



Conduct & Consequences Matrix

Learn. Lead. Change the World!

AMERICAN LEADERSHIP

ACADEMY

Students are expected to abide by all ALA policies and procedures. The discipline plan at ALA reflects the RAISE Leadership Values. Students are expected to be self-governed and to respect the rights and property of others. ALA students should conduct themselves with courtesy, refinement, and professionalism throughout the school day and any time they represent ALA in extra-curricular activities, field trips, or any other school sanctioned event.

ALA Administration enforces adherence to school rules, policies, and procedures using a progressive discipline system. ALA Administration has discretion with respect to its enforcement authority. When considering disciplinary action, School Administration will seek to balance the severity of the conduct and the resulting discipline using the Conduct & Consequences Matrix (“CCM”) pasted below.

This CCM includes a list of common and/or serious student conduct violations along with a range of recommended consequences. The violations and range of consequences are meant as guidelines, unless the law or circumstances warrant imposing an alternative consequence, as determined in the sole discretion of School Administration. School Administration maintains the right to modify any consequence based on the nature of the specific incident. Serious violations such as possession of a firearm or dangerous weapon, sexual abuse or any other abuse, possession of alcohol/illegal drugs will automatically be reported to law enforcement and/or the Arizona Department of Education.

The CCM assigns a range of recommended consequences to each violation based on whether it is a student's 1st, 2nd, or 3rd (or subsequent) violation of that specific type of conduct. In addition to the violation-specific tiers set out in the CCM, School Administration may consider a student's overall disciplinary record, including violations of different types, in determining an appropriate consequence for a new violation. A student with an accumulated disciplinary record across multiple categories of conduct may receive a more significant consequence than the tier for a single violation type would otherwise suggest, at the discretion of School Administration.

ALA reserves the right to update this CCM at any time in accordance with its policies and procedures. The most recent version of the CCM is available on ALA’s website (www.alaschools.org).

The following guidelines are not intended to be all-inclusive. ALA reserves the right to interpret, apply, or terminate the following guidelines, in whole or in part, in its sole discretion.

ALA has made every reasonable effort to ensure the CCM complies with applicable state and federal laws. If the CCM contains a disciplinary consequence that does not comply with applicable law, that law takes precedence over the CCM. If any part of the CCM is, for any reason, held to be unenforceable, such provision is severable and the rest of the CCM remains fully enforceable.

By enrolling in ALA, Parent/Legal Guardian and Student agree that they have read and understand this CCM, and that both Parent/Legal Guardian and Student will abide by all ALA disciplinary policies and procedures.

CONDUCT & CONSEQUENCES MATRIX

1st Violation <i>(Any of the consequences listed may be imposed)</i>	· Yellow Card · Detention · Document violation in <i>Infinite Campus</i>. · Student sent to office · Teacher conference · Administrator and parent conference
2nd Violation <i>(Any of the consequences listed may be imposed)</i>	· Yellow Card · Detention · Document violation in <i>Infinite Campus</i>. · Student sent to office · Parent notified to pick up student immediately · Teacher and parent conference · Administrator and parent conference · In-school or out-of-school suspension
3rd Violation <i>(Any of the consequences listed may be imposed)</i>	· Red card - referral to Administration · Administrator and parent conference · Parent notified to pick up student immediately · Detention · Document violation in <i>Infinite Campus</i>. · Long term school suspension · Expulsion

Suspensions of more than two school days and expulsion of pupils in kindergarten through fourth grade must be issued in accordance with A.R.S. § 15-843(k). Pupils under the age of seven may not be suspended or expelled. Suspension or expulsion of pupils in the aforementioned grades must comply with the criteria expressed in A.R.S. § 15-843(k).

VIOLATIONS, DEFINITIONS, CONSEQUENCES

VIOLATION	DEFINITION	CONSEQUENCES
Abuse of Teacher or School Employee (Possible Police Involvement)	Vulgar words and defiant behavior directed at a school employee engaged in work duties; includes words meant to attack, injure, disparage, revile, or denounce (name-calling, obscene gestures, intimidation).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Alcohol (Police Involvement)	Manufacture, sale, purchase, transport, possession or use of alcohol (or substances represented as alcohol); includes and intoxication at school/events/transport.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Arson (Police Involvement)	Knowingly and unlawfully damaging a structure or property by causing a fire or explosion. This violation may be grounds for suspension or expulsion.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Assault (Possible Police Involvement)	Physically hurting another person on purpose or through reckless behavior; making physical contact with another person in a way meant to hurt, insult, or provoke them; or acting in a way that puts another person in reasonable fear of being physically hurt right away — even if no contact occurs (e.g., a raised fist, a thrown object that misses, a lunge toward someone).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Aggravated Assault (Police Involvement)	Assault with serious injury; use of a deadly weapon/dangerous instrument; force causing substantial disfigurement/impairment/fracture; victim restrained; offender is 18+ vs child ≤15; against a known teacher/employee on school grounds; or use of a simulated deadly weapon. This violation may be grounds for suspension or expulsion.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Bullying (Possible Police Involvement)	Repeated acts over time with a real/perceived power imbalance: physical (pushing, hitting, kicking, spitting, stealing); verbal (threats, taunting, teasing, name-calling); or psychological (exclusion, rumors, manipulating relationships). Also includes electronic forms: mean/offensive texts or IMs, posting embarrassing images without permission, offensive/hurtful memes, and spreading rumors by text, email, or other digital means.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Burglary / Breaking & Entering (Police Involvement)	Entering or remaining unlawfully in/on another's property, a classroom, a residential/nonresidential structure, or fenced commercial property without permission, and with intent to commit theft or a felony.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Buses / Transportation	Non-compliance with driver/aide directions; not remaining seated; hands/feet/head outside; not controlling possessions; unauthorized materials; eating/drinking on board.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Cheating / Academic Misconduct / Plagiarism	Sharing/taking intellectual property for deceit or fraud, or presenting another's work as one's own; plagiarism, including online material and content generated in whole or substantial part by artificial intelligence tools (e.g., chatbots, AI writing or solving tools) and submitted as the student's own original work without authorization or required disclosure.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Contraband	Possessing items prohibited by policy because they may disrupt the learning environment.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Combustible	Possessing a substance/object readily capable of catching fire and burning easily, and could result in bodily harm or property damage (matches, lighters, etc.).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Computer or Network Violation	Non-instructional use; IP infringement; malicious software; unauthorized personal software; equipment vandalism; posting fight videos; sharing passwords; tampering with others' email or the network; any action inconsistent with policy.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Dangerous Instrument <i>(Police Involvement)</i>	Anything that, as used/attempted/threatened, is readily capable of causing death or serious physical injury.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Defiance of Authority <i>(Possible Police Involvement)</i>	Refusal to follow directions, talking back, or socially rude interactions.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Destruction of Property / Vandalism <i>(Possible Police Involvement)</i>	Willful destruction/defacement of school or personal property; impairing function/value; graffiti on buildings/surfaces without permission.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Dishonesty / Lying	Untrue statement with intent to deceive; creating a false or misleading impression.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Disorderly Conduct <i>(Police Involvement)</i>	Intent to disturb peace: (1) fighting/violent/disruptive behavior; (2) unreasonable noise; (3) abusive language likely to provoke retaliation; (4) protracted commotion to prevent a lawful meeting; (5) refusing a lawful dispersal order near an emergency; (6) reckless handling/discharge of a deadly weapon. (Possession of a deadly weapon or dangerous instrument in violation of item 6 above must also be reported as a weapon violation to the Arizona Department of Education and to local law enforcement.)	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Disruption	Interruption of a class/activity: sustained loud talk, yelling, screaming; noise with materials; horseplay; throwing objects; sustained out-of-seat behavior.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Disruption of Educational Setting <i>(Possible Police Involvement)</i>	An act that substantially disrupts a school function or the orderly school environment, going beyond the ordinary classroom interruption addressed under “Disruption.”	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Dress Code	Wearing clothing that violates dress-code guidelines stated by school policy (expulsion excepted per state law).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Drug and/or Drug Paraphernalia <i>(Police Involvement)</i>	Unlawful use/cultivation/manufacture/distribution/sale/purchase/possession/transport of a controlled or narcotic substance, or paraphernalia; includes being under the influence and OTC abuse; excludes tobacco/alcohol. 'Drug' includes marijuana and peyote.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Electronic Devices	Devices interfering with orderly school operation (phones, smart watches, games, tablets); not for use during class time.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Endangerment <i>(Police Involvement)</i>	Recklessly putting self/another at substantial risk of imminent death or physical injury (e.g., rock throwing; withholding information that creates danger).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Explosive Devices / Bomb Threats / Fire-Alarm Misuse <i>(Police Involvement)</i>	Threatening/causing harm with a bomb, explosive, or arson-causing device / intentionally ringing a fire alarm when there is no fire or other legitimate emergency.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Extortion <i>Possible Police Involvement)</i>	Theft by extortion of property/services through coercion, threats or intimidation : obtaining property/services by future threat (injury, property damage, exposing a secret, false accusation, misuse of public office, etc.).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Failure to Comply / Insubordination	Refusing or failing to follow a lawful, reasonable directive from a teacher, administrator, or other school staff member acting within the scope of their duties, where the conduct does not independently rise to Disorderly Conduct or Disruption (e.g., refusing to move seats, refusing to hand over a prohibited item on request, refusing to leave an area when directed).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Fighting	Mutual participation in physical violence with no major injury (verbal confrontation alone is not fighting).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Fire Alarm Misuse	Intentionally ringing the fire alarm when there is no fire or other legitimate emergency.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Forgery (Possible Police Involvement)	Falsely/fraudulently making or altering a document, including hall passes and parent/guardian signatures.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Gang-Related Activity (Police Involvement)	Wearing, displaying, or using symbols, colors, hand signs, graffiti, or other markers associated with a criminal street gang in a manner that threatens, intimidates, or disrupts the school environment; or recruiting, soliciting, or coercing another student to join or participate in gang-related activity on campus, at a school event, on transportation, or online with a nexus to the school. Does not include generalized group loyalty or collective response to discipline absent gang-specific symbols or recruitment conduct.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Gambling (Possible Police Involvement)	Playing games of chance for money or betting a sum of money.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Graffiti or Tagging (Possible Police Involvement)	Writing/drawing/painting on walls or surfaces that cannot be easily removed with soap or cleaner.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Gum	Possessing, chewing, or distributing gum on school property (all campus areas).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Harassment, Nonsexual (Possible Police Involvement)	Conduct directed at a specific person that would seriously alarm/annoy/harass a reasonable person: is unwelcome, offensive, or repetitive behavior that demeans, humiliates, intimidates, or alarms a person (harassing communications, following, repeated harassing acts, surveilling, repeated false reports), or interfering with utilities.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Hazing <i>(Possible Police Involvement)</i>	Intentional/known/reckless act by a student against another, connected to initiation/affiliation/maintenance of membership in a school-affiliated organization, that risks or causes physical injury, mental harm, or degradation. Intentionally, knowingly, or recklessly forcing, coercing, or inducing a student or minor to engage in degrading, humiliating, or dangerous acts.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Identification Violation	Refusing to show/wear an ID, refusing a correct name when requested, or using another's identity.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Indecent Exposure <i>(Police Involvement)</i>	Exposing genitals/anus (or a female exposing areola/nipple) when another is present and the person is reckless about causing offense/alarm.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Inappropriate Language (Verbal or Nonverbal)	Verbal or nonverbal messages that include swearing, name-calling, or use of words/gestures in an inappropriate way. This offense does not include racial slurs (see Racism/Bias offense).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Inhalant Abuse <i>(Possible Police Involvement)</i>	Intentionally inhaling fumes from a household or commercial product (e.g., aerosols, markers, correction fluid, compressed air) for the purpose of intoxication, regardless of whether the substance is a controlled substance.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Leaving Campus Without Permission	Leaving grounds or being 'out-of-bounds' during school hours without permission.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Minor Aggressive Act	Non-serious inappropriate physical contact: pulling, hitting, tripping, pulling a chair out, pushing, running inside; low-level hostile conduct.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Misuse of School Technology	Failure to use school hardware/software/devices/web/networks for intended educational use, or use that causes disruption, including proxy use.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Negative Group Affiliation <i>(Possible Police Involvement)</i>	Engaging in attitudes/actions typical of a student in a negative group (doing things together, sticking together on issues, confronting authority as a group when a member is disciplined, uncooperative/hostile, etc.).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Non-Consensual Recording (Possible Police Involvement)	Recording, photographing, or livestreaming another person without their consent in a location or circumstance where a reasonable expectation of privacy exists or recording a physical altercation, medical event, or other incident involving another student or staff member without consent, regardless of whether the recording is shared. Distribution or sharing of such a recording may be a separate, additional violation.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Other Violation of School Policies	Committing some other violation of school policy.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Parking Lot Violation	Parking in an unassigned space, or inappropriate vehicle behavior (unsafe driving, fire-lane/disabled parking, taking two spaces, excessive audio, blocking access, littering).	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Pornography (Possible Police Involvement)	Sexually explicit depiction of persons in words/images aimed at sexual arousal; includes viewing/sharing nude/sexual images and sexting.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Provocation	Use of language or gestures that may incite others to fight.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Public Display of Affection	Holding hands, kissing, sexual touching, or other displays of affection in violation of policy.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Recklessness	Unintentional, careless behavior that may pose a safety/health risk to self or others.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Robbery (Police Involvement)	Taking property from another's person/presence against their will; threatening/using force to coerce surrender or prevent resistance. Theft of property/services from another's person/presence by force or fear.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Armed Robbery (Police Involvement)	Robbery while armed with, or using/threatening, a deadly weapon, dangerous instrument, or simulated deadly weapon. This violation may be grounds for suspension or expulsion.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
School Threat (Police Involvement)	A threat that might reasonably lead to evacuation/closure or postponement/cancellation of a class or activity; includes verbal/written threats and bomb/arson/chemical/biological threats.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Sexual Abuse <i>(Police Involvement)</i>	A person commits sexual abuse by intentionally or knowingly engaging in sexual contact with any person fifteen or more years of age without consent of that person or with any person who is under fifteen years of age if the sexual contact involves only the female breast	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Sexual Harassment <i>(Possible Police Involvement)</i>	Unwelcome conduct of a sexual nature that denies/limits a student's participation or benefits; including advances, requests for favors, and other verbal/nonverbal/physical sexual conduct.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Simulated Weapon <i>(Police Involvement)</i>	Possessing a replica/facsimile/toy firearm, knife, box cutter, or brass knuckles used to injure, threaten, or intimidate another. Including any instrument designed to look, feel, or function like a real weapon with or without harmful capabilities.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Technology (device-use policy)	Students may possess/use phones/devices subject to policy: kept out of view; not on/used during instruction unless authorized; violators may have the device confiscated.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.
Theft <i>(Possible Police Involvement)</i>	Taking or attempting to take money/property of another or the school with intent to permanently deprive.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Threat or Intimidation <i>(Possible Police Involvement)</i>	Indicating by Using word or conduct to convince another person of intent to cause physical injury or serious property damage; includes threats causing serious public inconvenience or made to further gang/syndicate/racketeering interests.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Tobacco / Vaping / JUULing <i>(Possible Police Involvement)</i>	Possession/use/distribution/sale of tobacco products (incl. e-cigarettes, vape pens, JUULing paraphernalia) on grounds/at events/on transport; furnishing to a minor is an offense.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Trespassing <i>(Police Involvement)</i>	Entering/remaining on campus without authorization and with no lawful purpose; includes suspended/expelled students and persons who remain after being directed to leave.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Unexcused / Unlawful Absences / Truancy	Unexcused absence for at least one class period, or absence during school hours, unless excused per state law.	Any of the following consequences listed will be imposed: 1st Violation, 2nd Violation, 3rd Violation.

VIOLATION	DEFINITION	CONSEQUENCES
Weapons <i>(Police Involvement)</i>	Any object capable of inflicting bodily harm or intimidating another (bomb, firearm, knife, brass knuckles, chains, etc.). This violation may be grounds for mandatory suspension or expulsion.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Vape-Device	Possession of any electronic vapor, aerosol, or heating device capable of vaporizing nicotine, THC, CBD, or any other substance for inhalation — including e-cigarettes, vape pens, pod systems, disposable devices, and any device disguised as, or modified to resemble, another object (e.g., highlighter, USB drive, pen, smartwatch) — and related paraphernalia (pods, cartridges, coils, chargers), regardless of whether use is observed. A device or cartridge determined to contain THC or another controlled substance shall be charged additionally, or instead, under Drug and/or Drug Paraphernalia.	Any of the following consequences listed will be imposed: 3rd Violation. Due to the nature of the behavior or act, there is not a 1st or 2nd Violation.
Vandalism / Criminal Damage to Property <i>(Possible Police Involvement)</i>	Intentionally or recklessly damaging, defacing, or destroying school property or the property of another person, where the conduct is not otherwise captured by Arson or Graffiti/Tagging (e.g., breaking furniture, doors, or windows; damaging equipment or vehicles; destroying instructional materials).	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Racism / Bias-Based Harassment or Intimidation <i>(Possible Police Involvement)</i>	Unwelcome verbal, written, symbolic, or physical conduct directed at a specific person or group, based on, but not limited to, actual or perceived race, color, ethnicity, religion, disability or national origin. Includes racial slurs, symbols, gestures, or imagery used to demean, threaten, or intimidate, and bias-motivated conduct..	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.
Retaliation <i>(Possible Police Involvement)</i>	Any act of intimidation, threats, coercion, exclusion, or adverse treatment directed at a student because the student reported suspected misconduct, discrimination, or harassment, or testified, assisted, or participated in an investigation or proceeding under this CCM or any ALA policy, regardless of the outcome of the underlying report. Retaliatory conduct that independently satisfies another offense category (e.g., Threat or Intimidation, Bullying, Harassment) may be charged under that category instead of, or in addition to, this one.	Any of the following consequences listed will be imposed: 2nd Violation, 3rd Violation. Due to the nature of the behavior or act, there is not a 1st Violation.

APPENDIX

A.R.S. § 15-843 K:

Except as provided in subsection L, a school district or charter school may suspend or expel a pupil enrolled in kindergarten through fourth grade only if all of the following requirements apply.

1. The pupil is seven years of age or older.
2. The pupil engaged in conduct on school grounds that meets one of the following criteria:
 - a. Involves the possession of a dangerous weapon without authorization from the school.
 - b. Involves the possession, use or sale of a dangerous drug as defined in section 13-3401 or a narcotic drug as defined in Section 13-3401 or a violation of section 13-3411.
 - c. Immediately endangers the health or safety of others.
 - d. The pupil's behavior is determined by the school district governing board or charter school governing body to qualify as aggravating circumstances and that all of the following apply:
 - i. The pupil is engaged in persistent behavior that has been documented by the school and that prevents other pupils from learning or prevents the teacher from maintaining control of the classroom environment.
 - ii. The pupil's ongoing behavior is unresponsive to targeted interventions as documented through an established intervention process that includes consultation with a school counselor, school psychologist, or other mental health professional or social worker if available within the school district or charter school or through a state sponsored program.
 - iii. The pupil's parent or guardian was notified and consulted about the ongoing behavior.
 - iv. Before a long-term suspension or expulsion, the school provides the pupil with a disability screening and the screening finds that the behavioral issues were not the result of a disability.
3. Failing to remove the pupil from the school building would create a safety threat that cannot otherwise reasonably be addressed or qualifies as aggravating circumstances as specified in paragraph 2 of this subsection.
4. Before suspending or expelling the pupil, the school district or charter school considers and, if feasible while maintaining the health and safety of others, in consultation with the pupil's parent or guardian to the extent possible, employs alternative behavioral and disciplinary interventions that are available to the school district or charter school, that are appropriate to the circumstances and that are considerate of health and safety. The school district or charter school shall document the alternative behavioral and disciplinary interventions it considers and employs.

5. The school district or charter school, by policy, provides for both:
 - a. A readmission procedure for pupils who are in kindergarten programs, first grade, second grade, third grade and fourth grade and who have served at least five school days of a suspension from the school that exceeds ten school days to be considered for readmission on appeal of the pupil's parent or guardian.
 - b. A readmission procedure for pupils who are in kindergarten programs, first grade, second grade, third grade and fourth grade and who are expelled from or subject to alternative reassignment at the school to be considered for readmission on appeal of the pupil's parent or guardian at least twenty school days after the effective date of the expulsion or alternative reassignment.

A.R.S. § 15-843 L:

Subsection K of this section does not apply if either:

1. Expulsion is required pursuant to section 15-841, subsection G.
2. The school district or charter school is suspending the pupil for two or fewer days and the aggregate suspensions of the pupil do not exceed ten days within the school year.