

# Immanuel Lutheran High School



## Student Handbook 2021-2022

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# Welcome

Immanuel Lutheran High School provides the Christian environment and Scriptural instruction that will help you develop your God-given talents and prepare you for your role as a Christian witness, so that “you may declare the praises of him who called you out of darkness into his wonderful light” (1 Peter 2:9).

All of us are born in sin. But thanks be to God! He gives us the victory through our Lord Jesus Christ. Jesus loves all, died for all, and wants all to be saved by faith in Him as Lord and Savior. Yet, even after our conversion, our sinful nature remains with us and seeks to lead us away from Christ (Galatians 5:17). Students face temptations, too. Yet, when they do, the Holy Spirit promises help through the Means of Grace (Ephesians 6:10-17). In addition, students are always encouraged to seek help from their parents and pastors, as well as members of our Faculty and Staff.

This handbook contains important information about Immanuel; and of equal importance, what is expected of you as a Christian student. If you have questions, please feel free to contact the Principal, Dean of Students, or your Dormitory Supervisor.

During your stay at Immanuel, be encouraged to study your Bible daily. Paul reminds us in 2 Timothy 3, “The Holy Scriptures . . . are able to make you wise for salvation through faith which is in Christ Jesus.” They are also profitable for instruction in righteousness, “that the man of God may be complete, thoroughly equipped for every good work.”

May the Lord bless your time at Immanuel and strengthen your faith. As we pray for you, we also ask that you would pray for your fellow students, supervisors, and teachers, that we might live together in peace and harmony in accordance with God’s good and gracious will.

## Academic Calendar 2021-2022

August 21	Saturday	Early high school registration
August 22	Sunday	General registration; opening worship—3pm; all orientations
August 23	Monday	Classes begin—7:40am
August 30	Monday	Seminary orientation classes begin
September 6	Monday	Labor Day—no classes
September 27	Monday	Regular seminary classes and college 2 <sup>nd</sup> session begin
October 15	Friday	End of 1 <sup>st</sup> quarter
November 12	Friday	College visitors day
November 24	Wednesday	Thanksgiving recess begins—noon
November 29	Monday	Classes resume
December 17	Friday	Christmas recess begins following the Christmas concert—7pm; 1 <sup>st</sup> semester ends
January 10	Monday	2 <sup>nd</sup> semester classes begin
February 16-18	Wed-Fri	February 19-21—miniclasses
March 11	Friday	End of 3 <sup>rd</sup> quarter; spring break begins—noon
March 22	Tuesday	Classes resume
April 14	Thursday	Easter recess begins—noon
April 19	Tuesday	Classes resume
April 29	Friday	High School visitors day

May 7	Saturday	Banquet
May 20	Friday	Class Day—3pm; concert—7pm; 2 <sup>nd</sup> semester ends
May 21	Saturday	Graduation service—10am

## Contact Information

Phone: 715-836-6621 - Fax: 715-836-6634 - Website: [www.ilc.edu](http://www.ilc.edu)

Student/school mailing address: 501 Grover Road, Eau Claire, WI 54701-7134

## Administration

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## Full-time Faculty

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## Dorm Parents

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## Academic and Student Life

### Guidance

#### Academic Counselors

The academic counselors for the three education departments are as follows:

- High School Principal - Prof. Joel Gullerud
- College Academic Dean - Prof. Paul Naumann
- Dean of the Seminary - Prof. John Ude

Our academic counselors will help you evaluate your gifts and abilities, enabling you to better determine which subjects to take at Immanuel -- especially those subjects that meet your graduation requirements in a particular department or course of study. They will also periodically review your scholastic progress and recommend ways to improve or redirect your efforts.

## **Class Advisers**

**9th Grade** Prof. Joe Lau

**11th Grade** Prof. Mark Kranz

**10th Grade** Prof. David Rodebaugh

**12th Grade** Prof. Joel Gullerud

Class advisers monitor the spiritual, social, and academic well being of all individuals in the class and help guide the class in its functions and activities. The class adviser is required to be present at every class meeting.

## **Classroom Teachers**

Each classroom teacher is responsible for the behavior and attendance for the class. This is necessary for effective teaching. Students are responsible for their assignments and are strongly urged to consult with their individual teachers for help in achieving the goals of the course.

## **Dean of Students**

As Dean of Students, Prof. Mark Weis has the specific responsibility for student life on campus. His main concern is your spiritual and physical well-being while at Immanuel. He is always willing to help resolve your personal and spiritual problems.

Assisting the Dean of Students is Prof. Joe Lau, who is also available to offer advice and counsel.

## **On-Campus Counselor**

Students may also seek confidential guidance from our On-Campus Counselor, Mr. Steve Sydow, who holds regular office hours on campus throughout the week.

# School Day

The school day begins at 7:40 am and ends at 2:50 pm. The school day schedule is as follows:

**Period 1** 7:40 am to 8:25 am

**Period 5** 11:20 am to 12:05 pm

**Period 2** 8:30 am to 9:15 am

**Lunch** 11:50 am to 12:20 pm

**Period 3** 9:20 am to 10:05 am

**Period 6** 12:25 pm to 1:10 pm

**Chapel** 10:10 am to 10:20 am

**Period 7** 1:15 pm to 2:00 pm

**Period 4** 10:30 am to 11:15 am

**Period 8** 2:05 pm to 2:50 pm

# Campus Facilities

## **Classrooms**

On school days, the Academic Center is open to high school students from 6:30 am to 7:30 pm.

Students are asked to do their part in keeping campus buildings clean. Trash must be deposited in proper receptacles.

Locker doors should be kept closed with all contents inside the locker. At no time should anything be placed on top of the lockers. Items may not be left on the floor except from 10:05 am to 10:30 am, and from 12:05 pm to 1:15 pm. Exception: book bags of students who have not returned to the Academic Center after lunch due to a class which meets in the gym; also book bags placed neatly along the wall

outside AC114 during Art Class. Additionally, no items may be left in the entryway cubbies overnight. Out-of-place items will be collected and can be redeemed for a quarter at the business office

No open beverages other than plain water are permitted in the Academic Center (except in the entryways). Eating food or candy is not permitted in the Academic Center (except in the entryways).

### **Computer Labs**

Computer labs are located in the Academic Center. Several computers are also available in the dormitories. A user account has been established for every ILC student, faculty member, and staff member. The workstations are networked and have several application programs, as well as Internet access. The Academic Center computer labs are open to high school students every day from 6:30 am to 7:30 pm. The System Administrator is Prof. Ross Roehl; contact him if you have a question or problem.

The Academic Center computer lab is physically connected to the library and is intended primarily for school-related work. Therefore, the computer lab should remain quiet from 7:40 am to 12:05 pm and from 1:15 pm to 2:50 pm. At other times, the computer lab atmosphere should remain conducive to study. Lights must remain on when the computer lab is open.

When you log in to the system for the first time, you will need to follow a series of instructions. These instructions are available in the computer labs or from a classmate or the administrator.

Data that you create can be saved on the network, on a USB flash drive, or on Google Drive. Students will be instructed on how to access each location. Instructions on saving data to the network are also found on the information sheet located in the labs or from a classmate or the administrator.

As you know, there is much material available on the Internet that we as Christians would not want to view; therefore, use good judgment. To assist you with this, a firewall is installed which attempts to block access to inappropriate websites. If you ever feel that the firewall is not properly blocking sites or is blocking legitimate sites in error, please notify Prof. Roehl. In addition, all network computers may be monitored remotely by faculty or staff. Be aware that the firewall also logs all Internet activity of all ILC Internet users.

When you are finished using a workstation, make sure that you log out. If you do not log out, others will have access to your files and Internet resources. Also, you may be held responsible for what others have done while logged in to your account. After logging out, please leave the computer on but turn off the monitor and push in your chair. Computer lab use is a privilege, not a right. Violation of any of the following rules may result in suspension or termination of your account.

- Do not access the Internet during school hours (7:40 am - 12:05 pm; 1:15 - 2:50 pm) for nonacademic purposes (e.g., email, gaming, Facebook, etc.) unless so directed by a professor or staff member.
- Do not visit websites that contain inappropriate or questionable material.
- Do not allow anyone else to log in to or use your network account or Internet access.
- Log out before you leave the labs.
- Do not use an account that was left open by the previous user. Instead, log out and then log back into your own account. It would be good to remind the previous user to log out the next time.
- Do not abuse or modify in any way the equipment, attempt to tamper with the machine software or settings, or install any programs. Such action may also result in suspension or termination of your account.



- Promptly report any problems to Prof. Roehl.

### **Wireless Internet**

ILC provides wireless Internet to all students and guests between 6:00 am and 10:30 pm on weekdays and 6:00 am and 11:30 pm on weekends. Students may not use the guest wireless after the first week of school by which time their devices should be set up on the student network.

A firewall is installed which attempts to block access to inappropriate sites. The firewall logs all Internet activity. ILC reserves the right to limit bandwidth usage as necessary.

Any attempt to tamper with the wireless equipment or network, access other users' devices, or use of the wireless networks for illegal or immoral activities may result in a student's devices being blocked from the network.

### **Gym**

Use of the gym is a privilege, not a right. Everyone who uses the gym should demonstrate care and concern for the facility and its equipment. If you observe any abuse or mistreatment of the facility or its equipment, please report it to one of the following individuals: the gym supervisor, the custodians, Prof. Kranz, or another member of the faculty or staff.

The following regulations control activity within the gym.

- The gym is not to be used except during open gym times, authorized school functions, or with permission from Prof. Kranz.
- Only drinks in screw-top containers may be taken into the gym.
- Only clean athletic shoes are allowed on the gym floor.
- The stage is off limits during open gym times except when permission is obtained.
- The gym supervisor, lounge supervisor, or custodians may expel students from the building if student behavior warrants it.
- The privilege to use the gym will be restricted if a student's conduct shows disregard for the property, equipment, or supervision. Special note: Hanging on the net and hanging on or snapping the rim will not be tolerated. Dunking is allowed only when jumping from the gym floor surface. Loss of gym privileges will be automatic.
- Students using the gym are to return all equipment to the supervisor or to the storage room by the organ room.
- The use of frisbees, footballs, tennis balls, or soccer balls inside the gym is prohibited.
- The scoreboard and audio system are for school functions only.
- Lockers are available and may be locked when in use for specific events. No one may claim a permanent, personal locker. Any locks left on lockers after all scheduled activities conclude each day will be removed.
- The following areas and equipment in the gym are off-limits to all unauthorized individuals: the locker rooms; the storage rooms between the locker rooms, the upstairs area; the organ room including the use of the organ or piano; the stage area; the grand piano; the officials' room; the washer, dryer, and video platform.

### **Library Services**

The high school library is located in the Academic Center and serves as a multi-purpose space. It has adjoining multi-media rooms and is the location of the counselor's office. Its limited book collection

consists of selected fiction and especially religious works in these areas: Bible versions, translation tools, and commentaries; Christian doctrine and apologetics; Luther and Lutheranism; and church history. The library also holds a collection of audio and video materials.

All library materials are to be checked out before they are taken from the library. Other policies and regulations of the library are posted or distributed each school year by the librarian.

Any materials reserved by instructors for specific classes may be placed on the reserve cart and are to be used within the library. Exceptions to this policy are to be arranged through the librarian with the instructor's permission.

In addition to online research done independently, students are encouraged to make use of BadgerLink as an academic research resource. Immanuel students may also use the UW-Eau Claire McIntyre Library and the public L. E. Philips Memorial Library.

### **Instrument Practice Rooms**

Organ use is restricted to those who have been authorized to play it. Piano students have priority access to the campus pianos. No more than one student at a time is allowed in an Academic Center piano practice room.

### **Business Office and Book House**

The Business Office and Book House are located in the administrative wing (north end) of the Academic Center. Business Office and Book House hours on school days are 7:00 am to 4:00 pm.

The following table indicates the staff and functional areas:

<b>James Sandeen</b>	Management, Student Accounts, Financial Aid, Budgets, Insurance
<b>Jessica Lau</b>	Student Payments (AR), Textbooks, Book House Inventory & Sales
<b>Barbara Pfeiffer</b>	Student Payroll, Invoice Payments (AP)
<b>Stephanie Quam</b>	Reception, Book House Sales, Mail, Student Bank
<b>Jennifer Schaller</b>	Reception, Book House Sales, Daily Bulletin, Attendance Recording

## **Study Halls**

### **All Study Halls**

It is important that you make faithful use of your study time by developing good study habits. There is no secret to developing good study habits. It simply means planning for and concentrating on your studies:

1. Get an assignment book and keep an accurate record of each day's assignments for each class.
2. Allot a given amount of study time to each subject each day and stick to this commitment!
3. Allow for as few interruptions as possible to help yourself concentrate on a specific subject.
4. With a reading assignment, repeatedly ask yourself what you are trying to learn and what you have learned from what you just read.
5. Review your assignments as soon as possible after you have learned them.

Use of phones generally is prohibited during study hall. Exceptions must be approved in advance by study hall supervisors.

### **School Day Study Halls**

Students are assigned to supervised study halls whenever they do not have class during the school day.

### **Resident Students–Evening Study Halls**

Resident students have study hall from 8:00 to 9:30 pm every evening before a school day (except the return days after the Thanksgiving weekend, Christmas vacation, spring break, and Easter recess). A brief devotion in the gym precedes evening study hall ("well-prayed is half-studied"—Luther). Students should be signed in by 7:30 pm.

Early study halls are required of all resident students mainly on days when there are evening home games. Students who participate in or attend evening away games are responsible for scheduling their own studies.

Resident 11th and 12th grade students have nondesignated evening and early study hall privilege as follows:

- Students must be in the dormitories during the evening and early study hall times.
- An individual's nondesignated study hall privilege may be revoked (e.g., if the individual disturbs others during study hall times, if grades begin to drop due to inadequate study habits, or at parental request).

To afford a good setting for concentration, the dormitory must be quiet during study hall times.

Students who wish to be excused from early or evening study hall, whether designated or non-designated, must obtain advance approval from the Dean of Students.

## **Student Records**

### **Cumulative Record**

A cumulative record of scholastic achievement is kept by the registrar. Included in this record are results from standardized tests.

### **Registrar**

Information about grade-point average, transfer credits, standardized test scores, transcripts, and so on, may be obtained from our Registrar, Prof. Jeff Schierenbeck.

### **Grading System**

The grading system relative to fulfillment of course requirements is as follows:

A	Excellent	4.00
B	Good	3.00
C	Fair	2.00
D	Poor	1.00
F	Failure	None
I	Incomplete	None

Note: Plus (+) or minus (-) after a letter grade raises or lowers the grade by 1/3 and is taken into account in assigning grade points. Thus:

A = 4.00  
A- = 3.67  
B+ = 3.33  
B = 3.00 etc.

The grade point system which grants 4 grade points for an A is used to indicate the quality of a student's work. The grade point average (GPA) is the ratio of the number of grade points to the number of credits taken. No grade points are given for an I (Incomplete) or F (Failure).

An Incomplete must be converted to a letter grade within two calendar weeks after the end of a semester, or it will automatically revert to an F. Exceptions to this may be allowed by the instructor. In every case, however, it is the responsibility of the student to initiate the makeup procedure.

### **Grade Reports**

Students and parents may access a student's grades at any time through a web-based grade book program, Gradelink: [www.gradelink.com](http://www.gradelink.com). Username and password information will be emailed to students and parents at the beginning of the school year, and can also be supplied by the office. Electronic report cards will be available on Gradelink at the conclusion of each quarter of the school year.

### **Graduation**

A high school diploma is awarded to students who have satisfactorily completed the graduation requirements specified in the Immanuel Lutheran High School Catalog. A high school graduate with an ILHS GPA of 3.500 or above will graduate with honors. Only such students are eligible for graduation honors who have earned at ILHS at least half of the credits required for the diploma and who have been in attendance during the two semesters prior to their graduation.

### **Eligibility for Interscholastic Sports**

In order to participate in interscholastic sports as a player, cheerleader, or manager, a student must meet the following academic standards during the most recent grade-reporting period (quarter or semester):

no more than one F (Failure) or I (Incomplete), and  
no F (Failure) or I (Incomplete) in any required course, and  
a grade point average (GPA) of at least 1.50

A student who does not meet these standards will be ineligible to participate in interscholastic games and scrimmages. The student will start his or her ineligibility on the Monday following the publishing of grades by the registrar. The student may still try out, practice, or apply for a manager position.

After fifteen scheduled school days and nights, grades of all students under academic probation will be reevaluated.

- If the academic standards are met, the student will regain eligibility on the sixteenth school day. The student must meet the academic standards after an additional fifteen school days to maintain eligibility.
- If the academic standards are not met, the student will be ineligible to participate in interscholastic games and scrimmages for an additional fifteen school days. The student will have an opportunity to regain eligibility after an additional fifteen school days.

After thirty school days, grades of all students under academic probation will be reevaluated.

- If academic standards are met, the student will be fully eligible to practice and compete.
- If academic standards are not met, the student will be ineligible to practice or compete for the remainder of the grading period.

Exceptions:

- If a student makes up Incompletes within two weeks after a grade-reporting period, eligibility is restored immediately (provided the academic standards are met).
- A student may erase ineligibility status related to the last grade-reporting period of the school year through summer school courses (including correspondence courses) at the same or some other school provided the student successfully completes not less than the same number of courses which caused ineligibility.
- If the ineligibility begins during the season, it will not carry over to the next season.

According to WIAA rules, a student who transfers to ILHS as a junior or senior without a change in parental residency from one school district to another will ordinarily be ineligible for interscholastic athletics for one calendar year.

### **Adding or Dropping Subjects**

High School students wishing to add a course must do so within the first five class days of the Fall semester. Exception: Music electives, Modern History, Computer 2, and Art may be added second semester prior to the first class of the second semester. Those wishing to drop a Fall semester course must do so within the first twenty-one class days of the Fall semester. Those wishing to drop a second semester course must do so prior to the first class day of the second semester.

Permission for an add or drop must be obtained from the principal upon written permission of the classroom teacher and consent from the parents. Please observe the following procedure:

1. Discuss the matter with the principal in order to determine the effect of the drop/add on your program. He will furnish you with a drop/add form to be completed.
2. Obtain permission from the classroom teacher through signature on the drop/add form and return the form to the principal.
3. The principal will either contact your parents or ask that you obtain written permission from them and will then affix his signature to complete the drop/add form.

The time required to obtain necessary permissions to alter your schedule is included in the time period allowed to drop or add a course. If you intend to make changes in your schedule, be sure to start this process early enough!

## **Attendance**

Regular school attendance is required at Immanuel and is critical if students are to receive an education. The basic contact between teacher and student takes place in the classroom. Any absence, regardless of the reason, deprives the student of an opportunity to learn. Many assignments and classroom activities cannot be repeated or duplicated. Discussions, explanations, experiments, and demonstrations certainly fall into this category.

Our school is required to maintain a record of each individual student's attendance. Through a careful and regulated control of attendance, ILHS provides the opportunity for a continuous and uninterrupted educational program while developing habits of punctuality and responsibility.

## **Excused Absences**

There are legitimate reasons for student absences. These include illness, medical and dental appointments, and family emergencies.

For dorm students, an excuse for absence due to illness is to be completed by the dormitory supervisor, submitted to the administrative assistants, and approved by the principal. An illness must be reported to your supervisor before first period. If an illness occurs during the school day, it is to be reported immediately to the office.

Parents of town students are to call the ILC business office (715-836-6621) before 8:00 am each day their student will miss school. Parents of dorm students signed out of the dormitories are asked to follow the same procedure. When dorm students are signed into the dormitories, Dorm Parents provide absence excuses.

All excuses must be offered to the principal or the administrative assistants by 4:00 pm at the latest on the school day following an absence; otherwise the absence is unexcused.

In case of prolonged absence, the student is to have his or her parent or guardian inform the principal, explaining the reason for absence and giving a probable date when the student may be expected to return. Arrangements should also be made with the principal for help in the completion of missed work. Decisions regarding makeup work for missed classes are made by each teacher whose class is missed.

It is the policy of Immanuel Lutheran High School ordinarily to give a failing grade to any student who for any reason has missed more than three classes for each period the class meets per week for each semester—for example, more than six absences in a semester for a class which ordinarily meets twice a week or more than fifteen absences in a semester for a class which ordinarily meets five times per week.

If there is anticipated absence for cause other than sickness, we urge parents to discuss this matter with the principal before such absence occurs. It has been our experience that missing classes negatively affects students' learning and in many cases has resulted in a lower grade for the marking period than would ordinarily have been achieved. Therefore, we think it wise that parents, before making any plans that would involve removing their children for an extended period of time, consult with the principal regarding the problems entailed in missed classroom time, makeup work, etc. Our mutual concern obviously is that we do nothing that would deprive our children of the very best education possible.

Students who know in advance that they will be absent for legitimate and agreed upon reasons (parental request, medical appointment, etc.) are to request a Planned Absence form from the office. Completing this form permits them to notify each of their teachers and arrange for makeup work. Decisions regarding makeup work for missed classes are made by the individual teachers.

Parents will be contacted whenever their child is absent without prior excuse.

When the Eau Claire public schools cancel classes due to inclement weather (e.g., snow days), ILHS will continue to hold classes unless it is specifically announced that classes are either canceled or delayed. If parents of town students determine that their students should not commute to school on such days, an excused absence will be granted.

**Tardiness**

Students are officially tardy when they are not in the classroom when the bell rings. It is the tardy students' responsibility to inform the teacher at the end of the class period that they were present, or they may be marked absent!

All excuses must be offered to the principal or the administrative assistants by 4:00 pm at the latest on the school day following a tardy; otherwise the tardy is unexcused.

**Unexcused Absence/Tardiness**

Sometimes absences/tardies occur for which there is no legitimate excuse. Such unexcused absences/tardies will be reported to the dean of students for appropriate disciplinary action. Every two unexcused tardies accumulated in the same quarter will be treated as one unexcused absence for purposes of detention.

**Participation in Cocurricular Activities**

Students who are absent for more than one class period during a day will not be permitted to participate in cocurricular activities that day (e.g., athletic practice or contests, drama practice, pep band performances, etc.). Exception: students who have properly completed and filed Planned Absence forms prior to the day of absence may participate fully in cocurricular activities that day. Further exceptions may be made by the principal.

**Secured Campus**

Immanuel is a closed campus during the school day. This means that all students are to remain on campus from 7:40 am to 2:50 pm. Students who have received permission from the Principal, and whose parents have provided written authorization to the Principal, may leave campus for employment during an 8th period study hall. *Prior parental permission is needed each time a student leaves campus.* Exception: Town students whose parents have given the Principal written authorization, and whose names are posted on the bulletin board outside the ILC business office, may leave campus from 12:05 to 12:25 pm (or to 1:15 pm if no music period commitment).

Dorm students must sign out of their dormitory. Town students must sign out at the front desk of the ILC business office. When signing out, all students must state where they are going and who is transporting them. A student who leaves campus without permission, and any student who transports that student off campus, will receive an unexcused absence.

No student under the age of 16 may ride with other students (except for close relatives like a brother, sister, cousin, etc.) unless a minimum of two other people are in the car during school hours for town students and at all times for dorm students.

## Miscellaneous

**Employment**

When there is permission from the principal and written permission from the parents to the principal, a resident junior or senior may work during study hall one evening per week.

**Activities Calendar**

Time is set aside each school day for participation in various school activities. The online activities calendar lists scheduled activities as well as dates and times of concerts, convocations, and other school events. For inclusion on the calendar, report times and dates of events to the coordinator of cocurricular activities, Prof. Ross Roehl.

### **Convocations**

Upon occasion, special convocations or programs are arranged during a school class period for all students of ILC. Attendance at convocations is required even if students would normally have a study hall at the time of the convocation. Some procedure is normally employed to check on attendance.

### **Daily Bulletin**

A daily bulletin is posted each school day following morning chapel. A copy of the daily bulletin may be found in North Hall, South Hall, the Academic Center, Ingram Hall, and the Commons. The daily bulletin is also available online at [www.ilc.edu](http://www.ilc.edu).

Students are responsible for reading and observing any announcement contained in the daily bulletin.

Announcements to be included in the daily bulletin must be in the hands of the administrative assistants no later than 7:30 am. All announcements must be signed.

### **Student Council**

The student council is the student governing body on the campus and consists of representatives of each class. It has its own constitution, which outlines its duties and prerogatives.

### **Organization of Classes**

Shortly after the beginning of school in the fall, each class organizes itself by electing a president, a vice-president, a secretary-treasurer, and both a male and a female representative to the student council. These representatives, in addition to the class presidents and student body president, form the student council.

Classes make decisions in regard to their own social activities, and they participate in those functions on campus that are the responsibility of the whole class.

### **Withdrawal from ILHS**

Students contemplating withdrawal from ILHS should consult with the principal to obtain a withdrawal form. To request proration of financial charges and assure accuracy of student records, the completed form must be returned to the school office.

## **Student Services**

### **Athletic Facilities**

A gym, baseball field, softball field, and sand volleyball court as well as tennis courts and woodland hiking trails are found on campus.



## Bank

A student bank is operated through the school office as a convenience and protection for students. Money can be deposited or withdrawn from non-interest bearing accounts by individuals or classes. To avoid loss or theft, students are advised not to carry large sums of money with them or to leave such sums in their rooms. Bank hours are 1:30-3:45 pm on school days.

## Bookstore

The bookstore (CLC Book House) is located in the Academic Center. All textbook transactions are handled through the bookstore, mostly on a rental basis. Students should have some cash available at registration for consumable workbooks or materials not covered by the rental fee. Specific classroom supplies required for certain classes are also available.

## Canteen

The canteen is located in the Commons. A variety of snack foods is available for purchase. Students may not operate their own canteens in the dormitories.

## Chapel

Morning chapel is each school day at 10:10 am. Evening chapel is Sunday through Thursday at 7:40 pm. Chapels are usually held in the gym. However, should the gym be in use at the time of evening chapel, devotions will be held in the dormitories. All students are expected to attend morning chapel. All dorm students are expected to attend evening chapel. Town students and visitors who happen to be on campus at the time of evening chapel are encouraged to attend this devotional service.

## Church Services

Messiah Lutheran Church provides a church home for our students. In view of the importance of regular worship, all students are expected to attend scheduled services at Messiah. Bus service is provided. Students are reminded to dress neatly when they attend worship services.

## Dining Hall

The dining hall is located in the Commons. Breakfast, dinner, and supper are served each day school is in session. Nonresident students must pay for meals by meal ticket or cash; they may buy meal tickets in advance from the school office.

Cafeteria served meals must be eaten in the dining hall.

## Housing

Immanuel Lutheran High School and College provides accommodations for its students in the residence halls on campus. Except for those who are married, who are living with their parents or guardians, or who are veterans of the United States Armed Forces, all students under the age of twenty are required to live in ILC-operated residence halls when such accommodations are available. Request for exception to this policy must be made in writing to the board of regents.

## Identification Cards

An identification card will be issued to each student. Personal identification should be carried at all times when students leave the campus.

## Key Fobs

At the beginning of the school year, all students will be issued key fobs for access to campus buildings. Students will be charged a replacement fee for lost key fobs.

## Laundry

Washing machines and dryers are available in our dormitories for use by our resident students.

## General Information and Regulations

### Bicycles

All student bicycles are to be parked in the bike racks near North Hall or the Academic Center. Because we are unable to provide shelter for the bicycles, you may wish to bring some type of cover to prevent weather-related damage. For your protection, keep your bicycle locked whenever you leave it parked either on or off campus. Bicycles may not be left over the summer months; those not removed will be forfeited and disposed of.

### Campus Lawns

Do not take shortcuts across lawns; use the walkways. Use the lower campus for outdoor athletic activity that can damage the lawns.

### Dancing

Per board of regents policy, ILC does not hold school-sponsored dances or permit dancing in public areas on campus. This restriction applies also to the after-banquet party. Choreographed dances in a theatrical performance or other school event are permitted if approved by a faculty adviser.

## Dating

The school remains neutral with regard to dating: we assume that parents have already talked to their children about dating, and we require high school students who enter into a romantic relationship to inform their parents. However, in view of the high moral standards established by God with regard to sexual activity prior to marriage, the poor example of the world together with the temptations of Satan, and the nature of a boarding school where much time can be spent with a girlfriend or boyfriend, we do present the following.

- God's word is clear: his will is that we remain chaste and holy in thought, word, and deed. Sexual relations are intended by the Lord only for a husband and wife in marriage (Hebrews 13:4). When we experience sexual desires contrary to this holy will of God, we should by the grace and power of God refrain from acting on such sexual desires (1 Corinthians 6:18-20).
- Take God seriously when he says, "Flee also youthful lusts" (2 Timothy 2:22). Don't place yourself in situations which will lead you or others into sin.
- Set an appropriate tone for your relationship, so that you will be a blessing to each other and a godly example for others. Remember that dating is a time to learn about someone intellectually, emotionally, and spiritually -- but not sexually. Therefore, we require that physical display of affection (PDA) by students not be sensual or sexual in nature, and be limited to contact such as hand holding, sitting together, and side hugs.
- Limit the time you spend with any one individual at this point in your life.
- Plan group activities.
- Pray for the Lord's daily guidance and strength.

## Detention

Detention consists of either a work detail or an enforced study hall as assigned by the dean of students. The dean of students determines the nature of the detention. After the detention is determined, it takes precedence over all scheduled cocurricular activities and/or student work schedules unless otherwise determined by the dean of students. Twice the number of minutes not served will ordinarily be added to the detention already assigned if a student is late for detention. Examples of infractions which result in detention are unexcused tardies, unexcused absences, classroom expulsion, and misbehavior.

Detentions are normally assigned and served in 90 minute segments. Parents are informed when detentions are assigned. Detentions not served as assigned (when considered as refusal to accept discipline) may result in recommendation to the faculty that the student be suspended or expelled. If a study hall detention is assigned, students must do assigned homework or academic reading.

Ordinarily, no diploma or final transcript will be issued to any student who has not completed assigned detention.

## Discipline

Classroom discipline is the responsibility of the instructor. The administration of discipline in general is the responsibility of the dean of students. Assisting the dean in this matter are the assistant to the dean and (particularly in connection with resident students) the dormitory supervisors and the resident assistants.

Our discipline is Scripturally based for the good of and out of love for the student. Additional information is located in the High School Code of Conduct.

## Dormitories

All rooms in the dormitories are designed for double occupancy. Regular twin beds, dressers, desks, and chairs are provided.

North Hall is the boys' dormitory. South Hall is the girls' dormitory. (West Hall may be either, depending on dormitory needs.) North Hall and South Hall both have a lounge area for their respective residents. The Commons has a lounge which may be used by all the members of the ILC family—students, staff, and faculty.

Boys may not enter South Hall or the women's section of West Hall; ring the bell as instructed at the entrance to South Hall. Girls may not go beyond the foyer in North Hall or enter the men's section of West Hall; ring the bell as instructed at the entrance to West Hall.

Any student who wishes to place or keep belongings in a dormitory or to reside in a dormitory before or after the official opening and closing dates of school must seek in advance the permission of the president. If such permission is granted, the student is expected to abide by dormitory regulations governing free nights.

All dormitories are closed during Thanksgiving, Christmas, and spring breaks, and Easter holidays. The dormitories close at 6:00 pm on the day classes end and open at 12:00 noon the day before classes resume. Exceptions: dormitories open at noon on the Saturday before the general registration day at the beginning of the school year; dormitories close at noon on the Saturday after the Christmas concert; dormitories close at 6:00 pm on the day of the graduation service.

Visitors may stay in the dormitories, but never without invitation. Resident student hosts are to make arrangements with the dormitory supervisor in advance. If permission is granted, visitors are expected to abide by all dormitory regulations. A \$5.00 per night charge for lodging must be paid in advance at the business office. Student hosts are responsible for unpaid charges.

Resident students are to be in their respective dormitories from their bedtime curfew until 6:00 am. Only kitchen workers and cleaners may be in the Commons before 6:25 am. Exceptions may be granted by the dean of students.

After a vacation when the dormitories are closed, resident students must be in the dormitories by 9:50 pm. Parents, please notify the dormitory supervisor if students will be late returning to campus after a weekend or a vacation.

Resident students must be in the dormitories by 9:50 pm on nights before school days that are either on-campus or off-campus free nights.

If parents plan for late arrivals of either their students or of themselves to pick up their students, the planned late arrival—except in cases of emergency—must be no later than that evening's latest dorm bedtime. For later arrivals, parents should plan for other overnight arrangements than in the dormitories or for pickup after 6:00 am.

No pets (no animals of any kind) are allowed in the dormitories.

Town students may not be in the dormitories after 8:00 pm Sunday through Thursday. On a free night, they must leave the dormitories by 9:50 pm. On weekends, they must leave the dormitories by 10:50 pm.

## Electronic Communication Devices

Electronic communication devices that are misused on campus or at school sponsored events will be confiscated along with their memory cards for a period of time. During classes, school-day study halls, and morning and evening chapels, electronic communication devices must be silent and not be used unless permission is given by the instructor. Penalty for inadvertent violation of this policy is confiscation of the device until the end of the school day; for deliberate violation of this policy, confiscation of the device is for three calendar days.

## Entertainment

In the area of entertainment, students will want to follow God's word as fruit of their faith. Christian judgment is needed in order to make choices and decisions that are consistent with our Christian confession. We therefore ask that students together with their parents review with respect both to content and legality the music, movies, and games they bring to ILC.

## Content

Any music labeled "Parental Advisory Explicit Content" is not permitted, nor are lyrics which use profane, obscene, or vulgar language or which advocate violence, racism, or illicit sexual activity. Only G, PG, and certain PG-13 videos and DVDs are permitted on campus as well as EC, E, E10+, and certain T games.

## Legality

Students may view copyrighted videos or DVDs in the residence (dorm) lounges with the following understanding: showings are intended for resident students; showings are not advertised for nonresident students; no invitations for showings are issued to the general public; and there is no admission fee. Students may view copyrighted videos or DVDs in the Commons lounge only after receiving the approval of the activities committee faculty adviser.

It is immoral as well as illegal to take, give away, or sell someone else's property without permission of the owner of that property. This includes copying copyrighted works such as music, games, or movies without permission of the owner of the copyright. Mixes made from music you don't own are illegal and should not be used.

## Fire Hazards

Fires present a very real danger to the lives and safety of all students. Therefore, students may not light fires anywhere on campus—whether outdoors or in buildings, including dormitories—unless under the control or direction of staff or faculty. Moreover, students may not keep or have in their possession on campus incendiary devices (e.g., matches, lighters, etc.). Decorative candles may be kept in dormitories

only if they have never been lit. Only power strips with circuit breakers may be used as extension cords. You must report to staff or faculty any fire which is not under the control or direction of staff or faculty.

## ILC and Student Property Rights

In order to maintain a drug free campus and to enforce school policies and rules for the spiritual and temporal safety and welfare of all its students, the following rights and prerogatives of Immanuel Lutheran College are specified.

School lockers, dormitory rooms, storage areas (including electronic storage), and any other campus facilities and locations used by students are provided for their convenience and are the property of Immanuel Lutheran College (ILC). At no time does ILC relinquish its exclusive control over any of its property. ILC authorities may for any reason and at any time without notice, student consent, or search warrant conduct inspections of any of its facilities and locations (including lockers, dormitory rooms, storage areas, etc.) and of the personal property (including vehicles) of students kept or stored thereon or therein. ILC authorities may also for any reason and at any time without notice, student consent, or search warrant conduct searches with the assistance of drug detection canines and their law enforcement handlers. ILC authorities may at any time seize any contraband (whether illegal goods or goods that are inconsistent with ILC policies or rules) and dispose of it as they see fit.

## Kitchen

The Wisconsin State Board of Health forbids unauthorized personnel in the kitchen or serving areas of our dining hall. Only those students who are employed by the school as kitchen workers and are scheduled for work are authorized to be in or to pass through the kitchen area.

## Leaving the Eau Claire Area

Resident students are not permitted to leave the Eau Claire area without prior permission communicated to their supervisors by the students' parents or guardians as to where the students are going and who is allowed to transport them there.

For the purposes of this policy, the Eau Claire area is the rectangle bordered by Highway 29 on the north, the Eau Claire County line on the west, a line extending west from Brackett on the south, and a line extending north from Brackett on the east. Excepted may be some school-sponsored outings when announced.

The following rules apply to out-of-town school-sponsored events such as away games for Immanuel sports teams:

- All high school team members and personnel will travel in school-provided vehicles both to away contests and when returning to campus after the contests.
- The only ordinary exception will be for parents, grandparents, or licensed older siblings to transport their relatives back to campus or their home (if town students) after the contest. All such drivers of dorm students (besides parents) must be on the approved Transportation Permission list for the student they are driving. Out of courtesy to coaches and those responsible for transportation, team members and student personnel must notify their coach when driving home with approved family members.

## Lost and Found

Items found in the buildings or on the grounds should be taken to the school office. Items left lying around in the Commons and gym are usually brought to the dean of students' office.

## Lounges

The all-school lounge is located in the Commons. There is a lounge for girls on the ground floor of South Hall. There is a lounge for boys on the 1st floor of North Hall. The lounge in the Commons is open during these times:

<b>Monday through Thursday</b>	7:30 am - 7:40 pm
<b>Monday through Thursday (collegians only)</b>	8:00 pm - 11:00 pm
<b>Friday</b>	7:30 am - 11:00 pm (supervised 7:00 pm - 11:00 pm)
<b>Saturday</b>	11:00 am - 11:00 pm (supervised 7:00 pm - 11:00 pm)
<b>Sunday</b>	11:00 am - 7:40 pm
<b>Sunday (collegians only)</b>	8:00 pm - 11:00 pm

High school students may use the lounges in their respective dormitories until 10:30 pm on nights before school days and until 11:30 pm on other nights.

The Commons is locked at 11:00 pm.

## Lower Campus

Students are not permitted to drive to the lower campus ballfields and woods area unless they have approval from the facilities manager.

When using the lower campus, be careful to avoid trespassing on neighbors' property and to observe the prohibitions in the "Fire Hazard" section of this handbook. Maps of ILC's property are posted in North and South Halls and in the Commons.

## Meals

The cafeteria serves nutritious meals each day during the school year. Students are reminded that a proper diet is of great importance to overall good health. Resident students are encouraged to eat each day the three meals prepared in the cafeteria. No cafeteria food may be removed from the dining hall unless permission is given by the cook. The dormitory supervisors will arrange for sick trays.

Accommodation for special dining hall served meals will be considered upon receipt of a note from a physician stating that a special diet is medically necessary; however, provision of such special meals is not guaranteed.

To apply for free or reduced meals for their high school students, parents must complete an application and return it the ILC General Business Office at any time during the school year. The information supplied

will be used to determine eligibility based on means-testing and is subject to verification by the Business Office, which will inform parents as soon as a determination is made. Applications are available from the Business Office in person or by email.

In accord with the regulations of the federal lunch program as well as simple, Christian decency, there will be no discrimination against any child on account of race, color, sex, national origin, or disability.

Nonresident students and visitors may eat regularly scheduled meals at the cafeteria; they must, however, pay for each meal taken. Meal tickets may be purchased at the school office during business hours at the following prices:

	<b>High School Students</b>	<b>Collegians and Visitors</b>
Breakfast	\$2.50	\$3.50
Brunch	\$3.50	\$4.00
Dinner	\$3.50	\$4.25
Supper	\$3.00	\$3.00

Meals are scheduled at the following times:

	<b>Weekdays</b>	<b>Weekends</b>
Breakfast	6:30 am - 6:50 am	7:30 am - 8:00 am SUN
Brunch		10:30 am - 11:00 am SAT
Dinner	11:50 am - 12:20 pm	11:50 am - 12:20 pm SUN
Supper	5:00 pm - 5:30 pm	4:30 pm - 5:00 pm SAT 5:00 pm - 5:30 pm SUN

No food purchased from the cafeteria may be shared with a person who has not purchased the same meal from the cafeteria.

The first meal served at the beginning of each semester and when school resumes after a recess or break is the evening meal on the day the dormitories open. The last meal served at the end of each semester is breakfast on the day the dormitories close.

## Medical Procedures

Supervisors of resident students try to contact and consult with parents when a student goes on sick call or needs to be seen by medical professionals.

Students who become ill during the school day must follow these steps:

1. Receive permission to leave the classroom.
2. Report the illness to the school office.
3. Follow the instructions of the administrative assistants, who will inform residents' dormitory supervisors and nonresidents' parents to arrange for proper care.

Prior to and after the school day, resident students who become sick should contact their dormitory supervisor. Should further medical assistance be required, the dormitory supervisor will make necessary



appointments. The dormitory supervisor will help students to arrange transportation. Whenever possible, a representative from the school will accompany resident students to medical appointments.

Parents or guardians are asked to sign a medical permission form to be used in an emergency if a parent cannot be reached at a time when a medical decision is required. This gives the dormitory supervisors and/or the dean of students permission to make such a decision if necessary.

## Motor Vehicles

All resident and nonresident students who park a motor vehicle on campus must pay a parking fee at registration.

Resident juniors and seniors whose parents have given their written permission to the dean of students may keep a motor vehicle on campus or at an off-campus location within the Eau Claire area. Vehicles must be registered with the administration of ILC, which may revoke vehicle permissions at any time.

Licensed resident students may drive someone else's vehicle within the Eau Claire area after written permission has been given to the dean of students by the driver's parents and by the person in whose name the vehicle is registered.

The school does not determine the age of the driver with whom resident students may ride within the Eau Claire area except that no student under age 16 may ride with other students unless a minimum of two other people are in the car. Parents may place additional restrictions if they wish. Resident students may not ride in cars to out-of-town school sponsored events without parental permission indicating they are allowed to go to the event and who may transport them there. A form to indicate such restrictions and permissions is provided to parents.

Campus roads are shared by pedestrians, including young children. For the safety of everyone, all drivers on campus are expected to observe all traffic signs, including stop signs and posted speed limits.

Motor vehicles are not to be driven on walkways, including the walkway to South Hall, except for loading or unloading luggage. When loading or unloading luggage, park on the asphalt north of the crosswalk with the railings; do not park in the South Hall courtyard.

Parents of nonresident students may pick up their children at the west entrance of the Commons after dark.

Students are reminded to park only in campus parking lots. Parking spaces behind the gym and in the south row of the upper lot are reserved for faculty and staff. The short-term parking spaces near the Academic Center are reserved for vehicles picking up students and for visitors to the ILC Office and CLC Bookstore. Students should not park in any of these reserved spaces. Use the lower or upper campus parking lots at all times. There is no parking in the circles north of the Academic Center or in front of Ingram Hall. There is also no parking allowed along the main campus drive except as needed for overflow parking for special events.

Students may not change or drain motor vehicle fluids on campus parking lots.

## Overnight Stays Within the Eau Claire Area

On weekend nights, resident students may not stay overnight at homes or motels within the Eau Claire area unless prior permission has been received by the dorm parent from both the resident student's parents or guardians (including who may transport the student) and the host parents. Blanket permission may be accepted from the resident student's parents or guardians, but specific permission must be received for each occasion from the host parent. Permission may be denied by ILC staff due to factors such as dormitory discipline.

Overnight visits by resident students are not permitted on nights before school days. Any exceptions must be approved in advance by the dean of students.

## Personal Appearance

Scripture does not dictate the particulars of personal appearance beyond its call for genuine modesty in dress. Because of the wide variety of opinions held among us concerning proper attire, the final decision in matters of personal appearance here at Immanuel must be made by the faculty.

We encourage our students to choose clothing which reflects Christian values with regard to fit, length, and style. The faculty and staff may have you change clothing if in their opinion your attire is inappropriate.

Cleanliness and modesty in dress are expected at all times. In addition, the following rules apply.

1. At all times on campus and at off-campus school-sponsored events, at Formal Dinner and Banquet, and (resident students) at church services in Eau Claire:
  - a. tops
    - i. no exposed cleavage
    - ii. no oversize armholes
    - iii. no strapless tops
  - b. bottoms
    - i. worn at the waist
    - ii. no leggings or yoga pants unless covered to midhigh (inseam)
    - iii. no shorts, skirts, dresses shorter than midhigh (inseam)
    - iv. no messages written across the buttocks
    - v. no holes above mid-thigh unless skin is covered by a clothing underlayer. The clothing underlayer must not be a flesh color.
  - c. tops and bottoms
    - i. no bare midriff (top must remain tucked in when bending)
    - ii. no peekaboo effect (sheer or otherwise)
  - d. no clothing and accessories featuring tobacco or alcohol products, illegal drugs, or commercial bands
  - e. Formal Dinner and Banquet specifics
    - i. strapless tops permitted
    - ii. no two-piece or cutout dresses
    - iii. no bare backs
2. In the classrooms/classroom buildings during school hours:

- a. not barefoot
  - b. no sleepwear (e.g., robes, pajamas, blankets, etc.)
  - c. no headgear (e.g., hats, bandanas, sweatbands, sunglasses, hoods)
3. Students are expected to dress neatly when attending church services and public events at which they represent the school.

## Poison Ivy, Ticks, and Bears

Poison ivy and ticks are prevalent on campus, and students should avoid them. Learn to recognize them. Should a problem arise involving either, the dormitory supervisors can provide advice for proper treatment.

Occasionally, one or more black bears are present on the lower and upper campus. Do not go looking for bears. If you come across a bear, the Wisconsin DNR advises that you do the following:

- Make noise and wave your arms to alert the bear of your presence so that it will leave the area—do not follow it
- If the bear is close to you and does not leave the area, back away slowly. Enter a building or vehicle until the bear leaves the area. Report the bear sighting to the dean of students.

## Unmanned Aerial Vehicles (Drones)

Students may not operate anywhere on campus unmanned aerial vehicles except under the supervision of faculty or staff.

# Safety Procedures

## Fire

Know this fire procedure and follow it if there is a fire in the building you are in.

1. Get out of the building. Don't reenter!
  - a. feel the door handle if you're in a room
    - i. if it's hot, don't open the door—go to a window and call for help
    - ii. if it's not hot, open cautiously—check for smoke or fire before exiting the room
  - b. don't stop to phone for help on the way out
  - c. if you pass a fire alarm on the way out, pull it
  - d. don't look for other people or for your stuff
    - i. knock on doors on your way out
    - ii. yell "FIRE!" on your way out
    - iii. don't deviate from your exit route
  - e. crawl low to the floor if there's smoke
    - i. then you can see and breathe better
    - ii. toxic chemicals in smoke kill quickly
  - f. close doors behind you to slow down the fire
2. If you can't get out, get attention!
  - a. yell and scream

- b. hang a sheet from the window
  - c. stay low where there's less smoke and poisonous gas
3. Once out, call 911. Listen to the 911 operator; answer questions
4. Inform staff or faculty.
5. Gather at the designated gathering place.
  - a. in the gym—when the fire is in any building other than the Commons or the gym
  - b. at the garages beneath West Hall—when the fire is in the Commons or the gym
6. Account for all occupants of the evacuated building.
7. Do not reenter the evacuated building until given permission by staff or faculty.

## Emergency Weather

It is important that everyone be familiar with the emergency tornado procedure. The Eau Claire County sirens sound for thunderstorm and tornado warnings in the areas of Eau Claire County within the expected path of the storm, but Immanuel's outdoor horn and indoor alerts will sound only during tornado warnings for any portion of Eau Claire County. Should a tornado emergency arise, the signal will be a five-minute sounding of the outdoor tornado horn and other alerts inside. When this is heard, take shelter immediately! NOAA weather radios are monitored in the Academic Center, the facilities office, and North and South Halls. The responsibility for issuing the alarm belongs to the facilities office personnel during business hours (7:30 am to 4:00 pm) and to the supervisors of North and South Halls during nonbusiness hours. In such an emergency, it is important that all know where to go. The following explains where to find shelter in the case of a tornado emergency.

### North Hall

1st floor occupants take shelter in the bathroom and shower area on the ground floor of North Hall. 2nd and 3rd floor occupants proceed down the east stairwell and take shelter in the hallway area on the ground floor of North Hall. The dorm supervisor or RA supervises these areas. Shut all room and stairwell doors.

### South Hall

Basement level occupants take shelter in the hallway area on the basement level of South Hall next to rooms 2 and 4 only. 1st and 2nd floor occupants take shelter in the hallway area or bathroom on the 1st floor of South Hall. 2nd floor occupants proceed down the north staircase. The dorm supervisor or RA supervises these areas. Shut all room and stairwell doors.

### West Hall

Proceed through the ambulatory down the north stairwell of South Hall and take shelter in the ground floor laundry room of South Hall. The dorm supervisor or RA supervises this area. Shut all room and stairwell doors.

### Academic Center

Take shelter in the music room. Instructors and/or staff supervise this area

### Ingram Hall

Occupants of the basement robotics room remain in that room. All other occupants descend the west staircase to the wood storage room in the basement. Instructors and/or staff supervise these areas.

### **Commons/Gym**

Take shelter in the bathrooms of the Commons, according to gender if possible. If more room is needed, take shelter in the gym men's bathroom and shower. Stay in these areas, not in the locker room and hall. Faculty or staff present supervises these areas. Kitchen occupants take shelter in the kitchen office, kitchen mop room, or pantry. The overseeing cook supervises this area.

### **Maintenance/Storage Building**

Proceed as quickly as possible to the Commons or to the North Hall shelter areas.

### **Outdoors**

Proceed as quickly as possible to the Commons or to the dorms (male students to North Hall, female students to South Hall) shelter areas. Stay until the all clear message is brought to you. In the event of a weather emergency or drill simulating a tornado emergency, remain in your shelter area until the all clear message is brought to you. The all clear message is sent by a runner when the person monitoring the NOAA radio receives the all clear from the National Weather Service. When the all clear is received, students are to proceed to the appropriate classroom or study hall area if the warning was sounded during the school day or during evening/early study hall.

### **Safety Procedure**

Students, as do faculty and staff, play an important role in ILC's safety plan with respect to both the prevention of safety incidents and the successful response to safety incidents. Situations addressed in this plan are of two types: bomb threat and shooter/hostage.

### **Prevention**

If you have reason to suspect that someone—including a fellow student—intends on the ILC campus or at ILC events to make a bomb threat or to cause bodily harm in any way to students, staff, faculty, or anyone else, immediately inform faculty or staff. Also inform faculty or staff if you perceive unusual behavioral changes in ILC students, staff, or faculty.

### **Response**

1. Action you should take if you become aware of a
  - a. bomb threat (e.g., a message written on any medium or a message communicated by voice):
    - i. immediately inform faculty or staff;
    - ii. record (e.g., on a sheet of paper) the threat exactly as it reads or was spoken and preserve the message if written on medium.
    - iii. Note: making a bomb threat is a federal offense with a penalty of up to 10 years in prison, a \$250,000 fine, or both.
  - b. person other than a law enforcement officer carrying a firearm on the ILC campus: immediately inform faculty or staff.
  - c. shooter or hostage situation on the ILC campus:
    - i. remove yourself from danger;
    - ii. immediately call 911 to report the danger;
    - iii. immediately inform faculty or staff.
2. If there is a bomb threat, you may be directed to evacuate a building or buildings.
  - a. Listen to and follow the evacuation directions:
    - i. what you are to take with you;
    - ii. the evacuation route you are to take;

- iii. the evacuation area to which you should go.
  - b. Do not text or call anyone until given permission. After you arrive at the evacuation area, you will be told what to expect next.
  - c. Remain calm and orderly.
- 3. If there is a shooter/hostage situation, keep yourself from danger.
  - a. If a shooter or hostage taker is in your building, consider the following options:
    - i. if you can do so safely, exit the building by any means;
    - ii. hide in the building, barricading your hiding place if possible;
    - iii. if you can do so safely, call 911 to communicate your situation;
    - iv. switch your phone to vibrate or off, depending on your circumstance.
  - b. If you are outside, consider the following options:
    - i. seek safety in a building in which there is no shooter or hostage taker;
    - ii. seek safety by leaving the campus and then call 911.
  - c. If you are inside a building in which there is no shooter or hostage taker, do the following:
    - i. if you can do so safely, lock down the building;
    - ii. call 911 to communicate your situation;
  - d. To lock down a building, lock all exterior doors and ground floor windows. Hanging by doors with panic bars are hex keys to release panic bars to the locked position. If you can do so safely, permit others who are seeking safety to enter your locked-down building.
  - e. Follow the directions of law enforcement officers.
- 4. Do not call a hostage building or text or call someone in a hostage building.

## Code of Conduct

### Christian Life

“The grace of God that brings salvation has appeared to all men. It teaches us to say ‘No’ to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age, while we wait for the blessed hope—the glorious appearing of our great God and Savior, Jesus Christ, who gave himself for us to redeem us from all wickedness and to purify for himself a people that are his very own, eager to do what is good” (Titus 2:11-14).

As we “fight the good fight of faith” (1 Timothy 6:12), we graciously are motivated by the good news of our redemption in Christ Jesus, and we graciously are informed by God’s law, “a lamp to [our] feet / and a light for [our] path” (Psalm 119:105), to distinguish between God’s holy will and Satan’s evil will.

Just as God uses his law also as a curb against our old self—“our God is a consuming fire” (Hebrews 12:29)—so our school also uses disciplinary consequences to help students curb the old self in them.

The purpose of this handbook is to consolidate in one place specific expectations regarding students’ Christian life and to codify consequences of misbehaviors that might be considered more significant and that typically also are illegal.

“I urge you, brothers, in view of God’s mercy, to offer your bodies as living sacrifices, holy and pleasing to God—which is your spiritual worship” (Romans 12:1).

# Expectations

## **Alcohol and Illegal Drugs**

The drug/chemical abuse policy of Immanuel Lutheran College flows from the Lord's own directive that His children honor their own bodies as His special creation where the Holy Spirit Himself dwells. He does not want anyone of us to damage or abuse that temple with any sinful act including the use of any drug or chemical which causes intoxication or otherwise prevents us from, or interferes with, our making conscious and appropriate moral and spiritual judgments.

Furthermore, the Lord does not want us to ingest or introduce anything into our body which causes harm to the body itself through addiction, physical threat, deterioration, or death. Because drug/chemical abuse is so pernicious, the administration of ILC reserves the right to search student lockers, rooms, or personal property. ILC also reserves the right to employ professional search agencies which may use trained, drug-sniffing dogs.

It is a violation of this Policy for any student to possess, sell, transfer, use or otherwise be under the influence of illegal drugs (as defined in §961.01( 4), Wis. Stats.) or of alcohol (students 21 years and older may use alcohol in a legal and non-abusive manner off campus). It is not a violation of this Policy to use legally prescribed medications in the manner prescribed by the student's physician. ILC will establish a testing program for alcohol, illegal drugs and controlled substances for all students and will, at its sole discretion, determine, and may at any time change, the requirements, extent and frequency of testing. Any student suspected of drug/chemical abuse may be directed by the Dean of Students in consultation with the Assistant to the Dean and the ILC President to submit to a drug test. Individuals will have an opportunity, prior to testing, to list all prescription and non-prescription drugs they have used and to explain the circumstances surrounding the use of such drugs. Violation of this Policy, including refusal to undergo testing or failure to cooperate in the testing process, may lead to discipline up to and including expulsion from ILC and referral for prosecution.

If drug/chemical abuse is suspected, this becomes the immediate concern of the Dean of Students. He will include such other faculty/staff persons as he feels will be of aid in performing his investigations. If drug/chemical abuse is verified, the information will be shared with appropriate persons who have a legitimate need for the information, and the faculty will be called upon to thoroughly review and discuss all aspects known concerning the case. Faculty decisions (usually based upon a report of the Dean of Students) that address both the welfare of the individual involved and the welfare of the student body at large will normally be one or more of the following:

1. The student may be sent to the care of his parents and pastor for counseling, treatment, therapy, or other discipline.
2. The student may be placed on probationary enrollment for a definite length of time under the supervision and discipline of the Dean of Students; or
3. The student may be suspended for a period of time to be under a specific correction program.
4. If the student is allowed to remain in the school, or is allowed to return after dismissal or suspension, it is always under the condition of probationary enrollment, and is subject to regular counseling meetings with the Dean of Students.
5. Students who are allowed to remain in school or who are allowed to return after a dismissal or suspension for drug/chemical abuse may, according to faculty directive, be subject to random drug testing at student expense. This screening may be conducted on campus or be administered at a hospital or medical center and will test for both illegal and prescription drugs.

Educational programs concerning the harmfulness of drug/chemical abuse are included in high school department classes, in the religion classes, in the evening chapels, in programs featuring outside speakers, and in one-to-one counselings and talks. College students are offered this information in Health Education as well.

Problems of drug/chemical abuse, as well as other behavioral problems at ILC are never handled in an impersonal, unfeeling, or matter-of-fact way. The policies described above, for example, are set in the context of Holy Scripture, taking note of how our Savior would have us deal with His children who manifest a serious weakness in these areas of behavior -- procedures that are prayerfully and thoughtfully employed.

### **Harassment and Abuse**

Harassment is improper conduct of a sexual, physical, or verbal nature (including through social media or the internet) which creates a hostile environment for another student or other students at Immanuel Lutheran College, preventing them from enjoying fully the educational and fellowship benefits which are part of our program. Harassment of any kind will not be tolerated.

Examples of sexual harassment include but aren't limited to: sexually touching or pinching or sexually brushing against someone; snapping bras; forcing someone to kiss or do something sexual; pressuring someone into sexual activity in return for a favor; name-calling of a sexual nature; giving or showing sexual pictures, videos, or notes to someone; rating someone (such as on a scale from 1 to 10) which is then shared with others or directed toward the subject of such a rating; flashing or mooning; pulling clothing off or down; cornering or blocking someone in a sexual way, howling, or whistling; spying on someone when that person is dressing or showering; writing sexual graffiti about someone or spreading sexual rumors about someone; making sexual comments or jokes, or asking sexual questions; making sexual gestures or giving sexual looks.

Examples of other harassment include but aren't limited to: striking, shoving, kicking or otherwise subjecting the person to physical contact, violence, aggression, or assault or attempting or threatening to do the same; verbal abuse or name-calling, of a demeaning, derogatory or threatening nature; verbal, written or graphic references of a demeaning, derogatory or threatening nature concerning another person's mental capacity, physical attributes, appearance, grooming, hygiene, clothing, gender, sexual orientation, gender, family or national origin.

Any student who believes he or she has been sexually, physically, or verbally harassed by anyone, including another student—that is, has been the victim of unwelcome and improper sexual, physical, or verbal abuse (including through social media or the internet)—should report the offense to the dean of students of Immanuel Lutheran College. If he is not immediately available, the offense should be reported to the assistant to the dean or to a dormitory supervisor, who shall then report the offense to the dean of students.

Harassment may result in a student's being placed on probationary enrollment. A history of harassment or an egregious incident of harassment may result in a student's expulsion. Abuse is a more severe form of harassment which involves violation of state law. Furthermore, the State of Wisconsin mandates reporting by all school employees for physical or sexual abuse, including incidents of harassment that rise to the level of abuse.



## **Pornography**

Jesus teaches us that “anyone who looks at a woman lustfully has already committed adultery with her in his heart” (Matthew 5:28). He then uses the physical for the spiritual to impress upon us the extreme spiritual danger of viewing pornography with the warning, “If your right eye causes you to sin, gouge it out and throw it away. It is better for you to lose one part of your body than for your whole body to be thrown into hell” (Matthew 5:29). Evil thoughts and immorality come out of the heart, not the eye, Jesus tells us (Matthew 15:19): physically gouging out an eye will not remove temptation. But that is how ruthlessly we Christians should deal with our sinful natures when tempted: “Put to death, therefore, whatever belongs to your earthly nature: sexual immorality, impurity, lust . . .” (Colossians 3:5). Electronic access to pornography and other inappropriate material can occur at ILC. We can help students who find it difficult to stay away from inappropriate material; ask for that help! “Sin is crouching at your door; it desires to have you, but you must master it,” God warns us in Genesis 4:7. An egregious incident of pornography (such as creating or distributing pornography) may result in expulsion. Generally, the dean of students or a dorm parent will counsel the student.

## **Sexual Misconduct**

Sexual misconduct is a moral violation of God’s holy will. This not only includes sex outside of marriage, but all forms of sexual immorality forbidden by Scripture. Sexual misconduct may also be a violation of the State of Wisconsin’s laws. Sexting of any sort– including videos, images, or descriptions–is forbidden and may result in a student’s expulsion. Sexual contact is forbidden and may result in a student’s expulsion. Sexual intercourse is forbidden and may result in a student’s expulsion. Furthermore, the State of Wisconsin mandates reporting by all school employees for the following:

1. Any consensual sexual intercourse involving a person ages 16 or 17 if there is reasonable cause to suspect that the 16 or 17-year-old did not give actual consent or that brings consent into question (e.g., a power differential, including a significant age difference, or the victim’s being under the influence of alcohol/drugs)
2. Any nonconsensual sexual contact or intercourse involving a person age 16 or 17
3. Any sexual contact or intercourse–voluntary or involuntary–involving a person under the age of 16.

(For definitions regarding sexual contact and sexual intercourse, see Wisconsin Statutes 940.225, 948.02, 948.025, and 948.085.)

## **Theft**

Sadly, stealing takes place at times among our students. To reduce the temptation to steal, resident students are required to keep their rooms locked whenever a resident of the room is not present in the room. Do not leave money or valuables lying around. Mark your clothing in a way that is not readily detected (labels are often removed from stolen clothing). Inform family and relatives never to send cash in the mail. If gift cards are sent, the purchaser should keep the receipt so that if the card is stolen, an unauthorized user of the card can be identified and/or the card can be deactivated and the purchaser credited.

Stealing is particularly destructive to the social fabric of our ILC community, engendering numerous temptations to sin against the eighth commandment. Stealing may result in a student’s being placed on probationary enrollment. A history of stealing or an egregious incident of stealing may result in a student’s expulsion.

### **Tobacco and Vaping Products**

The possession and/or use of tobacco products (smoking or smokeless) or of vaping products by students is forbidden. Providing and/or possession and/or use may result in the student's being placed on probationary enrollment.

### **Vandalism**

Vandalism is the deliberate destruction of or damage to public or private property (e.g., graffiti, defacement, breaking of windows). Vandalism may result in a student's being placed on probationary enrollment. A history of vandalism or an egregious incident of vandalism may result in the student's expulsion.

### **Weapons**

Weapons are not permitted on campus (knives with blades less than two inches are allowed). Unless given permission by an instructor, high school students may not use, possess, or keep knives of any length in the classroom buildings. Nonresident students are not to bring weapons on campus at any time. If resident students wish to go hunting, they may bring hunting weapons to Eau Claire, but they must arrange for their storage off campus. Hunting is not permitted on campus. Possession of weapons may result in a student being placed on probationary enrollment. A history of weapon possession or an egregious incident involving weapons may result in a student's expulsion.

## **Discipline**

Classroom discipline is the responsibility of the instructor. Chapel speakers may report disruptive behavior during chapel to the dean of students.

The administration of discipline in general is the responsibility of the dean of students. Assisting the dean in this matter are the assistant to the dean and (particularly in connection with resident students) the dormitory supervisors and the residence assistants. Our discipline is Scripturally based for the good of and out of love for the student. Each case, however, is considered not only in relation to the individual student, but also in connection with the welfare of the entire school. Therefore, a student's behavior while school is not in session (e.g., during Christmas recess or prior to the start of the school year) may affect a student's enrollment status (see page 34 for more on enrollment status\*). This applies not only to student athletes because of WIAA requirements but also to all students, especially with respect to immoral behaviors that are social in nature (that affect other students because they tend to be done in the company of others and to be brought to school).

An attempt is made to apply discipline uniformly; consequently, an equal application of discipline may result in disproportionate effects. An attempt also is made to apply discipline in a manner appropriate to each situation even though the appearance of favoritism may result. Unavoidable is the tension between these two valid principles of applying discipline: uniformity and individual appropriateness.

Some disciplinary consequences are specified in this handbook in order to make clear that the offenses have a serious impact on the ability of the school to carry out its purpose (please read the Foreword on page 4). Ordinarily, maximums are indicated for first-time offenses. But they are not guaranteed maximum consequences: circumstances such as lying about the offenses, apparent impenitence, or severity of an offense's impact on others may affect the disciplinary consequence.

Conversely, a student's self-reporting of a violation within forty-eight hours of the violation's occurrence may result in mitigation of the disciplinary consequence.

ILC expects students to set a proper example of exhorting fellow students or others who are violating God's Word or violating behavioral expectations of ILC. Unfortunately, this does not always happen, and students tacitly approve of misbehaviors by remaining in attendance at events where violations occur. Therefore, if a student is in attendance where an offense occurs (e.g. drugs or alcohol being consumed, theft, vandalism) and does not leave (under safe conditions), then that student also is subject to school discipline.

School discipline is between the school and the student. If the discipline goes beyond a passing word of correction or—in the dormitories—the ordinary assigning of marks, the student's parents generally are notified of the discipline applied to their high school student. Although some discipline (e.g., the assignment of detention) publicly may be evident, the discipline between the school and the student is not the business of others.

The nature or degree of school discipline generally is not an indication of a student's penitence or impenitence. Specifically, the duration of a disciplinary measure over time does not mean that the student is not forgiven. If a disciplinary measure continues over time (e.g., probationary enrollment), it is intended as a help to the student (e.g., to help the student to learn to think before acting).

The dean refers to the faculty matters of discipline which may require faculty action. One such action by the faculty may be to place the student on probationary enrollment. A reason for making a student's enrollment probationary is formally to indicate to the student that enrollment either was jeopardized by an offense, is jeopardized if the student does not have a positive change in attitude, and/or will be jeopardized if the student commits additional offenses. The assigned duration of probationary enrollment might pertain to the severity of the student's offense, the student's apparent need to be reminded to think before acting, and/or the danger to the school if the student offends again. Students should not assume that expulsion can occur only if a student's enrollment already is probationary.

In view of the importance of leaders' setting a proper example of Christian conduct within the church and in order to avoid possible offense, another such action by the faculty may be for a specified period of time (whether or not a student's enrollment is probationary) to prohibit a student from functioning in leadership positions.

The faculty may take other disciplinary actions it deems in the best interest of the student and of the school.

Because of student misconduct, the cocurricular discipline committee (see page 37) also may apply cocurricular code penalties, including ineligibility to receive conference athletic awards.

The administration specifically reserves the right to dismiss any student without making definite charges whenever in its judgment the welfare of the school seems to demand such action.

\* **Enrollment status** pertains to any matter regarding enrollment, such as denial or deferment of enrollment, conditions of enrollment, expulsion, and dismissal. Expulsion is a student's removal from enrollment for disciplinary reasons: the person no longer is enrolled as a student. An expelled student will be told under what circumstances—if any—the student may again apply for enrollment. The administration

or faculty determines and communicates under what circumstances—if any—an individual (e.g., a member of the public, a former student, or a student) may be present on the ILC campus.

On rare occasions, there could be mitigating or aggravating factors which may warrant the faculty to go outside the bounds of the min/max consequences in the following table. This also may include deciding matters which are not included in the table. Definitions of violation and subsequent violation occur as notes after the table.

## Summary of Major Disciplinary Consequences

Misbehavior	Consequence
Harassment (physical, sexual, verbal—including through social media)	1st violation*: min of detention to max of probationary enrollment 2nd (subsequent)** violation: min of probationary enrollment to max of permanent expulsion Wisconsin mandatory reporting statutes may apply for some sexual misconduct and/or harassment
Abuse (physical or sexual)	1st violation*: min of probationary enrollment to max of permanent expulsion 2nd (subsequent)** violation: permanent expulsion Wisconsin mandatory reporting statutes do apply
Sexual misconduct (e.g., sexual contact or intercourse and sexting)	1st violation*: min of probationary enrollment to max of permanent expulsion 2nd (subsequent)** violation: min of probationary enrollment to max of permanent expulsion Wisconsin mandatory reporting statutes may apply for some sexual misconduct
Pornography (e.g., viewing, creating, or distributing)	1st violation*: min of counseling to max of expulsion 2nd (subsequent)** violation: min of restricted access to the network and electronic devices to max of expulsion
Providing alcohol and/or illegal drugs Possession and/or illegal use of alcohol and/or illegal drugs Note: providing is a more serious offense and typically will have more significant consequences	1st violation*: min of probationary enrollment to max of expulsion 2nd (subsequent)** violation: min of probationary enrollment to max of permanent expulsion Note: if drugs, student is subject to periodic drug testing
Possession and/or use of tobacco or vaping products Note: providing tobacco or vaping products to an underage student is a more serious offense and typically will have more significant consequences	1st violation*: min of detention to max of probationary enrollment 2nd (subsequent)** violation: min of detention to max of expulsion
Possession of weapons Theft Vandalism	1st violation*: min of marks to max of expulsion 2nd (subsequent)** violation: min of detention to max of expulsion Note: student returns/reimburses stolen property; student pays for vandalism repair

\* A violation is a distinct offense. If multiple violations occur on the same occasion, the violation that results in the more severe consequence is considered the primary violation.

\*\* Subsequent violations do need to be of the same nature as a previous (primary) violation.

### Parent Conferences and Counseling

Parent conferences will be held regarding all significant misbehaviors.

Counseling may be required to help with the student's spiritual life in contrition, faith, and fruits of faith with regard to attitude and behavior. If possible, the counseling will be arranged with the student's home pastor. If distance or other reasons prevent counseling with the home pastor, the counseling will be done with a counselor agreed to by the student's home pastor. Counseling will end by agreement between the student's home pastor and the school.

### Explanation of Terms

**Probationary enrollment:** specified period of time during which a student's enrollment at ILC is jeopardized.

**Expulsion:** removal from enrollment—no longer enrolled as a student; under what circumstances the student again may apply for enrollment will be specified. ILC determines the extent, if any, of campus access.

**Permanent expulsion:** removal from enrollment—no longer enrolled as a student and may not reapply at the high school. ILC determines the extent, if any, of campus access.

## Discipline Appeal Process

"But the wisdom from above is first pure, then peaceable, gentle, open to reason, full of mercy and good fruits, impartial and sincere." James 3:17 ESV. May the Lord always grant us that wisdom as we deal with decisions about the lives of our students.

Those in leadership positions at Immanuel can make errors in judgment when it comes to decisions made regarding students. Therefore it seems appropriate to provide a way for students and their parents to appeal disciplinary decisions. It would, however, be impractical to provide an official way to appeal every decision made by those in leadership positions at Immanuel. The table below shows areas in which an appeal is valid and may be pursued.

Category	Appealable Action	Body Considering the Appeal
Academic	Refusal of Enrollment by Admissions Committee or removal from a program by CEES, CEPS, or CETS	Faculty
Cocurricular	Game suspensions beyond required WIAA sanctions, removal from a team by a coach, or reduction of a role in a co-curricular activity by its advisor.	Cocurricular Discipline Committee (CDC)
	Game suspensions beyond required WIAA sanctions, removal from a team, reduction of role in a co-curricular activity by CDC	Faculty
Disciplinary	Discipline by RAs or Dorm Parents	Dean of Students
	Discipline by Dean of Students	Faculty

	Conditional enrollment or suspension by Faculty	Faculty
	Expulsion by the Faculty	Ad hoc committee consisting of the President, a member of the Board of Regents, and one other person appointed by the President of the school.

- All valid appeals as described above
  - Must be in writing to the president of the school.
  - Must not be of a frivolous nature.
  - Must not be based on opinion but on identification of relevant policy misapplication or previously unknown information.
  - Must be submitted to the appropriate body within seven days of being notified of the action.
  - Must include:
    - Reason for the appeal
    - Desired resolution
  - The appeal must be signed by the student being disciplined as well as by a parent or guardian if the appellant is a high school student.
- The appropriate body will provide a written decision to the appeal within seven days of receiving the appeal.
- The body hearing the appeal has the right to modify in any way the original decision.
- The decision of the appropriate appeal body is final.

## Cocurricular Code Rules and Regulations

### Rules and Regulations

The school’s cocurricular programs are intended to provide a variety of experiences to help develop in students favorable habits and attitudes that will prepare them for life as Christian adults. Acts of unacceptable conduct such as (but not limited to) theft, vandalism, disrespect, immorality, or violations of the law tarnish the reputation of everyone associated with the cocurricular programs and will not be tolerated. Cocurriculars include WIAA sanctioned sports and any activities for which activity points are awarded.

Any student using or possessing alcohol, tobacco, or vaping materials or illegally using, possessing, buying, or providing controlled substances shall be denied participation in at least two interscholastic athletic contests. Any violation which occurs after a school has played its first WIAA tournament contest results in that athlete’s being ineligible for the remainder of the WIAA tournament series in that sport.

Violations shall be cumulative through the athlete’s entire high school career. The policy is enforced on a 12-month (year-round) basis.

The coach may impose on his or her team more stringent rules which would apply during the season in which he or she is serving as coach. These rules shall be approved by the athletic director and announced to the team at the beginning of the season.

Any student illegally using or possessing alcohol, tobacco, or vaping materials or illegally using, possessing, buying, or providing controlled substances shall have participation in cocurriculars limited in such a way that approximates the denial of participation by student athletes and denial of eligibility for conference athletic awards. Depending on the nature of the cocurricular, the approximation may vary considerably from an athlete's denial of participation in interscholastic athletic contests. Violations shall be cumulative through the cocurricular participant's entire high school career. The policy is enforced on a 12-month (year-round) basis.

When determining cocurricular code penalties, the cocurricular discipline committee—the president, the principal, and the dean of students—may be advised by the athletic director and the applicable coaches and committee chairmen.

### **Penalties and Violations**

The penalty shall range from a minimum suspension of two scheduled contest days of a season or succeeding season to a maximum of permanent denial of participation. The athlete is expected to participate in all practices during a suspension. On contest days, the athlete will not be permitted to dress in uniform and when feasible will sit in the team bench area.

**First Violation** After confirmation of the first violation, the student will be † suspended a minimum of the next two scheduled contest days in which the student is a participant unless the athlete is in track and field, in which case the suspension will be a minimum of one contest day.

**Second (Subsequent)†† Violation** The student will be suspended from further athletic competition for at least one-half of the total number of athletic contests in a season. If less than one-half of the season remains, the suspension will continue until the difference is made up in the next interscholastic sport season in which the athlete competes.

**Third (Subsequent)†† Violation** Suspension from any interscholastic athletic activities for at least 12 months from the imposition of the penalty.

**Fourth (Subsequent) Violation** Suspension from any interscholastic †† athletic activities for the remainder of the student's high school career.

† When an incident becomes known, the number of previous incidents does not preclude dealing with them as the first violation, but they will be considered in determining the consequences.

†† Subsequent violations do not need to be of the same nature as a previous violation. If, for example, a student's previous violation was the use or possession of alcohol, a subsequent violation could be that student's use or possession of vaping materials.

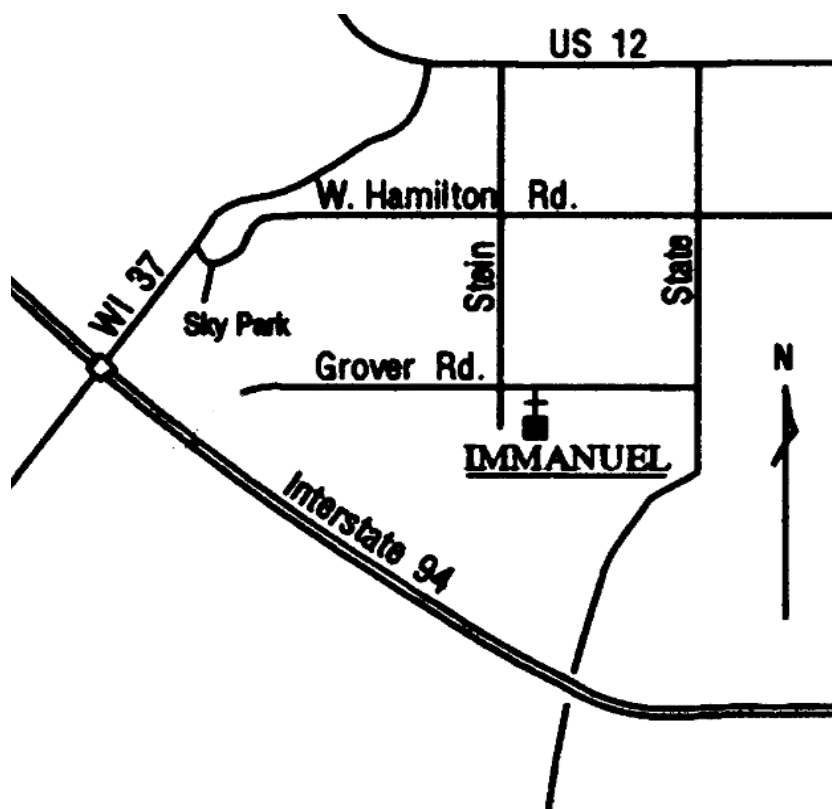
# Map

Immanuel Lutheran High School is located on the south side of the city of Eau Claire, Wisconsin.

From State Street turn west on Grover Rd.

From Stein Street turn east on Grover Rd.

Turn south on Ingram Dr. The Immanuel Lutheran College sign is at the intersection of Grover Road and Ingram Drive.





## Alma Mater

*Nestled in the quiet beauty  
Of the tall green pines,  
God has set our Alma Mater,  
Guiding hearts and minds.  
Built on Jesus' words of promise –  
O, Lord, bless her well –  
Thus may e'er our Alma Mater  
Be Immanuel!*

## High School Fight Song

*On Lancers bold and glorious;  
On Lancers e'er victorious;  
Green! White! Our banners bright  
Will fly straight and free  
Rah! Rah! Rah!*

*Onward with courage, go then  
Onward to meet the foe, then  
Hail, hail, we cannot fail  
To gain the victory!*

*L-A-N-C-E-R-S! Yea, Lancers!*

## School Seal (on front cover)

In the very center is the gold lamp, symbol of pure knowledge from the Word of God. The lamp is in the center of the red heart, which is ruled by the Word. The heart is fixed in the red and white rose of Christ, righteousness through his blood. The rose overshadows the black cross of our sins, for which he died. All this rests upon the shield of faith, tested pure silver. The lance directs our praise for these gifts of grace to their source, the Triune God—three gold rings containing the seal.