

PARENT & STUDENT HANDBOOK

Academic Year 2024–2025 (5785)

FYHS

FASMAN YESHIVA

A DIVISION OF HTC

Rabbi Oscar Z. Fasman Yeshiva High School

Preparatory Division of Hebrew Theological College

And a Member of Touro University

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MISSION

The mission of Rabbi Oscar Z. Fasman Yeshiva High School is to imbue each student with the spiritual experience of Jewish living through religious observance and to develop a well-adjusted person loyal to his heritage. The rabbis, teachers, and administration provide a nurturing environment for Bnei Torah to receive an intensive Jewish education with emphasis upon the inculcation of ethical conduct and growth in Torah study as a lifelong process.

Simultaneously, it is the mission of Fasman Yeshiva High School to offer a quality college preparatory program that prepares students to become productive, creative, and secure citizens in an ever-changing society.

The creation of the State of Israel is a seminal event in Jewish history. Recognizing the significance of the State and its national institutions, Fasman Yeshiva High School seeks to instill an attachment to the State of Israel and its people and a sense of responsibility for their welfare.

This handbook outlines the rules and regulations governing student life at Fasman Yeshiva High School and is designed as a reference on FYHS policies, procedures, and services. Fasman Yeshiva High School of Hebrew Theological College reserves the right to make changes in any policy or procedure. Such changes supersede handbook statements. While reasonable effort is made to publicize such changes, it is the responsibility of the reader to verify the current policy.

Fasman Yeshiva High School enrolls students without regard to race, color, national origin, or disability. In compliance with nondiscrimination laws, FYHS is committed to creating an inclusive and equitable environment for all students, staff, and stakeholders. We maintain rigorous methods and procedures that promote equal opportunities, prohibit discrimination based on race, color, national origin, sex, disability, or any other protected characteristic, and provide mechanisms for reporting and addressing any concerns related to discrimination.

All the best,

Rabbi Aaron Leibtag
Menahel/ Principal

CONTACTS

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Yeshiva Parents Association (YPA)

Mrs. Chani Isenberg

Co-President

Mrs. Ruki Halpert

Co-President

PARENTAL PARTNERSHIP

You have chosen to send your son(s) to Fasman Yeshiva High School because you believe in the hashkafa of FYHS and its balanced approach to chinuch. You agree to adhere to all FYHS policies and to ensure that your son(s) abide by the guidelines and policies. By doing so, you send a consistent message to your son(s) that FYHS policies are for his benefit and should be complied with without exception.

ATTENDANCE

All classes and sedarim on our schedule serve a vital purpose. Each student is expected to attend classes consistently and punctually. Each Rebbe and teacher will record daily attendance via the FACTS system, and attendance will be recorded and monitored by the High School office.

Scheduled Absences

Attendance in class is an essential component to learning at FYHS. Any time and material lost through absence cannot be fully made up. It is thus imperative that parents cooperate with FYHS by making all appointments for their sons outside of school hours or during vacation.

Students are to make travel plans for after dismissal time. Any student who needs to leave early must have his parents contact the Attendance Hotline at least two weeks in advance. The student will be responsible for taking any exams that will be missed at a time deemed appropriate by the Administration.

Permission must be requested and obtained from the Administration **at least one week in advance** if the student plans to attend any family simcha, Shabbaton, or weekend that entails missing shiur or class. **Only one Shabbaton, absence, or participation in a non-FYHS event can be requested per school year.**

Absences

For a student to fulfill our academic requirements in any given class (both in *Limudei Kodesh* and in General Studies), a student may not miss more than ten classes in person in any given subject over the course of a semester. This applies to all absences, including Shabbatonim, illnesses, medical appointments, and family simchas. If a student has an extenuating circumstance that requires more than the allotted number of absences, his parents should discuss the situation in advance with the Administration. An extenuating circumstance that results in an extended leave will jointly count as one absence.

Each unexcused absence that a student receives will result in one point being deducted from his final grade. A student who misses more than ten classes in any given subject over the course of the semester will be subject to a mandatory failure and need to retake the class over the summer to receive any form of credit.

Tardiness

Students are expected to have their books and be settled in the classroom before the beginning of class. Any student who arrives after class begins will be marked late, and any student who arrives more than 10 minutes after class begins will be marked absent. Three lates per class per semester will be considered an absence.

Early Dismissal

If a student needs to be dismissed prior to the end of the school day, permission must be obtained from the High School office. An email (attendance@htc.edu) to the attendance email address from a parent is required. A student who leaves school grounds without permission will be given an absence for the classes missed and is subject to disciplinary action.

If a student arrives after Shacharis for any reason, he must report to the High School office before entering shiur or class. If any student becomes ill during the day, it is his responsibility to see to it that the Administration is informed immediately.

Makeup Work

Students are responsible to inquire about and complete all classwork regardless of absences. All work is due **the day the student returns**, unless the teacher grants an extension, and is to be handed in directly to the teacher. **Tests and quizzes must be taken on the day the student returns.** At the teacher's discretion, the test may be rescheduled for a later date. Tests must be made up within one week of the student's return. If by then the student has not made up the examination, he will receive a zero for that exam.

Leaving a Class

Any student who leaves during shiur or fails to return after a break without permission from the Principal or the Rebbe will not be permitted to attend classes for the rest of the day unless admitted by an Administrator. Teachers may, at their discretion, allow brief absences from the classroom during class time. Leaving class for more than 10 minutes will be treated as cutting class and will be addressed accordingly.

Campus

Students are not permitted to leave the campus from the beginning of *Shacharis* until the end of the last required class or Seder (except for 12th grade students who may leave for lunch and dinner). "Campus" includes Village Crossing and the shops immediately surrounding FYHS (no further than the following streets: Fargo Avenue, Pratt Avenue, Lehigh Avenue, and the I-94 Expressway). This applies to both dorm and in-town students.

Visitors

Visitors to the school must have the permission of the Administration before entering a classroom or the dormitory. During non-school hours, **no visitors** are allowed into the building without checking in and receiving permission from the Dormitory Supervisor or a member of the Administration. In towners who do not have assigned dormitory beds must receive permission from the Dormitory Supervisor or a member of the Administration before sleeping on campus.

TRANSPORTATION

Any car driven to school may only be used upon dismissal (except for 12th grade students, see **Campus** above). All drivers must abide by the Illinois Rules of the Road guidelines, particularly regarding passengers and cell phone usage. Injury or liability of students who drive or transport other students remains with the driver and owner of the vehicle and not FYHS.

Minyan Attendance

Tefillah is a fundamental aspect of the life of a Ben-Torah. Therefore, attendance and punctuality at Minyan are vital to the fulfillment of our obligation to Tefillah. The FYHS minyan allows its participants more than mere recitation — it allows involvement and growth. Increased Kavanah is more easily attained in the Beis Midrash.

All students are expected to go directly to the High School Beis Midrash upon arrival at the start of the school day. Shacharis begins at 7:45 a.m. Students must place their phone in their respective phone box upon arrival to be marked present. Students are encouraged to be in the Beis Midrash with their Tefillin on prior to the beginning of the davening. Any talmid who enters the Beis Midrash before 7:45 a.m. will be marked “on time.” If he enters after 7:45 a.m. he will be marked late. A talmid who enters after 8:00 am will be marked absent. Three absences will result in a detention which will be administered at the discretion of the administration.

All talmidim are expected to quietly stay by their assigned seat with their head up and tefillin on (during Shacharis) for the duration of Davening. Attendance will comprise 50% of the Minyan grade, and behavior will comprise 50% of the minyan grade.

Snow Days

If school will not open due to snow or inclement weather, an announcement will go out via email. If you do not hear that school has been canceled for that day, you can assume that regular classes will be held. In case of any other unexpected irregularity, you will be duly informed.

CONDUCT

Interpersonal Relationships

FYHS considers interpersonal behavior among the highest priorities in the student's education. Students are expected to deal with all persons with extreme respect — not only administration and teachers but also peers, office staff, and maintenance staff. Fighting, inappropriate language, rough-housing and violence in any form is **unacceptable**. Respect must be accorded both to the property of FYHS and the property of others.

Bullying

If any student or staff member experiences verbal or physical harassment, mental or physical discomfort, intimidation, unauthorized audio recording, videotaping, or photography on or off campus, embarrassment, ridicule, bullying, cyberbullying, threatening/abusive text messages, emails, WhatsApp, or demeaning activities by an individual or group of students, it will be considered bullying. Depending on the severity, the following actions may be taken against the perpetrator: detention, parent conference, probation, suspension, or expulsion.

If damage is caused to the property of the school or of other people, the following action will take place: depending on the severity, a parent meeting, detention, probation, suspension, or expulsion. Violation of any of the above will be judged based on the circumstances involved and the severity of the infraction at the discretion of FYHS Administration.

School Campus and Property

Students should take pride in their School Campus and property. As such, the following expectations are applicable on the school grounds at all times:

- Students should not litter on the school grounds and are encouraged to pick up any litter even if it is not theirs.
- Property must not be damaged or vandalized in any way. Nothing should be borrowed without the owner's permission, nor may any Seforim be taken from the Beis Midrash and brought to the classrooms or dormitory.

- Food and beverages should only be brought into or consumed in the lunchroom or other approved areas.
- Lockers and desks must always be kept in a neat condition. All texts and classroom materials not stored in the closet or on the back shelf of the classroom will be removed at the end of the day by the custodial staff and placed in the lost and found.
- All lockers and dormitory furniture (as well as dorm rooms themselves) are school property. FYHS always reserves the right of access.
- Tampering with fire extinguishers, smoke alarms, fire alarms or fire equipment is strictly forbidden.
- Ball-playing is prohibited in the High School or Beis Medrash Buildings.
- Because of the danger involved, the roof and boiler room may not be used under any circumstances. Violation of this rule may result in a student losing his privilege to be in the dormitory at any time.
- The freight elevator may not be used by students at any time unless accompanied by a custodian.
- There is to be no roller-skating, rollerblading, or hover-boarding in the building at any time.
- Pets are not allowed on campus.
- Every student is responsible for his own personal books and property at the end of the year. Students who will be returning to FYHS the following year may request storage space from the Dormitory Supervisor. Any material not stored properly will be disposed of. FYHS does not take responsibility for stored items, nor does it guarantee storage space.
- Card playing or any other type of gambling is prohibited.

Classroom Behavior

Each teacher may establish additional rules of conduct for his class. It is the student's responsibility to familiarize himself with the expectations of each teacher. Students in class are not dismissed by the clock or bell but by the teacher in charge. If a student is asked to leave a class due to improper behavior, he must proceed directly to the High School office and will not be allowed to return to class without a note from an Administrator.

Meals

Students must clean up after themselves at breakfast, lunch, and dinner. All trays and eating utensils are to be put away when finished eating. Meals are to be eaten only in the lunchroom. No food or trays are to be taken from the lunchroom into classrooms or dormitory rooms. Violating these rules will result in losing the privilege of eating the food at FYHS.

DRESS CODE

A student's dress and general appearance reflect his self-image, his attitude toward school, and his respect for Torah learning. A student's attire should reflect the important standards of *Torah*, *tznius*, and *b'nei Torah*. A *Ben Torah* distinguishes himself not only by the study of *Torah* and *shmiras hamitzvos*, but also by his behavior and his dress. Additionally, the dress code reflects the Torah environment that FYHS envisions for its students.

Non-compliance with the dress code will result in a student not being allowed into class until he is compliant. Failure to adhere to the dress code will result in a lowering of the student's Derech Eretz grade. Repeated dress code violations could lead to disciplinary action including suspension. The dress code is applicable throughout the school day, from *shacharis* to class to meals to Night Seder to *ma'ariv*. The Administration reserves the right to make the final decision regarding any dress code infraction.

Weekdays

Any student who violates the dress code will receive an email home and a mark toward his Derech Eretz grade and may be asked to comply with the dress code before returning to school.

- **Shirts** — Students are required to wear a full button-down dress shirt with a collar. All buttons but the top one must be buttoned. The shirt may be plain or plaid. Shirts with secular writing or large logos on them are not allowed. If a shirt has a small logo, it must be in the right or left corner. Polo shirts, t-shirts, athletic jerseys, tank tops, Hawaiian shirts, novelty shirts and dry-fits (including FYHS dry-fits) are not allowed. A shirt must always be worn during sports activities.

- Sweatshirts — Non-zip up sweaters or pullover sweatshirts, with hoods, are prohibited. Pullover sweatshirts with no hood, and zip-up sweatshirts with a hood, are allowed. Writing or logos of any size, except for approved FYHS and HTC logos, are not allowed on sweatshirts of any sort. Students are encouraged, but not required, to wear jackets during davening.
- Pants — Dress, cotton or corduroy pants are required. Athletic, cargo, sweat, track, jean, jogger, and denim pants, regardless of color, are not allowed. School pants cannot feature zippers at the knee, patch pockets, drawstrings at the waist, or tears. Shorts are not permitted on campus except when playing ball.
- Shoes — Shoes or sneakers, with socks at least as high as the ankle, must be worn. Clogs, sandals, and slippers are not acceptable during the school day. Neon colored shoes are not allowed. Shoes with fur on the inside, such as UGG slippers, are not allowed. If there is a special medical need, please purchase comfortable shoes that conform to these guidelines.
- Hair — A student's hair must reflect one's image as a *ben Torah*. The hair should be kept short and even with the same basic length all the way around the entire head. Extreme care should be taken regarding the halachic length of the payos. If a student's payos are deemed too short to be halachically acceptable, the student will be sent home until his hair is halachically acceptable. A one's facial hair must reflect that of a Ben Torah as well. As such, no facial hair that is deemed inappropriate by an Administrator may be grown or styled.
- *Tzitzis* — The wearing of *tzitzis* is mandatory for all FYHS students. A student not wearing *tzitzis* will be asked to put on *tzitzis* or buy a pair in the office. If a student must buy a pair, a non-refundable charge will be added to the family FACTS account.
- Headwear — A *kippah* must always be worn. A *kippah* or baseball cap must always be worn during sports activities. Baseball hats, ski caps, or any other type of sports cap may only be worn outside the building.

- Accessories — Neck chains, bracelets, or other forms of jewelry are not permitted. Smartwatches are always prohibited on campus. Regular wristwatches may be worn.

Shabbos and Yom Tov

To enhance the sanctity of Shabbos and Yom Tov, all students must wear dress shoes, dress slacks, dress shirt, and a tie or jacket on Shabbos. Wearing a suit is strongly encouraged but not mandatory.

All students, local and out of town, off campus or on, are expected to adhere to the dress code.

HONESTY

The Torah sets very high standards for honesty, which we must always strive to achieve. Dishonesty will not be tolerated. A first cheating offense will result in an “F” for that assignment, a notation of cheating will be made on the student’s permanent high school transcript, and parents will be notified. A second offense will result in a “F” for the quarter, and a third offense will result in a “F” for the semester. Students may not use AI or any online or digital resources (e.g., ChatGPT, Spark Notes, etc.) to help them generate any part of an assignment—including ideas--unless the teacher explicitly and specifically permits such usage for a particular assignment.

ACADEMIC PROGRESS

Grades received in the Limudei Kodesh Department will be recorded on the student’s permanent record together with grades received in the General Studies Department. The GPA’s will appear on a student’s transcript, one for each of the two departments, as well as a combined GPA.

Every student needs a requisite number of credits to graduate and receive his diploma. Students who have received an “F” or an *incomplete* at the end of a semester are required to make up the missing work and pass an examination to receive the necessary credit. Failure to do so in the required classes will result in the student’s credits and diploma being withheld until he makes up the necessary work.

Upon entering FYHS, all new students take placement examinations to determine proper placement in either the Honors or Regular course. If a student is placed into an Honors course, he will have the option, upon consultation with his parents, to change to the Regular course at any point until the end of the first quarter. The first quarter grade will be determined through consultation of the academic staff. If the student does not opt to change to a Regular course before the end of the first quarter, he must complete the first semester in the Honors course. He then may have the option of changing before the second semester begins.

All requests to transfer from one course into a totally different course must be submitted within the first 10 school days.

TRANSCRIPTS

FYHS must receive approval from the business office for every transcript request before it may be released. This includes student copies or those sent to families, as well as colleges, funding sources, or other institutions.

DISCIPLINE

FYHS seeks to maintain a policy of effective discipline in every area of school life without forfeiting the individuality of each student. This does not mean that behavior must be rigid and regimented. However, when an individual fails to conform to FYHS standards of behavior, we must take definitive action to correct such behavior. A record of all disciplinary action will be kept in the student's permanent file. Notwithstanding, the consequences identified in this handbook for specific infractions, violation of any rules in this handbook or other FYHS policy or rule will result in disciplinary action.

Any student failing to respect the Rabbinic Authority and/or administration of the school is subject to disciplinary action. Depending on the seriousness of the offense, disciplinary actions may include detention, parent conferences, lowering of grades, suspension, or expulsion from the school.

TECHNOLOGY

Cell Phones

Students at FYHS are not permitted to use their cell phones throughout the school day, beginning with *shacharis* and ending with dismissal. When arriving at *shacharis*, every student will hand in his phone when they first enter. Dormitory students must deposit their phones when arriving at *shacharis* as well. An administrative staff member will follow up with each Rebbe about students who have not handed in their phone. If a student comes late to school, he must immediately deposit his phone into the office to be allowed into class. If a student leaves campus for the rest of the day, a parent must contact the Administration. Then the student can retrieve his phone upon leaving campus.

Students may not leave their phones at home or in their cars. Students will be marked absent until they hand their phones into the box (or office).

If a student is seen with a phone during the school day, it is subject to the following confiscation policy:

1st Time - A one-week confiscation

2nd Time - A two-week confiscation

3rd Time - A parent meeting and possible confiscation for the rest of the year

The school is not responsible for damage or the loss of the phone while the phone is in the school's possession.

Computers, Tablets, Smartwatches, and Social Network Policy

Students may not bring their own laptops, tablets, smart watches, or any other technological device (including Nintendo Switches) not approved by the FYHS administration. Students will be provided with an FYHS laptop for school use. The consequence for violating the above expectations for computers, tablets and smartwatches will be the same as for violating the expectation for phones. Students are financially responsible for any school provided laptop that is damaged or lost and the expense will be deducted from the family FACTS account.

FYHS will not request or require a student to provide a password or other related account information to gain access to the student's account or profile on a social networking website. FYHS may conduct an investigation or require a student to cooperate in an investigation if there is sufficient evidence to suggest the student's social network account violates the school's disciplinary policy. FYHS may require the student to share content during such an investigation.

A student's social network account violates FYHS policy if it is used in a manner that contravenes the school's standards of conduct, including but not limited to bullying, harassment, or any behavior that is inconsistent with the values of a *ben Torah*. This includes posts, comments, images, or interactions that reflect inappropriate speech, disrespect toward others, or engagement in activities prohibited by school policies. Such violations will be investigated by the school administration, and in certain cases, the matter may be addressed in consultation with Touro University's guidance to ensure appropriate measures are taken. Consequences will be determined based on the severity of the infraction and in accordance with the school's disciplinary procedures.

Internet and Filtering

Internet safety is a significant responsibility. Many households employ monitoring, filtering, and blocking software. However, as software cannot guarantee a foolproof system, FYHS strongly advises against unsupervised and unfiltered internet activity on any home devices, including phones.

DATING AND SOCIALIZING

A *Ben Torah* is one who is committed to the learning of Torah and to the fulfillment of his *halachic* obligations. His actions and behavior must be consistent with this commitment, as must his thoughts and emotional state of being. As such, dating and co-ed relationships at high school age are inappropriate for a FYHS talmid. Attending mixed parties or events is not allowed. These standards are 12-month guidelines for all our students.

STUDENT ACTIVITIES

Student activities at FYHS enrich the development of a *Ben Torah*. Whether *chesed* projects, which develop a *bochur's* sense of responsibility toward the Jewish community at large, or outings, which enhance the feeling of being a member of a group of *B'nei Torah* with common goals, this aspect of the student's FYHS experience is an important part of his overall development.

Participation on FYHS sports teams is contingent on the student's growth as a Ben Torah, his attendance, and his general behavior. Students must maintain a minimum 2.0 GPA in all Limudei Kodesh and General Studies classes throughout each quarter to remain on the team. **To be eligible to participate in practice, a game, or any extracurricular activity, the student must attend davening and all classes that day.**

HEALTH AND WELFARE

Substances illegal for high school students to consume or use, such as drugs, abuse of prescription drugs, as well as electronic cigarettes, cigarettes, hookah, alcohol, and any type of firecrackers/works are therefore absolutely prohibited on and around the campus, and at any school-related function. The use of any such substance for any reason is subject to immediate expulsion from FYHS. Students may be required to undergo testing for drugs, alcohol, and other illegal substances at the discretion of the administration. A student who refuses to be tested or whose parent refuses to allow the student to be tested will be subject to discipline, up to and including expulsion. Moreover, if the administration becomes aware of any student who has been involved with illegal substances, even if it is not manifest in school, it may lead to his dismissal from FYHS at the discretion of the Administration. To maintain order, safety, and security in the school, the administration is authorized to conduct searches of school property and equipment, as well as of students and their personal effects with or without the knowledge and consent of the student or parents. This includes but is not limited to: dormitory rooms, lockers, backpacks, and cars, even if locked, that are located on the grounds of FYHS.

FYHS and FYHS personnel incur no liability for injuries occurring when administering asthma medication, an epinephrine auto-injector, or an opioid antagonist.

APPENDIX

Governance Structure and Policy-Making Procedure

Governance Structure: Fasman Yeshiva High School (FYHS) operates as a division of Hebrew Theological College (HTC), which is a member of Touro University. The governance structure of FYHS is as follows:

- **Board of Directors of Hebrew Theological College:** The highest governing authority, responsible for oversight, strategic planning, and financial management of HTC and its divisions, including FYHS.
- **Chief Executive Officer (CEO) of Hebrew Theological College:** Reports directly to the Board of Directors and is responsible for the overall administration of HTC, including policy implementation and institutional development.
- **Principal of Fasman Yeshiva High School:** Reports directly to the CEO of HTC and is responsible for the daily operations, academic programs, and student affairs at FYHS.

As a division of HTC, FYHS adheres to the institutional policies established by HTC and, by extension, the guidelines and directives of Touro University.

Policy-Making Procedure: FYHS follows a structured policy-making process that ensures compliance with the standards set by its parent institutions and accrediting organizations:

1. **Guidelines from Touro University:** As a member of Touro University, all policies and procedures at FYHS align with the overarching standards, academic policies, and administrative procedures established by Touro University.
2. **Institutional Oversight by HTC:** The Board of Directors and CEO of HTC review and approve policies affecting FYHS, ensuring they meet the institution's mission and strategic goals.
3. **Local Implementation by FYHS Administration:** The Principal and administrative team of FYHS implement policies within the school, ensuring they are communicated effectively to faculty, staff, students, and parents.

4. **Compliance with Accrediting and Partner Organizations:** FYHS is accredited by Cognia, which ensures adherence to high standards of educational excellence. Additionally, FYHS is a member of the Associated Talmud Torahs (ATT) of Chicago, which provides further guidance on religious and educational matters.
5. **Ongoing Review and Adjustment:** Policies are periodically reviewed and updated to align with evolving educational best practices, regulatory requirements, and institutional priorities.

Through this governance and policy-making structure, Fasman Yeshiva High School maintains a strong academic and administrative framework that supports its students, faculty, and broader school community.

As an ISBE recognized school, FYHS adheres to the following policies:

1. The school may not request or require a student to provide a password or other related account information in order to gain access to the student's account or profile on a social networking website.
2. The school may conduct an investigation or require a student to cooperate in an investigation if there is sufficient evidence to suggest the student's social network account violates the school's disciplinary policy (see Section "Computers, Tablets, and Smartwatches" for details).
3. The school may require the student to share content in the course of such an investigation.

Non-Discrimination Policy

Fasman Yeshiva High School as a division of Hebrew Theological College adheres to the Non-Discrimination Policy of Hebrew Theological College.

Hebrew Theological College ("HTC") is an equal opportunity employer. HTC treats all employees, job applicants, and students without unlawful consideration of race (including but not limited to traits historically associated with race, including but not limited to hair texture and protective hairstyles, such as braids, locks, and twists), ethnicity, religious creed,

color, national origin, ancestry, sex (including pregnancy, childbirth or related medical condition), age, disability, medical condition, marital status, genetic information, sexual orientation, gender, gender identity, gender expression, military service or veteran status (including but not limited to unfavorable military discharge), citizenship status, order of protection status, association with a person with a disability, arrest record (or criminal history record ordered expunged, sealed, or impounded), conviction record (subject to applicable legal exceptions), bodily autonomy (including but not limited to reproductive health care and gender affirming care), credit history, parental status, source of income, or any other classification protected by applicable federal, state or local laws. HTC interprets these statuses broadly to include not only the status but also perceptions and assumptions made regarding these statuses. HTC will also comply with the Illinois Genetic Information Privacy Act. We are committed to ensuring the fulfillment of this policy in all decisions, including but not limited to, recruitment, the administration of educational programs and activities, hiring, compensation, training and apprenticeship, placement, promotion, upgrading, demotion, downgrading, transfer, layoff, suspension, expulsion and termination, and all other terms and conditions of admission, matriculation, and employment.

Examples of Discrimination:

- Disciplining students more harshly and frequently because of their race, color, or national origin.
- Denying students access to high-rigor academic courses, extracurricular activities, or other educational opportunities based on their race, color, or national origin.
- Denying language services or other educational opportunities to English learners.
- Assigning students special education services based on a student's race, color, or national origin.

Prevention and Response Program:

The Principal or designee shall establish a prevention and response program to respond to complaints of discrimination based on race, color, and national origin, including harassment and retaliation. The program shall include procedures for responding to complaints which:

1. Reduce or remove, to the extent practicable, barriers to reporting discrimination, harassment, and retaliation.
2. Permit any person who reports or is the victim of an incident of alleged discrimination, harassment, or retaliation to be accompanied when making a report by a support individual of the person's choice who complies with the school's policies and rules.
3. Permit anonymous reporting, except that an anonymous report may not be the sole basis of any disciplinary action.
4. Offer remedial interventions or take such disciplinary action as may be appropriate on a case-by-case basis.
5. Offer, but do not require or unduly influence, a person who reports or is the victim of an incident of harassment or retaliation the option to resolve allegations directly with the accused.
6. Protect a person who reports or is the victim of an incident of harassment or retaliation from suffering adverse consequences as a result of a report of, investigation of, or a response to the incident.

Potential Remedies for Violation of Policy:

- Any school employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to remedial action and/or disciplinary action, up to and including discharge.
- Any student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to remedial action and/or disciplinary action, including but not limited to, suspension and expulsion.

- Any third party who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be addressed based on their relationship with the school (e.g., vendor, parent, invitee).
- Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to remedial and/or disciplinary action.

No Retaliation:

Retaliation against any person for bringing complaints, participating in the complaint process, or otherwise providing information about discrimination or harassment is prohibited.

Legal Recourse – How to Contact a Federal Complaint Agency:

If the school fails to take necessary corrective action to stop harassment based on race, color, or national origin, further relief may be available through the Illinois Department of Human Rights (IDHR) or the U.S. Department of Education's Office for Civil Rights.

- To contact IDHR, visit: <https://dhr.illinois.gov/about-us/contact-idhr.html>
- Call: (312) 814-6200 (Chicago) or (217) 785-5100 (Springfield).

Inquiries or complaints concerning the non-discrimination policies should be sent to Nicole Barnett, 50 West 47th Street, 12th Floor, New York, New York, 10036, nicole.barnett@touro.edu (646-565-6285) or, alternatively, to the Chief Compliance Officer at compliance@touro.edu and 646-565-6000 x55330.

Any employee who feels they have been subjected to unlawful discrimination or harassment, including sexual harassment, may file also file a charge of discrimination with the Illinois Department of Human Rights within 300 days of the harassment. That charge will be investigated and, if there is substantial evidence that discrimination or harassment has occurred, a complaint may be filed with the Illinois Human Rights

Commission, or employees may file a complaint in Illinois state court on their own behalf. The Chicago Office of the Illinois Department of Human Rights can be contacted at:

State of Illinois

Department of Human Rights

555 W. Monroe, Suite 700

Chicago, IL 60661

312-814-6200

The Human Rights Commission can be contacted at:

State of Illinois

Human Rights Commission

Michael A. Bilandic Building

160 N. LaSalle St., Suite N-1000

Chicago, IL 60601

312-814-6269

Employees who believe they have experienced sexual harassment may also contact the Illinois Sexual Harassment and Discrimination Helpline at 1-877-236-7703.

Battery Against School Personnel

1. The chief school administrator shall immediately notify local law enforcement officials of **written** complaints from school personnel concerning instances of battery committed against school personnel; **and**
2. Upon receipt of a written complaint from any school personnel, the school shall report all incidents of battery committed against teachers,

teacher personnel, administrative personnel, or educational support personnel to the local law enforcement authorities immediately after the occurrence of the attack.

- a. Schools shall also report all such incidents to the State Board of Education through existing school incident reporting systems in **IWAS** as they occur during the year.
- b. These reports must be submitted no later than **August 1** for the preceding school year.

Firearms & Drugs

For the purposes of Sections 1 and 2, **school grounds** are defined as:

- The real property comprising any school.
- Any conveyance owned, leased, or contracted by a school to transport students to or from school or a school-related activity.
- Any public way within **1,000 feet** of a school.

1. Firearm Incidents:

- a. The chief school administrator shall immediately notify a local law enforcement agency of firearm incidents on school grounds.
- b. If a student is found in possession of a firearm, the school administrator must also immediately notify the student's **parent or guardian**.

2. Drug Incidents:

- a. The chief school administrator shall immediately notify a local law enforcement agency of verified incidents involving **drugs** occurring on school grounds.

3. State Reporting:

- a. The chief school administrator shall notify the **Illinois State Police** of such incidents (firearms and drugs) through the **School Incident Reporting System (SIRS)** in **IWAS**.

Student Medical Rights

1. The school hereby notifies parents and guardians in writing that the school and school personnel incur no liability for injuries occurring when administering asthma medication, an epinephrine auto-injector, or an opioid antagonist.
2. The school allows the self-administration and/or self-carry of asthma, diabetes, and epinephrine injectors upon receipt of the necessary documents (see below regarding necessary documentation).
3. The school has adopted a policy for the administration of a medical cannabis-infused product to a student who is a registered qualifying patient. The policy/procedures allow a parent, guardian, or other designated caregiver to administer the product subject to the restrictions outlined in 105 ILCS 5/22-33. The policy/procedures also allow for a school administrator or school nurse to administer the product and may permit a student who is a registered qualifying patient to self-administer the product under the supervision of a school administrator or school nurse, subject to the restrictions outlined in 105 ILCS 5/22-33.

By signing this student handbook, parents and guardians acknowledge the protections and policies outlined above regarding the administration of medications and medical products to students.

Our school complies with all asbestos inspection and management requirements by the State of Illinois. An asbestos report is available for viewing upon request.

Professional Code of Conduct

HTC maintains a Code of Conduct that requires all employees to behave in an ethical, respectful and professional manner. Individuals who violate the Code of Conduct are subject to disciplinary action at the sole discretion of the College. For the complete Code of Conduct please visit <https://touro.app.box.com/s/g3u14ivyu6cdzcdm2q25h1m2v9balcc>.

In accordance with Faith's Law, HTC also maintains a Code of Professional Conduct that is applicable to Fasman Yeshiva High School employees only. The Code of Professional Conduct is copied below:

Faith's Law Addendum

Faith's Law is named after prevention advocate and child sexual abuse survivor Faith Colson, who graduated from an Illinois high school in the early 2000s. Faith was sexually abused by a teacher at her high school. Years later, during the course of legal proceedings related to the abuse, Faith learned that several adults within her high school suspected that the teacher's relationship with her was inappropriate but did not take appropriate action to report their concerns. As a result of her experiences, Faith pushed for change to state laws related to educator sexual misconduct in K-12 schools.

Code of Professional Conduct

HTC is committed to the safety and well-being of its students and employees. HTC has developed this Code of Professional Conduct (the "Code") to prevent sexual misconduct with students of Fasman Yeshiva High School. This Code applies to employees of Fasman Yeshiva High School only.

Code of Ethics for Illinois Educators

All employees must adhere to the Code of Ethics for Illinois Educators:

(a) Responsibility to Students

The Illinois educator is committed to creating, promoting and implementing a learning environment that is accessible to each student, enables students to achieve the highest academic potential, and maximizes their ability to succeed in academic and employment settings as a responsible member of society. Illinois educators:

- 1) Embody the Standards for the School Support Personnel Endorsements (23 Ill. Adm. Code 23), the Illinois Professional Teaching Standards (23 Ill. Adm. Code 24.130), and Standards for Administrative Endorsements (23

Ill. Adm. Code 29), as applicable to the educator, in the learning environment;

2) Respect the inherent dignity and worth of each student by assuring that the learning environment is characterized by respect and equal opportunity for each student, regardless of race, color, national origin, sex, sexual orientation, disability, religion, language or socio-economic status;

3) Maintain a professional relationship with students at all times;

4) Provide a curriculum based on high expectations for each student that addresses individual differences through the design, implementation and adaptation of effective instruction; and

5) Foster in each student the development of attributes that will enhance skills and knowledge necessary to be a contributing member of society.

(b) Responsibility to Self

Illinois educators are committed to establishing high professional standards for their practice and striving to meet these standards through their performance. Illinois educators:

1) Assume responsibility and accountability for their performance and continually strive to demonstrate proficiency and understanding of current trends in both content knowledge and professional practice;

2) Develop and implement personal and professional goals with attention to professional standards through a process of self-assessment and professional development;

3) Represent their professional credentials and qualifications accurately; and

4) Demonstrate a high level of professional judgment.

(c) Responsibility to Colleagues and the Profession

The Illinois educator is committed to collaborating with school and district colleagues and other professionals in the interest of student learning.

Illinois educators:

- 1) Collaborate with colleagues in their respective schools and districts to meet local and State educational standards;
- 2) Work together to create a respectful, professional and supportive school climate that allows all educators to maintain their individual professional integrity;
- 3) Seek out and engage in activities that contribute to the ongoing development of the profession;
- 4) Promote participation in educational decision-making processes;
- 5) Encourage promising candidates to enter the education profession; and
- 6) Support the preparation, induction, mentoring and professional development of educators.

(d) Responsibility to Parents, Families and Communities

The Illinois educator will collaborate, build trust and respect confidentiality with parents, families and communities to create effective instruction and learning environments for each student. Illinois educators:

- 1) Aspire to understand and respect the values and traditions of the diversity represented in the community and in their learning environments;
- 2) Encourage and advocate for fair and equal educational opportunities for each student;
- 3) Develop and maintain professional relationships with parents, families and communities;
- 4) Promote collaboration and support student learning through regular and meaningful communication with parents, families and communities; and

5) Cooperate with community agencies that provide resources and services to enhance the learning environment.

(e) Responsibility to the Illinois State Board of Education

Illinois educators are committed to compliance with the School Code [105 ILCS 5] and its implementing regulations, and to State and federal laws and regulations relevant to their profession. Illinois educators:

- 1) Provide accurate communication to the Illinois State Board of Education concerning all educator licensure matters;
- 2) Maintain appropriate educator licensure for employment; and
- 3) Comply with State and federal laws and regulations.

Sexual Misconduct

All employees are prohibited from engaging in grooming behaviors (as defined in 720 ILCS 5/11- 25) or sexual misconduct with students. For purposes of the Code, “sexual misconduct” means any act, including, but not limited to, any verbal, nonverbal, written, or electronic communication or physical activity, by an employee or agent of the school district, charter school, or nonpublic school with direct contact with a student that is directed toward or with a student to establish a romantic or sexual relationship with the student. Such an act includes, but is not limited to, any of the following:

- (1) A sexual or romantic invitation.
- (2) Dating or soliciting a date.
- (3) Engaging in sexualized or romantic dialog.
- (4) Making sexually suggestive comments that are directed toward or with a student.
- (5) Self-disclosure or physical exposure of a sexual, romantic, or erotic nature.

(6) A sexual, indecent, romantic, or erotic contact with the student.

Maintaining Professional Relationships with Students

HTC expects its employees and agents to maintain a professional relationship with students, and to maintain professional staff-student boundaries, recognizing the age and developmental level of the students served.

(a) Transporting a Student

Employees are not permitted to transport students in the employee's privately owned vehicle, unless the employee has obtained the prior permission of [Principal or Assistant Principal] to do so. Employees who transport students must have a valid driver's license and insurance and must have permission from the student's parent or guardian (obtained in writing) to do so.

(b) Taking or Possessing a Photo or Video of a Student

Employees are not permitted to take or possess photos or videos of students on their personal electronic devices or for non-educational purposes, unless they receive permission from the parent or guardian. Student pictures or videos for school-sponsored activities are permitted on personal devices and HTC-owned devices, with the written consent of the student and parent or guardian.

(c) Meeting with a Student or Contacting a Student Outside of Your Professional Role

Employees are not permitted to meet with students or contact students outside of the employee's professional role. Employees are strictly prohibited from using any form of communication with students (including but not limited to phone calls, e-mails, or text messages) to transmit any inappropriate subject matter. Employees must avoid crossing a line that results in an actual or perceived inappropriate relationship.

Reporting Requirements

Employees must report any suspected violations of the Code to Nicole Barnett, 50 West 47th Street, 12th Floor, New York, New York, 10036, nicole.barnett@touro.edu (646-565-6285) or, alternatively, to the Chief Compliance Officer at compliance@touro.edu and 646-565-6000 x55330.

Additionally, any employees who are mandated reporters are required to comply with all reporting requirements of the Abused and Neglected Child Reporting Act (325 ILCS 5/1 et seq.) and Title IX of the Education Amendments of 1972 (20 U.S.C. § 1681 et seq.).

Training

Employees are required to participate in all mandatory training related to child abuse and educator ethics that are applicable under state and federal law, including but not limited to educator ethics, child abuse, grooming behaviors, and boundary violations as required by law

Consequences of Violations of or Failure to Report Violations the Code

A violation of the Code may subject an employee to disciplinary action up to and including dismissal from employment. Failure to report a violation of the Code may subject an employee to disciplinary action up to and including dismissal from employment.

Questions

If you have any questions regarding the Code, please contact the FYHS Principal.

Faith's Law Resource Guide

The Illinois State Board of Education ("ISBE"), as required by Faith's Law, has prepared a Sexual Abuse Response and Prevention Resource Guide which will be furnished to a student's parent or guardian at their request and is available online at <https://www.isbe.net/Documents/Faiths-Law-Resource-Guide.pdf>

Fasman Yeshiva High School
Preparatory Division of Hebrew Theological College
Member of Touro University
Partner with the Jewish United Fund in serving our community.
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