



POLICIES AND PROCEDURES FOR STUDENTS

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LANGUAGE POLICY

Florida Hebrew University Language Policy Statement

In the pursuit of unity through knowledge, Florida Hebrew University has established a language policy that serves as a cornerstone for our diverse academic fellowship. "Behold, how good and how pleasant it is for brothers to live together in unity!" (Psalms 133:1).

It is in this spirit that we affirm English as the primary medium for instruction and administration, ensuring that all members of our university can communicate and collaborate effectively.

English Language Proficiency:

1. **Admission Requirement:** Proficiency in English is a prerequisite for all prospective students. This standard guarantees that students can fully engage with the curriculum, partake in discourse, grasp course materials, and achieve academic excellence.
2. **Language of Instruction:** English stands as the universal language of instruction within our institution, providing consistency and fostering an inclusive academic environment. Exceptions are made for specific courses that delve into the revered languages of Lashon Kodesh and Aramaic, which are central to our heritage and scholarship.
3. **Administrative Communication:** To maintain operational clarity and efficiency, all administrative dealings, from admissions to student services, are conducted in English, upholding transparency and uniformity across our university operations.

Lashon Kodesh and Aramaic Language Requirements:

- **Specialized Programs:** Students must demonstrate proficiency in these languages to honor the integrity of our studies and maintain the authenticity of our academic inquiry.
- **Language Proficiency Assessment:** Mastery of these languages is assessed through appropriate testing, ensuring students are well-prepared to engage with the profound teachings these languages convey.
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Support Services and Additional Classes:

- **English Language Support:** We provide additional English language classes to assist students from diverse linguistic backgrounds in achieving the fluency needed for their academic journey.
- **Lashon Kodesh and Aramaic Classes:** For those requiring further study in these sacred languages, we offer preparatory courses to ensure their readiness for the specialized programs that await them.

Implementation and Compliance:

- **Responsibility:** The responsibility of assessing and ensuring language proficiency lies with the Admissions Office and the Language Department. Our Academic Affairs and Student Services departments are tasked with the faithful execution of this policy.
- **Resources:** We are committed to offering the necessary resources, including language courses and tutoring, to aid students in fulfilling the language criteria set forth in this policy.
- **Review and Adjustment:** This policy is subject to an annual review to affirm its effectiveness and adapt as necessary to the changing linguistic needs of our students and the academic community at large.

Spoken Language in the Halls of Study

It is incumbent upon Torah-observant students to take upon themselves rules of soft speech. Language sensitivity is important for Torah study, therefore, students are asked to refrain from:

- Any profane or harsh speech
- Words that reflect negative Torah mitzvot (such as hate, kill, die, etc). Instead, they shall be replaced by their softer equivalents such as "really, or strongly dislike," "take someone life," "pass away."
- Lashon HaRah (which applies to gossip). If a student must report a misconduct, this type of speech is not considered *lashon harah*.

Conclusion:

The language policy of Florida Hebrew University is a testament to our dedication to academic inclusivity and the pursuit of scholarly excellence. By establishing a shared language of instruction and administration, we equip our students with the essential linguistic tools to excel and to engage meaningfully with the global community.

ADMISSIONS

INTRODUCTION

Florida Hebrew University (FHU) is committed to fostering an environment of academic rigor, ethical behavior, and adherence to Torah observance. This admissions policy is designed to guide prospective students through the application process, ensuring alignment with our values and standards.

1. Language of Instruction and Administrative Language:

English is the exclusive language of instruction and administration. Applicants must demonstrate fluency in English. For specific programs requiring knowledge of Lashon Kodesh and Aramaic, mastery must be demonstrated prior to acceptance.

2. Academic Requirements:

A high school diploma or equivalent is required, with academic records reflecting readiness for university study. Standardized test scores (SAT/ACT) are required for certain programs.

3. Personal Essay:

Applicants are required to submit a personal essay discussing their educational goals, achievements, and alignment with the university's values.

4. Letters of Recommendation:

Three letters of recommendation are required. At least one should be from a rabbi or Jewish community leader, with the others attesting to the applicant's academic abilities and personal character.

5. Personal Interview Requirement:

Selected applicants may undergo a personal interview to further discuss their goals, experiences, and commitment to Torah values.

6. Financial Aid and Scholarships:

Information on financial aid and scholarships for Torah-observant students is available. Applicants are encouraged to apply early.

7. Statement of Moral Character and Torah-Observance:

A Statement of Moral Character is required, alongside evidence of a Torah-observant lifestyle. This commitment must be maintained throughout the student's time at the university.

8. Community Service Requirement:

A minimum of 101 hours of volunteer work is required, demonstrating commitment to community service. Documentation must be submitted with the application.

9. Support Services:

Additional language classes in English, Lashon Kodesh, and Aramaic are offered, with mandatory participation for students needing language support.

10. Special Consideration for Transfer Students:

Transfer students from accredited institutions are welcome. Florida Hebrew University will recognize credits from courses that meet our academic standards as well as the grade received in class to count towards cumulative GPA. Transfer applicants must also meet all other admission requirements, including language proficiency, moral character statement, and Torah observance.

Due Dates and Notifications:

Application Due Date: Applications must be submitted by Shevat Gimmel of each preceding year.

Decision Notification: Applicants will be notified of admissions decisions by Nissan Khaf Hey.

Compliance:

Failure to comply with any aspect of the admissions policy may result in application rejection or disciplinary action for enrolled students.

Policy Review:

This policy is subject to review and adjustment to meet the evolving needs of our academic community and maintain our standards of excellence.

Conclusion:

Florida Hebrew University seeks to enroll students who demonstrate academic excellence, moral character, and a commitment to Torah observance. Our admissions policy is crafted to identify individuals who are aligned with our mission and prepared to contribute positively to our community.

ADMISSIONS APPEALS

Introduction:

Florida Hebrew University is committed to a fair and comprehensive admissions process. Recognizing that applicants may sometimes have concerns about the admissions decisions, the university has established an Admissions Appeal Policy to provide a formal mechanism for review. This policy outlines the process for applicants who wish to appeal their admissions decision.

Eligibility for Appeal:

- Appeals will be considered only in cases where the applicant can demonstrate a significant error in the evaluation process or provide new, compelling information not included in the original application.
- Appeals based solely on disagreement with the admissions decision or as a means to submit additional application materials post-due date will not be considered.

Procedure for Filing an Appeal:

- 1.Submission Due Date:** An appeal must be submitted within 30 days of the date on the decision notification. Appeals received after this due date will not be considered.
- 2.Written Statement:** The appeal must include a written statement detailing the grounds for appeal, specifically identifying any errors in the evaluation process or presenting new, significant information that was not previously available.
- 3.Supporting Documentation:** All appeals must be accompanied by relevant supporting documentation, which may include academic records, letters of recommendation, or other materials pertinent to the appeal.
- 4.Submission Process:** Appeals and all supporting documentation must be submitted to the Admissions Office via the designated email or mailing address provided in the decision notification.

Review Process:

- Upon receipt, the appeal will be reviewed by an Admissions Appeal Committee, comprising members not involved in the original decision.
- The committee will assess the appeal based on the written statement, supporting documentation, and the original application materials.

- Consideration will be given to the clarity of the grounds for appeal, the relevance and significance of new information, and adherence to the university's admissions standards and values.

Decision:

- The appellant will be notified of the committee's decision via email within 60 days of the appeal submission.
- The decision of the Admissions Appeal Committee is final and cannot be further appealed.
- Applicants whose appeals are successful will be provided with instructions for the next steps in the admissions process.

Confidentiality:

All appeal proceedings will be conducted with the utmost respect for confidentiality. Information related to the appeal will be shared only with individuals directly involved in the review process.

Conclusion:

Florida Hebrew University's Admissions Appeal Policy is designed to ensure that all applicants are treated fairly and that decisions are made based on accurate and complete information. We encourage applicants to carefully consider the grounds for appeal and to submit their request with the necessary documentation to support their case. Our commitment to fairness and integrity in the admissions process reflects our dedication to upholding the highest standards of academic and ethical excellence.

ACADEMIC INTEGRITY

Florida Hebrew University Academic Integrity Policy

Preamble:

"Distance yourself from a false matter," (Exodus 23:7). In keeping with our commitment to the teachings of the Torah and the ethical foundations of our faith, Florida Hebrew University holds at its core the pursuit of truth and knowledge. This Academic Integrity Policy is not merely a set of guidelines; it is a reflection of our dedication to the principles of honesty, trust, fairness, respect, and responsibility that are integral to Torah study and academic scholarship.

Scope and Intent:

This policy applies to all students and faculty, affirming that academic integrity is the cornerstone of our learning community. As it is said, "You shall walk innocently with HaKadosh Barukh Hu," (Micah 6:8). In our academic endeavors, we strive to walk with integrity, aware that our actions are a testament to our commitment to Torah values.

Definitions and Expectations:

- **Plagiarism:** As King Solomon wisely stated, "What has been is what will be... and there is nothing new under the sun," (Ecclesiastes 1:9). While knowledge is vast and wisdom eternal, we must honor the originality of ideas and give credit where it is due.
- **Cheating:** The Talmud teaches us that a person who gains a word of Torah through dishonesty has gained nothing at all. Cheating devalues one's learning and the learning of others.
- **Fabrication:** "Do not place a stumbling block before the blind," (Leviticus 19:14). To present falsehoods as truths not only misleads oneself but also others who seek knowledge.
- **Academic Dishonesty:** In all things, let us be guided by the principle, "The integrity of the upright shall guide them," (Proverbs 11:3).
- **Using AI for Assignment Submissions:** All students are strictly prohibited from using any AI for generating assignments and submitting them as their work.

Consequences of Violations:

Transgressions against this policy tarnish the soul as much as the intellect. They will be met with educational and corrective measures intended to restore the individual's path to one of righteousness:

- A heartfelt discussion with an academic advisor or rabbi to understand the gravity of the violation.

- A reflection essay on the importance of academic honesty and how the violation has impacted their spiritual and academic journey.
- Appropriate academic sanctions such as redoing the assignment, grade penalties, or course failure, as deemed necessary by the faculty and Academic Integrity Committee.
- Severe or repeated violations may result in suspension or expulsion, measures reserved for the most serious breaches of trust. After the first warning, the student will be put on probation. If probation is violated, University reserves the right to send a student the letter of expulsion.

Reporting and Adjudication:

"If there is found among you... a man or woman who has committed wickedness... then you shall investigate, inquire, and interrogate thoroughly," (Deuteronomy 13:14-15). Allegations of academic dishonesty will be thoroughly investigated with a spirit of fairness and due process, ensuring that the voice of the accused may be heard, and truth can be pursued.

Preventative Measures and Faculty Responsibilities:

"The words of the wise are like goads, their collected sayings like firmly embedded nails," (Ecclesiastes 12:11). Faculty shall serve as wise guides, embedding within their students a firm understanding of academic integrity through instruction and example.

Conclusion:

"Teach me Your way, O Lord, that I may walk in Your truth," (Psalms 86:11). At Florida Hebrew University, each step in our academic journey is taken in the quest for truth. We hold each member of our community to the highest standards of integrity, reflecting the divine wisdom that inspires our shared pursuit of knowledge. Let us go forth in the spirit of truth, for it is in truth that we find the light of the Divine.

ACADEMIC ASSESSMENTS, GRADING, AND EVALUATION STANDARDS

Introduction:

At Florida Hebrew University, we aspire to create an environment where academic assessment is not only a measure of knowledge but also an affirmation of our commitment to the ethical teachings of the Torah. Our grading standards, examinations, and student assessments are implemented to uphold the integrity and academic excellence that are central to our mission.

Grading Standards:

Our grading system is defined by a percentage-based scale, which translates into the following letter grades reflecting a student's academic performance:

- A: 93-100% (Outstanding Proficiency)
- A-: 90-92% (Excellent Proficiency)
- B+: 87-89% (Very Good Proficiency)
- B: 83-86% (Good Proficiency)
- B-: 80-82% (Above Average Proficiency)
- C+: 77-79% (Average Proficiency)
- C: 73-76% (Basic Proficiency)
- C-: 70-72% (Minimum Passing Grade)
- D: 60-69% (Poor Proficiency, Passing)
- F: Below 60% (Failure to meet course standards)

Baccalaureate Degree Requirements:

Minimum GPA: To graduate with a baccalaureate degree, students must achieve a minimum cumulative GPA of 2.0 (C average).

Core Course Grades: A minimum grade of 'C' is required in core courses to be eligible for graduation.

Master's Program Grade Requirements:

1. Students must maintain a minimum of 'B' average in the core coursework.
2. A maximum of two 'C' grades are permitted throughout the Master's program.

Degree Honors:

- **Honors:** A cumulative GPA of 3.5 to 3.79 qualifies a student to graduate with honors.
- **Highest Honors:** A cumulative GPA of 3.8 or above merits graduation with highest honors.

Examinations and Assessments:

- We ensure that examinations and assessments are fair, comprehensive, and reflective of the course objectives.
- Assessment criteria are provided to students at the start of each course to promote transparency.

Appeals and Re-evaluation Provisions:

- **Grade Appeals:** Students may appeal their grades by submitting a written request to the course instructor within a prescribed period.
- **Re-evaluation:** If an appeal is accepted, the coursework will be reassessed, which may result in a revised grade.
- **Academic Review Board:** Should a dispute not be resolved at the instructor level, the student may approach the Academic Review Board for a final determination.

Implementation and Compliance:

- Our faculty, in conjunction with the Academic Affairs office, are responsible for the faithful application of these grading standards.
- Regular reviews of this policy ensure its alignment with our academic objectives and the evolving needs of our students.

Conclusion:

The academic assessment and grading standards at Florida Hebrew University are designed to encourage our students to strive for excellence and integrity. We are committed to providing a supportive and rigorous academic experience that prepares our students for successful careers and lives imbued with the values of our Torah heritage.

STUDENT DRESS CODE

"Your camp shall be holy" (Deuteronomy 23:15). At Florida Hebrew University, we believe in fostering an environment that reflects the dignity, respect, and modesty inherent in Torah observance. Our dress code policy is designed to align with Halakhic standards, supporting an atmosphere conducive to spiritual growth and learning. It emphasizes attire that is elegant and respectful, ensuring that all students present themselves in a manner befitting members of a Torah-observant academic community.

General Principles:

- The dress code policy applies to all students, faculty, and staff of Florida Hebrew University during any university-related activity, including online classes where video participation is required, and at various locations for in-person instruction.
- Clothing should be modest, respectful, and reflect the values of our Torah-observant community, adhering to Halakhic standards of dress.

Women's Dress Code:

"As a jewel of gold in a swine's snout, so is a fair woman, which is without discretion" (Mishlei/Proverbs 11:22).

1. **Modesty:** Clothing must cover the body appropriately, including elbows, knees (even when sitting), and the collarbone. Skirts or dresses are preferred, extending to knee length or longer.
2. **Head Covering:** Married women will cover their hair in accordance with Halakhic practice.
3. **Footwear:** Students must wear closed shoes. Stockings or tights are preferred where possible.
4. **Makeup and Jewelry:** Makeup should be modest and not draw undue attention. Jewelry should be elegant, but not ostentatious. Facial piercings (beyond a single earring in each earlobe) and visible tattoos are not allowed.
5. **Apparel:** Clothes that reveal body contours, multiple ear piercings, visible tattoos, torn or partially torn garments, jeans, and pants are not in accordance with the dress code.

Men's Dress Code:

"Let thy garments be always white; and let thy head lack no ointment." (Ecclesiastes 9:8)

1. **Attire:** Semi-formal attire is required. This includes a dress shirt and pants. Shorts are not permitted.
2. **Head Covering:** A kippah or a hat must be worn at all times, reflecting our commitment to Halakhic observance. Tzitzit are also to be worn by men, underscoring the commandments. Baseball caps are not allowed.
3. **Footwear:** Shoes should be semi-casual to formal; sandals are not considered appropriate.
4. **General Appearance:** Clothing should not bear designer labels or loud statements. The overall appearance should be neat, with an emphasis on simplicity and elegance.

Compliance:

- Students are expected to adhere to this dress code policy as a reflection of their commitment to the values and standards of Florida Hebrew University and the broader Torah-observant community.
- Faculty and staff are responsible for modeling appropriate attire and gently reminding students of dress code expectations.

Enforcement:

The university will approach enforcement with sensitivity and respect, aiming to educate and remind rather than punish. Students needing clarification or assistance in meeting dress code requirements are encouraged to speak with a designated faculty or staff member.

Conclusion:

By adhering to this dress code, students, faculty, and staff of Florida Hebrew University collectively create an atmosphere of elegance and respect that is conducive to academic achievement and spiritual growth. This policy is a testament to our shared commitment to upholding the dignity and modesty prescribed by Halakhic tradition.

DIVERSITY AND INCLUSION

Florida Hebrew University Diversity and Inclusion Statement

At Florida Hebrew University, we draw from the wellspring of Torah to infuse our policies with the values of justice, equity, and respect for the divine image in every person.

"Justice, justice shall you pursue," (Deuteronomy 16:20) – a command that resonates through the fabric of our institutional ethos, mandating fairness and merit as the cornerstones of our community.

Merit-Based Admissions:

In alignment with the principles of Torah, which teach us the intrinsic value of each individual's merit, our admissions process is grounded in the fair and just assessment of each candidate's scholarly and spiritual achievements. We do not prescribe to quotas or discriminate on the basis of race, disability, age, financial and social status. Admission to our university is granted on a first-come, first-serve basis, ensuring that every applicant has an equitable opportunity to join our learning community.

Students with Disabilities:

Embracing the biblical imperative to support those with different needs, "Do not curse the deaf or put a stumbling block before the blind," (Leviticus 19:14), we are dedicated to providing accommodations that ensure students with physical disabilities can access and thrive in our educational environment.

Age:

The wisdom of experience and the vigor of youth are both treasured within our walls. We believe that a blend of generations enriches our dialogue, learning, and growth, adhering to the ethos of honoring the face of the old (Leviticus 19:32) and encouraging the zeal of the young.

Economically Disadvantaged Students:

In the spirit of "opening [our] hand wide unto [our] brother, to [our] poor, and to [our] needy, in [our] land," (Deuteronomy 15:11), we implement financial aid programs, scholarships, and emergency funds targeting students from low-income backgrounds to ensure that economic circumstances are not a barrier to accessing the transformative power of education.

International Students:

While our current policies may not support visa assistance for international students, our commitment is to grow into a community that mirrors the global tapestry of Jewish life, and we are actively working to facilitate the inclusion of students from all corners of the world.

Non-Traditional Students:

We welcome those who return to their studies, recognizing that the path of education is not always linear. Flexible scheduling, childcare services where possible, and recognition of prior learning and experiences are among the ways we accommodate non-traditional students, affirming that "the wisdom of a learned man comes by opportunity of leisure," (Ecclesiastes 38:24).

Through these commitments, Florida Hebrew University aspires to be a microcosm of a world where diversity is celebrated, equity is upheld, and every individual is given the chance to flourish in a space of learning that honors their unique journey. We stand united in our mission to cultivate a community that not only learns together but learns from one another, embodying the rich diversity of the Jewish people and the broader society in which we live.

STUDENT CONDUCT POLICY

Introduction:

"Thou shalt walk in His ways" (Deuteronomy 28:9). At Florida Hebrew University, we hold our students to the highest standards of conduct, reflecting the values and ethics that are the foundation of our Torah-observant community. This policy delineates the university's expectations for student behavior both on and off-campus, emphasizing our commitment to creating a safe, respectful, and holy learning environment.

General Expectations:

- Students are expected to conduct themselves in a manner that honors their own dignity, the dignity of others, and the sanctity of the educational process.
- Respect for the law, university policies, and the rights of others is paramount.
- Students are ambassadors of the university and the values it upholds, both within and outside the campus.

Harassment and Discrimination:

1. "Do not go about spreading slander among your people" (Leviticus 19:16). Harassment, whether verbal, physical, or via electronic means, is strictly prohibited.
2. Discrimination based on race, color, gender, age, disability, socioeconomic status, or any other characteristic is antithetical to our values.
3. The university is committed to providing a learning environment where all can study and interact free from harassment and discrimination.

Violence:

- "And He shall judge between the nations, and shall rebuke many people: and they shall beat their swords into plowshares" (Isaiah 2:4). All forms of violence, threats of violence, or behavior that intimidates or endangers the health and safety of any individual are unacceptable.
- Students must contribute to a campus atmosphere of peace and safety.

Substance Abuse:

- The use, possession, or distribution of illicit drugs and alcohol on university property or at university events is prohibited, adhering to the command "Be holy, for I, the Lord your God, am holy" (Leviticus 19:2).
- Smoking, chewing tobacco, or vaping in the building is strictly prohibited.
- The university promotes a healthy, substance-free lifestyle and provides support for those who seek help with substance abuse issues.

Social Media Training Requirement:

- Recognizing the significant impact of digital communication on personal and professional reputation, all new students are required to complete a Social Media Training Program.
- This program will educate students on responsible use of social media, emphasizing the importance of maintaining privacy, respecting others, avoiding lashon hara (harmful speech), and upholding the values of the Torah in all online interactions.

Off-Campus Conduct (Including Social Media):

- The principles of conduct extend beyond the boundaries of study halls. Students are expected to uphold the same standards of behavior in the community at large.
- Actions that bring dishonor upon oneself or the university will be subject to review and potential disciplinary measures.

Accountability and Reporting:

- Students are encouraged to be vigilant and report any behavior that contradicts the standards set in this policy.
- "You shall surely rebuke your neighbor, and not bear sin because of him" (Leviticus 19:17). Students are accountable for their actions and will be subject to disciplinary procedures for any misconduct.

Disciplinary Actions:

- Violations of this policy may result in disciplinary actions, including but not limited to reprimand, probation, suspension, or expulsion from the university.
- The university will investigate all reports of misconduct in a fair and timely manner, ensuring due process for all parties involved.

Conclusion:

Florida Hebrew University is committed to nurturing a community where students can pursue academic and spiritual growth in a supportive and respectful environment. By adhering to these expectations for behavior, students contribute to the sanctity of our community and the broader society, embodying the teachings and values that are central to our mission as a Torah-observant institution.

ATTENDANCE AND PARTICIPATION

Introduction:

"Teach us to number our days, that we may apply our hearts unto wisdom," (Psalms 90:12). At Florida Hebrew University, we recognize that each day is an opportunity for learning and growth. Active attendance and participation are vital components of the educational process and are expected of all students in order to foster an environment of engagement and mutual respect.

Attendance:

- Students are expected to attend all scheduled classes, as regular attendance is critical to academic success.
- Absences may impact a student's understanding of the material and their performance. As such, students are responsible for all work in their courses, including information and assignments missed during absences.

Excused Absences:

- Excused absences may be granted for reasons such as illness, family emergencies, or significant life events. Students must notify their instructors in advance, whenever possible, and provide appropriate documentation.
- "He heals the brokenhearted and binds up their wounds," (Psalms 147:3). The university is committed to supporting students during times of need and will provide reasonable accommodations.

Participation:

- Active participation in class discussions, group work, and other interactive components of coursework is expected.
- "Iron sharpens iron, and one man sharpens another," (Proverbs 27:17). Students are encouraged to contribute constructively to the learning environment, enriching both their own educational experience and that of their peers.

Tardiness:

- Punctuality is valued as a sign of respect for the learning process and the university community. Chronic tardiness may be addressed by the instructor and can affect participation grades.

Consequences for Non-Compliance:

- Frequent unexcused absences or lack of participation may result in a reduction of the participation grade, a lowering of the overall course grade, or other academic penalties. Each instructor will have his own policy on student absences.
- "If you are slack in the day of trouble, your strength is limited," (Proverbs 24:10). Consistent engagement is a sign of strength and commitment to one's studies.

Responsibility and Communication:

1. Students are responsible for familiarizing themselves with the attendance and participation policies outlined in each course syllabus.
2. Clear communication with instructors regarding absences and participation concerns is essential.

Conclusion:

The policies at Florida Hebrew University are designed to encourage a culture of presence, punctuality, and active engagement, reflecting the values we cherish as a Torah-observant community. By honoring these policies, students affirm their dedication to their education and their respect for the shared pursuit of knowledge and wisdom.

PHYSICAL SAFETY

Florida Hebrew University Attendance and Participation Policy

Introduction:

"Guard yourself and guard your soul very carefully" (Deuteronomy 4:9). At Florida Hebrew University, the safety and well-being of our students, faculty, and staff are of paramount importance. Recognizing our unique structure without a traditional campus, these protocols are tailored to safeguard our community during physical classroom instruction modules and university-related activities.

General Safety Measures:

- **Risk Assessment:** Regular assessments of all places of instruction will be conducted to identify and mitigate potential hazards.
- **Access Control:** Secure and controlled access to places of instruction will be enforced to ensure a safe learning environment.
- **Communication Systems:** Effective communication channels, including emergency alerts and updates, will be established and maintained for timely dissemination of information to students and staff.

Emergency Procedures:

- **Emergency Preparedness Training:** Students and staff will receive training on emergency response procedures, including evacuation, shelter-in-place, and first-aid.
- **Emergency Response Teams:** Designated emergency response teams, trained in first-aid and crisis management, will be established for each place of instruction.
- **Evacuation Plans:** Clear evacuation routes and procedures will be posted and reviewed regularly with all occupants of instruction sites.

Campus (Places of Instruction) Security Measures:

1. **Security Personnel:** Trained security personnel will be present during all hours of operation at places of instruction to monitor and respond to potential security concerns.
2. **Surveillance Systems:** Where applicable, security cameras and surveillance systems will be employed as a deterrent and to monitor security.
3. **Incident Reporting:** A system for reporting and documenting incidents will be in place to ensure timely responses to and resolution of security concerns.

Health Services:

- **Health and Wellness Education:** Health education programs will be provided to promote awareness and prevention of health issues.
- **First-Aid Stations:** First-aid stations will be accessible in all places of instruction, equipped with necessary supplies and emergency contact information.
- **Mental Health Support:** Access to mental health resources and counseling services will be facilitated to support the emotional and psychological well-being of our community.

Prevention and Awareness Programs:

1. **Safety Workshops:** Regular workshops on personal safety, health, and emergency preparedness will be offered to students and staff.
2. **Community Partnerships:** Collaborations with local health and safety organizations will be established to enhance our health and safety protocols.

Compliance and Review:

1. **Safety Policies Compliance:** Adherence to university safety policies and protocols is mandatory for all students and staff.
2. **Regular Policy Review:** Safety protocols will be reviewed and updated regularly to reflect best practices and address emerging safety and health concerns.

Conclusion:

In the spirit of "loving your neighbor as yourself" (Leviticus 19:18), Florida Hebrew University is dedicated to creating a secure and healthy environment for our community. By implementing these protocols, we reaffirm our commitment to the physical and emotional well-being of every member of our university, ensuring that our places of instruction are sanctuaries of safety and learning.

NON-DISCRIMINATION

Introduction:

"Justice, justice shall you pursue" (Deuteronomy 16:20). At Florida Hebrew University, we are guided by the timeless principles of fairness, equity, and respect for the divine image in every person. This policy articulates our unwavering commitment to creating an inclusive academic environment free from discrimination based on gender, race, ethnicity, or disability.

Policy Statement:

Florida Hebrew University prohibits discrimination in all its forms and affirms its dedication to promoting an educational and working environment that respects and celebrates the diversity of its community. Discrimination, harassment, or exclusion based on gender, race, ethnicity, or disability contradicts the core values of our Torah-observant institution and will not be tolerated.

Scope:

This policy applies to all students, faculty, staff, and affiliates of Florida Hebrew University, encompassing all aspects of academic life and employment, including admissions, scholarship and financial aid, access to programs, and hiring practices.

Prohibited Conduct:

1. **Discrimination:** Unequal or unfair treatment in access to educational or employment opportunities based on an individual's gender, race, ethnicity, or disability.
2. **Harassment:** Any form of behavior that creates an intimidating, hostile, or offensive educational or working environment, including verbal, physical, or visual conduct that targets an individual's gender, race, ethnicity, or disability.
3. **Retaliation:** Any adverse action taken against an individual for reporting discrimination or harassment, or for participating in an investigation of such reports.

Responsibilities:

1. **Florida Hebrew University** will implement and enforce policies and procedures to prevent and address discrimination and harassment, ensuring compliance with applicable laws and Torah principles.
2. **Faculty and Staff** are required to uphold this policy and contribute to an environment that fosters respect and dignity for all members of the university community.
3. **Students** are expected to adhere to the standards of conduct set forth in this policy and to respect the rights and differences of others.

Reporting and Resolution:

1. Individuals who believe they have been subjected to discrimination or harassment are encouraged to report these incidents to the designated university office or official.
2. Florida Hebrew University will promptly investigate all reports of discrimination and harassment with sensitivity, discretion, and confidentiality.
3. Appropriate corrective actions will be taken against individuals found to have violated this policy, which may include disciplinary measures up to and including dismissal for students or termination for employees.

Support and Resources:

1. The university will provide support services, including counseling and accommodations, to individuals affected by discrimination or harassment.
2. Educational programs and training on diversity, equity, and inclusion will be offered to the university community to foster understanding and prevent discrimination.

Conclusion:

In our pursuit of wisdom and community, Florida Hebrew University is committed to embodying the values of justice and compassion as we welcome students, faculty, and staff from all walks of life. Through the implementation of this policy, we reaffirm our dedication to building a community that honors every individual's dignity and contribution, free from the shadows of discrimination.

GENDER SPECIFIC EDUCATIONAL PRACTICES AND NON-DISCRIMINATION

Introduction:

"Let her works praise her in the gates" (Proverbs 31:31). At Florida Hebrew University, we hold the Torah and its teachings as the guiding light for our conduct and policies. In alignment with Halakhic principles, our educational approach respects gender-specific roles and studies, acknowledging the distinct paths of learning prescribed for men and women. This policy clarifies our stance on gender-specific educational practices and our commitment to non-discrimination within the bounds of Halakhic observance.

Educational Practices:

In accordance with Halakhah, Florida Hebrew University upholds distinct educational pathways for men and women, particularly concerning the study of Talmud and other texts. This differentiation is rooted in a deep respect for the Halakhic tradition and does not diminish the value or intellectual contribution of any individual:

- **Men's Studies:** Include the traditional yeshiva curriculum with an emphasis on Talmudic study.
- **Women's Studies:** Focus on Jewish laws, ethics, Prophets, Writings, and other areas of Torah and Jewish scholarship deemed appropriate within Halakhic guidelines.

Gender-Specific Classrooms:

- Some classes may be conducted separately for men and women, reflecting our adherence to Halakhic standards of modesty and educational practice. This separation is designed to foster an environment where all students can learn and grow in their spirituality and scholarship.

Redefining Discrimination

Halakhic Compliance: Actions taken in compliance with Halakhic principles, such as gender-specific study areas or physical requirements, do not constitute discrimination under this policy.

Equal Respect and Opportunities: While respecting Halakhic guidelines, Florida Hebrew University is committed to providing all students, regardless of gender, with equal respect and opportunities for academic achievement and personal growth.

Grading and Academic Evaluation: Grading and academic evaluations are conducted on the basis of merit and achievement without discrimination. Gender-based discrimination in grading or academic evaluations is strictly prohibited.

Prohibited Conduct:

- Discrimination in grading, access to resources, or academic opportunities based on gender, outside of Halakhic allowances, is unacceptable.
- Harassment or demeaning treatment of individuals based on gender differences is contrary to our values and policies.

Reporting and Resolution:

- Students and staff are encouraged to report any concerns or perceived violations of this policy to the university administration. All reports will be reviewed with sensitivity to both Halakhic standards and the dignity of the individuals involved.
- The university is committed to resolving any issues in a manner that upholds our Torah values and ensures fairness and respect for all parties.

Conclusion:

Florida Hebrew University's policy on gender-specific educational practices and non-discrimination is rooted in a profound respect for Halakhic tradition and the sanctity of every individual's pursuit of Torah knowledge. Our approach seeks to harmonize the timeless wisdom of Halakhah with the principles of fairness and equality, fostering an academic environment where every student is valued and given the opportunity to excel within the framework of Torah observance.

SEXUAL HARASSMENT AND ASSAULT

(KHAS WE'SHALOM)

Reporting Procedures

- **Immediate Reporting:** Students and staff are urged to report any incident of sexual harassment or assault immediately to the designated university official or office responsible for handling such reports.
- **Confidentiality:** Reports can be made confidentially, and the university will strive to protect the identity and privacy of all individuals involved to the greatest extent possible.
- **Emergency Services:** In cases of immediate danger or when a crime has been committed, individuals are advised to contact local law enforcement or emergency services promptly.

Response Procedures

1. **Initial Assessment:** Upon receiving a report, the university will conduct a prompt initial assessment to determine the appropriate course of action, considering the safety and well-being of the survivor and the university community.
2. **Investigation:** A thorough and impartial investigation will be conducted by qualified personnel. The university will take interim measures as necessary during the investigation to ensure the safety and well-being of the survivor and the community.
3. **Disciplinary Action:** If the investigation concludes that sexual harassment or assault occurred, the university will take appropriate disciplinary action against the perpetrator, which may include suspension or expulsion.

Support Resources for Survivors

Counseling and Support Services: The university will provide survivors with access to confidential counseling and support services, both on and off-campus.

Education and Prevention

Training Programs: Mandatory training programs for students, faculty, and staff will be conducted regularly to educate the university community about sexual harassment and assault, prevention strategies, and reporting procedures.

Awareness Campaigns: The university will engage in ongoing awareness campaigns to educate the community about the importance of respecting the sanctity of each individual and the university's zero-tolerance policy for sexual misconduct.

Ongoing Support and Review

Policy Review: The university will regularly review and update its policies and procedures to ensure they are effective and reflect best practices in addressing sexual harassment and assault.

Community Feedback: Feedback from the university community will be sought to improve the university's response to and resources for sexual harassment and assault.

Conclusion:

Florida Hebrew University is dedicated to upholding the safety, respect, and dignity of all its members. Through these procedures, the university reaffirms its commitment to a zero-tolerance policy for sexual misconduct and to supporting survivors with compassion and justice, as guided by the values of our Torah heritage.

PRIVACY AND DATA PROTECTION

Introduction:

"Guard your steps when you go to the house of God" (Ecclesiastes 5:1). In our modern age, this teaching extends beyond physical spaces to the stewardship of personal information. At Florida Hebrew University, we are committed to collecting, using, and protecting the personal information of our students and staff with the utmost care and in compliance with national privacy laws.

Data Collection:

We collect personal information through lawful and transparent means, and only with the full consent of the individuals concerned.

The scope of data collected is limited to what is necessary for the functioning of university services, educational programs, and administrative operations.

Use of Personal Information:

Personal information is used solely for the purposes for which it was collected, such as academic record-keeping, communication about university matters, and provision of support services.

The university does not share personal information with third parties unless required for educational purposes, as mandated by law, or with explicit consent.

Protection of Personal Information:

We implement robust security measures to protect personal information against unauthorized access, disclosure, alteration, or destruction.

Regular audits are conducted to ensure the effectiveness of our protective measures and to identify and remedy any potential vulnerabilities.

Compliance with National Laws:

Our data privacy practices are designed to comply with applicable national privacy laws and regulations.

We maintain an up-to-date knowledge base of privacy legislation to ensure ongoing compliance.

Rights of Individuals:

1. Individuals have the right to access their personal information held by the university and to request corrections if necessary.
2. They also have the right to request the deletion of their personal information when it is no longer needed for its original purpose, subject to any legal or academic retention requirements.

Data Retention:

1. Personal information is retained only for as long as necessary to fulfill the purposes for which it was collected or as required by law.
2. Once its retention is no longer justified, personal information is securely destroyed or anonymized.

Transparency and Communication:

1. The university will communicate clearly and promptly with individuals about any changes to data privacy policies or practices.
2. Annual reviews of our Data Privacy Policy ensure transparency and adaptability to evolving legal standards and technological advancements.

Reporting and Breach Response:

- In the event of a data breach, the university has a response plan to quickly address the situation and mitigate any potential harm.
- Affected individuals will be notified immediately, and appropriate measures will be taken to prevent future occurrences.

Conclusion:

The trust placed in Florida Hebrew University by our students and staff is sacred. By diligently following these guidelines on the collection, use, and protection of personal information, we honor that trust and the privacy of our community, upholding the principles of integrity and respect that are at the heart of our institution's values.

GRIEVANCE AND COMPLAINT REPORTING

"Seek peace and pursue it." (Psalms 31:14). At Florida Hebrew University, we are committed to fostering an environment of respect, understanding, and fairness. Recognizing the importance of addressing concerns and grievances, this policy outlines the mechanisms for students, staff, and faculty to report grievances or complaints, covering both academic and non-academic issues.

Scope:

This policy applies to all members of the Florida Hebrew University community, including students, faculty, and staff, providing a clear and respectful process for voicing and resolving grievances.

Types of Grievances

1. **Academic Grievances** may include disputes over grades, academic policies, instructor conduct, or access to university resources.
2. **Non-Academic Grievances** encompass concerns related to the workplace environment, harassment, discrimination, accessibility issues, and interpersonal conflicts.

Reporting Mechanisms

Initial Step: Direct Resolution

- a. Whenever possible, individuals are encouraged to resolve grievances directly with the involved party. This approach is often the fastest way to address misunderstandings or minor concerns.

Formal Reporting:

- i. If a direct resolution is not feasible or satisfactory, grievances should be formally reported through one of the following channels:
- ii.
- iii. **For Academic Issues:** Contact the Academic Affairs Office, which will direct the complaint to the appropriate department or faculty member.
- iv. **For Non-Academic Issues:** Contact the Human Resources Department (for staff and faculty concerns) or the Student Affairs Office (for student-related concerns).
- v. - **Written Submission:**

- b. All formal grievances must be submitted in writing, detailing the nature of the complaint, the parties involved, any attempts at resolution, and the desired outcome. This documentation is crucial for a thorough investigation and resolution process.

Reporting Mechanisms

1. **Informal Resolution:** We encourage individuals to seek an informal resolution when possible, by directly communicating with the party involved. "Debate your case with your neighbor, and do not disclose the secret to another" (Mishlei/Proverbs 25:9).
2. **Formal Complaint Submission:** If an informal resolution is not feasible or satisfactory, individuals may file a formal grievance or complaint. A dedicated form will be available online and in the university administration office for this purpose.
3. **Confidentiality:** All complaints will be treated with confidentiality to the extent possible while allowing for a thorough investigation.

Grievance and Complaint Process

1. **Receipt and Acknowledgment:** Upon receiving a complaint, the responsible office will acknowledge receipt within five business days.
2. **Investigation:** A fair and impartial investigation will be conducted. This may involve interviews with the complainant, respondent, and witnesses, as well as a review of relevant documents.
3. **Resolution:** Efforts will be made to resolve the grievance in a manner that is just and satisfactory to all parties involved. This may include mediation, corrective actions, policy changes, or other appropriate resolutions.
4. **Appeal:** If the complainant or respondent is not satisfied with the resolution, they may appeal to a higher authority within the university, as outlined in the grievance procedure.

Support Resources

- **Counseling and Support Services:** Resources and support services are available to all parties involved in a grievance.
- **Legal Advice:** While the university cannot provide legal counsel, we can offer guidance on where to seek legal assistance if needed.

Responsibilities

- **University Administration:** Ensures the effective implementation of this policy and provides training to faculty and staff on handling grievances.
- **Faculty and Staff:** Are required to be familiar with this policy and cooperate fully in the grievance resolution process.
- **Students:** Are encouraged to communicate their concerns respectfully and follow the established procedures for filing grievances.

Review and Monitoring

This policy will be reviewed annually to ensure its effectiveness and to make necessary adjustments based on feedback from the university community.

Conclusion:

The Grievance and Complaint Resolution Policy of Florida Hebrew University embodies our commitment to justice, fairness, and the well-being of every member of our community. By providing clear mechanisms for addressing concerns, we uphold the values of mutual respect and peace that are central to our mission.

ACCESSIBILITY POLICY FOR INDIVIDUALS WITH DISABILITIES

Introduction:

In the spirit of inclusivity and respect for every individual's dignity, Florida Hebrew University is committed to ensuring that all our educational offerings, whether online or at various physical locations, are accessible to individuals with disabilities. This commitment is rooted in the understanding that "Do not curse the deaf or put a stumbling block before the blind, but fear your God: I am the Lord" (Leviticus 19:14), guiding us to remove barriers and create an environment where all students can thrive.

Scope:

This policy applies to all university-operated programs, services, and activities, including online courses and in-person classes conducted at various locations, ensuring compliance with national laws and adherence to the best practices in accessibility.

Online Learning Accessibility:

1. **Website and Platform Accessibility:** Ensure that the university's website and online learning platforms are compliant with WCAG (Web Content Accessibility Guidelines) 2.1 AA standards or equivalent, facilitating access for individuals with visual, auditory, motor, and cognitive disabilities.
2. **Adaptive Technologies:** Support the use of screen readers, speech recognition software, and other adaptive technologies that assist students in navigating and comprehending digital content.
3. **Alternative Formats:** Provide course materials in alternative formats (e.g., audio, video with captions, text transcripts) upon request.

Physical Location Accessibility:

1. **Venue Selection:** Carefully select venues for in-person classes, ensuring they are fully accessible to individuals with mobility challenges, including wheelchair users.
2. **Adaptive Equipment:** Equip classrooms with necessary adaptive equipment and technology to support the learning needs of students with disabilities.
3. **Emergency Preparedness:** Implement accessible emergency evacuation procedures at all locations, ensuring the safety of individuals with disabilities.

Support and Accommodations:

- **Implementation Oversight:** FHU Administrative Office will oversee the implementation of accessibility measures and serve as a point of contact for students requiring accommodations.
- **Individualized Accommodations:** FHU will assess and provide individualized accommodations in consultation with the students, which may include extended time for exams, note-taking services, or modified coursework assignments.
- **Awareness and Training:** FHU will conduct regular training for faculty and staff on disability awareness and legal requirements.

Feedback and Continuous Improvement:

- **Feedback Mechanism:** Establish a mechanism for students and staff to provide feedback on accessibility issues and the effectiveness of accommodations.
- **Regular Review:** Conduct periodic reviews of accessibility policies and practices to identify areas for improvement and ensure alignment with emerging technologies and best practices.

Conclusion:

Florida Hebrew University's dedication to accessibility underscores our commitment to creating an inclusive and equitable learning environment for all students, including those with disabilities. By proactively addressing the challenges and barriers that these students may face, we honor the principle of respect for every individual, fostering a community where everyone has the opportunity to pursue academic excellence and personal growth.

SUSTAINABILITY POLICY

Introduction:

Guided by the wisdom of Torah and the principle of stewardship over the Earth, as taught in Genesis 2:15, "The Lord God took the man and put him in the Garden of Eden to work it and keep it," Florida Hebrew University commits to environmental responsibility and sustainability in all facets of its operations. This policy formalizes our dedication to minimizing our ecological footprint, promoting sustainability, and ensuring the respectful handling of sacred texts and materials.

Policy Objectives:

1. **Promote Environmental Stewardship:** Embrace practices that reduce waste, conserve resources, and support sustainability in the university's operations and educational activities.
2. **Educational Engagement:** Integrate principles of environmental care and sustainability into the curriculum, encouraging awareness and action within our community.
3. **Respectful Handling of Sacred Materials:** Ensure that all study papers and materials containing the name of Hashem are treated with reverence, in accordance with Halakhic principles.

Policy Guidelines:

Online Operations and Infrastructure:

1. Implement energy-efficient practices and technologies to minimize the environmental impact of digital and online operations.
2. Advance a paperless approach to administrative and academic activities to reduce paper waste.

Physical Space Utilization:

1. Select instructional and operational spaces that align with sustainability criteria, emphasizing energy efficiency, waste reduction, and environmental certifications.
2. Encourage recycling and composting, providing clear instructions for proper waste segregation and disposal.

Sacred Materials Handling:

- **Recycling of Sacred Papers:** Papers and materials containing the written name of Hashem will not be discarded in regular waste. Such items must be collected separately and submitted to a designated location for respectful recycling or burial, adhering to Halakhic guidelines.

- **Appointed Collection Points:** Establish and clearly mark collection points for sacred materials within instructional locations, ensuring easy access and respectful handling.
- **Education and Awareness:** Provide guidance to students, faculty, and staff on the proper treatment of sacred texts and papers, reinforcing the importance of this practice.

Sustainability Education and Engagement:

- Integrate sustainability topics into relevant courses, fostering understanding of environmental stewardship from a Torah perspective.
- Participate in and support environmental projects and initiatives that align with our values of care for creation.

Sustainable Procurement:

Prioritize the procurement of eco-friendly and sustainably sourced products and services, from office supplies to educational materials.

Implementation and Compliance:

- Assign responsibility for the implementation of this policy to a designated Sustainability Officer or committee.
- Regularly review and update sustainability practices to improve environmental performance and ensure alignment with the latest standards and technologies.
- Conduct annual audits and generate reports on the university's sustainability efforts, challenges, and achievements.

Conclusion:

Florida Hebrew University's Environmental Sustainability Policy reflects our holistic approach to Torah observance, academic excellence, and environmental stewardship. By honoring the sanctity of Hashem's name in our treatment of sacred materials and committing to sustainable practices, we uphold our responsibility to "work and keep" the Earth for future generations.

CONFLICT OF INTEREST POLICY

Scope:

This policy applies to all university personnel, including faculty, staff, administrators, and students, who may find themselves in situations where personal interests could conflict, or appear to conflict, with the interests of the university or its constituents.

Definitions:

1. **Conflict of Interest:** A situation in which an individual's personal interests, financial or otherwise, could potentially or actually influence, or appear to influence, their professional judgment and decision-making at the university.

Policy Guidelines:

- Disclosure of Conflicts:

All university personnel are required to disclose any situation that may be considered a conflict of interest, including but not limited to financial interests, personal relationships, or external engagements that might influence their university responsibilities.

Disclosures should be made to the designated university official or committee responsible for conflict of interest oversight as soon as the individual becomes aware of the potential conflict.

- Review and Management:

Upon receiving a disclosure, the designated official or committee will review the situation to determine whether a conflict of interest exists and, if so, develop a plan to manage, reduce, or eliminate the conflict.

Management strategies may include altering the individual's university duties, divestment of conflicting interests, or public disclosure of the conflict.

- Training and Awareness:

The university will provide regular training sessions and resources to ensure that all personnel are aware of the conflict of interest policy, understand how to identify potential conflicts, and know the procedures for disclosure.

- Research Integrity:

In the context of research, conflicts of interest must be disclosed to the appropriate research ethics committee or board, which will take necessary actions to ensure that the research is conducted objectively and with integrity.

- **Enforcement and Compliance:**

Violations of this policy, including failure to disclose potential conflicts or non-compliance with management plans, will be subject to appropriate disciplinary action, which may range from warnings to termination of employment or enrollment, depending on the severity of the violation.

- **Confidentiality:**

All disclosures and investigations related to conflicts of interest will be handled with due respect for the privacy and reputation of all involved parties, in accordance with university policies and applicable laws.

Conclusion:

The trust and respect of the community we serve are paramount. Through diligent adherence to this Conflict of Interest Policy, Florida Hebrew University ensures that our decisions and actions are guided by the principles of fairness, integrity, and the pursuit of knowledge, as befits our commitment to Torah values and academic excellence.

SOCIAL MEDIA

Introduction:

"To make pass away or to let live are in the power of the tongue" (Mishlei/Proverbs 18:21). In today's digital age, this wisdom extends beyond spoken words to the content we share online. Florida Hebrew University recognizes social media as a powerful tool for communication, learning, and community building. However, its use comes with responsibilities. This policy provides guidelines for the appropriate use of social media by our university community members, in both personal and professional capacities, to ensure respectful interaction, protect privacy, and uphold the institution's reputation.

Scope:

This policy applies to all students, faculty, staff, and administrators of Florida Hebrew University, covering all social media platforms and online forums.

Guidelines for Social Media Use:

1. Professional Conduct:

- When using social media in a professional capacity or when identifying oneself as a member of the Florida Hebrew University community, individuals should conduct themselves in a manner that reflects the university's values and standards.
- Posts related to university business or that imply university endorsement should be accurate, respectful, and in line with institutional policies.

2. Respect and Harassment:

- All communications should be respectful and considerate, free from harassment, threats, and offensive content. Remember, "A gentle tongue is a tree of life" (Proverbs 15:4).
- Public or private messages that constitute bullying, discrimination, or harassment are prohibited and subject to disciplinary action.

3. Privacy and Confidentiality:

- Respect the privacy of others. Do not share personal or confidential information about students, staff, or university operations without permission.
- Be mindful of privacy settings and the potential reach of online postings.

4. Institutional Reputation:

- Members of the university community are ambassadors of the institution. Posts that could harm the reputation of Florida Hebrew University or its members should be avoided.
- Criticism or dissent should be expressed in constructive ways that reflect open-minded inquiry and respect for diverse opinions.

5. Intellectual Property:

- Respect copyright laws and intellectual property rights. Share and credit sources appropriately.
- Use of the university's logos, trademarks, or official materials on personal social media accounts requires permission from the university.

6. Personal Responsibility:

- Individuals are personally responsible for their online activity. Public posts can have lasting consequences and may impact personal and professional reputations.
- Remember, "A prudent man conceals knowledge" (Proverbs 12:23). Exercise discretion in what you share online.

7. Reporting and Addressing Violations:

- Members of the community are encouraged to report inappropriate social media use or content that violates this policy to university administration.
- The university will investigate reported violations and take appropriate action, which may include disciplinary measures, in accordance with university policies and procedures.

Conclusion:

Social media offers unique opportunities for expression, connection, and learning, but it also requires a level of responsibility and discernment in its use. By adhering to these guidelines, the members of Florida Hebrew University's community can navigate social media in a way that is respectful, safe, and aligned with our shared values and commitments. Together, we can create an online environment that reflects the integrity, respect, and scholarly pursuit that define our institution.

MENTAL HEALTH AND WELLBEING

Introduction:

"Anxiety in a man's heart weighs it down, but a good word makes it glad" (Proverbs 12:25). At Florida Hebrew University, we recognize the critical importance of mental health and wellbeing for the success and fulfillment of our students and staff. This policy outlines our commitment to providing support, resources, and accommodations to foster a healthy, supportive, and resilient university community.

Scope:

This policy applies to all students, faculty, and staff at Florida Hebrew University, encompassing a wide range of initiatives designed to promote mental health, reduce stress and anxiety, and provide support for those experiencing mental health challenges.

Policy Guidelines:

1. Counseling Services:

- Provide confidential, professional mental health counseling services to students and staff, offering support for emotional, psychological, and stress-related issues.
- Counseling services will be accessible to all members of the university community, with options for individual sessions, group workshops, and crisis intervention as needed.

2. Mental Health Education and Awareness:

- Implement educational programs and awareness campaigns to destigmatize mental health issues, promote early intervention, and encourage a culture of openness and support.
- Offer training for faculty and staff to recognize signs of mental distress and to respond effectively and compassionately.

3. Stress Reduction Initiatives:

- Organize stress reduction and mindfulness activities, such as meditation sessions, relaxation workshops, and physical wellness programs, to help mitigate the pressures of academic and professional life.
- Create quiet, contemplative spaces accessible to all members of the university community for prayer, meditation, and relaxation.

4. Academic Accommodations:

- Provide academic accommodations for students experiencing mental health challenges, including reasonable flexibility in due dates, exam adjustments, and alternative assignment options, in coordination with counseling services and academic advisors.
- Encourage an academic environment that prioritizes wellbeing, with realistic expectations and support for balanced workloads.

5. Support Networks and Peer Counseling:

- Facilitate the development of support networks and peer counseling programs to foster mutual support among students and staff.
- Promote the availability of community resources and external mental health services for those who may need additional or specialized support.

6. Workplace Wellbeing:

- Support staff wellbeing through initiatives such as flexible working arrangements, professional development opportunities focused on stress management, and a supportive workplace culture.
- Implement policies that encourage work-life balance and provide support for staff facing personal or family mental health challenges.

7. Monitoring and Continuous Improvement:

- Regularly assess the effectiveness of mental health and wellbeing initiatives, soliciting feedback from the university community to identify needs and areas for improvement.
- Stay informed about best practices in mental health support and adapt programs and services to meet the evolving needs of students and staff.

Conclusion:

Florida Hebrew University is dedicated to nurturing not only the intellectual but also the emotional and spiritual wellbeing of our community. By proactively supporting mental health and fostering a culture of care and resilience, we can ensure that all members of our university have the resources and support they need to thrive both personally and professionally.

TUITION PAYMENT POLICY

At Florida Hebrew University, we uphold Torah-based principles in our policies, including the payment of tuition. Our tuition payment policy reflects the values of fairness, responsibility, and integrity as guided by halakha (Jewish law).

Payment Schedule

Tuition is due at the beginning of each semester, following the Jewish principle of timely payment of debts (Devarim/Deuteronomy 24:15).

Students are encouraged to plan ahead and make arrangements for payment in accordance with their financial means.

Payment Options

Students have the following options for tuition payment:

Full payment at the beginning of the semester, embodying the principle of fulfilling financial obligations promptly (Tehilim/Psalms 37:21).

Payment in installments, following the concept of breaking down larger financial obligations into manageable portions (Mishlei/Proverbs 21:5).

Scholarship or financial aid assistance for those in need, reflecting the principle of caring for the less fortunate (Devarim/Deuteronomy 15:7-8).

Halakha on Debts and Interest

Torah-based halakha prohibits the charging of interest on loans (Bamidbar/Exodus 22:25).

Florida Hebrew University adheres to this principle and does not charge interest on overdue tuition payments.

Students facing financial difficulties are encouraged to communicate with the Bursar's Office to discuss payment plans or arrangements.

Honoring Commitments

Making timely tuition payments is a form of fulfilling one's commitments and obligations (Kohelet/Ecclesiastes 5:4).

Students are expected to prioritize their tuition payments as an essential part of their educational journey at FHU.

Late Payment Policy

While we do not charge interest, we do expect payments to be made promptly.

Students who are unable to make timely payments should contact the Bursar's Office to discuss their situation.

Delinquent accounts may result in holds on transcripts or registration for future courses until the balance is cleared.

Merit-Based Scholarships

FHU offers merit-based scholarships to students who maintain a GPA of 3.9 or above.

These scholarships recognize academic excellence and commitment to learning.

Eligible students will automatically be considered for these scholarships based on their GPA.

Scholarships and Financial Aid

FHU offers scholarships and financial aid to eligible students, emphasizing the importance of supporting education within the community (Mishlei/Proverbs 2:6-9). Students are encouraged to apply for scholarships and aid if they require assistance with tuition costs.

Community Support

We recognize the importance of communal support in education (Pirkei Avot 1:6). FHU encourages alumni and community members to contribute to scholarship funds to assist students in need.

Transparency and Communication

FHU is committed to transparency in its financial policies (Mishlei/Proverbs 16:11). Students will receive clear communication regarding tuition costs, payment deadlines, and available options.

The Bursar's Office is available to answer questions and provide guidance on tuition-related matters.

Halakha Compliance

Our tuition payment policy is designed to align with Torah-based principles of fairness, responsibility, and compassion.

We aim to create an environment where students can pursue their education with integrity and adherence to halakha.