

OSA Policy Re. Illegal Substances on Site

The possession or use of illegal substances, or substances illegal for minors, at OSA or during any OSA-sponsored event or field trip will not be tolerated. Staff will follow a progressive set of disciplinary steps, which may include suspension or expulsion from OSA, without refund. Actions may also include (if warranted) the reporting of the incident to local authorities*. The decided action will be at the discretion of the Executive Director and OSA's Board of Directors, and will be based on the seriousness of the incident, prior history, the student's intent to cause harm, and the student's willingness to participate in the investigation process honestly and thoroughly.

If allowed to return to OSA, the student must demonstrate a desire to participate honestly and thoughtfully in his or her community moving forward, and work actively to help create a safe space for all.

** Not all substances are treated with the same level of severity by local authorities. Local districts follow a similar guideline with respect to the consideration of the substance prior to including local police in disciplinary steps.*

Reporting:

If a student comes forward to an OSA staff member because they have good reason to suspect there are illegal substances on site, or is concerned about the safety of others, they can be assured that OSA will not tolerate any retaliatory or intimidating actions by a suspect (threats, accusations, taunts, or teasing) toward a student who has reported information. Retaliation will be treated as a threat to cause harm and may result in expulsion from OSA, without refund.

Once an incident is reported with clear, factual information, and/or evidence (not hearsay), OSA promises to investigate all complaints to the best of our ability, and will go through all proper channels to do so.

OSA Policy Re. Weapons on Site

The possession of switchblades, guns, or any weapon meant to cause harm will not be tolerated. A student who willfully brings a weapon on site will be reported to the authorities, followed by immediate expulsion, without refund.

(OSF Board-Approved, March 2015)