p>Must be worn over Polo or Oxford</p>

<u>ITEM</u>	<u>COLOR</u>	<u>VENDOR</u>	<u>EXPECTATIONS</u>
Kilt/Skirt	Plaid	FO	<p>Hem <b>must</b> touch the top of the kneecap</p> <p>Skirts that are not the correct length <b>must</b> have black or navy leggings underneath</p> <p>Sweatpants, pajama pants or athletic pants are NOT to be worn under the skirt</p>
Tights or Leggings with kilt/skirt not at the correct length	Solid Black or Navy	Any	No pattern
Pants**	Khaki, Navy Blue or Black	FO/Any	<p>Dress Pants or Slacks-Not overly tight, No stretch pants</p> <p>Athletic pants, colored jeans, pants that have elastic at the ankle and corduroy are <b>not permitted</b>.</p> <p>Pants <b>can't</b> be tucked into socks.</p>
Dress or Athletic Shoes-Must be closed toe and close heel	Any	Any	<p>Closed toe and closed heel</p> <p>No moccasins/slides/slippers/Heelies/Crocs/Birkenstocks</p>

### P.E.- ALL STUDENTS

<u>ITEM</u>	<u>COLOR</u>	<u>VENDOR</u>	<u>EXPECTATIONS</u>
Shorts	Black, Green, Grey, White	FO or Only FGR knee length micromesh nylon gym shorts (Basketball style shorts)purchased through FGR sport packages	Students must wear gym approved shorts for all P.E. classes
Tops	Any	Any	Top must be short or long-sleeved (no tank tops allowed), crew-neck (no v-necks allowed), modest and appropriate for P.E. class

\*Students must wear an FGR polo or button up at all times. If a student chooses to wear a uniform sweater, crewneck or ¼ zip, they must wear an FGR polo/button up underneath.

\*\*Pants not purchased through Flynn O'Hara must be substantially similar to those shown on the Flynn O'Hara site.

#### VENDOR KEY:

- FO – Flynn O'Hara ([www.flynnohara.com/school/mi002](http://www.flynnohara.com/school/mi002))

#### LOGO

The only logo allowed on uniform clothing is the logo seen below:

#### SPIRIT WEAR DAYS

Every Friday will be a spirit wear day. Students are allowed to wear any FGR spirit wear top not normally allowed in the dress code with uniform bottoms including FGR hoodies.

Every Thursday will be Household t-shirt day. Students are allowed to wear their FGR Household t-shirt with uniform bottoms or students can be in full uniform.

#### NON-FGR APPROVED OUTERWEAR

At no time after the start of the school day is non-FGR approved outerwear to be worn.

#### SHORTS

Khaki shorts may be worn **before October 1 and beginning April 1. Shorts must be to the knee.**

#### OTHER NORMS - APPEARANCE

- **Shirts:** No hoodies or sweatshirts are to be worn under the polo. Long sleeve green, white, grey or black shirts may be worn as long as no words or pictures are visible.
- **Skirts:** Hem **must** touch the top of the kneecap. If it does not hit the kneecap leggings must be worn underneath until the skirt length is fixed (within two weeks of conversation with administration). Sweatpants and athletic pants are not to be worn under your skirt.
- **Pants:** Dress pants or slacks. Not overly tight, no stretch pants. Athletic pants, colored jeans, pants that have elastic at the ankle and corduroy are not permitted. Pants can't be tucked into socks.
- **Shoes:** Closed toe and heel. No Heelies, Birkenstocks, slides, slippers, moccasins or Crocs allowed.
- **Hair:** Neat, clean and naturally colored; hairstyles should be professional.
- Male students' hair should be above the eyebrows in front and the collar in back.
- **Facial Hair:** Must be neatly trimmed at all times.
- **Make-Up:** Females may wear in good taste, not excessive, and professional in appearance.

- **Nail polish:** May only be worn by female students.
- **Hats:** or other head coverings and sunglasses are not to be worn in school.
- Female students may wear headbands, hair ties, clips, ribbons.
- **Piercings:** Only females are permitted to wear small studs or loops (ears only).
- **Necklaces/Chains:** and other accessories must be kept inside the shirt, with the exception of small crucifixes, medals, etc.
- May not have anything that promotes a political party, belief or candidate in the building.

### **UNIFORM POLICY – ENFORCEMENT**

Students are expected to arrive at school in full uniform and remain so throughout the school day, including after school while still on campus.

It is the responsibility of the parents to ensure that all uniform items are in good condition and fit the student in accordance with the norms of neatness and modesty as defined by the school. Uniform items must be purchased and ready to wear by the first day of school.

The individual classroom teacher will decide if a violation has occurred. Students wearing clothing that is frayed, torn, faded, worn/threadbare, stapled, pinned, or taped will be considered out of uniform.

The school assumes no financial responsibility for uniform items bought or altered which are not allowed to be worn. **The school suggests that parents put their students' names in all uniform clothing.**

### **UNIFORM VIOLATIONS**

**1st and 2nd offenses** - 30-minute lunch detention

**3rd offense** - 1-hour after school detention

**4th offense** - In-school suspension, parent meeting and student contract

It must be understood that faculty members have not only the right, but also the obligation, to enforce the uniform code.

### **SCHOOL EVENTS AND DANCES (HOMECOMING AND PROM)**

Recognizing the importance of the dignity of every human being, please ensure that you are dressed in a manner that is appropriate for a young lady or gentleman. Appropriate dresses have a modest neckline and are formal – finger tip length, mid-calf, or floor length. The following is considered inappropriate: high slits, low front or back, see-through fabrics, overly tight, exposed midriff, or short (finger tip). Gentlemen should wear slacks and dress shirt (tie optional) for homecoming and a suit and tie or a tuxedo for prom. The following is considered inappropriate in a gentleman's dress: jeans, t-shirt, unbuttoned or untucked dress shirt.

## **WELLNESS PROGRAM/DRUG TESTING POLICY**

### **INTRODUCTION**

Bishop Boyea requests our assistance in creating and sustaining an optimal Catholic school culture that is safe, joyful, orderly, healthy, and drug free. Out of concern for student welfare, Bishop Boyea has directed that his four diocesan Catholic high schools implement drug testing for every student, faculty, and staff member.

The Father Gabriel Richard (FGR) community recognizes the challenges that adolescents face in today's society, with regard to alcohol, drugs, and other substances. As the Catechism of the Catholic Church (2291) states, abuse of drugs inflicts "grave damage on human health and life." The FGR Drug Policy has a focus on student-parent participation, restorative support, and recognition of the moral significance of drug abuse.

Attendance at a Catholic high school is both a right and a privilege. With that privilege come certain responsibilities. We hold students and their parents or guardians to a high code of conduct in areas that affect the well-being and safety of all students. All students and parents are required to consent to participation in all the aspects of this policy and its accompanying administrative regulation as a condition of the student's continued enrollment at FGR. (Throughout this policy, a reference to "parents" includes a single parent, guardian, foster parent, stepparent, custodial relative, or other person having responsibility for the welfare of the student, as the context and the student's situation require).

### **MANDATORY DRUG TESTING**

Beginning in the fall of 2016, Father Gabriel Richard High School implemented our bishop's mandate for drug testing. Every student, faculty and staff member will provide a cheek swab sample during the school day that will be screened for the following drugs: cocaine, opiates, PCP, amphetamine, methamphetamine (including Ecstasy), marijuana, oxycodone, barbiturates, methadone and benzodiazepines. Cheek swab samples will be collected by trained staff. The actual testing of the cheek swab sample will be done by the Omega Laboratories Inc. based in Ohio, which services various organizations around the world. Test results will be available only to FGR ad-



ministrators through a password protected web link.

## **APPLICABILITY**

The policy applies to every FGR student, from the day of orientation until the student's last school-affiliated event is completed. The policy applies at all times and in all places, throughout the student's enrollment at FGR. A student's behavior both away from school and in the school can affect the safety of the student or others. It can also be a sign of a significant issue in the student's life and can affect the overall well-being of the school community. For this reason, the parents agree that FGR has full and complete discretion to impose discipline or take other action as it deems appropriate for behavior occurring at the school and away from school.

## **PROCESS--- SCREENING FOR DRUG USAGE**

Students will be screened for drug usage utilizing a Diocesan approved drug testing company (Omega Laboratories).

1. **Annual Screening:** All students will be screened for drugs at least once per year.
2. **Random Screening:** Any student enrolled in FGR is subject to screening for drug usage on a randomly selected basis in addition to the annual screening. Consequently, some students may be tested more than once a year.
3. **Follow-Up Screening:** Any student found to be in violation of this drug policy will be subject to follow-up screening.
4. **Transfer Students:** All transfer students shall submit to screening for drug usage on a date as soon as possible after registering for classes.

## **DRUG SCREENING METHOD**

Father Gabriel Richard High School will use cheek swab sampling procedures for the purposes of policy implementation. The student collects his or her own sample under the direct visual supervision of a trained collector. The student places the collection pad between his or her lower cheek and gum, saturates the absorbent collection pad, places it in a vial, then seals and initials the vial in preparation for transport. The entire process takes approximately five minutes.

## **NOTIFICATION OF TEST RESULTS**

Notification of test results will be delivered confidentially to the administration by the drug testing company. The administration will notify any parents of students who have tested positive once the results have been reviewed. A letter will be used if the parents cannot be reached by telephone.

The administration will not notify parents and guardians of a negative test result.

## **PROHIBITED SUBSTANCES AND MATERIALS**

1. **Illegal Drugs:** the term "drug" is defined as alcohol and all mood-altering substances that have not been medically prescribed for the student.
2. Steroids, human growth hormone or any performance-enhancing drugs.
3. Containers for the above items or look-a-like items (e.g., pills, powders, or chopped up leaves presented as being illegal drugs, though they are not).
4. Drug and vaping paraphernalia.
5. Glues, solvents, fuels, or other materials used for inhalant abuse.
6. E-cigarettes/vapes

## **CONDUCT**

The possession, use or sale of "prohibited substances and materials" in any form or quantity, is an offense under the Drug Policy.

## **CONSEQUENCES-ALL OFFENSES**

- **Parent Meeting (mandatory)** -The student and a parent or guardian will meet with the principal and/or assistant principal to discuss the offense and the consequences under the Drug Policy.
- **School and Treatment Program (mandatory)** – FGR will make a referral to an approved and licensed agency for a drug use assessment. The parents will provide a copy of the assessment and the plan resulting from the referral to the FGR administration. The student is required to complete the plan successfully and will provide any verification requested by FGR. Any expenses incurred for the assessment and/or any treatment program required by the plan will be the responsibility of the student/parent and not FGR.
- **Spiritual Counseling (strongly recommended)** -The occasion of an offense is an opportunity to encounter Christ, whose positive message is one of truth and redemption. We recommend Catholic students make an appointment with the school chaplain, the student's parish pastor, or other priest, for spiritual guidance and conscience formation, and have the opportunity, if desired, for the Sacrament of Reconciliation. We recommend non-Catholic students make an appointment with the school chaplain or a minister within the student's religious tradition for similar purposes.
- **Note:** Students who violate the policy more than one time will use the same assessment agency and same spiritual counselor during each offense.

## **INTERVENTION**

### **A. First offense**

1. Must complete parent meeting
2. Must complete assessment and start treatment plan
3. Mandatory second drug test paid for by the parent/student; FGRHS will not be responsible for the cost

### **B. Second offense**

1. Must complete parent meeting
2. Must complete assessment and start treatment plan
3. Suspended for 10% of athletic season, performances, activities, etc.
4. Three weeks on social probation\*\*\*\*
5. Athlete/actor/participant must attend practices unless time is needed for counseling/guidance\*\*\*
6. Additional mandatory drug test paid for by the parent/ student

### **C. Third Offense**

1. Must complete parent meeting
2. Must complete assessment and start treatment plan
3. Suspended for one calendar year from all teams, performances, activities, including practices\*\*\*
4. Eight weeks on social probation\*\*\*\*
5. Mandatory drug test paid for by the parent/student

### **D. Fourth Offense**

1. Must complete parent meeting
2. Must complete assessment and start treatment plan
3. May not participate: on any teams, performances, activities, including practices.
4. Remainder of time as a student at FGR on social probation\*\*\*\*
5. Student is subject to long-term suspension/expulsion at the discretion of the administration.

\*Season as related to athletics, performances as related to band, choir, drama, etc., activities as related to clubs, etc. Because of the diverse nature of activities offered at FGR, the administration will make decisions in this area on a case-by-case basis when necessary.

\*\*In items B3 & C3: The percentage will be figured on the number of regular season games or performances on the schedule. If there are not enough games/performances left in the current season to serve the full suspension, the remainder of the suspension will carry over to the next season/performance in which the student competes or participates. All percentages will be rounded up to the next whole number.

\*\*\*In items B5 and C3: Athletes may compete in scrimmages during their suspension, but scrimmages will not count toward the percentage of the contests for which the athlete is suspended. Actors may perform in dress rehearsals, but dress rehearsals will not count toward the percentage of the performances for which the performer is suspended.

\*\*\*\*A student may be placed on **social probation** as a result of disciplinary action. If a student is placed on social probation, he/she shall: 1. not be allowed in the school or on school grounds outside of school hours except as a participant in a school activity or sport (practice/rehearsal/game) under the direct supervision of a staff member; and 2. not be allowed to attend, as a spectator, any school sponsored event after school hours or on weekends, or as a participant in school social activities such as parties, dances, or prom.

**Failure to complete** - Students who fail to complete any of the consequences outlined above will remain ineligible for competition and will remain on social probation until all consequences are completed. At that time the administration will determine when and if the student may return to competition/participation and/or be released from social probation.

## **SELF-DISCLOSURE**

### **Available for first offense only of high school career**

Self-disclosure exists for students willing to admit their violation of the Drug Policy and move forward on the path toward restoration of full privileges in the FGR community.

A student who by him/herself or together with his/her parent or legal guardian voluntarily discloses their violation of the Drug Policy to the administration before the mandatory drug test will be subject to the following consequences (the student will still be tested after disclosing to establish a baseline of use from which to gauge progress or lack thereof):

- a. Must complete parent meeting

- b. Must complete assessment and start treatment plan

Note: A student who commits a second offense after self-disclosing on their first offense receives the normal second offense consequences.

### **LAW ENFORCEMENT**

It is the policy of FGR to cooperate fully with law enforcement agencies. The school will report any conduct that it is required by law to report. Where appropriate, the school will seek information from law enforcement agencies regarding student conduct.

### **EXCEPTIONAL CIRCUMSTANCES**

Notwithstanding any other provisions of this policy, FGR retains full and complete discretion to impose any discipline or take any other action, or decline to take action, as it deems appropriate for any student behavior occurring anywhere at any time.

## **STUDENT SERVICES**

---

### **GUIDANCE DEPARTMENT**

The guidance department is committed to the development of the full potential of each student at Father Gabriel Richard High School. To this end, it supports students in meeting their academic, personal, and social needs. Full-time certified guidance counselors are available throughout the school day to assist students. The role of the counselor, as an advocate for the students, is to provide support and guidance.

To meet this commitment to students, the guidance department:

- Provides individual counseling for students in the areas of personal, social, career, and college planning issues.
- Oversees all academic scheduling.
- Monitors academic performance of students.
- Liaisons with faculty on student performance.
- Organizes and facilitates all parent meetings regarding students.
- Makes referrals for psychological, behavioral, and academic evaluations when indicated.
- Liaise with external support personnel and agencies (therapists, physicians, etc.).
- Oversees all new student orientation.
- Liaise with special education personnel from Ann Arbor Public Schools in providing special services for students with learning disabilities.
- Plans, organizes, and implements all college planning activities.

The guidance department provides information, activities, and experiences to assist students in planning for and selecting appropriate post-secondary education. Such activities include interest inventories, college testing, college planning nights, financial aid nights, and other such experiences. A *College Planning Handbook* published by the guidance office is available to students to assist them in this important process.

### **ACADEMIC SUPPORT CENTER (ASC)**

**The role of the ASC at FGR is to provide educational support services to students who qualify so they can successfully access the general education curriculum. We encourage and empower students to become advocates for their educational needs.**

All ASC students have officially diagnosed learning differences and/or medical diagnoses that negatively impact their academic performance. Students who qualify hold a previously written Non-Public Service Plan (IEP) and/or an official accommodation plan. We believe these students have the potential to succeed at Father Gabriel Richard High School despite their identified learning differences and/or medical diagnoses but will need the support and resources of the ASC to continue their success. The ASC will provide a quiet, alternate setting for testing, study areas for students, and will serve as a designated space for students with learning style differences that may require individualized support.

#### **Services and support provided through the Academic Support Center**

- Development of the Non-Public Service Plan (IEP) by an Ann Arbor Public Schools teacher consultants and maintenance thereof by FGR
- Development and maintenance of an official accommodation plan
- Individual conferences with parents and students when necessary to discuss goals and accommodations

- Oral testing of quizzes, chapter tests and finals if allowed on the plan
- Quiet room for testing; extended time for testing
- Application for accommodations on standardized tests and carry them out as approved by the test administration board(s).
- Request accommodations on standardized tests: HSPT, ASPIRE, ACT, and Advanced Placement Testing
- Accommodation on school tests and quizzes
- Copy of classroom notes and monitoring of daily assignments
- Development of organizational skills
- Assistance in scheduling classes for ASC students
- Services to be determined by testing results, teacher recommendations and parent-teacher conferences

### **Expectations of Students in the ASC**

- Attend school regularly and use ASC class period efficiently
- Follow behavior codes expected of all Father Gabriel Richard High School students
- Complete and submit all assignments within the time limits set by the classroom teacher/accommodations
- Monitor grades and assignments weekly

### **Expectations of Parents with students in the ASC**

- Follow admission process and apply for ASC by submitting all necessary documentation regarding student's diagnosis in a timely manner
- Be active in your child's education by:
  - Monitoring grades online
  - Checking your student's planner regularly
  - Contacting the general education teacher when questions arise
  - Providing a proper learning environment at home for your child
  - Encouraging your child to participate in or attend extracurricular activities

### **Placement Procedures:**

- Professional testing including psychological evaluations, medical diagnosis and /or doctor's note must be current (within the last 3 years) and submitted **with the student's application for admission** to Father Gabriel Richard High School. Testing may include the following documentation:
  - Standardized testing, achievement testing, intelligence, and/or behavior rating scales
  - A copy of any existing Non-Public Service Plan (IEP) and/or official school accommodation plan
  - High School Placement Test scores
- In addition, the ASC may require a parent/student interview before admission to the program

### **MEDIA CENTER**

The Martin and Rosalie Edwards Family Media Center is maintained for the benefit and convenience of the entire Father Gabriel Richard High School community. The up-to-date reference section, current periodicals, and online access to numerous databases provide a good basis for research projects. The pleasant atmosphere makes it an ideal place to read and/or do research. Students are expected to be respectful of the materials and each other so that all will enjoy the maximum use of this facility.

During school hours, students must have a pass to use the library. Students are expected to observe the quiet study rule in the library. Students whose behavior is disruptive or bothersome will be sent back to class. Continued inappropriate behavior may result in a student losing library privileges for an extended period.

Each student, staff, and faculty member must sign the "Acceptable Use Contract for Student Technology," created by the Diocese of Lansing Catholic Schools and Parish Education Programs. Books are loaned out for a three-week period and periodicals may circulate for one week.

Students are responsible for items checked out and will be required to replace an item that is lost or damaged. Any financial obligation to the media center must be fulfilled before semester exams may be administered.

A printer and photocopier are available in the media center for student use.

## **TRANSCRIPTS**

All permanent student records are maintained by the school office and are the property of Father Gabriel Richard High School. These confidential records can be copied or transferred only with the written permission of a student's parent or guardian. Students requesting academic transcripts for an academic institution must submit the appropriate request from the registrar's office along with a stamped, addressed envelope. There is no transcript fee for current students. Current students must request transcripts via Naviance.

## **SPIRITUAL FORMATION**

---

### **STATEMENT OF OUR CATHOLIC MISSION**

Father Gabriel Richard High School actively shares in the mission of the Catholic Church; to "make disciples of all nations" (Matthew 28:19). We are committed to the pastoral plan of the universal Catholic Church, as articulated by His Holiness Pope Francis, and also to the pastoral plan of our local bishop, Earl Boyea. As such, we share in the evangelistic and charitable mission of both the local and universal Church, of which we are a member.

Specifically, our role is to cooperate with parents in their mission of leading young people to faith in Christ, without which there is no salvation (Acts 4:12). As faculty and staff, we take that mission seriously, by providing the best environment to make it happen.

All who are admitted into our school must share our mission. This means that our families must support us in all of our spiritual activities, educationally (theology classes), prayerfully (retreats, liturgical events, prayer services), and in other activities (service projects, mission opportunities).

Furthermore, we welcome families of other faiths who share our commitment to Christ, nevertheless it is to be understood that we follow the teachings of the Roman Catholic Church and expect all members of the community to actively participate in the spiritual life of our school, to the extent that the Church permits.

### **ANNUAL RETREATS**

In keeping with our school's vision of the total formation of the whole human person, the school offers an annual retreat for each grade level. Families enrolled in our school should understand that the student's retreat is an essential part of our school's spiritual life. For this reason, absences, except for documented illness, will not be permitted. Students who miss all or most of their class retreat will be expected to meet with the campus minister to discuss alternative retreat options.

- Full-day retreat for freshmen, sophomores, and juniors
- Kairos Retreat for all seniors and selected leaders

### **CAMPUS MINISTRY**

It is the role of Campus Ministry to support the student body in their faith formation. Campus Ministry serves every person in the school through providing access to the sacraments, pastoral and counseling care, retreats, prayer groups and more. All members of the theology department plus the campus ministry support person are available for the spiritual needs of our students, faculty, staff and parents. Please do not hesitate to contact them at 734-929-6989.

### **MASS SCHEDULE**

Students attend Mass together twice weekly on Tuesdays and Thursdays. On school days when there is not an All-school Mass, the chaplain offers a 7:20 am Mass to which all members of the school community, as well as members of the general public, are invited.

### **OTHER SPIRITUAL ACTIVITIES**

In addition to the Mass, which is the center of our spiritual life, other opportunities are offered for spiritual growth. These include: weekly scheduled times for the Sacrament of Penance, exposition and adoration of the Most Blessed Sacrament each Friday during school hours. Opportunities for prayer and praise, as well as smaller prayer groups are available. Students are strongly encouraged to participate in these and to contact the Office of Campus Ministry or the chaplain if they would like to start something of their own.

- Eucharistic Adoration: Fridays 8:00 am - 3:00 pm (concluding with Benediction)
- Daily Mass offered at 7:20 am on Mondays, Wednesdays, and Fridays.
- Confessions: School wide typically offered three times a year; in September, Advent and Lent. Students are always welcome to contact the chaplain for confession any time of the day.
- Rosary: prayed in May and October school wide
- Dads in Prayer
- Moms in prayer Rosary group

- Women's Group
- Men's Group
- Pro-Life Club

### **CHRISTIAN SERVICE**

In response to Jesus' call to love others, formation in service is a vital part of any Catholic school. Students at Father Gabriel Richard High School are required to perform twelve (12) hours of Christian service per year of enrollment. This service is to be performed without pay or any other personal benefit and solely for the love of God and neighbor in the spirit of the Corporal Works of Mercy.

A minimum of six hours must be direct service to the poor, sick, elderly, or disabled. The remaining six hours are completed in the broader community. **Service to our own families may not be considered** for this requirement. Fundraising of any kind does not count for corporal works of mercy.

- All students must submit their hours online via **x2Vol.com** to the designated grade level teacher, **within 10 days of completion of service** or by **August 31, 2023, for summer service**.
- **Six (6) of the required twelve (12) hours** must be completed by **January 9, 2024**. All remaining hours must be completed by **May 6, 2024**.
- Students who have not completed and submitted their hours by the deadline will receive an incomplete in their theology class. Following the established school protocol, students with an incomplete may be declared "academically ineligible." This means they may not participate in any extracurricular activities (sports, drama, forensics, robotics, student council, senior class trip, field trips) for up to two weeks. A review will be made after the hours are submitted to reassess eligibility by the Christian Service Committee. A diploma may not be awarded to any senior who does not complete and submit their service by the deadline.
- All hours are reviewed by the Christian Service Committee.
- Any student who does not complete their hours by the deadline will be required to meet with representatives of the Christian Service Committee, administration and their parents to discuss their commitment to the school's mission.
- Final determination of approved hours rests solely with the Christian Service Committee.

### **CHRISTIAN SERVICE COMMITTEE**

#### **Mission Statement**

The FGR Christian Service Committee works to encourage and support the spirit of generous service to others as modeled by the example of our Lord, Jesus Christ. We collaborate with local organizations to identify and prioritize needs in the community, and then help organize and coordinate student service efforts.

Our goal is to guide students to develop habits of on-going service with compassion, particularly to the poor and disadvantaged. This call is best described by the words of Jesus "I tell you the truth, whatever you did for one of the least of these brothers of mine, you did for me." Matt 25:40

## **FINANCE**

---

### **FINANCIAL AID**

Financial aid is offered in the form of tuition assistance in order to help families afford a Catholic education at Father Gabriel Richard High School and is based completely on need. Families desiring tuition assistance must complete a financial aid application through FACTS Tuition Management at the time of FGR application (for incoming 9th graders) or in February of the year before assistance is needed (for all returning students). Awards are made based on a FACTS summary report of findings. A limited number of merit scholarships (not based upon need) are awarded each year to well-qualified students. A committee determines recipients based upon academic achievement indicators.

Every parent or guardian of a student at Father Gabriel Richard High School must sign a tuition agreement contract each year. This contract specifies the tuition, available payment plans, and other contractual items. A student may not attend class unless this tuition agreement contract is submitted, the enrollment fee is paid, and a FACTS Tuition Management account is created.

Since the overwhelming majority of school operating revenue comes from tuition, timely payment of tuition and fees is of importance to the school. **A late fee** will be assessed any time your payment has not been received by the due date.

### **FUNDRAISING**

In addition to tuition, the other major source of operating revenue for Father Gabriel Richard High School is the program of fundraising sponsored by the school. The success of school fundraising requires hard work and the cooperation of every family in the school.

community. It is necessary that all students and families, regardless of financial circumstances, assist in the fundraising efforts of the school. A family may be denied re-enrollment in the school for failure to participate in important fundraising projects. Questions on fundraising should be directed to the Office of Institutional Advancement.

### **FUNDRAISING PROJECTS**

The advancement office and principal must approve all fundraising projects planned by student organizations. All school procedures for the handling of money must be observed by student organizations. These procedures have been given to teachers and may be obtained from the organization moderator or from the office manager.

### **FAMILY FUNDRAISING FEE**

As part of the tuition agreement, families commit to paying a \$1,000 per family fundraising fee to support the programs of the school. The fee will be added to the FACTS account in January of each year and may be paid in monthly installments by the end of the contract term. Participation in Stadium Cleanup provides a means for families to earn credit toward the fundraising fee. Each Stadium Cleanup is assigned a dollar value. Families may reduce the amount assessed by the fundraising fee in part or in total by working at Stadium Cleanup. Please see the Stadium Cleanup section for more details.

### **STADIUM CLEANUP**

Stadium Cleanup is a major fundraising activity of the school. Since the 1970s, Father Gabriel Richard High School has contracted with the University of Michigan to complete the job of cleaning the Big House after each home football game in the fall. This has been a valuable source of funding for the school and provides the opportunity for students and parents to work together with other families to accomplish a monumental task. Cleanups begin at 8:00 am on the Sunday morning following a University of Michigan home football game. With approximately 250 – 300 volunteers, the job is completed in approximately 1.5 hours. The FGR Chaplain then says Mass in the stadium and then families enjoy coffee and donuts together. Participation in Stadium Cleanup can in full or in part satisfy the Family Fundraising Fee obligation. Each Stadium Cleanup event is assigned a dollar value based upon how difficult the cleanup may be. Cleanups are considered “easy” in the warmer weather or for games where attendance is not expected to be close to full capacity. “Hard” cleanups typically come later in the year, on holiday weekends, or after ‘big games.’ Participation in Stadium Cleanup is satisfied by each family when at least one parent AND one student work at the cleanup. Families are asked to commit in advance to particular Sundays to ensure coverage at all cleanups and must sign in when they arrive at the stadium and out after cleanup is completed. Students may also submit Stadium Cleanup hours served as general service hours. To receive credit for hours served, students MUST sign out at the end of each cleanup before Mass begins.

### **DUE ACCOUNTS**

Father Gabriel Richard High School reserves the right to remove a student from the school if his/her tuition account is more than 30 days in arrears. The student will be allowed to return to school when the tuition account is made current. Continued late payment or non-payment of tuition is deemed sufficient grounds for asking a student to withdraw from school or to deny re-enrollment for the following year. Accounts must be current by May 1st in order for the student to participate in graduation.

### **ELASTIC CLAUSE**

The administration of the school reserves the right to act on matters not specifically addressed in this handbook.