

IMG ACADEMY RULES FOR ALL PARTICIPANTS

These IMG Academy (“**IMG Academy**” or the “**Academy**”) rules are published and distributed to members of the IMG Academy community for the purpose of providing information so that Participants (“Participants” is defined as campers, visiting teams, groups, and other individuals attending/training at the Academy) may gain as much as possible from their experience at the Academy. Participants and parents/guardians should all read and be familiar with the contents of these rules so that each Participant knows and understands our Academy community expectations. While policies in these rules will generally apply, the Academy may take actions that it determines to be in the best interests of the Academy, its staff, its students, and its Participants. These rules do not limit the authority of the Academy to alter, interpret, and implement its rules, policies, and procedures, before, during, and after the applicable camp period. The rules at IMG Academy, based upon past and more recent experience, are appropriate and necessary to the needs of the Academy campus at this particular time. **IMG Academy reserves the right to add to, remove, or change these rules at its discretion with or without notice. These rules are not intended to create, nor does it create, a contract or part of a contract in any way, including, but not limited to, between IMG Academy and any parent, guardian, Participant affiliated with or attending IMG Academy.**

Furthermore, we believe that, within the structure of these rules, broad latitude and ample opportunity exist for Participants to grow, to meet their training needs, and to enjoy enriching experiences. In the absence of a published rule, each Participant is expected to exercise prudent judgment, with regard and concern for others.

Both boarding and non-boarding Participants must comply with all Academy policies, procedures, and rules, whether they are on campus or off campus. In addition, boarding and non-boarding Participants must comply with any applicable city, state, or federal laws or ordinances.

I. MISSION, PHILOSOPHY AND CORE VALUES

The mission of IMG Academy is to ensure all people are destined to succeed by enabling them to rise up to their potential. This mission guides the development of the complete athlete. IMG Academy integrates an international mix of participants, teaching tolerance and empathy, and molding leaders for the global environment of the twenty-first century. As Ascenders, IMG Academy expects its Participants to be always reaching, forever striving, and never being satisfied with the status quo while embodying its core values:

Open Mind -- Never stop learning and growing
Passionate Soul -- Love what you do
Absolute Integrity -- Always do the right thing
Champion's Spirit -- Strive for greatness
Helpful Heart -- Lift up those around you

II. NON-DISCRIMINATION POLICY

The Academy welcomes participants of any race, color, national or ethnic origin, sex, sexual orientation, gender identity or expression, religion, or mental or physical disability, and extends to them all the rights, privileges, programs, and activities generally accorded or made available to participants at the Academy. The Academy does not discriminate on the basis of race, color, national or ethnic origin, sex, sexual orientation, gender identity or expression, ancestry,

religion, or mental or physical disability, or any other status protected by applicable law in the administration of its programs.

III. CODE FOR RESPONSIBLE BEHAVIOR

Responsible behavior is expected at all times during a participant's enrollment at the Academy, regardless as to whether they are on or off campus. Common sense, courtesy, and respect for others are the basis of the discipline system. The following brief guidelines may help Participants and their parents/guardians to clarify what IMG Academy expects of each participant:

- To strive to make the most of this opportunity.
- To be considerate and respectful of others.
- To follow the policies, rules, guidelines, and codes set forth herein for the benefit of the participant and all other members of the IMG Academy community.

IV. COMMITMENT TO RESPECTFUL AND HEALTHY RELATIONSHIPS

The Academy is committed to providing a safe and healthy learning environment for all members of its community. Such an environment precludes behaviors that are disrespectful of, and physically and/or emotionally harmful to, others. All members of the Academy community play important roles in maintaining these standards and intervening, as appropriate, when they witness behavior that conflicts with community standards. The Academy expects all members of the community to treat others with civility, respect, and dignity and to interact (whether in person or electronically) politely and appropriately. Before acting, Participants should give careful consideration to how their communications – whether through words, appearances, actions, or otherwise – may negatively impact others.

With these goals and interests in mind, as well as the legal requirements of the State of Florida, the Academy has established policies to help participants manage these interpersonal relationships safely and appropriately. Participants and parents/guardians are encouraged to communicate with the Head of School, Student Life staff, Health Services, and/or the coaching staff with any questions or concerns regarding these policies. The Academy believes that open communication about these sensitive topics is integral to preventing serious misconduct from occurring and essential to fostering a culture of personal responsibility and mutual accountability.

A. Sexual Intimacy and Consent

The Academy recognizes that sexuality is a normal part of human nature, and its discovery is often a part of adolescence. However, any level of sexual intimacy can bring with it physical, psychological, and emotional challenges that can be overwhelming to minors. Therefore, the Academy does not endorse or condone sexually intimate activity among Participants and advocates postponing sexual intimacy until past adolescence. Under certain circumstances, the Academy may be obligated to make a report to government authorities (including the Florida Department of Children and Families ("DCF") and law enforcement).

It is imperative that Participants understand and appreciate that certain sexual activity may violate the law and, therefore, is prohibited by the Academy. Following Florida law, the Academy prohibits Participants from engaging in nonconsensual sexual activity, considering it egregious misconduct and a major disciplinary violation (and may also be considered a violation of Florida law). Consent must be the basis for every sexually intimate encounter. Consent means the

voluntary, positive agreement to engage in specific sexual activity. However, as described below, certain circumstances may make it impossible for a person to give legal consent.

- By law in Florida, there can be no consent to sexual intercourse, oral sex, or any penetrative act if the individual is under age 18. Florida law also prohibits anyone over 16 years of age from engaging in sexual activity with, or promoting sexual activity by or with, anyone who is under the age of 16 years old. Violations of Florida law relating to sexual activity by or between minors may subject a Participant to criminal charges and prosecution, including but not limited to, registration as a sexual offender.
- Consent cannot be obtained from someone who is asleep or otherwise mentally or physically incapacitated (whether due to drugs, alcohol, or some other condition).
- Consent cannot be obtained by threat, coercion, or force. In other words, if threat, coercion, or force is used, any “agreement” does not constitute consent.
- Consent may be withdrawn at any stage during an encounter.
- Consenting to one behavior does not obligate a person to consent to any other behavior.
- Consenting on one occasion does not obligate a person to consent on any other occasion.

The Academy may consider sexual intercourse involving any Participant to be in violation of its rules. Furthermore, when sexually intimate activity is accompanied by violations of other school rules (such as abuse of technology or consumption of alcohol), the Academy may respond with significant disciplinary action.

The Academy prohibits and will be required to report sexual activity that violates the law, including rape, sexual assault, lewd and lascivious offenses committed upon or in the presence of persons less than 16 years of age, and statutory rape. Sexual activity, of any kind, is prohibited between any Participant and any Academy employee. In the event that a Participant is charged with a sexual offense, the Academy may be required to suspend the Participant until the matter is resolved, or to dismiss the Participant if the charge results in conviction.

B. Bullying, Harassment (including sexual harassment & gender-based harassment), Discrimination, Hazing and Sexual Assault

IMG Academy seeks to provide a safe and secure environment where every individual who attends IMG Academy is treated with respect. The Academy does not tolerate verbal or physical behavior that constitutes bullying (including cyber-bullying), harassment (including sexual harassment and gender-based harassment) or discrimination, hazing, and sexual assault (also collectively referred to as “interpersonal misconduct”). The Academy is also committed to promptly addressing any behavior that impedes the learning of any Participant or interferes with the experience of any other member of the Academy community.

Bullying (including cyber-bullying), harassment (including sexual harassment and gender-based harassment), discrimination, hazing, and sexual assault by anyone against anyone are strictly prohibited. Academy-owned technology may not be used to intimidate, harass, threaten, or bully anyone, including, but not limited to, Participants, faculty/staff, guests, or any other third party. In addition, interpersonal misconduct is prohibited through the use of technology or an electronic device that is not owned, leased, or used by the Academy, if such conduct: (a) creates a hostile environment for a Participant or other third party (regardless as to whether that person is attending the Academy), (b) infringes on the rights of a Participant at the Academy or the rights of any other person, or (c) substantially disrupts the educational/training process or the Academy’s orderly operations.

C. Definitions

Aggressor

Anyone who engages in, or attempts to engage in, bullying (including cyber-bullying), harassment (including sexual harassment and gender-based harassment), discrimination, hazing, or sexual assault, or retaliation towards another person.

Bullying

Bullying is defined as the use of a written, verbal or electronic expression, or a physical act or gesture, or any combination thereof, by one or more Participants or members of the faculty/staff directed at a target that: (a) causes physical or emotional harm to the Participant or damage to the Participant's property; (b) places the Participant in reasonable fear of harm to the Participant's self or damage to the Participant's property; (c) creates a hostile environment at school for the Participant; (d) infringes on the rights of a Participant at the Academy; or (e) materially and substantially disrupts the educational process or the orderly operations of the Academy.

The Academy recognizes that certain Participants may be more vulnerable to becoming targets of bullying or harassment based on actual or perceived differentiating characteristics, including race, color, religion, ancestry, national origin, sex, socioeconomic status, homelessness, academic status, gender identity or expression, physical appearance, pregnant or parenting status, sexual orientation, mental, physical, developmental or sensory disability, or by association with a person who has or is perceived to have one or more of these characteristics.

Cyber-Bullying

Cyber-bullying is bullying through the use of technology or electronic communication, including, but not limited to, any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photo electronic or photo optical system, including, but not limited to, electronic mail, Internet communications, instant messages, or facsimile communications. Cyber-bullying includes, but is not limited to: (a) the creation of a web page or blog in which the creator assumes the identity of another person, (b) the knowing impersonation of another person as the author of posted content or messages, if the creation or impersonation constitutes bullying conduct as defined above, and (c) the actions of an individual online, if acting as themselves, which constitutes bullying or cyber-bullying as set forth herein. Cyber-bullying includes, but is not limited to, the distribution by electronic means of a communication to one or more persons, or the posting of material on an electronic medium that may be accessed by one or more persons, if the distribution or posting creates any of the conditions included in the definition of bullying.

Harassment or Discrimination

Harassment or discrimination is behavior that is pervasive or severe and has the purpose or effect of: (a) creating an intimidating, hostile, or offensive environment; (b) interfering unreasonably with a Participant's performance; or (c) creating a situation where decisions of a Participant depend on the individual submitting to and/or not objecting to the behavior.

Gender-Based Harassment

Gender-based harassment is a type of harassment (defined above). Gender-based harassment includes unwelcome verbal, physical, or electronic conduct of a nonsexual nature based on sex, sex-stereotyping, sexual orientation, or gender identity or expression. Examples include harassment for exhibiting what is perceived as a stereotypical characteristic for one's sex, or for failing to conform to stereotypical notions of masculinity or femininity, regardless of the actual or perceived sex, gender, sexual orientation, gender identity, or gender expression of the aggressor(s) or the target(s).

Hazing

Hazing means subjecting another Participant or other individual participant at the Academy to a physical or mental health injury as part of an initiation, or as a prerequisite to membership, into any organized group. Prohibited conduct includes, but is not limited to, whipping, beating, branding, forced calisthenics, exposure to the weather, forced consumption of any food, liquor, beverage, drug, or other substance, or any brutal treatment or forced physical activity which is likely to adversely affect the physical or mental health or safety of the Participant or any other person, or which subjects the Participant or other person to extreme mental stress, including extended deprivation of sleep or rest or extended isolation.

Hostile Environment

A hostile environment refers to a situation in which certain misconduct causes the Academy environment to be permeated with intimidation, ridicule, or insult that is sufficiently severe or pervasive that it alters the conditions of a Participant's or other participant's experience at the Academy.

Retaliation

Retaliation is any form of intimidation, reprisal, or harassment directed against a Participant or other participant who reports misconduct (including, but not limited to, bullying, harassment (including sexual harassment and gender-based harassment), discrimination, hazing, or sexual assault), provides information during an investigation, or witnesses and/or has reliable information about such misconduct.

Sexual Assault

Sexual assault occurs when a person is forced or coerced into sexual activity without giving consent. Sexual activity includes, but is not limited to, touching or fondling, either directly or through the clothing, of another's intimate areas or any contact, intrusion, or penetration of another's sex organs, anus, or mouth.

Sexual Harassment

Sexual harassment is a type of harassment (as defined above). Sexual harassment includes unwilling and unwanted sexual attention from anyone with whom a person may interact in the course of attending the Academy or being present at Academy-sponsored activities, regardless of the genders of the aggressor(s) or target(s) involved.

Examples of behavior that may constitute sexual harassment include (regardless of whether the

intent or consequence of such behavior is to make the target feel uncomfortable): (a) offensive body language (staring and/or leering at a person's body or standing/brushing too close); (b) offensive or unwanted sexual comments, abuse, jokes, insults, delivered orally or in writing; (c) derogatory or pornographic posters, cartoons, or drawings; (d) pressure for sexual activity (such as hazing or threats, as well as repeated requests after rejections); (e) offering favors or benefits in exchange for sexual acts, or threatening mistreatment if one does not engage in sexual acts; and (f) offensive or unwelcome physical advances (including without limitation kissing, hugging, pinching, grabbing, groping, "playful" slapping, etc.).

Target

Anyone against whom bullying, harassment (including sexual harassment and gender-based harassment), discrimination, hazing, or sexual assault is attempted or has been perpetrated.

D. Legal Definitions And Academy Policies

In accordance with the Academy's mission, values, and standards of conduct, the Academy has, at times, supplemented and/or provided broader protections against bullying, discrimination, harassment, and other inappropriate conduct than may be required under applicable laws. In essence, the Academy's standards may be stricter than the law, and the Academy may impose discipline accordingly. The Academy's efforts to enhance its protection of Participants in no way expand an individual's rights under the law and other applicable laws may supersede this policy. Further, the Academy may modify and amplify the standards set forth herein and use its discretion in the interpretative enforcement of all ideals and standards of conduct.

E. Reporting Complaints

A Participant who is the target of bullying, harassment, discrimination, gender-based harassment, hazing, sexual assault, or sexual harassment, or who has witnessed such an incident, or any incident of retaliation, or who otherwise has relevant information about conduct prohibited by the Academy, is strongly encouraged to report the matter promptly (either orally or in writing) to a coach, the Head of School, Health Services, Academic Affairs, or Student Life staff. If a Participant is uncomfortable contacting one of these individuals, the Participant may ask another adult or Participant to help. Oral reports made to IMG Academy staff will generally be transcribed into a written document.

With respect to reporting sexual assault in particular, Participants are strongly urged to speak to a trusted adult on campus or at home, to Health Services and/or Student Life, or to the Anonymous Tip line at 941-739-7300. When reaching out, the Participant may share as little or as much information as they would like.

Parents/guardians of a Participant who is the target of interpersonal misconduct, or of a Participant who has witnessed or otherwise has relevant information about such misconduct, are urged to immediately notify the Head of School, Student Life Management at (941) 752-2518 or the Anonymous Tip Line at (941) 739-7300. Furthermore, any parent/guardian who has witnessed interpersonal misconduct, or has relevant information concerning such an incident or any incident of retaliation, is strongly encouraged to contact one of these resources immediately.

Participants and parents/guardians should be aware that it is far more difficult to determine the

facts of what occurred if a complaint is made anonymously, and disciplinary action will generally not be taken against an individual solely on the basis of an anonymous report. IMG Academy has a strong anti-retaliation policy, and anyone who makes a report will not be treated differently as a result of making such report. Therefore, IMG Academy encourages Participants and parents/guardians feel comfortable reporting interpersonal misconduct or any related retaliation on a non-anonymous basis.

The Academy cannot promise absolute confidentiality to those reporting interpersonal misconduct as there may be a need and/or legal obligation to share information during an investigation or otherwise; however, the Academy will disclose such information with discretion, on a need-to-know basis.

F. False Complaints

All persons involved in a complaint or investigation should understand that false or exaggerated accusations can be extremely damaging to innocent persons; therefore, the Academy expects and requires the honest and full disclosure of facts by all involved. Any person who knowingly makes a false accusation of bullying, harassment, discrimination, hazing, sexual assault, sexual harassment, or retaliation may be subject to disciplinary action.

G. Responding To Complaints

The goals of an investigation, and any supportive, disciplinary, or other remedial process that is imposed following that investigation, are to correct the situation to the extent reasonably possible and to take steps to prevent repetition of the incident and retaliation.

When a complaint is brought to the attention of IMG Academy staff, an assessment is made to determine the initial steps appropriate to protect the well-being of the individuals involved (including both the alleged targets and aggressors) and to prevent disruption of the learning/training environment while the investigation is undertaken. The Academy may use strategies, such as increased supervision, stay-away mandates, and personal safety plans, as may be appropriate to prevent further misconduct, witness interference, and/or retaliation during the course of and after the investigation.

The Academy neither tolerates nor engages in retaliation against an individual for filing a complaint about interpersonal misconduct or cooperating in an investigation of such a complaint. The Academy will not take adverse action against an individual for making a good faith report of interpersonal misconduct. An individual who is found to have engaged in retaliation against an individual for filing a complaint, or participating in the investigation of a complaint, may be subject to disciplinary action.

Upon completion of the investigation, IMG Academy staff will generally make the following determinations:

- Whether and to what extent the allegation of bullying, harassment, discrimination, hazing, sexual assault, or sexual harassment has been substantiated.
- Whether any disciplinary action and/or other remedial action is appropriate and, if so, how it will be implemented.
- Whether counseling, or a referral to appropriate services, should be offered to targets, aggressors, or family members of the affected Participants or targets.

Information about consequences or other corrective action may be shared with certain members of the Academy community as deemed appropriate by the Head of School. Such announcement

may be made in person, by electronic communication, or otherwise. Resources such as counseling or referral to appropriate services are available to all individuals – including the alleged aggressor(s) and the alleged target(s) – during and after an investigation.

H. Notification to Parents/Guardians

The Academy will generally notify the parents/guardians of the alleged target(s) and the alleged aggressor(s) promptly, or as soon as allowable by law or as directed by law enforcement or agency investigators. Parents/guardians of the target(s) will generally also be notified of any action to be taken to prevent further acts of bullying, harassment, discrimination, hazing, sexual assault, sexual harassment, or retaliation.

In all situations, the amount of information shared by the Academy may be limited by confidentiality laws protecting Participant and employee records, other confidentiality, or privacy considerations and/or concerns regarding the integrity of the investigation processes. IMG Academy may disclose information not restricted by confidentiality or other legal requirements.

I. Notification to Government Authorities

In appropriate circumstances, such as when a crime may have been committed or a child may have been subjected to abuse, neglect or abandonment of the type that is reportable under Florida law to DCF, law enforcement or other appropriate government agencies may be notified. At any point after receiving a report of misconduct, including, but not limited to, bullying, harassment, discrimination, hazing, sexual assault, or sexual harassment, the Academy may notify local law enforcement or other government agencies. If the Academy receives a complaint involving individuals at another school, the Academy may also be required to notify the appropriate administrator of the other school so that the appropriate agency, the Academy, and/or the other school, may take appropriate action.

J. Sanctuary Policy Applicable to Sexual Assault

Health and safety are more important than discipline. Therefore, a Participant should not refrain from seeking help for fear of discipline by the Academy. If a Participant is violating an Academy rule when the Participant needs to call for help due to a sexual assault, the Participant will generally be granted sanctuary from discipline for the rule violation (unless, for instance, the Participant perpetrated the sexual assault). We reiterate that we strongly encourage Participants to report promptly to an Academy employee any incident where the health or safety of an individual may be at risk.

K. Reporting Child Abuse, Neglect and Abandonment

The Academy is committed to the highest standards of care for our Participants, and seeks to ensure that our Participants are protected from inappropriate or hurtful actions by adults responsible for their care, as well as by anyone else who may mistreat an individual. In accordance with Florida law, all Academy employees are required to report known or suspected physical abuse, emotional abuse, sexual abuse, neglect, or abandonment of any individual under the age of 18.

Florida law requires Academy employees having “knowledge” or “reasonable cause to suspect” that a child has been abused, neglected, or abandoned to report such knowledge or suspicion immediately to DCF. Suspicion or belief may be based on factors including, but not limited to,

observations, allegations, facts, or statements by a child, a victim, or a third party. Such suspicion does not require certainty or probable cause.

In accordance with Florida law, once a report is made to DCF, DCF may administer an investigation:

- The report will be investigated by local law enforcement, local child protection teams, and/or DCF investigators;
- The investigators may interview the child on the Academy premises, and are authorized to remove the child from the Academy for medical exams, forensic interviews, or for any other procedure deemed necessary; and
- The investigators may notify parents or caregivers of the investigation and any steps taken or to be taken, when the investigators deem such notification is appropriate based on the course of the investigation.

Florida law requires all Academy employees to cooperate with the investigators designated by DCF, which includes, without limitation, providing all necessary information to investigators, and deferring to investigators regarding any communication to parents/guardians/caregivers or others during the pendency of the investigation.

V. RESIDENTIAL LIFE POLICIES

A. Dormitory Living

Dormitory living brings both joys and sacrifices. Respect for the needs and preferences of others (both Participants and adults) is fundamental. Relative quiet is expected because one person's break to play music might coincide with a neighbor's time for rest. The guidelines below highlight expectations of Participants.

IMG Academy expects all Participants (both boarding and non-boarding) to respect the facilities and not damage property. All damaged property may be billed directly to the Participant and their parent/guardian, charged to the credit card number on file for the Participant, the Participant's personal account, or the damage account for the parties who occupy a room or those involved.

B. Room Move Policy

If a Participant has a concern about their roommate, that concern should be communicated to Student Life staff in a timely manner. Should Student Life staff believe that a room change is appropriate, the residential mentor (Student Life staff member) will submit a room move request form online. In addition, Participants may be asked to move rooms for consolidation or other purposes. Student Life staff and the Housing Department may deny any room move requests in their discretion.

C. Dorm Rooms

Dorm rooms, which are Academy property, may be inspected at any time. The rooms are to be kept clean and neat and will be inspected regularly by staff and from time-to-time by the Director of Student Life. Participants are expected to adhere to the following guidelines:

Room inspections may be made several times a day without notice. Participant's whose rooms do not pass inspection may be suspended from their sport programs, or have activity restrictions

imposed.

- All beds must have fitted sheets. Beds should be tidied each morning prior to leaving the room, so that coverings are not hanging off the side of the bed.
- Fold and store all clothes in a closet or dresser.
- Put all toiletry items neatly away in a storage bin or bathroom cabinet.
- Neatly organize all items kept on top of the dresser, bathroom sink, and furniture.
- Organize food and beverages in the refrigerator, locker, cabinet, or on shelves.
- Place dirty clothes in a laundry bag.
- Turn off all lights and approved electronic equipment, including computers and sound systems before leaving the room.
- Turn off and unplug flat irons, curling irons, and hairdryers before leaving the room.
- Close all doors when leaving the room.
- Clean out the refrigerator and other food items at least once a week.
- Take out all garbage on a daily basis.
- Report any damages to Student Life staff.
- Secure electronics (computer, iPod, cell phone, etc.) and valuables at all times.
- Pick up and properly dispose of trash (even if it is another's trash).
- Immediately report any vandalism, abandoned or suspicious looking packages or items, or suspicious persons or behavior to Student Life staff.

D. Residence House Regulations

Any damage discovered after inspection will be paid for by the Participant living in the room, or by the Participant specifically responsible for causing that damage should this information be known to IMG Academy's administration. If it is indeterminable who caused the damage and the room occupants do not admit to who is responsible, a charge will be levied on all of the occupants of the entire room in equal shares. Rooms are expected to be clean and free of debris during check-out. An extra cleaning charge will be charged to each occupant for messy rooms.

- Student Life staff must be consulted and must approve the relocation of dormitory furniture. Bunks may not be placed lengthwise across windows as this is against Fire Department regulations.
- Beds may only be lowered for medical reasons and in upgraded rooms.
- Furniture may only be removed from upgraded rooms.
- Wall decorations, pictures, and posters are restricted to the bedrooms. Pictures and/or posters may not include alcohol or drug references; racial, ethnic, religious, or sexual stereotypes; profanity; or nudity. All wall decorations, pictures, and posters are subject to Student Life staff approval. No fasteners that puncture or cause damage to the paint or walls may be used.
- Participants must not tamper with thermostats. Problems with heating and cooling must be promptly reported to Student Life staff.
- Participants must not tamper with smoke alarms in their rooms or hang any objects on or from them. Malfunctioning or blinking alarms must be promptly reported to Student Life staff.
- Candles, incense, matches, lighters, lava lamps, or open flames of any kind are not permitted.
- No pets of any kind are permitted, including, but not limited to, dogs, cats, fish, snakes, rabbits, etc.
- No notes, messages, posters, or decorations of any sort may be placed on the outside of the room doors without the permission of the Student Life staff.

- Lights and approved electrical appliances in the dormitory rooms must be turned off when Participants are out of their rooms.
- String lights are not permitted unless they are LED.

Non-boarding Participants are not permitted inside boarding Participants' dorm rooms or wings. Non-boarding Participants may visit with boarding Participants in the first floor lobby of the Ascender dorms or at the Campus Center.

It is strongly recommended that Participants not bring expensive items or items of personal value to IMG Academy, including, but not limited to: awards, jewelry, and other expensive electronic devices without first obtaining adequate insurance for these items. IMG Academy is not responsible for damage, loss, or theft of any Participant property.

E. Electronic Equipment and Amplified Music

Participants may have electronic equipment in their dorms but must be mindful of others. The following standards apply to the operation of electronic equipment:

- Music played may not contain obscene, offensive, or insensitive language of any kind. Music of this nature will be confiscated or otherwise restricted.
- Equipment with sound must operate with headphones after 10:30 p.m. until 7:00 a.m. (extended through 9:00 a.m. on Sunday).
- Speakers may not be directed toward walls, doors, or out windows.
- Equipment being used outdoors must be at a volume that does not disturb anyone.
- Amplified musical instruments are not to be used in dormitories except by specific permission from Student Life Management.
- Televisions supplied by IMG Academy may not be moved or placed in any of the bedrooms.

F. Co-Ed Dorm Visitation PROHIBITED

Participants of different genders may not visit or congregate in any part of the dorms occupied by other genders.

VI. INJURIES AND CONCUSSIONS

Each Participant should report all injuries suffered, including concussions, to the Participant's coach and the athletic trainer for their sport. Participants with concussions are expected to follow the concussion protocols for return to learn and return to play, as outlined below.

A. Concussions

A "concussion" is a complex disturbance in brain function, due to direct or indirect trauma to the head, related to neurometabolic dysfunction, rather than structural injury. A concussion can occur with or without a loss of consciousness, and proper management is essential to the safety and long-term future of the injured individual. A "head injury" is a direct blow to the head or indirect trauma to the head including a concussion or traumatic brain injury.

Most individuals who experience a concussion can recover completely as long as they do not return to play prematurely. The effects of repeated concussions can be cumulative, and after a concussion, there is a period during which the brain is particularly vulnerable to further injury. If a Participant sustains a second concussion during this period, the risk of permanent brain injury

increases significantly.

As such, the guidelines outlined below should be followed to ensure that Participants are identified, treated, and referred appropriately, receive appropriate follow-up care during the day while in attendance at the Academy, and are recovered prior to returning to full activity. For questions or concerns at any time, please contact the Athletics Office.

B. Signs And Symptoms of Concussions

A Participant may report one or more of the following symptoms: headache or “pressure” in head; double or fuzzy vision; dizziness; tinnitus (ringing in the ears); nausea; just doesn’t “feel right;” sensitivity to light and/or noise; feeling sluggish, foggy, or groggy; concentration/memory problems; and/or confusion. One or more of the following symptoms may be observed in the athlete: loss of consciousness; appears dazed or stunned; moves clumsily; unsure of score, opponent, date, etc.; cannot recall events prior to incident; cannot recall events after incident; answers questions slowly; confused about what to do – assignments, position, etc.; forgets an instruction; shows mood, behavior, or personality changes.

The Academy recommends that a Participant receive prompt medical attention for the following dangerous symptoms of a concussion. These include any of the following:

- Loss of consciousness
- Vomiting
- Confusion
- Convulsions or seizures
- One pupil is larger than the other
- Difficulty recognizing people or places
- Extreme drowsiness or cannot be awakened
- Any weakness or numbness
- Headache worsens or does not go away after 24 hours

When a Participant shows any signs, symptoms, or behaviors consistent with a concussion, the Participant is expected to be removed promptly from practice or competition and evaluated by the athletic trainer and/or the Participant’s healthcare provider. It is recommended the Participant be evaluated by a healthcare specialist with experience in the evaluation and management of concussion.

- A Participant diagnosed with a concussion is expected to be withheld from the competition or practice and not return to activity for the remainder of that day.
- Parents/Guardians should be notified at once.
- The Participant should be monitored for signs of deterioration.
- The Participant should be evaluated by a concussion specialist or, if at school, by the Academy athletic trainer.
- Return to play will generally follow a medically supervised stepwise process which should be initiated by the concussion specialist in communication with the athletic training staff.

VII. WEATHER SAFETY POLICY

“Weather Safety” alerts are for the safety of the Participants and to help prevent anyone from being struck by lightning or otherwise injured. Weather Safety may be communicated to Participants via sirens; email; emergency notifications; and/or signage in the dorms, Campus Center, and the Academic Center.

During Weather Safety alerts, Participants are to remain in a covered location with IMG Academy staff until the “All Clear” signal is provided. Participants may be directed by staff to appropriate transportation if the need arises to travel between buildings (i.e. from the dorms to the Academic Center or from the Academic Center to the Campus Center).

VIII. IMG ACADEMY IDENTIFICATION CARD

Each Participant will receive an IMG Academy ID when the Participant checks into IMG Academy. All Participants are expected to have their IMG Academy ID with them and visible at all times. ID cards function as the key for Participants to access certain Academy buildings. ID cards also function as the meal card.

If a Participant loses the ID, Participants should first check with the Student Life office at their residence hall and Campus Safety before requesting a new ID from Campus Desk staff. As stated in Theft, Loss, and Unauthorized Use Policy, Participants are encouraged to re-check thoroughly the area where the ID was last seen. Participants who lose their ID will be charged \$10 for the replacement ID. Charges are not refundable.

IMG Academy Participants are prohibited from using an ID that belongs to another person.

IX. COMMUNICABLE ILLNESS

The Academy may exclude from campus or isolate any individual who (i) has a communicable illness, (ii) shows symptoms of a communicable disease, (iii) answers affirmatively to screening questions regarding a communicable disease, (iv) has been exposed to an infected person or a possibly infected person, or (v) who has travelled to certain areas where exposure is possible, if the Academy determines, in its sole discretion, that such exclusion or isolation is appropriate for the welfare of that individual and/or the welfare of other individuals at the Academy. In reaching the decision to exclude an individual from the Academy or isolate an individual, the Academy may consult with appropriate medical professionals and/or the Florida Department of Health and Rehabilitative Services. If a Participant tests positive for a communicable disease at any point while attending camp at the Academy and the Academy determines that it would be best for such Participant to leave the Academy, the Participant’s parents/guardian will be required to arrange for the Participant to leave campus within 24 hours of receipt of notice if living domestically and 48 hours of receipt of notice if living internationally.

X. INVESTIGATIONS

IMG Academy may conduct whatever investigation it deems necessary to investigate alleged rules violations. IMG will identify the scope to conduct the investigation depending on the nature of the alleged violation. Participants must cooperate fully with the investigation process, which may include, but is not limited to, answering questions posed by the investigators, providing passcodes to electronic devices and participating in drug tests. While the investigation is undertaken, IMG Academy staff may implement measures appropriate to protect the well-being of the individuals involved (including both the alleged targets and aggressors) and to prevent disruption of the learning environment. Failure to cooperate with the investigation and/or with any interim measures may generally be itself a major rules violation.

XI. SEARCH AND SEIZURE

IMG Academy reserves the right to inspect or search any person, personal property, packages, rooms, lockers, vehicles or other areas, locked or unlocked, on the campus or in its property, at any time and for any reason. The Academy staff and law enforcement officials may seize prohibited items or items that may jeopardize the safety of others or of property, or that constitute a health hazard. Prohibited or hazardous items will not be returned.

XII. IMG ACADEMY CONSIDERS THE FOLLOWING MAJOR DISCIPLINARY OFFENSES. THE CONSEQUENCES MAY INCLUDE IMMEDIATE DISMISSAL OR SUSPENSION WITHOUT REFUND:

- Distribution, purchasing, attempting to purchase, using, vaping, possessing, or knowingly in the presence of alcohol, illegal drugs, or drug paraphernalia on or off campus, including hosting of gatherings as defined below. Illegal drugs include the following:
 - Any drug that is illegal under law or is controlled by the United States Food and Drug Administration including but not limited to marijuana, cocaine, opiates, amphetamines, and PCP.
 - Any legal substances used in an unsafe way, such as inhalants or over-the-counter drugs.
 - Any prescription drug that is not used as prescribed or that is in the possession of an individual whose name is not on the prescription.
 - Any mood-altering substance.
 - Any substance that contains or is represented to contain chemicals that produce the same effect as a controlled substance.
 - Any substance that produces the same effect or is represented to produce the same effect as a controlled substance. This includes but is not limited to designer or synthetic drugs such as K2, Spice, bath salts, etc.
- Use, sale, purchase, distribution, or possession (or arranging/facilitating the use, sale, purchase, distribution, or possession) of **tobacco or nicotine products or vaping paraphernalia**. Tobacco or nicotine products include but are not limited to cigarettes, e-cigarettes, dip, snuff, vaping, synthetic tobacco, and chewing tobacco.
- **Theft** (or arranging/facilitating the theft) on or off IMG Academy campus of property or identity including, but not limited to, another individual's ID, sports equipment, bicycles, laptop computers, electronics, school books and supplies, internet accounts, credit cards, credit card account numbers, clothing, shoes, or the unauthorized use (or arranging/facilitating the **unauthorized use**) of calling cards, cell phones, or IMG Academy's facilities and resources.
- **Intimate contact** with another individual or acts considered having a sexual connotation or sexual overtones including without limitation **sexting**.
- Presence in residence houses, wings, or rooms (including on IMG Academy campus as well as rooms off-campus during school sponsored trips), which are **off limits** to members of the opposite sex unless authorized by and under the direct supervision of IMG staff.
- Possession of **weapons**, stun guns, Tasers, tattoo devices, fireworks or other dangerous instruments.
- **Leaving campus** without permission or without obtaining the proper REACH Authorization.
- **Fighting**, including any physical abuse or contact intended to cause infliction of physical or psychological harm to another individual.

- **Harassment** including, but not limited to: any conduct detrimental to the best interest of the school or deemed substantially disruptive to the learning, living, training, or working environment of another individual. Harassment behaviors may consist of bullying, hazing, verbal abuse, slander, sexual harassment, harassment via the use of phone or electronic media including internet chat sessions, instant or text messaging, e-mail, or social networking sites such as Facebook or any other form of inappropriate behavior.
- Purchase, sale, possession of, or passing of **pornographic material** or viewing pornography.
- **Vandalism**, physical damage to any property, whether on campus or off-campus while attending or participating in an off-campus activity.
- **Disrespect** shown to fellow Participants, other Participants, IMG Academy staff/employees, guests, contractors, or tournament/game officials/staff.
- **Criminal activities** while enrolled at IMG Academy.
- Creation, sale, purchase, possession, distribution, or use (or arranging/facilitating the creation, sale, purchase, possession, distribution, or use) of any **identification with false information** for the Participant or any other third party. This includes using another Participant's ID.
- **Bomb threat**, inducing panic or tampering with, disabling, or using safety equipment (fire alarms, fire extinguishers, emergency call boxes, etc.) as a prank or without good cause.
- Entering into the residence or office of a staff member without permission is strictly prohibited.
- Failure or refusal to cooperate in an investigation.

IMG Academy considers the following additional disciplinary offenses. The consequences may include activity or sport restriction. NOTE: Continuous violation of the following rules may result in the immediate dismissal or suspension from IMG Academy without refund.

- All forms of **gambling** (e.g., betting) by Participants including on the Internet and the sports field.
- Not possessing a current ID while on campus.
- Use of **profanity**; violent or harassing speech, writings, or images (including in e-mails and instant messaging).
- Unauthorized possession or use of IMG Academy's walkie-talkies, golf carts, or keys.
- Wearing clothes with **offensive advertising** or content; wearing clothes that are too revealing.
- **Wrestling** or other rough games or behavior, including pushing/throwing someone into the swimming pools.
- Leaving your residence house room after "lights-out" for any reason other than an emergency. Participants should report emergencies immediately to Campus Safety or Student Life in the residence halls.
 - **For emergencies call (941) 650-1000** or dial "0" from Campus phones. Participants may also call Hospitality at (941) 755-1000.
- Making or cooperating/conspiring to make a **911 call** as a prank or without good cause.

Violation of any IMG Academy rules, policies and codes may impact current or future enrollment.

XIII. ACCEPTABLE USE POLICY FOR ELECTRONIC DEVICES

IMG Academy maintains an Acceptable Use Policy to govern electronic device use for all IMG Academy Participants. Due to the constant evolving nature of technology and its uses, IMG Academy reserves the right to update this policy at any time. All Participants are expected to abide by this policy.

Parents are expected to review this policy and are expected to take an active role in the supervision of the technology they provide their children attending IMG Academy.

A. Right to Inspect

IMG Academy reserves the right to inspect and/or confiscate any electronic device (computers, cell phones, tablets, etc.) brought onto campus if there is reasonable suspicion that the contents on the device contain material that might be in violation of any policies set forth in this handbook, to aid in an IMG Academy investigation, or if it was used in violation of this policy. Inappropriate content may be deleted by a member of IMG Academy staff. The decision to inspect and confiscate the device will be made by a member of IMG Academy staff. Failure or refusal to provide device and passcodes will result in suspension or dismissal from IMG Academy without refund.

B. Computer and Internet Policy

Participants are encouraged to utilize technology in a responsible and acceptable manner. IMG Academy Participants are expected to:

- Respect the integrity of the IMG Academy computing systems. Participants should never intentionally use programs or other technologies that may damage or alter the software on the Academy's network. Tampering with hardware or software, hacking, or any vandalism of computer equipment are serious offenses that will result in immediate suspension of all network privileges.
- Respect the legal protection provided by copyright and licenses. For example, users should not make unauthorized copies of proprietary software for their own use, even when that software is not physically protected against copying. Likewise, peer-to-peer file sharing of copyrighted materials over the IMG Academy network is prohibited.
- Respect the finite capacity of the system, and limit your own use and size of your files so as not to interfere unreasonably with the activity of other users.
- Respect the procedures established to manage the use and security of the system.
- Report any violation of these guidelines by any other individual. Participants are also expected to report any breaches in IMG Academy network security of which they are aware.
- Pay for any damages done to any IMG Academy computers/computing systems.

C. Cell Phones, Ipods, Ipads and Other Mobile Electronic Devices

IMG Academy recognizes that cell phones and other mobile electronic devices have become a staple of parent-child contact. Participants on IMG Academy's campus are allowed to have such devices; however, their use is restricted to certain areas and times. Cell phones, iPads, and other electronic devices are further restricted as follows:

- These devices and digital recorders must not be used to record video or audio:
 - In locker rooms and restrooms or when Participants are nude, partially clothed or changing clothes.

- When interacting with adults in teaching, coaching, or other Participant to adult interactions without the adult's consent and knowledge.
- No recording of other Participants without their knowledge and consent.
- No recording while a passenger in an IMG Academy vehicle as it can prove to be distracting to the driver.

D. Sexting

Sexting has become an epidemic for teenagers across the United States and IMG Academy is taking the strong stance that sexting in any form is well outside the boundaries of our community standards. Sexting is prohibited at IMG Academy. Participants engaging in this behavior will face disciplinary consequences and could face legal consequences.

Definition of Sexting: The act of sending or of forwarding through cellular telephones and/or other electronic mediums sexually explicit, nude, or partially nude photographs, images, or videos.

Recipient Guidelines:

- Should a Participant receive a sext that the Participant did not solicit, the Participant will face disciplinary action unless he/she/they adheres to the following guidelines:
 - Do not forward the sext to anyone, including staff members.
 - Do not immediately delete the sext.
 - Bring the sext to an IMG Academy staff member who will document the deletion of the sext.
 - Anyone who does not follow these guidelines will have been considered to have committed a major rules violation.
- If a Participant solicits a sext message, he or she will face a major rules violation. However, recipients should still follow the recipient guidelines stated above in order not to face further consequences.

Legal Consequences of Sexting: Participants should be aware of the Florida Statute on sexting which sets out that:

"A minor (person under the age of 18) commits the crime of sexting if he or she knowingly uses any computer or electronic communication device to transmit or distribute any image or video that depicts nudity, sexual conduct, or is harmful to minors.

Sexting also applies to any situation where a minor receives and possesses a nude or explicit image or video transmitted by another minor.

However, if the recipient did not solicit the photo or video, did not transmit or distribute it to others, and took reasonable steps to report the transmitted photo to a guardian, school official, or law enforcement official, that minor has not committed the crime of sexting.

Minors committing a sexting violation commit either a non-criminal violation, a misdemeanor of the first degree, or a felony of the third degree, depending on the circumstances."
(Florida Statutes section 847.0141)

Participants over the age of 18 could face a third degree felony charge of transmitting child pornography or more if the sender or recipient is under the age of 18. For any sext that depicts a sexual act when the subject is a minor, the persons involved could face a third degree felony

charge of transmitting child pornography.

Please note that while not contained explicitly in this policy section, school rules mentioned elsewhere in this handbook cover forms of Participant- interactions that can occur electronically and that may be considered improper and against IMG Academy rules and regulations. Those rules include but are not limited to:

- Cyber Bullying
- Harassment
- Sexual Harassment
- Use of profanity in messaging

XIV. USE OF ALCOHOL, DRUGS AND SUBSTANCES; TESTING

IMG Academy is committed to the highest level of competitive and academic excellence. IMG Academy believes that the use of illegal drugs, substances, or alcohol is inconsistent with this purpose and has a detrimental impact on Participant behavior, interferes with academic and athletic performance, and may cause permanent physical and mental harm to the user. The use of illegal drugs, substances, and/or alcohol impairs judgment, slows reaction time and reflexes, and decreases the ability to adequately perceive pain. Additionally, the use of illegal drugs, substances, or alcohol by Participants increases the risk of injury to their teammates, their athletic opponents, and others with whom they participate.

Based upon these factors, a Participant at IMG Academy may be required to take drug/alcohol tests if there is reasonable suspicion to believe that a Participant is using drugs, substances, or alcohol. These tests will consist of urine analysis, breath analysis, or any other method adopted by IMG Academy. "Reasonable Suspicion" means a reasonable belief that a Participant is using, has used, possessed, or was in the presence of drugs, paraphernalia or alcohol in violation of IMG Academy's policy. If a Participant refuses to consent to, or cooperate with any testing, he/she/they is subject to dismissal from IMG Academy.

XV. DISMISSAL POLICY

Dismissal is reserved for those individuals who have engaged in a serious act of misconduct, for cases in which other disciplinary options have been previously used, or when dismissal is determined to be in the best interest of the Academy, in each case as determined in the sole discretion of the Head of School or the Head of School's designee. Such serious acts of misconduct may include, but are not limited to, the following:

- Possession or use of alcohol, tobacco, or illegal drugs
- Improper sexual conduct
- Sexual or other harassment
- Threat or use of physical violence
- Possession or use of matches, lighters, fireworks, explosives, weapons or other dangerous materials
- Reprehensible conduct tending to reflect serious discredit to the Academy
- Willful destruction of property
- Stealing
- Dishonesty
- Bullying or malicious gossip
- Repeated acts of unkindness or misconduct

Dismissal is reserved for those Participants who have been involved in very serious misconduct or for cases in which other disciplinary options have been previously used. The following steps will occur for a dismissed Participant:

- Any Participant who is dismissed may not continue to participate in their sport program or any other social or sport-related programs.
- The Participant's parents/guardians will be officially notified by telephone, e-mail, or U.S. Mail of the details of the Participant's dismissal.
- **Any boarding Participant who is dismissed is expected to depart IMG Academy within 24 hours of notification for domestic Participants and 48 hours for international Participants.** The only exceptions are for those Participants who are prevented from immediate departure due to delays related to their visa, passport, or delay caused by government or other regulations. Any boarding Participant who cannot depart immediately will be restricted to a room assigned by Student Life Management.
- Non-boarding Participants must immediately depart from IMG Academy.
- No refunds are offered to Participants who are dismissed or suspended from their program.
- The credit card on file may be used for airfare or to ship items home.