

FLATIRON SCHOOL STUDENT HANDBOOK

THE //
FLATIRON
SCHOOL

Student Handbook
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Welcome to Flatiron School!

We are so happy you've decided to become a Flatiron School student. You are about to become a part of vibrant, supportive community filled with people who are passionate about code. If you have made big changes to join us, you're not alone. You will soon meet fellow students who have quit their jobs, moved across the country, and left their comfort zones to do something totally new.

Along with your new classmates, we understand the kinds of changes our students make to be able to start coding full time. There is no way we take this lightly. We want students to have an absolutely transformational educational experience—to walk away knowing more about technology, more about themselves, and with a whole new perspective on their possibilities.

There is so much in store, and we cannot wait to get started. Before we do, there are a few guidelines and expectations we have to establish. Please read carefully through the following Student Handbook for most things you need to know about Flatiron School. Please get in touch at info@flatironschool.com if you have any questions.

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About Flatiron School

Overview

Flatiron School is a programming school that prepares students with little to no technical experience to build web and mobile applications in 12 weeks. But as a team of people, we are so much more than that. We do not just fill seats in our classes; we assemble cultures. When admitting students we try really hard to bring together unique individuals from diverse backgrounds and perspectives.

Our students are great people—who approach life and work with direction, passion, and creativity—and end up great developers. We asked you to join us because we think you fit this description. Now we need your help supporting, enriching, and sustaining the environment we try to create.

Our Values

We are value-driven at The Flatiron School. Take a look through our values to see if you believe, like we do, that if we can all live by these guiding principles, amazing things will happen:

BE A CALMING FORCE

We work in a stressful environment. Sometimes people freak out. In these situations, “be a calming force” doesn't mean “always be calm.” It also doesn't mean telling people to “Be calm” or worse “Cool it, bro.” It means recognizing that losing your cool is never the answer. Embodying this, and helping other people come to that realization is critical for us. Let's keep it chill. Everything is going to be OK.

CREATE A POSITIVE IMPACT

Everywhere. Always. This applies as much to an unfinished lab you come across on GitHub to a conversation with a fellow student to a piece of paper you find on the floor. We share a lot of physical and digital space and should strive to leave everything we interact with better than when we found it.

EMPOWER PEOPLE

Everyone at Flatiron School is a leader. Leaders inspire. We should inspire each other to do great work.

TAKE RISKS

Taking risks is scary because it means failing sometimes. It also means that we've pushed ourselves to try new things—that we have the passion and commitment to take action, so be proud of your risks and celebrate your failures. Embracing them is the first step to succeeding

MAINTAIN PERSPECTIVE

See the forest for the trees. Our environment lends itself to daily ups and downs. Maybe you don't get something or it clicks for the very first time. Small events can trigger large shifts in emotion. When you feel one extreme or the other, take a step back and re-center.

FIND WHAT TO LOVE

There's something great in every piece of work. It's our job to find it. Loving what you do makes all the difference.

DO A LOT BETTER

Not a little better 😊.

FINISH WHAT YOU START

The last 20% can be the least fun and can take 80% of your time, but is often the most important. From small assignments to big projects: get it done. You will feel great about it.

ASSUME THE BEST

Don't be a jerk. We know that bad things happen sometimes, so let's choose to assume the best in people. If we approach every situation with the mindset that we're working with smart people who have good intentions we'll be happier and more productive. Raise up the good things and treat the bad with a calm, open mind.

Administration

School Calendar and Vacation Schedule

The Flatiron School is open seven days per week to enrolled students. Please take a break and do not come in on the following holidays:

- *Birthday of Martin Luther King, Jr.*
- *President's Day*
- *Memorial Day*
- *Independence Day (4th of July)*
- *Labor Day*
- *Columbus Day*
- *Veterans Day*
- *Thanksgiving Day*
- *All the days between December 24th and January 1st (inclusive)*

Entrance Requirements

Before starting a course, students must complete all required preparatory work. Both our Web Development and iOS courses have designated Pre-work. The Pre-work is a way to help you get to know the vocabulary and some of the material you will be working with very soon. It will also help all students get on the same page before we even begin.

PRE-WORK FOR WEB DEVELOPMENT:

prework.flatironschool.com/web-development

PRE-WORK FOR IOS:

prework.flatironschool.com/ios-development

Admitted students will be provided with access to all relevant software services and will have at least 30 days prior to the course start date to complete the preparatory work. They also totally thank us later for making them do this.

Attendance Policy

There are three things you have to know about attendance at Flatiron School:

First, during the term of the course, students are required to be on campus

Monday through Friday, 9AM through 6PM but students usually spend much more time here (don't worry, time flies!). Also, please be on time. Because we start most mornings with an assignment or a lecture, it's important to get here promptly. The plus side to being on time is not only earning the respect and admiration of students and instructors. You will also not miss out on snacks if there is ever a morning when there's snacks. Win-win-win.

Second, training completion requires students have a minimum eighty-five percent (85%) attendance rate, including attendance via live stream, as well as the timely completion of projects and assignments required. For purposes of calculating attendance rate, documentation that a student viewed a recording for a missed live, in-person class or lecture may qualify.

Finally, we get that life happens. If you have to miss a day, let one of your instructors know in advance and make arrangements to make up the work. We move fast here so, while we will do our best to provide you with any materials you need to make up a missed day, it will be up to you to find the time to catch up.

Facilities and Equipment

In order to enroll in the course, students must have access to an Apple computer running OS 10.9 or higher. No laptop? No problem. A student may request to loan a computer for the duration of the course. To do so, the student will be required to provide a \$1,000 deposit, which will be refunded upon the safe return of the laptop.

Throughout the course, students will have 24-hour access to the school, 7 days per week excluding holidays (listed in the School Calendar). Additionally, the school is fully handicap accessible.

Complaint Procedure

If a student desires to file a formal complaint relating to student conduct, curriculum, teacher conduct, or anything else, he or she should reach out to operations@flatironschool.com as soon as possible.

Students may also file complaints via email to operations@flatironschool.com by describing the complaint in as much detail as possible and including the words

“Formal Complaint” in the subject line of the email. An administrator will follow up within 24 hours to review questions or discuss next steps.

Finances

Tuition Responsibility

Flatiron School tuition for 2014 is \$12,000.

Admitted students are required to pay a \$2,000 non-refundable registration fee within 30 days of being admitted to secure their spot.

The registration fee will be credited toward the total tuition balance. If the non-refundable registration fee is not paid within 30 days of admission, the student's spot will be released to other applicants.

The tuition balance is due in full 30 days before the first in-person day of a course, unless other arrangements have been made directly with the school's financial officers. Failure to pay tuition timely will result in a late fee of \$200 and possible cancellation of the Student's enrollment in the Program.

The tuition includes access to all materials needed for the course, except a laptop. As mentioned in **Facilities and Equipment**, all students must have an Apple laptop operating OS 10.9 or higher.

Tuition Refund Policy

The \$2,000 registration fee is non-refundable. However, students may be eligible for a tuition refund, net of the registration fee, upon withdrawal. The amount of refund will be calculated based on the last day of student attendance as follows:

Prior to or during week 1:	100% of tuition, excluding registration fee
During week 2:	80% of tuition, excluding registration fee
During week 3:	65% of tuition, excluding registration fee
During week 4:	50% of tuition, excluding registration fee
During week 5:	30% of tuition, excluding registration fee
After week 5:	No longer eligible for a refund of tuition

The student refund may be more than that stated above if the licensing agency refund policy results in a greater refund.

Tuition Refund Process

Students who feel like they are qualified for a tuition refund for any reason should reach out to the Director Adam Enbar at operations@flatironschool.com with the details of the request. Any refund due to a student, shall be paid by the school within 45 days of the date on which the student withdraws from the program. The failure of a student to notify the Director in writing of withdrawal may delay refund of tuition.

Academics

Pre-work

Before in-person instruction begins, students complete 150+ hours of Pre-work. The goal of the Pre-work is to get everyone in the program to a minimum baseline of knowledge, while ensuring that all admitted students are dedicated to doing the work necessary to be successful during the remainder of the course. During this portion of the program, students are not required to work on campus, though they will have the option to do so. They'll also have full access to instructors to help guide them through the work. The Pre-work curriculum is outlined at <http://prework.flatironschool.com> for both iOS and Web Development Programs.

Performance Assessments

Throughout the course, students will be required to complete assignments designed to assess their understanding of key subject areas in the curriculum. No grades, but because the course is so fast-paced, we just want to make sure no one is getting left behind.

While the assessments are not numerically graded, we do use them as a benchmark for your progress. They help us identify weaknesses that could be addressed through remediation. Remediation is just extra help. We want everyone to have a good grasp of the material, and we'll do whatever we can to make that possible—whether that's through working 1:1 with an instructor or alumni tutoring.

Students have to complete each assessment in order to complete the course. Depending on how they do, they may be assigned additional work and asked to

retake the assessment later.

Credit for Previous Education and Training

While we appreciate everything students have done until now, The Flatiron School does not grant credit for any previous education or training. All students must meet the attendance and pass the progress assessments necessary to complete the course.

Certificate Exams

The Flatiron School does not prepare students for any exams required by state or city for employment.

Disclosure Statements

Flatiron School has a few important guidelines on Intellectual Property of student lab solutions and projects. Please refer to the Enrollment Agreement (p. 28) for specific guidelines.

Job Placement

Students come to Flatiron School with a lot of expectations—a top-notch programming education, new friends, and, hopefully, a job they love at the end. If you plan to look for work as developer when you graduate from one of our immersive programs, there's good news! Flatiron School has a Placements Team dedicated to helping connect students with employers.¹

So far, we've seen a lot of success with job placement. All or almost all of our students (98-100%) are placed within 120 days of graduating. This is mostly possible because Flatiron Students (like you!) are really great. They're great people who become great developers—and they are willing to work diligently with us to succeed.

You can expect to hear from the Placements Team more and more frequently around the final five weeks of the program. This is when we start talking about the best ways for us to work together and find you a job. In the meantime, the following sections contain an overview of what we do, what you can expect from us, and what we expect from you.

What The Placement Team Does

WE HELP RECENT GRADS GET JOBS

We do everything we can to help our students find jobs. This includes teaching them the skills they need to succeed at technical and cultural interviews and helping them make connections. The Placements Team has built up a large network of employers. After students graduate, we work really hard to match them with and introduce them to employers who could be a good fit. Graduates can also count on us to help them leverage their own personal and professional networks, manage job offers, and provide them with resources and support until they get a job.

¹ In order to be eligible to participate in Placements, students must:

- *Be authorized to work in the US*
- *Adhere to the expectations outlined in the Student Agreement*
- *Embody the Flatiron School Code of Conduct (p. 26-27)*

WE HELP FLATIRON ALUMNI GET JOBS

Our team wants alumni to have great careers. So however we can help make that happen, we'll do it. If one of our alums needs a new job or some help navigating their current one, we're happy—*excited*, even—to do all of this stuff again. Some alumni need a full reboot after leaving a job, with resume reviews, interview practice, and new introductions. Some just want us to look over their LinkedIn. And sometimes, what alums really need is help figuring out how to manage their new role—how to understand what's now expected of them, and what they can expect from their boss. It only takes getting back in touch to get our advice.

The whole placements process is a conversation between students, hiring partners, and our team. No one can just sit back and wait for amazing offers. We provide students with support and connections, but we do expect quite a bit from them, too. So far, all of our students have risen to the challenge. Again, about **eight weeks** into the class, we will start having more in-depth conversations about these expectations. In the meantime, remember: we are on your team. If you work with us, we will not give up until you find a job.

Expectations

We, the Placements Team, are here to support you as you begin your programming career. As we start working together, we will have some expectations of you—and you should have some of us.

What Students Can Expect From The Placements Team

DURING THE SEMESTER

- *Talks on the job search process as the semester progresses*
- *Help creating your resume and presence on LinkedIn*
- *Mock cultural and technical interviews*
- *1:1 job-search and career coaching conversations*
- *Guest speakers who've worked in and hired into the industry*
- *An event at the end of the semester – The Science Fair – where you'll have a chance to meet companies*
- *Access: Ask us questions on anything jobs-related, from how to dress for an interview to how to negotiate to what to say in an e-mail. We love questions.*

AFTER GRADUATION

- *Advice on how to leverage your network and open opportunities for yourself*
- *Introductions to companies via The Flatiron School network*
- *Help managing job offers and negotiating packages*
- *Job search support and counseling until you're employed*

What We Expect Of Flatiron Students

DURING THE SEMESTER

- *If you're not looking for a job, let us know.*
- *Have resume drafts completed by the deadlines you're given*
- *Show up on time to appointments—with Placements Team, mock interviewers, and instructors—just like you do for class*
- *Be attentive and focused during Placements talks and meetings - just like you are in class.*
- *Don't contact companies—focus on code.*

AFTER GRADUATION

As the semester wraps up, you'll hear from us directly about the why, when and how of these requirements. Here's the gist:

- *Log every job-related contact and activity via the Hire system.*
- *Don't cold-apply to jobs online.*
- *Respond to introductions within 24 business hours.*
- *Only attempt to negotiate offers if you will accept the successfully negotiated rate.*
- *Accept or reject offers within five business days.*
- *Be transparent and conduct yourself professionally: Work hard and be awesome, embody our values (p. 5-6)*

Eligibility For Placements Services

To be eligible for placements services, you must do the following:

DURING THE SEMESTER

- *Publish 4 blog posts in total.*
- *Give a presentation of your app at a Flatiron Presents Meetup*
- *Schedule 2-3 networking meet-ups following the Science Fair*

AFTER GRADUATION

- *Publish 2 blog posts each month*
- *Attend a minimum of 1 Meetup or networking event each week*
- *Log all job-related activity in Hire*

Please note: if you are not doing all of these things, you will not get introductions after graduation.

A Note About Travel

It is not a good idea not to travel outside your target city for four weeks following graduation. You'll be a little exhausted and that's a-ok—maybe plan a short staycation. To best take advantage of the momentum we'll all build, though, we suggest sticking around.

A Note About Tuition Reimbursements

If you accept a job at a Flatiron Hiring Partner—a company that pays fees to hire our students—you'll be eligible for a \$4,000 tuition reimbursement after you've been employed at the company for 180 days.²

A Note About Behavior

If you behave in a way that is inconsistent with what we expect from a Flatiron student, you will be removed from the Flatiron Community with no access to placement services or alumni events. This sounds strict, but we need everyone working together to make our placements process work.

² Tuition reimbursements currently apply to students in the Ruby and iOS courses at Flatiron's Manhattan campus. You are eligible for this reimbursement if:

- *You have worked at the company for 180 days*
- *You have followed the expectations outlined on p. 14*
- *The company has paid us*

The Flatiron School Community

When you sign up for Flatiron School, you sign up for a whole community. You'll work with others constantly and join a rich group of the alumni and other developers that make up the NYC programming community. You're going to end up with new skills, new relationships—and as our alums have in the past, new friends, co-workers, and maybe even roommates!

Meetups & Events

We hold over 25 events every month, including technical Meetups, workshops, speakers, social events, skills-building activities, and community events.

Flatiron Students Present

Every Flatiron student has to give a presentation at a Flatiron Presents Meetup. Students present what they're learning in 5-10 minute lightning talks. So far, they've been great for honing student presentation skills and building class camaraderie. We record all presentations and provide students with an edited video to use as part of their portfolio.

Speakers!

We invite top tier speakers from the tech community to speak with you about everything from their career paths to their sources of inspiration, their big ideas and biggest screw-ups.

NYC on Rails

Developers from the NYC tech community present at The Flatiron School on technical topics related to Ruby on Rails. It is one of the biggest Rails Meetups around, so students can mingle with both seasoned developers and Flatiron alums.

iOS Devs

Developers from the NYC tech community present at The Flatiron School on technical topics related to iOS. So far, we've had speakers from companies like Venmo, Artsy, and Etsy swing by to share what they're working on.

Skills-building activities

Programming isn't just about code. It's about learning how to learn new things and approach problems with a beginner's mind. Throughout the semester, we teach you to do more than just code! Improv, hip-hop, lock-picking, yoga, balloon-tying... you name it. We're always finding new ways to learn!

Social events

We host two big social events per year for all students, staff and alumni: The Flatiron School End-of-Summer Bash and The Flatiron School Holiday Party!

We also host Fridays after Flatiron every Friday! Hang out, drink beer, and get to know your fellow classmates and Flatiron alums!

Tutoring and Mentorship Opportunities

For Students

As a Flatiron student, you'll have access to exclusive tutoring and mentorship services! Every weekend, we'll provide lab and topic review that align with what you are learning.

In addition, Flatiron students will have access to alumni mentors! The frequency, duration, and location of meetings are up to you and your mentor, but you'll meet at least 3 times during the semester.

For Alums

As a Flatiron alum, you'll have the opportunity to tutor and/or mentor Flatiron

students.

TUTORING

Lab and topic reviews are held on the weekends. Come by the school to help students through the labs and topics that you learned as a student. This can serve as a great review and is an opportunity for you to work on your teaching skills.

MENTORSHIP

Mentorship requires a 3-month (1 semester) commitment to mentoring a Flatiron student. The frequency, duration, and location of meetings are up to you and your mentor, but you'll meet at least 3 times during the semester. You can invite students to your office to mingle with you and your co-workers, you can meet for brunch over the weekend, or you can come by the school. All we ask is that you answer their questions, provide them some moral support, and take an interest in their learning and growth as developers.

Student and Alumni Privileges

There are more perks to being a Flatiron student than just learning how to build apps. Right now, we get deals and discounts with companies like New York Health and Racquet Club, Thinkful, Ninefold, Twilio, and more! Get in touch with operations@flatironschool to learn more about what's currently available to you.

Online Communities

Facebook

Join the *Flatiron student/alum only* Facebook group to connect to the Flatiron community beyond your class, be a part of Flatiron-specific conversations, and hear about awesome Flatiron events.

Don't be shy! Feel free to reach out to other members of the group with questions about Flatiron, the best coding resources for beginners, how to find housing, how to survive life in NY, what to wear on the first day of School...etc. Our alums want to hear from you!

Alumni Newsletter - The FAN

The FAN is a monthly newsletter featuring the news that's most important to our alums, including:

- *Job announcements*
- *Event announcements (Meetups / conferences you're speaking at, organizing, or just think are cool)*
- *Side projects*
- *Personal and professional milestones*
- *Anything else you'd like your fellow Flatiron alums to know!*

Summary

Wow! That was, really long, right? It is actually all super important, so if you need a refresher, here's a summary:

Attendance Requirements

- *Students are required to be on campus Monday through Friday, 9AM to 6PM. Students must let an instructor know if they can't be here.*
- *Please be on time. But remember, the early coder gets the... Boolean. Sigh.*

Finances

- *Tuition is \$12,000. This amount is due before the Pre-work phase, unless a previous arrangement has been made.*
- *Financial assistance is available. Contact admissions@flatironschool.com for more information about financial assistance.*

Academics

- *Our curriculum changes from time to time, so your learning experience may not exactly match the topics listed in the Student Handbook. Please discuss any changes with instructors.*
- *Completing all of the Pre-work for the relevant course at prework.flatironschool.com is mandatory.*
- *While we really appreciate all of the diverse and sometimes technical backgrounds of our students, they **do not** get credit for previous education or training*
- *The Flatiron School does not prepare students for state certificates or exams*

Job Placement

- *The Flatiron School Placements team will help students find a job if*

they are looking for one upon graduating and if they are eligible to work in the U.S.

- *If placed with one of our partners, students may be eligible for a partial tuition reimbursement. See p. 16-17 for restrictions.*
- *The Placements team has certain expectations of students, and students should have certain expectations of them. These are outlined on p. 15-17.*
- *If you plan to work with the placements team to find a job, please do not plan travel with 4 weeks of graduating from the Flatiron School.*
- *If you fail to meet the Placement Team's expectations or embody Flatiron School values throughout the placement process, you may be denied access to placement services and alumni events.*

Community & Events

- *All Flatiron School students must present at a Flatiron Presents Meetup (you'll thank us later).*
- *There's a lot happening at Flatiron School from speakers to workshops to parties. If you are a student or alum, we'll keep you in the loop.*
- *There are also a few sweet deals in store for Flatiron students and alums. They're outlined on p. 20.*
- *We've got a few ways for Flatiron students and alumni to communicate outside of class. So far, there is a Facebook group and the Flatiron Alumni Newsletter (or the FAN).*
- *Flatiron students can work with alumni tutors to better understand the material and mentors for general support and guidance*
- *Flatiron alumni can volunteer to tutor or mentor current students. Keep an eye out for even more mentorship opportunities.*

Signature Checklist

Please ensure that you have signed and submitted the following agreements online (they are also in the appendix for your reference):

- *Handbook Acknowledgement*
- *Enrollment Agreement*
- *Code of Conduct*

Handbook Acknowledgement

“I’ve read the Student Hand book, and I agree with everything in here. Let’s start coding!” – You

Print Name: _____

Signature: _____

Date: _____

Contact

If you have any questions or comments on the Student Handbook, please don't hesitate to get in touch. Here's how:

PHONE

(347) 729-7911

EMAIL

info@flatironschool.com

ADDRESS

11 Broadway, Suite 260
New York, NY 10004

Happy Coding!

APPENDIX

Code of Conduct

The Flatiron School believes our community should be open for everyone. We are committed to providing a friendly, safe, and welcoming environment for all, regardless of gender, sexual orientation, disability, ethnicity, religion, preferred operating system, programming language, or text editor.

We expect all faculty, teachers, employees, mentors, students, guests, friends, basically everyone involved with the school, to help us create a safe and positive environment for everyone. Let's build a place where we can achieve more together than we could ever achieve alone.

WE EXPECT EVERYONE TO

- *Be considerate, respectful, and collaborative.*
- *Refrain from demeaning, discriminatory, or harassing behavior and speech.*
- *Create a positive impact on everything around them.*
- *Participate in an authentic and active way.*
- *Be considerate, respectful, and collaborative.*

We think that everyone is born with a little voice inside them. That little voice goes off whenever they are about to do or say something stupid. Most of the time, we don't listen to it. Start listening to that little voice. If you think you are about to do something that has the potential, even the very slightest potential, of offending or hurting someone, just don't do it. It is that simple.

But if you need a more explicit list:

Unacceptable behaviors include harassing, abusive, discriminatory, or derogatory conduct. Harassment includes: offensive comments related to gender, sexual orientation, race, religion, disability; inappropriate use of sexual images; deliberate intimidation, stalking, or following; harassing photography or recording; sustained disruption of talks or events; inappropriate physical contact, and unwelcome sexual attention.

Any student who violates the Code of Conduct will be dismissed from Flatiron School immediately.

While this Code of Conduct may be updated from time-to-time, the most up-to-date version will always be listed at <http://flatironschool.com/code-of-conduct.html>

Signature

I understand and agree to the terms of the Flatiron School Code of Conduct

Print Name: _____

Signature: _____

Date: _____

Enrollment Agreement

Please Print All Information

First Name: _____ **Middle Initial:** _____ **Last:** _____

Address: _____ **State:** _____ **City:** _____ **Zip:** _____

Email Address: _____ **Phone:** _____

Program Start Date: _____ **Phone:** _____

THIS ENROLLMENT AGREEMENT (this “Agreement”) is entered into effective as of Student’s signature below (the “Effective Date”), by and between The Flatiron School, Inc., having a place of business at _____ (“Flatiron School”) and the person identified above (“Student”).

1. Enrollment. Student hereby enrolls at Flatiron School for the session beginning on the Program Start Date indicated above (the “Program”). Student may cancel this Agreement at any time prior to _____ and receive a refund of fees paid in advance. In the event of a cancellation by Student after such date, fees paid in advance are subject to Flatiron School’s refund policy.

2. Changes to Contact Information. Student shall inform the Flatiron School records office of any changes in name, address, e-mail address, phone number or other contact information, within ten (10) days of any such changes.

3. Tuition and Fees. Student shall pay the tuition and fees indicated below for the Program. Tuition and fees are subject to change; provided, however, that Flatiron School shall provide at least 30 days’ written notice of any such change.

Flatiron School tuition for 2014 is \$12,000.

Admitted students are required to pay a \$2,000 non-refundable registration fee within 30 days of being admitted to secure their spot. The registration fee will be credited toward the total tuition balance. If the non-refundable registration fee is not paid within 30 days of admission, the student’s spot will be released to other applicants.

The tuition balance is due in full 30 days before the first in-person day of a course, unless other arrangements have been made directly with the school's financial officers. Failure to pay tuition timely will result in a late fee of \$200 and possible cancellation of the Student's enrollment in the Program.

4. Payment. Payment of all tuition and fees must be paid on or before _____. Failure to pay tuition and fees may result in a late registration fee and/or cancellation of Student's enrollment in the Program. Student shall pay all attorney's fees and other collection costs and charges necessary for the collection of any amounts not paid when due.

5. Flatiron Materials and Student Contributions. Student acknowledges and agrees that all Program curriculum, including without limitation, syllabus-level frameworks, original written work providing explanations (whether in written form or video), supplemental or curated external references or resources, labs consisting of code challenges designed to test specific skills, solutions consisting of the code that solves the challenges and is used to test proficiency, as well as all technology, code, and other materials used by Flatiron or any of its faculty in connection with the administration of the Program (collectively, the "Flatiron Materials") is the property of Flatiron or its licensors. As between Flatiron and Student, Flatiron retains all right, title and interest in and to all Flatiron Materials, all improvements, modifications and derivative works thereof, and all intellectual property rights relating to the foregoing. Student is not permitted to use any Flatiron Materials except as specifically required in connection with the Program. Under no circumstances shall Student share any Flatiron Materials with any third party (other than Program Faculty or other Program students), or use the Flatiron Materials for any purpose other than as expressly permitted herein, without the prior written consent of Flatiron.

6. Student Projects. At the end of the program, student will be required to create and submit a final code development project (the "Student Project"). Student acknowledges and agrees that, unless otherwise prohibited by any third party agreement entered into by student and any sponsor of the program or the applicable student project, all student projects will be made publicly available as open source code, subject to the terms of the MIT license.

7. Student Conduct. Student agrees to comply with all applicable laws and with all of Flatiron School's published policies and procedures, which Flatiron School may modify from time to time (collectively, "Policies"). Flatiron School reserves the right to dismiss Student, or suspend Student's instruction, if Student's conduct is in violation of any Policies, or if, in Flatiron School's reasonable judgment, Student's conduct is disruptive, inappropriate, or contrary to normal standards of good conduct. In the event of a dismissal of Student under this Section 5, Student shall not be entitled to any refund of any fees or tuition. Student will indemnify, defend and hold Flatiron School harmless from and

against any claim, suit or proceeding brought by a third party based on or arises from Student's failure to comply with the Policies or from the negligence or misconduct of Student.

8. Employment Assistance. Flatiron School offers assistance in seeking employment to eligible graduates at no additional charge ("Employment Assistance"); provided, however, that Flatiron School reserves the right to deny Employment Assistance to Student if Flatiron School determines, in its reasonable judgment based on Student's conduct during the Program, that Student's conduct reflects negatively upon Flatiron School and/or the Program. Flatiron School does not guarantee employment.

9. Non-Discrimination Policy Statement. Flatiron School does not discriminate or harass on the basis of race, color, national origin, sex, gender, sexual orientation, gender identity or expression, disability, age, religion, genetic marker, veteran's status, or any other characteristic protected by state, local or federal law, in our programs and activities.

10. Publicity. Student grants to Flatiron School the right and permission with respect to any testimonial (written or oral), photographs, film, video or other images, or sound recordings of Student, and any Student Project or other code or project created by Student during his/her enrollment in the Program, to use such materials for publicity and promotional purposes, including, without limitation in advertising, marketing, publications, electronic distribution, and the Internet and for any other commercial purpose. Student understands that there will be no compensation for the use of any such materials.

11. Liability. Flatiron School disclaims all warranties, whether implied by operation of law or otherwise. Flatiron School will not be liable to Student (or to any person claiming rights derived from such other party's rights) for any indirect, incidental, consequential, special punitive or exemplary damages of any kind (including without limitation lost revenues or profits, loss of use, loss of cost or other savings or loss of goodwill or reputation) with respect to any claims based on contract, tort or otherwise (including negligence and strict liability) arising out of or relating to this Agreement, regardless of whether Flatiron School was advised, had other reason to know, or in fact knew of the possibility thereof. Flatiron's maximum cumulative liability arising out of or relating to this Agreement or the services provided hereunder, regardless of the cause of action (whether in contract, tort, breach of warranty or otherwise), will not exceed the Tuition and Fees actually paid by Student to Flatiron School during the one (1) year period preceding the date on which such claim arises.

12. Miscellaneous. This agreement is effective as of the Effective Date. Enrollment by Student in subsequent semesters shall constitute a renewal of the terms of this Agreement, except for the tuition and fees which may be subject to change. Except by any attached printed addenda to this agreement, written by Flatiron School and acknowledged by Student, this Agreement is not subject to oral or

written modification. This Agreement sets forth the entire agreement and understanding of the parties relating to the subject matter hereof and merges all discussions, representations, covenants, promises, discussions, negotiations, and exchanges between them with respect thereto. This Agreement, and any and all disputes arising out of or relating to this Agreement, will be governed by and construed under the laws of New York, without reference to its conflicts of law principles. Any dispute, claim or controversy that may arise in connection with this Agreement shall be first negotiated in good faith by the parties, and if such negotiations do not result in a mutually agreeable resolution, either party may bring a claim against the other party, provided that such claim shall be exclusively venued in the state or federal courts located in New York. Each party hereby irrevocably submits to the exclusive jurisdiction of such courts for any such claims, and waives any objections to such courts based on venue or the doctrine of forum non conveniens.

13. Acknowledgement. By signing this agreement, Student acknowledges and agrees that Student has read this agreement thoroughly and agrees to be bound by it.

Student Signature: _____

Date: _____

Flatiron School Representative Signature: _____

Date: _____