

// FLATIRON SCHOOL

Catalog for Flatiron School



Flatiron School Catalog
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DISCLAIMER:

Students should be aware that some information in the catalog may change. It is recommended that students considering enrollment check with the school to determine if there is any change from the information provided in the catalog. In addition, a catalog will contain information on the school's teaching personnel and programs offered. Please be advised that State Education Departments separately approve all programs offered and may independently approve all teaching personnel. Therefore, it is possible that programs listed in the school's catalog may not be approved for the student's location at the time that a student enrolls in the school or teaching personnel listed in the catalog may have changed. It is again recommended that the student check with the school to determine if there are any changes in the programs offered or the teaching personnel listed in the catalog. For the avoidance of doubt, students acknowledge that in the event of a conflict between this catalog and a student's particular enrollment agreement, that the student's enrollment agreement shall govern.

This Catalog applies to all on-campus students at Flatiron School in the United States as well as all online students. This Catalog continues to apply for students receiving services from the Flatiron School Career Services team.

True and Correct Statement

The information in this catalog is true and correct to the best of my knowledge.



Adam Enbar, Chief Executive Officer

School Information

History and Vision of Flatiron School

In 2012, Adam Enbar and Avi Flombaum partnered to create an alternative to an education industry leaving a wide skills gap in a booming tech world. Alongside a scrappy community of students ready for a new way to learn, they launched Flatiron School – an accelerated programming school that inspired a coding bootcamp industry.

In October 2017, Flatiron School was acquired by WeWork (now The We Company). The We Company, including through its well-known WeWork brand, provides workspace, community, and services for entrepreneurs, freelancers, startups, small businesses, and enterprise companies.

Flatiron School's Mission

Our mission is to enable the pursuit of a better life through education.

To do so, we:

- Created an education platform that allows people across the globe to learn with Flatiron School.
- Collaborate with other institutions to find new ways to bring diversity to tech.
- Encourage our developers, instructors, and students to never stop learning and challenge them to present at tech conferences around the world.
- Employ staff that jump at the chance to grow and reshape their roles – marketers have become developers; developers have become instructors.
- Make tech a more welcoming space and breed optimism for the future through engaging with passionate instructors and inspiring guest speakers.

Locations

- Atlanta: 1175 Peachtree Street NE, Atlanta, GA 30361, ph: (404) 458-1106
- Austin: 1400 Lavaca Street, Austin, TX 78701, ph: (888) 958-0569
- Brooklyn: 81 Prospect Street, Brooklyn, NY 11201, ph: (347) 391-0954
- Chicago: 515 N State Street, Chicago, IL 60654, ph: (312) 500-4049
- Denver: 3601 Walnut Street, 5th Floor, Denver, CO 80205, ph: (720) 526-0570
- Houston: 708 Main Street, Houston, TX 77002, ph: (832) 384-8065
- New York: 11 Broadway, 2nd Floor, New York, NY 10004, ph: (646) 693-4977
- San Francisco: 1460 Mission Street, San Francisco, CA 94103, ph: (415) 275-6108
- Seattle: 1411 4th Avenue, Seattle, WA 98101, ph: (206) 531-0322
- Washington, D.C.: 1440 G Street NW, Washington, D.C. 20005, ph: (202) 350-0061

Programs Offered

- Software Engineering
- Full-Time Online Software Engineering
- Part-Time Online Software Engineering
- Self-Paced Online Software Engineering
- Data Science
- Full-Time Online Data Science
- Part-Time Online Data Science
- Self-Paced Online Data Science
- UX/UI Design

- Full-Time Online UX Design
- Full-Time Online UI Design
- Part-Time Online UX Design
- Part-Time Online UI Design
- Full-Time Online UX/UI Design
- Part-Time Online UX/UI Design
- Cybersecurity Analytics
- Part-Time Cybersecurity Analytics
- Full-Time Online Cybersecurity Analytics
- Part-Time Online Cybersecurity Analytics
- Cybersecurity Engineering
- Part-Time Cybersecurity Engineering
- Full-Time Online Cybersecurity Engineering
- Part-Time Online Cybersecurity Engineering

Not all programs offered in each location. See <https://www.flatironschool.com/> for program availability by location.

Calendar and Hours of Operation

Flatiron School campuses are open from 9AM to 6PM, Monday through Friday. Students have access to the common areas of the campus except for the following holidays:

- Birthday of Martin Luther King, Jr.
- President's Day
- Memorial Day
- Independence Day (July 2nd & July 3rd, subject to change on an annual basis)
- Labor Day
- Thanksgiving Day and the day after Thanksgiving
- December 24th to January 1st (approximately, subject to change on an annual basis)

In the event of unexpected closures, due to inclement weather or otherwise, students will be notified via their primary email address on file. Students should review the Inclement Weather and School Closing policy for more information.

Class Schedules

On-Campus Class Schedules

Students in all on-campus programs are expected to be on campus from 9AM to 6PM local time Monday through Friday. During these hours, students will be working on assignments, projects, and attending lectures. In addition to the required hours, most students will need to invest additional time during nights and weekends to complete the work and fully understand the material. Students should expect to dedicate at least 60 hours a week to their studies.

Daily class schedules vary from program to program. Some typical examples of daily and weekly schedules are provided below.

Software Engineering and Data Science

Students are required to be on campus Monday through Friday, 9AM through 6PM local time. There will be an hour break for lunch and short breaks throughout the day. A sample of a typical day for students studying on campus is below. Students should note that the schedule below is for illustrative purposes only, and there may be variation on any given day.

- **9:00am to 9:50am:** Instruction
- **9:50am to 10:05am:** Break
- **10:05am to 12:00pm:** Small Group Projects
- **12:00pm to 1:00pm:** Lunch

- **1:00pm to 2:50pm:** Instruction
- **2:50pm to 3:05pm:** Break
- **3:05pm to 6:00pm:** Self-Guided Lab Work

Cybersecurity Analytics and Cybersecurity Engineering

Students are required to be on campus Monday through Friday, 9AM through 6PM local time. There will be an hour break for lunch and short breaks throughout the day. A sample of a typical day for students studying on campus is below. Students should note that the schedule below is for illustrative purposes only, and there may be variation on any given day.

- **9:00am to 11:00am:** Instruction
- **11:00am to 1:00pm:** Self-Guided Lab Work
- **1:00pm to 2:00pm:** Lunch
- **2:00pm to 4:00pm:** Instruction
- **4:00pm to 6:00pm:** Self-Guided Lab Work

Part-Time Cybersecurity Analytics, Part-Time Cybersecurity Engineering

Students are required to be available for synchronous learning on-campus for 6 hours each week. The remainder of the week's 10 hours of instruction will occur asynchronously at a time of the student's choosing. A sample of a typical week for students is below. Students should note that the below is a sample schedule for illustrative purposes only and there will be variation on any given day due to the student's scheduling of asynchronous learning or due to the on-campus portion of the schedule. Note that all on-campus instruction will occur in the evening.

- **6:00pm to 9:00pm local time, twice-weekly:** On-campus instruction
- Remaining 10 hours of Self-Study and Self-Guided Lab Work scheduled at student's discretion

UX/UI Design Daily Schedule

The on-campus UX/UI Design program is a hybrid program, consisting of both online education and on-campus immersion. The curriculum is taught across 24 weeks, the first 12 weeks being online with weekly virtual check-ins. Beginning in Week 13, students are required to be on campus Monday through Friday, 9AM through 6PM local time. A sample of a typical class day is below. Students should note that the below is a sample schedule for illustrative purposes only and there may be variation on any given day.

- **9:00am to 9:50am:** Self-Guided Work
- **9:50am to 10:00am:** Break
- **10:00am to 12:00pm:** Topic Sprint / Instruction
- **12:00pm to 1:00pm:** Lunch
- **1:00pm to 2:50pm:** Self-Guided Work
- **2:50pm to 3:05pm:** Break
- **3:05pm to 6:00pm:** Instruction

Online Class Schedules

Online students are able to interact with their instructors, curriculum, and fellow classmates in both synchronous and asynchronous capacity. Daily class schedules vary from program to program. Lectures are delivered live during business hours Eastern time, and are recorded for viewing at the students' convenience. Some typical examples of daily and weekly schedules are provided below.

Full-Time Online Software Engineering, Full-Time Online Data Science

Each week, students engage in four live lectures, optional study groups, and receive up to one 60-minute one-on-one session with their instructor each week. Lessons and labs are released at the beginning of each week through the learning management system. A sample of a typical class day is below. Students should note that the below is a sample schedule for illustrative purposes only and there may be variation on any given day.

- **11:00am to 12:00pm Eastern time, Tuesday through Friday:** Synchronous instruction
 - *Please note that synchronous instruction will be recorded for later viewing for students who cannot attend the lectures in real-time*
- Self-Study and Self-Guided Lab Work scheduled at student's discretion, with recommended total study time of approximately 40 hours/week

Part-Time Online Software Engineering, Part-Time Online Data Science

Each week, students engage in two live lectures, optional study groups, and receive up to one 30-minute one-on-one session with their instructor each week. Lessons and labs are released at the beginning of each week through the Learning Management System. A sample of a typical class day is below. Students should note that the below is a sample schedule for illustrative purposes only and there may be variation on any given day.

- **6:00pm to 7:00pm Eastern time, Tuesdays and Thursdays:** Synchronous instruction
 - *Please note that synchronous instruction will be recorded for later viewing for students who cannot attend the lectures in real-time*
- Self-Study and Self-Guided Lab Work scheduled at student's discretion, with recommended total study time of approximately 25 hours/week

Part-Time Online Cybersecurity Analytics, Part-Time Online Cybersecurity Engineering

Students are required to be available for synchronous learning online for 6 hours each week. The remainder of the week's 10 hours of instruction will occur asynchronously at a time of the student's choosing. A sample of a typical week for students is below. Students should note that the below is a sample schedule for illustrative purposes only and there will be variation on any given day.

- **6:00pm to 9:00pm Eastern time, Tuesdays and Thursdays:** Synchronous online instruction
- Remaining 10 hours of Self-Study and Self-Guided Lab Work scheduled at student's discretion

Digital Resources and Library

While enrolled, all students will have unrestricted access to a digital library of resources, available 24 hours per day, 7 days per week via our learning management platform. This also includes access to all the curriculum, support materials, and online community relevant to a student's program of study. By the first day of class students will be provided with login credentials sufficient to access the learning resources. All resources included in the platform are available to students without additional charge while enrolled.

Due to the rapidly changing nature of the content of the curriculum for our programs, maintaining a digital library allows us to continually modify and upgrade the available materials so that students have access to the most current information available.

Facilities and Equipment

Classes for in-person programs are held at the addresses listed in the Locations section of this catalog. Flatiron School campuses are secure locations that are appropriate for learning in a collaborative and technical field. All campuses are equipped with high speed internet, classrooms, tables and chairs, conference rooms and lounge areas. There are external monitors available for students in the lab space. Students have access to refrigerators and lockers to store their food or belongings while on campus. Flatiron School campuses are handicap accessible.

Throughout the program, students generally have 24-hour access to the school premises, 7 days per week excluding school holidays. During days when WeWork is closed, students may still have access to campus space although WeWork staff will not be available to operate or support operations of the building, including but not limited to, building cleaning, building maintenance, building reception, coffee and/or fruit water, where available.

Required Equipment to be Supplied by the Student

Students are expected to bring a laptop running the most current operating system to each class. The student's laptop represents the primary mode for students to access and interact with the learning materials, and there is no other significant physical equipment necessary for students to achieve the educational objectives of each program. See Appendix E for minimum computer requirements by program.

Students in the UX/UI Design programs must purchase a design software package for approximately \$120 (to be paid separately to third-party vendors over the first three phases of the program and not as part of tuition; prices subject to change).

Students in the Cybersecurity Analytics and the Cybersecurity Engineering programs are responsible for purchasing any required textbooks independently. The cost of textbooks is not included in tuition and is estimated to be approximately \$250 (subject to change).

New Student Orientation

New Student Orientation is provided for all on-campus and online students during the first week of class. Orientation is led by campus or instructional leadership, Community Leads, and/or instructors. During Orientation, students will review basic information about Flatiron School operations, policies, core staff, and will learn what behavior is expected to build a strong student community.

Non-Discrimination Policy

Flatiron School does not discriminate against students or potential students on the basis of actual or perceived age, marital or partnership status, pregnancy, maternity, caregiver status, race (including color, nationality, ethnicity or national origin), religion, creed, belief, sex (gender), gender reassignment, sexual orientation, veteran or military status, or the presence of any sensory, mental or physical disability, or the use of a trained guide dog or service animal by a person with a disability, or any other applicable legally protected status.

Student/Teacher Ratios and Instructional Support

Flatiron School employs full-time lead instructors and instructional coaches to provide assistance to students. At our campuses, each lead instructor is responsible for about 25 students (25:1). Our online programs average 30 students per full-time instructor (30:1).

On-campus students may meet with their instructors on campus from 9AM to 6PM local time, Monday through Friday.

Online students studying Software Engineering may receive instructional support from technical coaches Monday-Friday, 9AM to 1AM Eastern time, and Saturday-Sunday 9AM to Midnight Eastern time (excluding school holidays except for the days between Christmas Eve and New Year's Eve, Easter Sunday, and if the following days fall on a weekend, Christmas Eve, Christmas Day, New Year's Eve and New Year's Day).

Online students studying Data Science, UX/UI Design, Cybersecurity Analytics and Cybersecurity Engineering may receive instructional support from instructors and instructional coaches from 9AM to 6PM Eastern time via Slack, email and Zoom.

Program Information

DISCIPLINE

Software Engineering

Specific Programs, Times to Completion and Delivery Method

Software Engineering: 15 weeks, delivered on-campus

Full-Time Online Software Engineering: 20 weeks, delivered online

Part-Time Online Software Engineering: 40 weeks, delivered online

Self-Paced Online Software Engineering: 60 weeks, delivered online

Objectives and Description

Students will gain a strong foundation in software engineering including web development, Ruby, and JavaScript. Additionally, graduates will be skilled in programmatic thinking, which will support them as they learn new software engineering skills and languages over the course of their careers.

Students entering an on-campus offering are required to complete approximately 100 hours of pre-work in advance of their first day of class. The hours a student spends on pre-work do not count toward the 525 total clock hours for the program. Online students will complete the pre-work as a core component of the curriculum.

Types of Potential Employment for Graduates

This program will provide students with the knowledge and skills to be employed as an entry-level software engineer, web developer or similar role in other technical fields such as quality assurance, data analytics, or technical teaching.

Module Titles and Hours

Note: All modules must be completed in sequential order.

Module Sequence	Module Title	Clock Hours
Module 1	Review of Procedural Programming in Ruby; Object Oriented Programming in Ruby; Introduction to SQL and Object-Relational Mapping (ORM)	105
Module 2	Intro to Web Development with Rails	105
Module 3	JavaScript Programming in the DOM	105
Module 4	Complex JavaScript Programming with Frameworks: React and Redux	105
Module 5	Cumulative Project	105
	Total Clock Hours:	525*

**Approximately 80 percent (420 hours) of the program is in lab activities including projects and 20 percent (105 hours) is in lecture. Lecture hours include all presentations and discussions, including code challenge reviews, student presentations, and "feelings Fridays."*

Software Engineering Module Descriptions

Module 1: Review of Procedural Programming in Ruby, Object Oriented Programming in Ruby, Introduction to SQL and Object-Relational Mapping (ORM)

Students will develop a solid foundation in Ruby, gain continued experience with git, experience reading and understanding unit tests, and enhance problem-solving skills. Students will hone their ability to encapsulate code in classes and objects, ability to build simple databases, and ability to manipulate data in simple databases with Ruby via ActiveRecord.

Module 2: Intro to Web Development with Rails

During this module, students will develop a Rails-powered Ruby web application that processes data from HTML forms and communicates with a model layer to communicate with the database. They will learn the file structure of Rails, how to set up their own databases, how to draw routes, create Rails forms, gain an understanding of the asset pipeline, and bring it together by integrating their front-end design skills. Students will also be capable of taking on more advanced concepts such as authorization, validation, and callbacks. Once students grasp the basic functionality of Rails, they will spend time building out their own Rails applications, moving through the entire process from idea to execution.

Module 3: Javascript Programming with the DOM

JavaScript is the language of the web and, because of the Web's ubiquity, it is a *lingua franca* for software development: it's everyone's second language, if not their primary. We start students by learning JavaScript in its native environment: the browser. We teach use of the native ECMA-standard APIs build from DOM- and event-based programming into mimicking standard social media features ("likes" and "infinite scroll"). With these concepts providing a concrete basis for understanding, we tackle some of the thorniest issues of JavaScript: object-orientation in JavaScript and asynchronous programming. These are the fundamental concepts that allow us to transition into vogue JavaScript frameworks like React and Redux.

Module 4: Complex JavaScript Programming with Frameworks: React and Redux

Students will learn the basics of the JavaScript syntax, its functional architecture, along with a few approaches to the object model. They will then learn the Document Object Model (DOM) JavaScript API provided by the browser to dynamically interact with HTML. This module will focus on the core JavaScript language, and eschews libraries such as jQuery. With a firm, framework-agnostic grounding, students learn skills to grasp the complexities of other JavaScript frameworks (e.g. React, Angular, etc.) or even new paradigms (TypeScript, Ramda.js, etc.).

Module 5: Cumulative Project

This module uses the React / Redux frameworks from Facebook. Continuing from our previous JavaScript module, students build simple React components and then learn to have the unidirectional data-flow vivify their components to create snappy, modularly-designed applications. By the end of this module, students will build a multi-model Ruby on Rails powered backend that serves JSON to a multi-page Angular front end.

DISCIPLINE

Data Science

Specific Programs, Times to Completion and Delivery Method

Data Science: 15 weeks, delivered on-campus

Full-Time Online Data Science: 20 weeks, delivered online

Part-Time Online Data Science: 40 weeks, delivered online

Self-Paced Online Data Science: 60 weeks, delivered online

Objectives and Description

Students will learn how to gather data, apply statistical analysis to answer questions with that data, and make their insights and information as actionable as possible.

Types of Potential Employment for Graduates

This program will provide students with the knowledge and skills to get an entry-level job in the field of data science, which requires a mix of software engineering, statistical understanding, and the ability to apply both skills in new and challenging domains. If students have a professional background in programming, they may also be able to obtain a position as a data engineer or a machine learning engineer.

Module Titles and Hours

Note: All modules must be completed in sequential order.

Module Sequence	Module Title	Clock Hours
Module 1	Introduction to Data with Python and SQL	105
Module 2	Statistics, AB Testing and Linear Regression	105
Module 3	Machine Learning	105
Module 4	Big Data, Big Learning & Natural Language Processing	105
Module 5	Data Science Project	105
	Total Clock Hours:	525*

**Approximately 80 percent (420 hours) of the program is in lab activities including projects and 20 percent (105 hours) is in lecture. Lecture hours include all presentations and discussions, including code challenge reviews, student presentations, and "feelings Fridays."*

Data Science Module Descriptions

Module 1: Introduction to Data with Python and SQL

Students will develop a solid foundation in cleaning and gathering data with Python, Pandas, and SQL. Practice going from problem requirements to actionable steps with issue trees and experimental design. Students will practice communicating results with Seaborn.

Module 2: Statistics, AB Testing and Linear Regression

Students will learn how to build and validate regression models. Students will learn how to best fit a linear regression to sample data using ordinary least squares and apply gradient descent to ordinary least squares.

Module 3: Machine Learning

Students will be able to use disparate large data sets to build classification engines. Students will move into supervised learning, non-parametric algorithms like k-nearest-neighbors and support vector machines. Students will also learn about decision tree learning and how it can be applied to classification and regression tree analysis.

Module 4: Big Data, Big Learning & Natural Language Processing

Students will learn about unsupervised techniques, and then learn how to build recommender systems. Students will learn how to use regular expressions in Python, and how to manage string values, analyze text and perform sentiment analysis.

Module 5: Data Science Project

Students will work on and complete a solo final project as an opportunity to review and push deeper into the material covered in the previous modules. Students will receive guidance in constructing a project that gathers, explores, and builds statistical or machine learning models to deliver insights and communicate findings with data visualization and storytelling techniques.

DISCIPLINE

UX/UI Design

Specific Programs, Times to Completion and Delivery Method

UX/UI Design: 24 weeks, delivered online for 12 weeks then on-campus for 12 weeks

Full-Time Online Programs: 24 weeks, delivered online

- Full-Time Online UX/UI Design
- Full-Time Online UX Design
- Full-Time Online UI Design

Part-Time Online Programs: 42 weeks, delivered online

- Part-Time Online UX/UI Design
- Part-Time Online UX Design
- Part-Time Online UI Design

Objectives and Description

The objective of this program is to prepare students for careers in design and to prepare designers for a lifetime of learning. Before applying, students are highly encouraged to complete the free preview program to aid in choosing a track. At the time of application, where applicable, online students will apply for their chosen track (UX or UI) and their chosen program pace (Full-Time or Part-Time).

Throughout the program, students will attend synchronous time with instructors defined in each of the five phases. The primary focus will be on developing the student into designers by means of projects in four of the five phases. Students will come out of the program with three to four projects to highlight in their portfolio for the purpose of finding a job and career path after completion of the program.

Types of Potential Employment for Graduates

Upon completion of the program, UX Design students will have learned the skills necessary for careers as entry-level UX designers, UX researchers, and interaction designers. UI Design students will have learned the skills necessary for careers as UI designers, visual designers, and communication designers. The skills gained during this course also forms a foundation for roles like content strategist, information architect, UX writer, UI engineer, product designer, and product owner.

UX/UI Design (On-Campus) and Full-Time and Part-Time Online UX/UI Design

Note: All phases must be completed in sequential order.

Phase	Phase Title	Clock Hours
Phase 1	Design Essentials	90
Phase 2	Process Phase	240
Phase 3	Studio Phase	200
Phase 4	Client Phase	160
Phase 5	Portfolio Phase	120
	Total Clock Hours:	810*

*Approximately 83 percent (668 hours) of the program is in lab activities including projects and 17 percent (142 hours) is in lecture.

Full-Time and Part-Time Online UX/UI Design (New York Only)

Note: All phases must be completed in sequential order.

Phase	Phase Title	Clock Hours
Phase 1	Design Essentials	90
Phase 2	Process Phase	210
Phase 3	Studio Phase	175
Phase 4	Client Phase	140
Phase 5	Portfolio Phase	105
	Total Clock Hours:	720

UX/UI Design Phase Descriptions

Phase 1: Design Essentials

In this phase, which is always online, students will gain an overview of the basics of user experience, design, and research. Students will learn the building blocks of UX, interaction design, UI, and visual design, and then put them all together to form a design process. During the fifth week of Design Essentials, designers will participate in a mandatory performance evaluation with an instructor. The instructor will make a determination of the designer's ability to continue the rest of the program. Students who pass their mandatory performance evaluation continue to Phase 2 and pursue their chosen track (UX or UI).

Phase 2: Process Phase

Throughout this phase, which is always online, students will reapply the skills already acquired and add another layer to the concepts and skills from the design industry. The focus of this phase is to exercise design thinking, practice design processes, and more deeply understand the best practices and digital interface methodologies in another round of mock projects. Students are expected to walk out of this phase in an 'intermediate' level and a first touchpoint in working as a team.

Phase 3: Studio Phase

During this phase, be it online or on a campus, students apply the skills learned in previous phases to another mock project. The Studio Phase ties together important features of professional practice and team-based design, along with the vital skills of analyzing and synthesizing work. Each of the weeks of the Studio Phase is designed as a sprint, mimicking industry standards, so teams gain practice working under tight deadlines and learn how to budget their time to accomplish all aspects of a sprint.

Phase 4: Client Phase

During this phase, be it online or on a campus, students work on design projects with live clients using real-world situations. Students typically work in teams of 2-4 students, with each team paired with a single client company for the duration of the phase. Students tackle projects focused on product functionality and interface executions. While they receive direction and support from dedicated instructors and clients alike, the design teams are tasked with taking ownership of their professional client engagements. Successful completion of the Client Phase involves collaborating effectively with teammates while practically applying the skills, concepts, tools, and methodologies learned in the previous phases of the program.

Phase 5: Portfolio Phase

This phase, be it online or on a campus, provides students with tools and assets needed to start their careers in design. Over the course of the Portfolio Phase, students complete a personal statement, a values report, three case studies, and a job search ready portfolio site.

DISCIPLINE

Cybersecurity Analytics

Specific Programs, Times to Completion and Delivery Method

Cybersecurity Analytics: 12 weeks, delivered on-campus

Part-Time Cybersecurity Analytics: 32 weeks, delivered on-campus

Full-Time Online Cybersecurity Analytics: 16 weeks, delivered online

Part-Time Online Cybersecurity Analytics: 32 weeks, delivered online

Objectives and Description

The Cybersecurity Analytics program provides skills necessary to pursue a Cybersecurity career in an Analyst role. This 480-hour immersive curriculum includes eight foundational courses, extensive hands-on skills building, and guided product training. Students take multiple courses concurrently to complete all coursework within the program. There are 30 hours of pre-work required for on-campus students prior to starting this program. For online students, the pre-work is included in the core curriculum. Students must pass the quiz given at the end of pre-work with a score of 60 percent or higher in order to be admitted. All courses must be taken in sequential order as scheduled by Flatiron School. The program courses are offered on a modular schedule.

Types of Potential Employment for Graduates

Students graduate with knowledge and skills to seek employment as entry-level tier 1+ security analysts, threat analysts and hunt analysts locally or nationally.

Program Outline

Note: All courses must be completed in sequential order.

Course	Course Title	Clock Hours
Course 1	Network Administration	72
Course 2	System Administration	72
Course 3	Strategy and Analysis	48
Course 4	Governance, Risk, and Compliance (GRC)	48
Course 5	Security Intelligence and Event Management Administration	96
Course 6	Hunt Skills	72
Course 7	Threat Intelligence	48
Course 8	Capstone	24
	Total Clock Hours:	480*

**Approximately 50 percent (240 hours) of the program is in lab activities including projects and 50 percent (240 hours) is in lecture.*

Program Outline (New York Only)

Note: All courses must be completed in sequential order.

Course	Course Title	Clock Hours
Course 1	Network Administration	63
Course 2	System Administration	63
Course 3	Strategy and Analysis	42
Course 4	Governance, Risk, and Compliance (GRC)	42
Course 5	Security Intelligence and Event Management Administration	84
Course 6	Hunt Skills	63
Course 7	Threat Intelligence	42
Course 8	Capstone	21
	Total Clock Hours:	420

**Approximately 50 percent (210 hours) of the program is in lab activities including projects and 50 percent (210 hours) is in lecture.*

Cybersecurity Analytics Course Descriptions

Course 1: Network Administration

This course will focus on core ideas in network security. Students will understand network security protocols and their vulnerabilities, will learn how to use attack tools to mount attacks against various types of networks and countermeasures to forestall those same attacks. Students will map ports on a given IP, fingerprint services, catalog vulnerabilities, bypass firewalls, and mount a large array of web-based exploits and will be able to deliver a wide variety of payloads to attain and maintain backdoor access to a compromised machine.

Course 2: System Administration

This course will focus on core ideas in system security. Students will be able to explain the basics of Windows, OS X, and Linux as well as Android and iOS and correctly configure well-known services (e.g., a Web Server) without leaving security holes. Students will map ports on a given IP, fingerprint services, catalog vulnerabilities, bypass firewalls, mount a large array of web-based exploits, deliver a wide variety of payloads to attain and maintain backdoor access to a compromised machine.

Course 3: Strategy and Analysis

Strategy is an art and a science that has developed over centuries and is particularly poignant to today's Cybersecurity professional. This course will focus on developing the student into a Cybersecurity analyst with a broader, and more effective understanding of activity in cyberspace. Students will apply concepts of strategy to both Cybersecurity operations and analysis of adversaries in order to more effectively navigate and succeed in the cyber environment. Students will become familiar with and well-practiced in the collection and analysis of data and the application of that information to organize and guide Cybersecurity operations.

Course 4: Governance, Risk, and Compliance (GRC)

This course will focus on Governance, Risk, and Compliance (GRC). Students will learn how to engage all functional levels within the enterprise to deliver information system security. Students will learn the important policy regulations and how to comply with them in an enterprise setting. They will become familiar with HIPAA, PCI, and FEDRAMP regulations and will learn how to design and implement organizational policies in an enterprise setting.

Course 5: Security Intelligence and Event Management Administration

This course will instruct students on computer information systems security monitoring, intrusion detection, and crisis management. Students will conduct reconnaissance on a network and discover what updates and patches might be exploitable. Students will correct vulnerabilities on the network and run detection software to determine when intrusions have taken place. Additionally, students will learn to mitigate damage once an intrusion has taken place, how to report it and how to use forensics to determine the scale and scope of the breach and possible attacker identity.

Course 6: Hunt Skills

This course will focus on core ideas in hunt skills for analysts. Students will learn basic hunt techniques and how to accomplish them. They will use hunt tools to find threat actors and root them out of a network. By the end of the course, students will be able to set up and monitor deception grids, lures, honeypots, and a number of other tools to investigate and monitor hackers that have compromised a network.

Course 7: Threat Intelligence

The purpose of this course is to help students gain an appreciation of how to conduct threat intelligence and other analysis. This course will focus on the analytical and planning skills required to conduct effective Cyber Threat Intelligence. Students will understand the major threat actors operating in cyberspace to include their methods of operating, motivations, and capabilities, then apply these to determine how a threat could potentially attack. Students will utilize structured analytical techniques to develop situational understanding and conduct effective threat intelligence. By the end of the course, students will conduct Cyber Intelligence Preparation of the Environment to develop a detailed

understanding of the threat environment and determine threat courses of action and Cyber Mission Analysis to provide leadership with accurate information to drive effective decision-making.

Course 8: Capstone

This course will focus on a final capstone project summarizing learning from all parts of the Cybersecurity Analytics curriculum. Specifically, this will require detailed analysis of data, simulated and live action scenarios, installation, and configuration of components or applications and other activities.

DISCIPLINE

Cybersecurity Engineering

Specific Programs, Times to Completion and Delivery Method

Cybersecurity Engineering: 15 weeks, delivered on-campus

Part-Time Cybersecurity Engineering: 40 weeks, delivered on-campus

Full-Time Online Cybersecurity Engineering: 20 weeks, delivered online

Part-Time Online Cybersecurity Engineering: 40 weeks, delivered online

Objectives and Description

The Cybersecurity Engineering program provides students with the skills to seek employment in a Cybersecurity career path. This 600-hour immersive curriculum includes nine foundational courses, extensive hands-on skill building, and guided product training. Students take multiple courses concurrently to complete all coursework within the program. There are 30 hours of pre-work required for on-campus students prior to starting this program. For online students, the pre-work is included in the core curriculum. Students must pass the quiz given at the end of pre-work with a score of 60 percent or higher in order to be admitted. All courses must be taken in sequential order as scheduled by Flatiron School. The program courses are offered on a modular schedule.

Types of Potential Employment for Graduates

Students graduate with the knowledge and skills to prepare students to be technical analysts, security engineers, penetration testers, security consultants, etc.

Program Outline

Note: All courses must be completed in sequential order.

Course	Course Title	Clock Hours
Course 1	Network Security	120
Course 2	System Security	120
Course 3	Python	48
Course 4	Governance, Risk, and Compliance (GRC)	48
Course 5	Logs and Detection	72
Course 6	Threat Intelligence	48
Course 7	Application Security	48
Course 8	Applied Cryptography	72
Course 9	Capstone	24
	Total Clock Hours:	600*

**Approximately 50 percent (300 hours) of the program is in lab activities including projects and 50 percent (300 hours) is in lecture.*

Program Outline (New York Only)

Note: All courses must be completed in sequential order.

Course	Course Title	Clock Hours
Course 1	Network Security	105
Course 2	System Security	105
Course 3	Python	42
Course 4	Governance, Risk, and Compliance (GRC)	42
Course 5	Logs and Detection	63
Course 6	Threat Intelligence	42
Course 7	Application Security	42
Course 8	Applied Cryptography	63
Course 9	Capstone	21
	Total Clock Hours:	525*

**Approximately 50 percent (262.5 hours) of the program is in lab activities including projects and 50 percent (262.5 hours) is in lecture.*

Cybersecurity Engineering Course Descriptions

Course 1: Network Security

This course will focus on the core ideas in network security. The first portion of the class will continue review of basic network protocols: Ethernet, 802.11 (Wi-Fi), IP, UDP, TCP, ARP, DHCP, DNS, ICMP, BGP, SMTP, POP/IMAP, FTP, HTTP, IGMP, and the attacks on these basic technologies: TCP hijacking, ARP cache poisoning and domain spoofing, as well as countermeasures. We then explain sniffing and port scanning, firewalls, IDSes and NIDSes and cover wireless protocols and their security.

Course 2: System Security

This course will focus on System Architecture, Operating System Architecture, System Exploits (hardware, operating system, and memory). We will also utilize tools, including command line tools in Linux (xxd, gdb, etc.) for further analysis of exploits. We will explore exploits and their countermeasures, including buffer overflows, TOCTOU, shellcode injections, integer overflows and off-by-one errors. We will also cover basic Cloud security and migration considerations, Hypervisor Exploits and Android and iOS security.

Course 3: Python

This course will focus on basic Python scripting and applications in Cybersecurity. The focus will be on basic scripting techniques, including loops and flow controls. Functions and modules will also be introduced with Crypto and OpenSSL packages being utilized, in particular.

Course 4: Governance, Risk, and Compliance (GRC)

This course will focus on Governance, Risk, and Compliance (GRC). Students will learn how to engage all functional levels within the enterprise to deliver information system security. To this end, the course addresses a range of topics, each of which is vital to securing the modern enterprise. These topics include inter alia plans and policies, enterprise roles, security metrics, risk management, standards and regulations, physical security, and business continuity. Each piece of the puzzle must be in place for the enterprise to achieve its security goals; adversaries will invariably find and exploit weak links. By the end of the course, students will be able to implement GRC programs at the maturity level that many organizations are not at currently and to establish an efficient, effective, and elegant Information Security Program.

Course 5: Logs and Detection

This course will focus on engineering solutions to allow analyzing the logs in various network devices, including workstations, servers, routers, firewalls, and other network security devices. We will explore the information stored in logs and how to capture this data for analyzing these logs with a Security Information and Event Manager (SIEM). We will learn the steps involved in Incident Response and Crisis Management.

Course 6: Threat Intelligence

The purpose of this course is to help students gain an appreciation of how to conduct threat intelligence and other analysis. This course will focus on the analytical and planning skills required to conduct effective Cyber Threat Intelligence.

Threat Intel 100: provides students with the foundational skills of a Threat Intelligence Analyst. The course teaches techniques organized around military principles of intelligence analysis and introduces larger concepts of how cyberspace has become a new warfighting space that targets private and public critical infrastructure, economic and national security targets across all sectors globally. Students must understand the overall threat environment, how to discern the “so what” of information, and critically think and analyze complex human-influenced cyber problems and threats to public and private information enterprises. Students from this class will develop performance-based skills in order to effectively understand, analyze and communicate (written and oral) with a wide variety of audiences in public and private organizations (internal and external).

Threat Intel 200: Introduces students to the various methodologies of intelligence analysis and planning. Students will learn about the Cyber Kill Chain, Center of Gravity (COG) Analysis and CTI Diamond Model and then learn how to apply them using Cyber Intelligence Preparation of the Environment (IPE). The class, Cyber Mission Analysis, will culminate with students presenting their Mission Analysis Brief to the instructor as if they are the CISO. To be successful, students must have an understanding of how to apply critical thinking to complex enterprise security environments and threats.

Course 7: Application Security

This course will focus on the core ideas in application security and PenTesting.

Course 8: Applied Cryptography

This course is designed with two main goals in mind. The first goal is to provide students with a strong theoretical foundation in the principles of modern cryptography. The students will go through an essential (though not rigorous) treatment of encryption and authentication in the context of symmetric and public key cryptography. The second goal is to highlight the major cryptographic attacks from recent history, prod the students to learn how to execute those attacks, and thereby learn how to best defend against them. Throughout the course, students will learn about tools for implementing cryptographic algorithms (OpenSSL), as well as tools for attacking and defending protocols that use encryption.

Course 9: Capstone

This course will focus on a final capstone project summarizing learning from all parts of the Cybersecurity Engineering curriculum. Specifically, this will require detailed analysis of data, simulated and live action scenarios, installation, and configuration of components or applications and other activities.

Tuition, Fees, Financing & Refunds

Tuition

On-Campus Programs					
Campus	Program Name(s)	Total Tuition	Deposit (Upfront Payment)	Deposit (Third Party Financing)	Deposit (ISA)
Atlanta	Software Engineering Data Science Cybersecurity Analytics Part-Time Cybersecurity Analytics	\$10,000	\$500	\$500	\$500
Austin	Software Engineering Data Science	\$15,000	\$500	\$500	\$500
	UX/UI Design	\$15,800	\$500	\$500	\$500
Chicago	Software Engineering Data Science	\$15,000	\$500	\$500	\$500
	UX/UI Design	\$15,800	\$500	\$500	\$500
	Cybersecurity Analytics	\$15,000	\$500	\$500	\$500
Denver	Software Engineering Data Science	\$15,000	\$500	\$500	\$500
	UX/UI Design	\$15,800	\$500	\$500	\$500
Houston	Software Engineering Data Science	\$15,000	\$500	\$500	\$500
New York	Software Engineering Data Science Cybersecurity Analytics Part-Time Cybersecurity Analytics	\$17,000	\$1,000	\$1,000	\$2,850
	UX/UI Design	\$17,000	\$1,000	\$1,000	\$3,000
	Cybersecurity Engineering Part-Time Cybersecurity Engineering	\$20,000	\$1,000	\$1,000	\$3,000

On-Campus Programs (continued)					
Campus	Program Name(s)	Total Tuition	Deposit (Upfront Payment)	Deposit (Third Party Financing)	Deposit (ISA)
San Francisco	Software Engineering Data Science Cybersecurity Analytics Part-Time Cybersecurity Analytics	\$17,000	\$1,000	\$1,000	N/A
	UX/UI Design	\$17,000	\$1,000	\$1,000	N/A
Seattle	Software Engineering Data Science Cybersecurity Analytics Part-Time Cybersecurity Analytics	\$15,000	\$500	\$500	\$500
	UX/UI Design	\$15,800	\$500	\$500	\$500
Washington D.C.	Software Engineering Data Science	\$15,000	\$500	\$500	\$500
	Cybersecurity Analytics Part-Time Cybersecurity Analytics				
	UX/UI Design	\$15,800	\$500	\$500	\$500
	Cybersecurity Engineering Part-Time Cybersecurity Engineering	\$18,000	\$1,000	\$1,000	\$3,000

Online Programs				
Program Name(s)	Total Tuition	Deposit (Upfront Payment)	Deposit (Third Party Financing)	Deposit (ISA)
Full-Time Online Software Engineering Full-Time Online Data Science Full-Time Online UX/ UI Design Full-Time Online Cybersecurity Analytics	\$15,000	\$500	\$500	\$0
Part-Time Online Software Engineering Part-Time Online Data Science Part-Time Online UX/UI Design Part-Time Online Cybersecurity Analytics	\$15,000	\$500	\$500	\$0
Self-Paced Online Software Engineering Self-Paced Online Data Science	\$9,600	\$500	\$500	N/A
Full-Time Online Cybersecurity Engineering	\$18,000	\$500	\$500	\$0
Part-Time Online Cybersecurity Engineering	\$18,000	\$500	\$500	\$0

Fees

The Software Engineering and Data Science tuition noted above includes access to all materials needed to complete the program.

For UX/UI Design programs, students will be required to pay approximately \$120 during the first phase of the program to third-party vendors for necessary design software packages (prices subject to change). This expense is not included in tuition.

For the Cybersecurity Analytics and Cybersecurity Engineering programs, students are responsible for purchasing the required textbooks independently. The cost of textbooks is not included in tuition and is estimated to be approximately \$250 (subject to change).

Students are required to obtain and bring a laptop to class with them each day.

Payment Options

Flatiron School offers multiple payment options for each of its programs. In many locations, students may pay their total tuition upfront, through an income share agreement, or obtain financing through a third party.

Upfront Payment Plan

Student pays a deposit, if required, no later than seven (7) days prior to their cohort start date. Student pays the total tuition amount, less the deposit, no later than the first day of the program. Students choosing this payment option may pay by credit card, debit card, or wire transfer.

Flatiron School's Income Share Agreement ("ISA") Program

Student pays a deposit, if required, and enters into an Income Share Agreement with the school. Pursuant to the ISA, the remaining cost of tuition ("ISA Tuition Credit Amount") will be credited to Flatiron School on the student's behalf and the student, in order to fulfill his/her obligation under the ISA, agrees to pay Flatiron School in monthly installments based on a fixed percentage of the student's monthly earned income as set forth in more detail in the student's ISA documents. *This payment option is only available in select markets for select programs. See your enrollment agreement and www.flatironschool.com for details.*

Flatiron School's Payment Plan

Student pays a deposit, if required above, and enters into a Payment Plan with the school. Pursuant to the Payment Plan, Student shall make payments equaling the remaining cost of tuition, as set forth in more detail in the Student's Payment Plan documents. See terms and conditions of Payment Plan. *Only available for online programs and subject to qualification requirements.*

Third Party Financing

Student pays a deposit, if required, no later than seven (7) days prior to their cohort start date. Student seeks to finance his/her tuition through a third party and arranges to pay the remainder of the tuition through a third party. *May only be available in select markets and may be subject to qualification requirements.*

Other payment arrangements made between the student and Flatiron School

Any such payment arrangements agreed between the student and Flatiron School shall be reflected on accompanying documents.

Flatiron School does not provide federal financial aid.

Please note: Flatiron School reserves the right to revoke access to all educational services if a student becomes delinquent on their tuition payments.

Refund Policies

Cancellation Policy / Student's Right to Rescind

Students in the following circumstances are entitled to a full refund of all monies paid:

- All students who:
 - Are not admitted to the school.
 - Have made a payment but not signed an enrollment agreement and who request a refund within three (3) business days after making a payment but prior to attending an on-campus class session or completing an online lesson or lab.
 - Are admitted to a program that is cancelled by the school, or whose cohort start date is rescheduled and the student does not wish to start on the rescheduled start date.
- Students enrolled in an on-campus program, who:
 - Cancel their contract by notifying the school within 72 hours (until midnight local time of the third day excluding Saturdays, Sundays and legal holidays) after the enrollment contract is signed or after initial payment, or by midnight local time on the second day of instruction, whichever is later.
 - Do not attend a class session within the first week of their scheduled program.
- Students enrolled in a full-time or part-time online program, who:
 - Cancel their contract by notifying the school by midnight Eastern time on the 14th calendar day after starting instruction or after initial payment, whichever is later.
 - Do not complete a lesson or lab within the first week of their scheduled program.
- Students enrolled in a self-paced online program, who:
 - Cancel their contract by notifying the school by midnight Eastern time on the 14th calendar day after their start date or after initial payment, whichever is later.

- Do not complete a lesson or lab within the first four weeks of their start date, unless the school receives notification from the student that the student wishes to remain enrolled.

To cancel, students must submit written notice to Flatiron School at admissions@flatironschool.com. Cancellation is effective on the date written notice of cancellation is sent.

Refunds will be issued within 30 days of the date of cancellation.

Refund Policies

After the rescission period as described in the Cancellation Policy above, for any student who withdraws or is dismissed after commencement of classes, the school will retain a percentage of tuition as described in the General Refund Policy below, or, if applicable, in the State-Specific Refund Policy as described in Appendix B.

If a student withdraws or is dismissed during or after their use of a free module repeat per the Academic Probation policy, the time spent in the first attempt in the module that was repeated will not be included in the refund calculation.

The policy for granting credit for previous training shall not impact the refund policy.

In the event of a conflict between the Cancellation Policy or the General Refund Policy and applicable state law, the amount of a student's refund (if any) will be determined under applicable state law.

Determination of Last Date of Enrollment

To determine a Student's Last Date of Enrollment, the school shall use the following guidelines:

- For students in on-campus programs, such refund shall be based on the earliest of:
 - The student's last date of attendance,
 - The date of receipt of written notice of withdrawal from the student (if the student elects to withdraw),
OR
 - The date on which the student violates a published school policy which provides for their dismissal (if the student is dismissed).
- For students in full-time or part-time online programs, such refund shall be based on the earliest of:
 - The student's last date of lesson/lab completion,
 - The date of receipt of written notice of withdrawal from the student (if the student elects to withdraw),
OR
 - The date on which the student violates a published school policy which provides for their dismissal (if the student is dismissed).
- For students in self-paced online programs, the date of withdrawal or dismissal shall be determined as the earliest of:
 - The student's last date of lesson/lab completion,
 - The date of receipt of written notice of withdrawal from the student (if the student elects to withdraw),
 - The date of notification of dismissal to the student (if the student is dismissed),
OR
 - The last day of the third calendar month following the month in which the student's last lesson assignment was received, unless notification has been received from the student that the student wishes to remain enrolled.
- If a student fails to return from a leave of absence, the effective date of dismissal shall be the earlier of the date the school determines the student is not returning or the day following the expected return date.

General Refund Policy

- If a student begins instruction and withdraws or is discontinued for any reason after the rescission period (as described in the Cancellation Policy above) but prior to completion of 50% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
- Students who have completed 51% or more shall not receive a refund and shall be charged 100% of tuition and fees.
- The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines above.
- The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.
- The above General Refund Policy shall apply for all programs for students residing in states not explicitly listed in the State-Specific Refund Policies. Please see Appendix B for State-Specific Refund Policies.

Tuition Refund Policy and Liability to Third-Party Financing Providers

Students are required to honor their loan obligations directly with the third-party financing providers irrespective of any refunds from Flatiron School. If a third party paid for tuition on a student's behalf, the refund will be made on a pro rata basis to the student as a percentage of any deposit made, and to the lender as a percentage of the loan obligation. In no event shall the amount refunded be greater than what was paid to Flatiron School.

Refund Policy for Students Called to Active Military Service

A student who withdraws from the school as a result of being called to active duty in a military service of the United States (including any State's National Guards) may elect one of the following options for any program in which the student is enrolled:

1. If tuition and fees are collected in advance of the withdrawal, Flatiron School will provide a pro rata refund of any tuition, fees, or other charges paid by the student for the program and a cancellation of any unpaid tuition, fees, or other charges owed by the student for the portion of the program the student does not complete following withdrawal;
2. Flatiron School will apply a grade of incomplete with the designation "withdrawn-military" for the program and will provide the right to re-enroll in the program, or a substantially equivalent program if that program is no longer available, not later than the first anniversary of the date the student is discharged from active military duty without payment of additional tuition, fees, or other charges for the program other than any previously unpaid balance of the original tuition, fees, and charges for books for the program; or
3. The assignment of an appropriate final grade or credit for the program, but only if the instructor or instructors of the program determines that the student has:
 - a. Satisfactorily completed at least 90 percent of the required coursework for the program; and
 - b. Demonstrated sufficient mastery of the program material to receive credit for completing the program.
4. If affected individuals withdraw from a program as a result of such active duty or active service, Flatiron School will make every effort to minimize deferral of enrollment or reapplication requirements and will provide the greatest flexibility possible with administrative deadlines related to those applications.

Student Policies

Admission and Enrollment Policies

Admissions Philosophy

Admission to Flatiron School is competitive. Our students come from a myriad of backgrounds and previous career paths, ensuring that a diversity of thought, experience, and perspectives are brought to the classroom. Flatiron School students are passionate. We bring together people who see programming, data science, design, and cybersecurity as a craft and want to be great at it, not just for their careers or as a means to an end, but as an end in and of itself. We seek students who are driven. While we look for students with an ability to transfer between different skill sets easily, above all, aptitude is built around demonstrating both creativity and analytical ability.

Entrance Requirements

- Students must be at least 18 years old
- Students must have a high school diploma or equivalent*
- Students must have native or bilingual proficiency in written and spoken English
- Students must successfully complete the application process
- Students must complete any required pre-work (depending on their program)

*Students who do not provide proof of a high school diploma or equivalent by 6:00PM EST on the Monday before their scheduled start date will not be permitted to begin the program. These students may elect to defer their enrollment according to the Program Deferment policy described in the catalog, or cancel their enrollment and receive a full refund of any monies paid.

Application Process

All Flatiron School programs require a written application and interview prior to admission. The application and admission process is designed to determine if the applicant is sufficiently capable, motivated, and disciplined to successfully complete their program of choice. Admission decisions are made by Flatiron School employees who are admissions professionals and have no financial incentive to admit any particular applicant.

Admission Notification

All successful applicants are notified of their admission into the program via email.

Enrollment Periods

New student cohorts are scheduled to begin approximately every three to twelve weeks, depending on program and location. Flatiron School reserves the right to delay or cancel the start of an on-campus program for reasons such as low enrollment. Students whose start date is cancelled due to low enrollment or another reason as dictated by Flatiron School shall be granted a 100 percent refund or moved to the next most convenient cohort start date, at the election of the student.

Flatiron School does not accept the late enrollment of new students.

A projected list of upcoming enrollment periods can be found in Appendix F.

English Proficiency

Flatiron School does not offer English as a second language assistance and all instruction occurs in English. If English is not a student's primary language, the applicant must demonstrate English language proficiency before being admitted, by providing proof of one of the following:

- Prior successful education in English, as evidenced by transcripts showing successful coursework completion in English, issued by a college or institution based in the United States,
- Score of 80 or higher on the TOEFL iBT (Test of English as a Foreign Language Internet-Based Test) or;
- Score of 6.5 or higher on the IELTS exam (International English Language Testing System).

International Students

Flatiron School does not provide visa services, nor does it vouch for student status for international students.

Language of Instruction

All instruction will take place in English. Students must have native or bilingual fluency in English in order to succeed in the program. Proficiency in English will be assessed during the application process. Flatiron School does not provide ESL services.

Program Deferral

Postponement of a start date prior to the start of instruction, whether at the request of Flatiron School or the student, must be confirmed in writing and must specify a deadline for the new start date. If the program is not commenced, or the student fails to attend by the new start date set forth in the agreement, the student will be entitled to an appropriate refund of prepaid tuition and fees within 30 days of the deadline in accordance with the refund policy set forth on the student's Enrollment Agreement.

Students wishing to defer their enrollment should email admissions@flatironschool.com to initiate the deferral process. Start dates may be deferred to a date no later than three months after the original start date. Students who wish to start the program more than three months after their original start date may be required to reapply. In this case, the student may choose to receive a refund of their deposit plus any prepaid tuition or apply that tuition to their account. Students may request to defer enrollment no more than twice. Students who do not begin their studies on the scheduled start date and who have not submitted a written request to defer their enrollment shall be terminated within 30 days and refunded appropriate prepaid tuition and fees at that time.

Readmission

Students wishing to re-enroll after withdrawing or being dismissed from Flatiron School will be required to reapply. Students who were dismissed due to unsatisfactory attendance or unsatisfactory academic progress may be readmitted at the discretion of Flatiron School. Students who wish to re-enroll after being dismissed due to unsatisfactory academic progress will be placed on academic probation for the first module/phase/course upon their readmission, provided they are re-enrolling into the same discipline from which they were dismissed due to unsatisfactory academic progress. Students who were dismissed due to a breach of the Code of Conduct will not be readmitted.

Students wishing to re-enroll should email admissions@flatironschool.com and include a summary of why they should be considered for readmission. Students who re-enroll will be required to pay tuition based on the current pricing rates and agree to all applicable policies and procedures, including without limitation, the applicable refund policy and Money-Back Guarantee in effect at the time of re-enrollment.

Withdrawal

If a student wishes to withdraw from any program after instruction has started, the student must submit the request in writing via email to the applicable contact below:

- On-campus programs: Campus leadership
- Online programs: Student Services (studentservices@flatironschool.com)

The student's written request must include the following:

- Student's name

- Student's campus location (if applicable)
- Student's program
- Reason for withdrawal

Requests for withdrawal will be processed within 5 business days (Monday through Friday during Eastern time) of receiving notification, and any applicable refunds will be processed within 30 days.

Academic Policies

Academic Probation

Software Engineering, Data Science and UX/UI Design Students

An on-campus, full-time online or part-time online Software Engineering, Data Science or UX/UI Design student who does not meet all academic progress requirements will be placed on academic probation and will be required to repeat the failed module at no additional charge. If the student does not pass the module on the second attempt, they will be dismissed for unsatisfactory academic progress. If the student passes the module on the second attempt but does not pass a subsequent module, they will be dismissed for unsatisfactory academic progress. Software Engineering, Data Science and UX/UI Design students may only repeat one module.

Cybersecurity Analytics and Cybersecurity Engineering Students

An on-campus or online Cybersecurity Analytics or Cybersecurity Engineering student who fails an assessment shall be placed on academic probation. The probation period is thirty days, during which the student will receive additional academic support. If, at the end of the 30-day period, the student still is not making satisfactory academic progress, they will be dismissed. Due to the structure of the programs, Cybersecurity Analytics and Cybersecurity Engineering students cannot repeat a failed course.

Attendance

On-Campus Students

Students are required to be on campus from 9:00AM – 6:00PM. Students are required to maintain a 90 percent average attendance rate. Students whose attendance reaches below 90 percent or who are absent for ten (10) consecutive days without notice will be dismissed. Time absent cannot be made up, although students are responsible for keeping up with the material when they are not in class. See the Make-Up work policy for more information.

Attendance will be taken by campus staff 20 minutes after class begins and 20 minutes prior to the end of the day. Any student who arrives more than 20 minutes late or leaves more than 20 minutes before the end of the day will be marked tardy. Three tardies will equal one absence.

Students facing an exceptional circumstance that makes attendance impossible or impractical may request to take a Leave of Absence per the Leave of Absence policy.

Students are not allowed to work remotely without written prior approval from campus leadership.

UX/UI Design Students (on-campus program)

Students enrolled in the on-campus UX/UI Design programs will be subject to the On-Campus Attendance policy while studying on campus.

Online Students

Flatiron School does not take attendance in online programs.

Credit for Previous Education, Training, or Experience

Flatiron School does not guarantee that it will grant credit for any previous education, training, or experiential learning. Flatiron School does not accept credit earned at other institutions or through challenge examinations or achievement tests, and does not accept ability-to-benefit students.

Dismissal

Any student (enrolled either online or on-campus) who violates the Code of Conduct, Satisfactory Academic Progress or Attendance Policy will be immediately dismissed.

Grading System and Assessments

Flatiron School uses a 1-5 grading system on all assignments, blog post reviews and assessments (sometimes referred to as “coding challenges”), including the final assessment. Students must score a 3 or higher on all work, including assignments, blog post reviews, assessments, projects, etc. to progress through their program. Instructors shall notify students of their progress within one week of completing assigned class work.

New York Students Only: Refer to the chart below for conversion of Flatiron School’s 1-5 scale to the New York Department of Education, Bureau of Postsecondary School Supervision 4.0 GPA measurement requirement.

New York Grading Scale					
Flatiron School Grade	1	2	3	4	5
Traditional 4.0 Scale	0 – 0.99	1.0 – 1.99	2.0 – 2.99	3.0 – 3.99	4.0
Result	Do Not Pass	Do Not Pass	Pass	Pass	Pass

Throughout all Flatiron School programs, students will be given competency-based assessments and/or projects to evaluate their skills and understanding of the program content. Students must pass these assessments or projects before they are permitted to move to the next module, phase, or course (as applicable to their program). On-campus students will receive information regarding assessments and projects from their instructional staff. Online students will receive information regarding assessments and projects via the learning management platform.

If a Software Engineering, Data Science or UX/UI Design student fails to pass an assessment on their first attempt, the student may retake the assessment. It is at the instructor’s discretion to determine whether the second assessment will require the student to submit another assessment or complete a project review. Software Engineering, Data Science and UX/UI Design students in on-campus, full-time online or part-time online programs who do not pass their second attempt at an end-of-module assessment or project will be placed on academic probation according to the Satisfactory Academic Progress and Academic Probation policies.

If an on-campus or online Cybersecurity Analytics or Cybersecurity Engineering student fails an assessment, they shall be placed on academic probation according to the Satisfactory Academic Progress and Academic Probation policies.

Students in the Self-Paced Online Software Engineering and Self-Paced Online Data Science programs complete the five modules on their own schedule. If an instructor determines that a self-paced student does not complete the assessment satisfactorily, the instructor will provide remediation materials and individual support to help the student better understand the material. The student will then be invited to re-take the assessment at their earliest convenience. If the student does not pass the assessment yet again, they will receive additional materials and support from instructional staff. Students may re-take assessments as often as necessary until they demonstrate the ability to complete them satisfactorily, but not more than once in any two-week period. Self-paced students will not be put on academic probation.

Leave of Absence and Bereavement Leave

In the case of a prolonged illness or accident, death in the family, or other special circumstances that make attendance impossible or impractical, Flatiron School may grant a student studying Software Engineering or Data Science (either on-campus or online) a Leave of Absence (LOA). Students in these disciplines (or their designee) may request to take an LOA at any time by submitting a request in writing to

their campus leadership (on-campus students) or Student Services (online students). The LOA request will be evaluated by school leadership and will only be granted in extenuating circumstances.

An LOA can be issued for a minimum of seven (7) days and a maximum of 30 days. An extension can be granted on a case-by-case basis for up to an additional 30 days. Students may not have more than two leaves of absence in a twelve-month calendar period with no more than a total of 60 calendar days in that period. Students returning from a leave of absence may be subject to an additional assessment to determine which module the student will re-join. Students requesting a leave of absence should note that space in upcoming cohorts cannot be guaranteed. Re-joining a cohort upon return from a leave of absence is based on availability and cohort timing. Students who do not attend class on the day they are scheduled to return from a Leave of Absence shall be dismissed according to the Dismissal Policy.

Students studying UX/UI Design, Cybersecurity Analytics or Cybersecurity Engineering (either on-campus or online, full-time or part-time) are not eligible to take a Leave of Absence.

Flatiron School provides students with up to three (3) days of bereavement leave due to the death of an immediate family member. For purposes of bereavement leave, immediate family members include the student's spouse or domestic partner, parent, child, or sibling; the student's spouse's or domestic partner's parent, child, or sibling; the student's child's spouse or domestic partner; or the student's grandparents or grandchildren. On-campus students must notify their campus leadership of the request for bereavement leave. Online students must notify studentservices@flatironschool.com to request bereavement leave. Bereavement leave shall not count as days absent for the purposes of calculating attendance under the Attendance Policy.

Make-Up Work

Time absent cannot be made up for any program. However, students are responsible for keeping up with any information shared or expectations set during the missed class. Students must make arrangements with their instructor to review missed content.

Program Change

Students who wish to make a change to their program must follow the processes outlined below. Students cannot be guaranteed their desired start date in the new program, and they must join their new program cohort at the beginning of a module/phase. Students will only be permitted to retake any portion of a module/phase with a new cohort under the Academic Probation policy. Students that complete a program change will be required to sign a new enrollment agreement or an amendment form to accompany their existing enrollment agreement. No program changes will be permitted for students who are not in good financial standing with Flatiron School.

Change in Discipline

On-campus and online students who wish to change their discipline of study must withdraw and re-enroll according to the Withdrawal and Readmission policies.

Change in Location or Modality

On-campus and online students who wish to change their location or modality of study must withdraw and re-enroll according to the Withdrawal and Readmission policies. This applies to students who wish to change:

- From one campus location to another
- From an on-campus program to an online program, or
- From an online program to an on-campus program

Change in Pace

Online students who are making satisfactory academic progress and wish to change their program pace within the same discipline may do so with special approval from Flatiron School administration.

Online students who are on academic probation and wish to change their program pace within the same discipline may only change to a full-time or part-time program, and only with special approval from Flatiron

School administration. Online students on academic probation will not be permitted to change to a self-paced program.

Students who wish to change program pace should email the request to their instructor, including the requested new pace and justification for the change in the message. Students will be informed of the outcome of their request via email within 5 business days.

Program Completion

Upon satisfactory completion of the program of study, the student shall be given the appropriate certificate of completion.

Successful program completion requires:

- 90 percent attendance rate (on-campus programs only)
- Timely submission and passage of all assessments
- Completion of 95 percent of all lessons/assignments (Online Software Engineering and Data Science programs only)
- Completion of all assignments (UX/UI Design programs only)
- Completion of 95 percent of all readings (UX/UI Design programs only)
- Publication of the required number of blog posts for the student's respective program
- Payment of all monies owed to Flatiron School

Online self-paced programs must be completed within 15 months from their start date. Students in self-paced programs requiring a program extension beyond 15 months should refer to the Program Extension policy.

Students may request a copy of their certificate of completion by emailing Student Services at studentservices@flatironschool.com.

Program Extension

Students in the online self-paced programs are given a specified amount of time, as agreed upon within the Enrollment Agreement to complete the program. If after the specified amount of time (not counting any Leave of Absence) a student has not graduated, they will have the opportunity to purchase an extension of services up to three (3) times. Each extension costs \$1,750 and extends access to all support services included in the self-paced program, including Ask a Question (Software Engineering students only), study groups, Slack, project reviews, instructional coaching, and career coaching services for 90 calendar days per extension. Students that purchase extensions and complete all graduation requirements prior to the end of the extension will retain the opportunity to graduate from the program. Students that purchase program extensions are not eligible to participate in the Money-Back Guarantee.

Students that do not complete the program within the term listed on their Enrollment Agreement and do not elect to purchase additional services will retain access to the curriculum material but will lose access to support services such as Ask a Question (if applicable), study groups, private Slack channels, instructional coaching, career coaching services, and project reviews. Students will also not be eligible to graduate from the program and will not be eligible for the Money-Back Guarantee.

Satisfactory Academic Progress

A student is considered to be making satisfactory academic progress if they:

- Meet all academic progress requirements within the module/phase/course
- Pass all end-of-module/phase/course assessments within the required timeframe for that module/phase/course
- Pass all end-of-module/phase/course project reviews within the required timeframe for that module/phase/course

Students shall be notified of their progress within one week of completing an assessment or project.

Students who are not making Satisfactory Academic Progress will be placed on probation according to the Academic Probation policy.

Details about required academic progress requirements, end-of-module/phase/course assessments, and projects, including the required timeframes, may be found in the program curricula made available at the start of each module for online students and from their instructional staff for on-campus students.

Transferability of Coursework

Flatiron School does not offer any programs for credit and does not measure its programs in traditional academic “credit hours.” The granting of any credit to students who participated in coursework and/or completed a program Flatiron School is solely at the discretion of the institution that the student may opt to subsequently attend. Students who are interested in transferring to another institution should check with the registrar at the other institution to verify whether credit will be granted. Flatiron School does not guarantee the transferability of its credits to any other institution unless there is a written agreement with another institution. Flatiron School has not entered into an articulation or transfer agreement with any other institutions.

Code of Conduct

Flatiron School is responsible for overseeing the integrity and purpose of the school mission through the establishment and upholding of policies and procedures outlining expectations for student behavior. We are passionate about fostering a learning community that respects the dignity and right of all persons to pursue their educational and career goals. Our learning communities, both on-campus and online, are designed to promote personal accountability, respect for self and others, and the development of lifelong learners.

Flatiron School provides a range of services to our students and learning communities that are founded on respect for the safety and welfare of others. We strive to protect the learning environments that our students value, and, in doing so, have established guiding principles intended to help our students embody the actions that will positively influence the educational process.

This code aims to both create and sustain an environment that is conducive to learning. These principles prioritize mutual respect, open dialogue, and individual well-being. Thank you for choosing to allow Flatiron School to be a part of your student journey.

Flatiron School’s Code of Conduct applies to all Flatiron School students regardless of which program the student is enrolled in, or which method of delivery is used for the program. Flatiron School believes our community should be open for everyone. We are committed to providing a friendly, safe, and welcoming environment for all. Flatiron School is dedicated to creating a space that is supportive for all members of our community and does not condone and prohibits discrimination as outlined in our Non-Discrimination Policy.

Whether learning online or on-campus, the idea of learning together as a community is embedded into the Flatiron School philosophy, as we strive to be the most effective community for the world to meet, to create, to exchange and to pursue mastery of knowledge.

We expect all Flatiron School stakeholders, including faculty, teachers, employees, mentors, students, guests, and friends, 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.

Fair Treatment and Respect

Students are to treat each other, faculty, and staff fairly, honestly with dignity and respect. A climate of teamwork in which students and faculty communicate openly will help students achieve their goals and objectives. Students must not participate, initiate, and perpetuate any gossiping, rumor milling or discuss other student’s personal/confidential information with others. If you hear issues/concerns and there may be some validity to the claim, you should act responsibly.

Students will work on teams throughout a Flatiron school program and students must comply with the following expected behaviors:

- Treat others with dignity and respect
- Support and promote teamwork
- Understand and consider the needs and impacts of your own work on others
- Demonstrate an ability to problem-solve and make timely decisions
- Consistently share knowledge and information
- Submit assignments on time
- Communicate timely and often

Physical and Sexual Harassment

Physical and sexual harassment will not be tolerated. Physical harassment includes threats of violence or violence towards another person, such as shoving, punching, or aggressively invading another's personal space.

Sexual harassment includes any unwelcome sexual conduct (including sexual advances, requests for sexual favors and other verbal and physical conduct of a sexual nature) that is either made as a condition of being a student or that creates an offensive, intimidating or hostile environment. Sexual harassment can take many forms, including but not limited to:

- Unwanted or unwelcome physical contact or conduct of any kind, including, patting, pinching, brushing up against, hugging, cornering, kissing, fondling, or any other similar physical contact;
- Verbal abuse of a sexual nature, including sexual flirtations, advances, propositions, sexual innuendoes, sexually suggestive, insulting or graphic comments, noises, or sounds;
- Sexually explicit, suggestive or offensive jokes;
- Demeaning, insulting, intimidating, or sexually suggestive comments about an individual's dress, body, appearance, or personal life;
- The display or distribution of demeaning, insulting, intimidating, or sexually suggestive objects or pictures, including nude photographs, drawings, or magazine pictures;
- Demeaning, insulting, intimidating, or sexually suggestive written, recorded or electronically transmitted messages; and
- Offering an educational benefit in exchange for sexual favors, or threatening an educational detriment.

If you have questions about what constitutes harassment or what conduct is prohibited by this policy, please discuss with the Flatiron School Student Relations Department at studentrelations@flatironschool.com.

Verbal Harassment

Verbal harassment will not be tolerated. Verbal harassment is verbal communication that denigrates or shows hostility toward an individual that creates an intimidating, hostile, or offensive working environment for an individual because of his/her sex, race, color, religion, national origin, age, genetic information, disability or any other protected class. Verbal harassment may include, *inter alia*, epithets, slurs, jokes, or other verbal or physical conduct relating to an individual's sex, race, color, religion, national origin, age, disability, or any other protected class.

This includes insulting a fellow student or staff member, cursing at another person (i.e., not just including a curse word in your speech, but attacking another with these words), repeatedly disrupting class, and using your words to demean another person. Using racial epithets, slurs directed at a marginalized group or other language meant to demean another person based on their status in a marginalized group is also considered overt verbal harassment. Verbal harassment may result in dismissal.

Inadvertently Exclusionary Language/Behavior ("microaggressions")

Repeated and purposeful use of inadvertently exclusionary language and behavior will not be tolerated. This behavior is harder to pinpoint, but can be just as damaging as harassment, particularly if it occurs

frequently. Exclusionary language and behavior, sometimes referred to as microaggressions, result when one person has an internalized bias and interacts with others in a derogatory or even subtly derogatory way.

Some examples of microaggressions include:

- Being less willing to consider the ideas of your female coding partners, because you view them (perhaps unconsciously) as less skilled
- Using the wrong name or pronoun for a person

However, to create a community that is truly inclusive of everyone, it is important for all staff, students, and alumni to confront the biases that lead to these microaggressions.

Plagiarism Policy

Students are expected to attend Flatiron School with the utmost transparency and honesty. This means cheating, plagiarism or any unauthorized assistance is strictly forbidden. Students suspected of violating this policy will be interviewed to determine if the student has thorough and competent knowledge of the assessment and/or project deliverable.

Cheating occurs when a student takes an unfair or disallowed advantage which includes but is not limited to:

- Theft of or unauthorized access to an exam, answer key or other graded work from previous program offerings
- Use of an alternate, stand-in or proxy during an examination
- Use of previously authored code during an examination
- Copying from the exam or work of another person or source
- Submission or use of falsified data
- Using false statements to obtain additional time or other accommodations
- Falsification of academic credentials

Plagiarism is defined as the use of work or concepts contributed by other individuals without proper attribution or citation. Unique ideas or materials taken from another source for either written or oral use must be fully acknowledged in academic work to be graded. Examples of sources expected to be referenced include but are not limited to:

- Text, either written or spoken, quoted directly or paraphrased
- Graphic elements
- Passages of music, existing either as sound or as notation
- Mathematical proofs
- Scientific data
- Concepts or material derived from the work, published or unpublished, of another person

Unauthorized assistance refers to the use of sources of support that have not been specifically authorized in this policy statement or by the instructor(s) in the completion of academic work to be graded. Such sources of support may include but are not limited to advice or help provided by another individual, published or unpublished written sources, and electronic sources. Examples of unauthorized assistance include but are not limited to:

- Collaboration on any assignment beyond the standards authorized by this policy statement and the instructor(s).
- Submission of work completed or edited in whole or in part by another person.
- Supplying or communicating unauthorized information or materials, including graded work and answer keys from previous program offerings, in any way to another student.
- Use of unauthorized information or materials, including graded work and answer keys from previous program offerings.
- Use of unauthorized devices.

- Submission for credit of previously completed graded work in a second program without first obtaining permission from the instructor(s) of the second program. In the case of concurrent programs, permission to submit the same work for credit in two programs must be obtained from the instructors of both programs.

Alcohol on Premises

If there is alcohol available on Flatiron School premises, either on campus or in the building, students who are of the legal age for consuming alcohol in the applicable jurisdiction may do so outside of school hours. Consumption of alcohol on the premises by any Flatiron School student who is under the applicable legal drinking age is prohibited and is cause for immediate dismissal. Consumption of alcohol by any Flatiron School student during school hours is prohibited and is cause for immediate dismissal. Students found to be intoxicated while on campus or in the building will be asked to leave the premises immediately and are subject to immediate dismissal.

Drug-Free Campuses

Flatiron School strives to provide a safe environment for its students, staff and others and has adopted a policy of maintaining campuses and other facilities free of drugs. Students found to have violated this policy will be asked to leave the premises immediately and are subject to immediate dismissal.

Prescription and Over-the-Counter Drugs

Flatiron School does not prohibit on its campuses or premises the possession and proper use of lawfully prescribed or over-the-counter drugs. Students unlawfully in possession or improperly using prescribed or over-the-counter drugs will be asked to leave the premises immediately and are subject to immediate dismissal.

Smoke-Free Campuses

Flatiron School provides facilities that are smoke-free. Smoking and the use of any and all tobacco-related products, including but not limited to, smoking, the use of chewing tobacco and the use of e-cigarettes is strictly prohibited inside a Flatiron School campus or in the building. Students found to have violated this policy will be asked to leave the premises immediately and are subject to immediate dismissal.

Weapons on Premises

Students are prohibited from bringing weapons to campus. Students found to have violated this policy will be asked to leave the premises immediately and are subject to immediate dismissal.

Proper Use of Facilities and Flatiron School Property

Flatiron School is committed to maintaining clean, aesthetically pleasing facilities in order to efficiently carry out its educational and business missions. Sleeping in a Flatiron School campus or WeWork space is prohibited, including but not limited to, incidental napping, lying down on a couch, bench, floor, or other surface, with or without one's belongings. Using the bathrooms for bathing or for more than casual grooming is prohibited.

Only service animals are allowed in Flatiron School campus space. In pet-friendly buildings, students may bring pets to non-Flatiron School WeWork spaces outside of school hours in accordance with the rules of the applicable building. Unless required by an applicable government regulation, emotional support animals (unless qualifying as service animals) are not permitted in Flatiron School campus space. Students should review the [Students Seeking Reasonable Accommodations policy](#) for more information.

Students will be responsible for replacement fees for any item(s) provided to them by the Flatiron School or WeWork community team for temporary use should the student be found responsible for loss, theft, or destruction of any such property.

Visitors on Campus

Students are prohibited from inviting and signing guests into WeWork. Visitors may be allowed into a Flatiron School campus area if they are attending a school-sponsored community event, but are otherwise prohibited from entering a Flatiron School campus area. Exceptions will be made on a case-by-case basis

by campus leadership at the campus location. Students who violate this policy may be subject to discipline, up to and including dismissal.

For the purposes of this policy, a visitor is defined as an individual that is invited into a Flatiron School campus whose purpose is to visit another Flatiron School student for personal, social, or non-school related reasons. Flatiron School campuses are defined as the interior of a Flatiron School campus area or WeWork building.

Reporting Violations and the Investigation Process

Students should report any potential violation of the code that they have observed. Reports can be filed in-person or in writing with any member of the campus or online education team. Individual incidents will be investigated by representatives of Flatiron School and disciplinary action will be taken, as appropriate.

Flatiron School investigates reports of code of conduct violations and unethical actions to include but not limited to; dishonesty, plagiarism and cheating as promptly and confidentially as practicable. Investigations are impartial, fair, and thorough. Students have a responsibility to cooperate in investigations and cooperation is a condition of continued active enrollment in Flatiron School. During an investigation, students must never destroy or alter documents, lie, or obstruct the collection of information. Students that violate investigation requirements are subject to disciplinary action up to and including dismissal.

Students are considered to have violated the Code of Conduct when they have exhibited, in Flatiron School's judgment, any of the unacceptable behaviors outlined in the Code of Conduct, or have displayed a pattern of behavior deemed inconsistent with Flatiron School values. Violations of the Code of Conduct are cause for immediate dismissal and there is no opportunity for readmission or appeal if a student is dismissed for conduct violations. Students who are dismissed will receive a refund in accordance with the applicable refund policy.

Student Services Information

Career Services

Students will be put in touch with a Career Coach to assist them with their job search no later than the date they have completed all program completion requirements. Such assistance will include helping to identify and pursue job opportunities in the student's field of study. Career Services support will include access to:

- a. A designated Career Coach accessible at agreed-upon times, via phone, video chat and email to review and discuss the student's job search;
- b. Availability of check-in phone meetings with a Career Coach at least bi-weekly to discuss the student's job search progress;
- c. At least one review of the student's résumé and LinkedIn profile;
- d. At least one mock interview with a Career Coach (or other Flatiron School representative);
- e. Opportunities to network with Flatiron School employer partners where available and relevant; and
- f. Flatiron School Alumni Career Services.

Career Services terminates upon the earlier of:

1. If the student has not yet declared their job search start date, either 60 or 90 days following graduation from the applicable Money-Back Guarantee Qualifying Program (as defined in the student's Money-Back Guarantee Terms and Conditions included with such student's Enrollment Agreement);
2. Acceptance of a Qualifying Job Offer (as defined in the student's Money-Back Guarantee Terms and Conditions included with such student's Enrollment Agreement);
3. Termination of services by Flatiron School due to failure to comply fully with our Code of Conduct, or

4. The expiration of the 180 calendar day period immediately following the Job Search Start Date (as defined in the student's Money-Back Guarantee Terms and Conditions included with such student's Enrollment Agreement).

Career Services requires students to comply with the following cancellation policies:

1. At least 12 hours' notice for cancellation of any scheduled meeting with a member of the Flatiron School Career Services Team
2. At least 24 hours' notice for cancellation of any scheduled interview
3. Adherence to the cancellation policy of any third-party vendors, including, but not limited to, third-party mock technical interviews, as outlined in the terms and conditions provided by those vendors

Flatiron School reserves the right to revoke or withhold access to Career Services from any student or graduate who is not current with any tuition or other payments owed to Flatiron School or who has received and turned down two Qualifying Job Offers.

Grievances

Flatiron School strives to address student dissatisfaction as quickly as possible. Students should utilize the following guidance to resolve any grievances that arise during their time as a student with Flatiron School.

1. Students are encouraged to first attempt to resolve any complaints or concerns by discussing the issue directly with the relevant party.
2. Students who do not feel comfortable bringing the complaint to the relevant party, or who are not satisfied with the resolution, should direct their complaint as follows:
 - a. On-campus students should reach out to their campus leadership
 - b. Online students should reach out to their Faculty Manager
 - c. Alternatively, any student may email their concerns to the Student Relations department (studentrelations@flatironschool.com)
3. Within five (5) business days of receiving the complaint, the campus leadership (on-campus programs), Faculty Manager (online programs) or Director of Student Relations (studentrelations@flatironschool.com) will contact the student to discuss next steps toward resolution.

Flatiron School will not retaliate against any student who files a grievance or complaint against the school. Nothing in this internal Grievances policy prevents a student from filing a complaint with their state regulator. Contact information for state regulators can be found in Appendix C.

Housing

Flatiron School does not offer dormitory facilities and has no responsibility to find or assist a student in finding housing.

Religious Accommodation

Flatiron School will make good faith efforts to provide reasonable religious accommodations to students who have religious practices or beliefs that conflict with a scheduled program requirement. Students requesting a religious accommodation should make the request, in writing, directly to their instructor with as much advance notice as possible. Being absent from class or other educational responsibilities does not excuse students from keeping up with any information shared or expectations set during the missed class. Students are responsible for obtaining materials and information provided during any class missed. The student shall work with the instructor to determine a schedule for making up missed work.

Examples of religious accommodations may include: rescheduling an exam for the student in question; altering the time of a student's presentation or assessment; or arranging for an increased flexibility in assignment due dates.

Student References

It is Flatiron School's policy not to provide student references or letters of recommendation. Prospective employers calling for references will be offered verification of facts as authorized by the student such as the student's program name, program dates and date of program completion. No subjective information will be provided.

Students Seeking Reasonable Accommodation

Flatiron School provides reasonable accommodations to students with documented disabilities to ensure equal access to educational programs and services. Reasonable accommodations are determined in accordance with the American with Disabilities Act of 1990 as amended. Under the law, a disability is defined as an impairment that substantially limits one or more major life functions.

Information pertaining to an applicant's disability is voluntary and confidential. If this information is supplied, it will be used to reasonably attempt to overcome the effects of conditions that limit the participation of qualified disabled students. All documentation is reviewed on a case-by-case basis, and accommodations are determined through an interactive process. Submitting evidence of a diagnosis alone may not meet the standard of a disabling condition or be sufficient to warrant accommodations. All accommodation recommendations must be logically related to the student's functional limitations based on evidence from the clinical evaluation.

All inquiries about accommodations should be made to studentrelations@flatironschool.com. Reasonable accommodations will be made on an individual basis. However, it is the responsibility of persons with disabilities to seek available assistance and to make their needs known as soon as those needs arise.

Student Records, Certificate of Completion and Transcript Requests

Student records are maintained primarily in electronic format and will be retained no fewer than the number of years required by law. Student record data is maintained by Flatiron School, and Flatiron School takes reasonable steps to protect the privacy of personal information contained in student records, as specified in the Privacy Policy found at: <https://flatironschool.com/privacy-policy/>. Were Flatiron School to close, student records would be turned over to the appropriate State custodian of post-secondary student records.

Student records contain the following:

- Student contact information
- Basis for admission decision
- Student's signed Enrollment Agreement and any addenda, amendments, or other document(s) signed by the student
- Student program information, including program name, start date, and date of completion, cancellation, withdrawal, or dismissal, as applicable
- Payment and refund information
- Attendance records, including any leaves of absence
- Progress records
- Student transcript (retained in perpetuity)
- Certificate or diploma granted and date on which it was granted (if applicable)
- Record of any student grievance and subsequent action and resolution Flatiron School
- Employment and placement information

Students may request a copy of their student record, Certificate of Completion or transcript by emailing Student Services at studentservices@flatironschool.com. The email should include the student's full name, program attended, cohort start date and end date.

Miscellaneous Policies

Inclement Weather and School Closing

It is Flatiron School's policy to consider the safety of employees and students as a priority when dealing with an emergency closing. Situations include, but are not limited to, acts of terrorism, inclement weather, public health-related events, public transit shutdowns or major delays and emergency situations such as fires, power failures, natural gas leaks, or earthquakes, which create undesirable and/or unsafe work conditions.

If the campus leadership determines a school closure or a delayed start is necessary, students will be informed via Slack, email, and/or the WeWork app. Campus leadership may also, in its discretion, transition the campus to remote instruction as necessary or advisable to address the situation.

If Flatiron School is not officially closed or transitioned to remote instruction during an emergency, students and faculty are expected to report to campus. However, if students are unable to get to campus safely due to inclement weather conditions, students may receive an excused absence, which shall not count against the student under the attendance policy. The student is responsible for making arrangements with the instructor to make up any coursework missed. Students should notify their campus leadership or instructor at least thirty minutes prior to their scheduled start time if they are unable to make it to campus due to unsafe conditions.

Personal Property

Flatiron School does not assume responsibility for the loss or theft of personal belongings, and students are advised not to carry valuables or large amounts of cash with them when they come to campus. Students are expected to exercise reasonable care to safeguard personal items of value brought to campus. Such items should never be left unattended or in plain view. Any item may be disallowed if staff determines it is a potential health or safety risk for staff or other students.

Articles of personal property found on campus should be returned to the owner, if known, or turned in to a staff member. Inquiries regarding lost property should be directed to campus leadership.

Publicity

Student grants to Flatiron School and its affiliates, successors and assigns, and their respective licensees, advertising agencies and the employees, officers, directors and agents of each and all of them, 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 on a perpetual, worldwide basis, and in any medium or format whatsoever now existing or hereafter created, including, but not limited to, in and on the internet, and for any purpose, including, but not limited to, advertising, program and teacher improvement, public relations, publicity, packaging and promotion of the Flatiron School and its businesses, products and services, without further consent from or royalty, payment or other compensation to Student. Student acknowledges and agrees that video, audio, and images of Student may be recorded during classroom and assessment sessions and may be used by Flatiron School for program and teacher improvement and training programs.

Right to Search

Flatiron School wishes to maintain a campus environment that is safe and secure, and free of illegal drugs, firearms, explosives, or other improper materials. To this end, Flatiron School prohibits the control, possession, transfer, sale or use of such materials on its premises to the extent permitted by applicable law. We require the cooperation of all students in administering this policy.

Desks, lockers and other storage devices are provided for the convenience of students, these remain the sole property of Flatiron School and may, from time to time, be the subject of inspection by any agent or representative of Flatiron School, either with or without prior notice. We believe this is necessary in order to also ensure the health and safety of both our students and employees.

For the same reason, we reserve the right to question, inspect or search any student or other individual entering or leaving Flatiron School premises at any time, with or without notice. The inspection or search may include any packages or items that the individual is carrying, including briefcases, handbags, backpacks, shopping bags, etc. In exceptional cases, and in accordance with applicable local laws, we may also require students to agree to reasonable inspection of the person and/or personal property while on Flatiron School's or WeWork's premises. The individual may be requested to self-inspect their personal property or person by displaying the contents of any packages and/or turning out their pockets, etc., in the presence of a representative of Flatiron School.

Video Surveillance and Cameras

For purposes of campus safety and security, and to prevent theft and other misconduct, Flatiron School and/or WeWork has installed video surveillance cameras.

If there is any reported incident of theft, trespass, campus violence, student misconduct or any type of safety violation (hereafter collectively referred to as "security incidents"), Flatiron School will utilize its surveillance equipment as an investigatory tool. Flatiron School will also make use of its surveillance equipment to deter any future security incidents.

Flatiron School also reserves the right to actively monitor, through its surveillance cameras, any areas for safety reasons (to protect against equipment failure, breakage, or accident) or confidentiality reasons (to protect documents or other proprietary information).

Although the video surveillance described in this policy is intended to monitor for security incidents and other safety reasons at Flatiron School, it is possible that such surveillance may monitor activities not related to Flatiron School's business.

Flatiron School respects the privacy of its students. Accordingly, no video cameras will be installed in Flatiron School's restrooms, in any lactation or changing areas. Also, the surveillance video cameras and any video footage from the surveillance are to be used solely for the purposes of this video surveillance policy. Any unauthorized use of these video cameras and/or videotapes is strictly forbidden and may result in discipline, up to and including dismissal.

Statement of Legal Control

Flatiron School is a New York limited liability company. Flatiron School LLC is 100 percent owned by WeWork Companies LLC, a Delaware limited liability company, which serves as Flatiron School LLC's sole member. The ultimate parent of WeWork Companies LLC (and Flatiron School LLC) is The We Company.

Flatiron School LLC has no separate board of directors.

Flatiron School Leadership

The leadership team of Flatiron School manages the day-to-day operations with input from students as well as the greater technical community.

- Adam Enbar, Chief Executive Officer
- James Leslie, Chief Administrative Officer
- Avi Flombaum, Chief Innovation Officer
- Peter Barth, Managing Director, Product
- Rebekah Rombom, General Manager of Program Delivery

Regulatory Approvals

As of April 2020, Flatiron School is approved and regulated by the following state authorities:

- Alabama Community College System
- Arkansas Division of Higher Education
- California Bureau for Private Postsecondary Education
- Colorado Department of Higher Education, Private Occupational School Board
- Commission for Independent Education, Florida Department of Education
- Georgia Nonpublic Postsecondary Education Commission
- Illinois Board of Higher Education, Division of Private Business and Vocational Schools
- State of Indiana, Department of Workforce Development, Office for Career and Technical Schools
- State of Michigan Department of Licensing and Regulatory Affairs
- Nebraska Department of Education, Private Postsecondary Career Schools and Veterans Education
- New York State Education Department, Bureau of Proprietary School Supervision (BPSS)
- Texas Workforce Commission, Career Schools and Colleges
- State of Utah Department of Commerce, Division of Consumer Protection
- District of Columbia Higher Education Licensure Commission
- Washington Workforce Training and Education Coordinating Board

Flatiron School has received exemption from regulation from the following state authorities for online programs:

- Alaska Commission on Postsecondary Education
- Maryland Higher Education Commission
- Oregon Higher Education Coordinating Commission

State-Specific Refund Policies

Arkansas

Programs: All Programs

(A) The registration fee not to exceed one hundred dollars (\$100) paid to the school by the student may be retained as an enrollment or application fee.

(B) All tuition paid in excess of the registration fee of not more than one hundred dollars (\$100) shall be refundable.

(C) The refund shall be based on the cost and length of the program. All tuition beyond the current enrollment period shall be refunded when a student terminates.

- (i) At completion of less than twenty five percent (25%) of the program, the refunds shall be made on a pro rata basis.
- (ii) At completion of 25% but less than 50% of the program, the student shall be refunded not less than 50% of the tuition.
- (iii) At completion of 50% but less than 75% of the program, the student shall be refunded not less than 25% of the tuition.
- (iv) At completion of 75% or more of the program no refund is due the student.

(D) Students shall be refunded immediately when a course is cancelled and there is not a course required for their program of study available.

California

Programs: All programs

1. An on-campus student who cancels within seven (7) calendar days of signing the enrollment agreement or by midnight local time on the second day of instruction, whichever is later, is entitled to a full refund of all tuition paid.
2. An online student who cancels within seven (7) calendar days of signing the enrollment agreement or by midnight Eastern time on the 14th calendar day after starting instruction, whichever is later, is entitled to a full refund of all tuition paid.
3. If a student begins instruction and withdraws or is discontinued for any reason after instruction begins but prior to completion of 61% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition. Students who have completed 61% or more shall not receive a refund and shall be charged 100% of tuition and fees.
4. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
5. The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per hour (total institutional charge divided by the number of hours in the program), multiplied by the number of hours the student completed prior to withdrawal.
6. Students are required to honor their loan obligations directly with the third-party financing providers irrespective of any refunds from Flatiron School.

Colorado

Programs: All programs

Student is entitled to upon withdrawal/dismissal	% Tuition Refunded to Student
Within first 10% of program	90%
After 10% but within first 25% of program	75%
After 25% but within first 50% of program	50%
After 50% but within first 75% of program	25%
After 75%	No Refund

Florida

Programs: All programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 40% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
2. Students who have completed 41% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.

Georgia

Programs: All programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 50% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
2. Students who have completed 51% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.

Illinois

Programs: All programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 50% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
2. Students who have completed 51% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.

Indiana

Programs: All programs

The following refund policy applies to Indiana residents enrolled in Flatiron School online programs:

The postsecondary proprietary educational institution shall pay a refund to the student in the amount calculated under the refund policy specified below or as otherwise approved by the Office for Career and Technical Schools (OCTS). The institution must make the proper refund no later than thirty-one (31) days of the student's request for cancellation or withdrawal.

The following refund policy applies to each postsecondary proprietary educational institution as follows:

1. A student is entitled to a full refund if one (1) or more of the following criteria are met:
 - (a) The student cancels the enrollment agreement or enrollment application within six (6) business days after signing.
 - (b) The student does not meet the postsecondary proprietary educational institution's minimum admission requirements.
 - (c) The student's enrollment was procured as a result of a misrepresentation in the written materials utilized by the postsecondary proprietary educational institution.
 - (d) If the student has not visited the postsecondary educational institution prior to enrollment, and, upon touring the institution or attending the regularly scheduled orientation/classes, the student withdrew from the program within three (3) days.
2. A student withdrawing from an instructional program, after starting the instructional program at a postsecondary proprietary institution and attending one (1) week or less, is entitled to a refund of ninety percent (90%) of the cost of the financial obligation, less an application/enrollment fee of ten percent (10%) of the total tuition, not to exceed one hundred dollars (\$100).
3. A student withdrawing from an instructional program, after attending more than one (1) week but equal to or less than twenty-five percent (25%) of the duration of the instructional program, is entitled to a refund of seventy-five percent (75%) of the cost of the financial obligation, less an application/enrollment fee of ten percent (10%) of the total tuition, not to exceed one hundred dollars (\$100).
4. A student withdrawing from an instructional program, after attending more than twenty-five percent (25%) but equal to or less than fifty percent (50%) of the duration of the instructional

program, is entitled to a refund of fifty percent (50%) of the cost of the financial obligation, less an application/enrollment fee of ten percent (10%) of the total tuition, not to exceed one hundred dollars (\$100).

5. A student withdrawing from an instructional program, after attending more than fifty percent (50%) but equal to or less than sixty percent (60%) of the duration of the instructional program, is entitled to a refund of forty percent (40%) of the cost of the financial obligation, less an application/enrollment fee of ten percent (10%) of the total tuition, not to exceed one hundred dollars (\$100).

6. A student withdrawing from an institutional program, after attending more than sixty percent (60%) of the duration of the instructional program, is not entitled to a refund.

New York

Programs: <ul style="list-style-type: none"> • Software Engineering (1 Term of 15 Weeks) • Data Science (1 Term of 15 Weeks) • Cybersecurity Analytics (1 Term of 12 Weeks) 		
Date of Withdrawal	Student Refund Percentage Tuition	Total Tuition Amount Retained by School
Prior to or during the first week	100%	\$0
During the second week	75%	\$4,250
During the third week	50%	\$8,500
During the fourth week	25%	\$12,750
After the fourth week through the end of program	0%	\$17,000

Program: UX/UI Design (2 Quarters of 12 Weeks)		
<i>First Quarter (Weeks 1-12)</i>		
Date of Withdrawal	Student Refund Percentage of Quarter's Tuition (\$8,500)	Total Tuition Amount Retained by School
Prior to or during the first five weeks	100%	\$0
During the sixth week	82%	\$1,000
During the seventh week	75%	\$2,125
During the eighth week	50%	\$4,250
During the ninth week	25%	\$6,375
After the tenth week through week 12	0%	\$8,500
<i>Subsequent Quarter (Weeks 13-24)</i>		
Date of Withdrawal	Student Refund Percentage of Quarter's Tuition (\$8,500)	Amount Retained by School

Prior to or during week 13	75%	\$10,625
During week 14	50%	\$12,750
During week 15	25%	\$14,875
After week 16 through the end of the program	0%	\$17,000

New York Refund Policy for Online Programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 50% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
2. Students who have completed 51% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. The pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.

Texas

Programs: All programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 75% of the scheduled program, Flatiron School will refund to the student a sum which is the exact pro rata portion of the student's prepaid but unused tuition.
2. Students who have completed 76% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. For all Flatiron School programs except self-paced online programs, the pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per hour (total institutional charge divided by the number of hours in the program), multiplied by the number of hours the student completed prior to withdrawal.
5. For self-paced online programs, the pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per lesson (total institutional charge divided by the number of lessons in the program), multiplied by the number of lessons the student completed prior to withdrawal.

Washington D.C.

Programs: All programs

1. If a student begins instruction and withdraws or is discontinued for any reason after the cancellation period (as described above) but prior to completion of 60% of the scheduled program, Flatiron School will refund to the student a sum which is the pro rata portion of the student's prepaid but unused tuition, rounded to the nearest 10%.
2. Students who have completed 61% or more shall not receive a refund and shall be charged 100% of tuition and fees.
3. The student's Last Date of Enrollment shall be determined according to the Determination of Last Date of Enrollment guidelines under the Refund Policies.
4. For all Flatiron School programs except self-paced online programs, the pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per week (total institutional charge divided by the number of weeks in the program), multiplied by the number of weeks the student completed prior to withdrawal.
 - b. For the purposes of calculating the refund, any portion of a week's attendance will count as a full week's attendance.
5. For self-paced online programs, the pro rata refund shall be the total amount owed by the student for the portion of the educational program provided, subtracted from the amount paid by the student, calculated as follows:
 - a. The amount owed equals the charge per module (total institutional charge divided by the number of modules in the program), multiplied by the number of modules the student completed prior to withdrawal.
 - b. For the purposes of calculating the refund, any portion of a module's completion will count as the full module's completion.

Washington State

The school must refund all money paid if the applicant cancels within five business days (excluding Sundays and holidays) after the day the contract is signed or an initial payment is made, as long as the applicant has not begun training.

On-Campus (Resident) Programs:

The applicant may request cancellation in any manner. In the event of a dispute over timely notice, the burden of proof rests on the applicant.

Programs: <ul style="list-style-type: none">• Software Engineering• Data Science• Cybersecurity Analytics	
Training Completed	% Tuition Refunded to Student
One week or up to 10%, whichever is less	90%
More than one week or 10% whichever is less, but less than 25%	75%
25% through 50%	50%
After 50%	0%

Online (Distance Education) Programs:

A student may request cancellation in any manner and upon such request for cancellation being received and recorded by the school demonstrating the last date of attendance and/or completion of a lesson.

If a student cancels after the fifth calendar day (excluding Sundays and holidays) but before the school receives the first completed lesson from the student, the student shall be refunded of all monies paid.

After the school receives the student's first completed lesson and until the student completes half the total number of lessons in the program, the school is entitled to keep a percentage of the total tuition as described in the following table:

Percentage of Lessons Completed*	% Tuition Refunded to Student
0% through 10%	90%
After 10% but within first 25%	75%
After 25% but within first 50%	50%
After 50%	0%

The school shall calculate the amount of the course completed by dividing the number of lesson assignments contained in the program by the number of completed lessons received from the student.

Hybrid Programs (To Be Used During Periods of Temporary Remote Instruction):

For the remote instruction portion of the program, the table below applies:

Percentage of Lessons Completed*	% Tuition Refunded to Student
0% through 10%	90%
After 10% but within first 25%	75%
After 25% but within first 50%	50%
After 50%	0%

* Flatiron School delivers one lesson per day of remote instruction.

For the on-campus instruction portion of the program, the table below applies:

Training Completed	% Tuition Refunded to Student
One week or up to 10%, whichever is less	90%
More than one week or 10% whichever is less, but less than 25%	75%
25% through 50%	50%
After 50%	0%

All other states not listed:

See the General Refund Policy.

Unresolved Grievances

Unresolved grievances may be directed to the state's applicable regulator as follows:

Alabama

- The student must submit a complaint to the Private School Licensure Division within one year of exhausting the grievance policy with the institution unless there are mitigating circumstances which prevent the student from doing so.
- The student must submit the complaint in writing at the following link:
<https://psl.asc.edu/External/Complaints.aspx>

Arkansas

- Arkansas Department of Education, Division of Higher Education
- Mail: 423 Main Street, Suite 400, Little Rock, AR 72201
- Phone: 501-371-2000

California

- Phone: (888) 370-7589
- Web: www.bppe.ca.gov

Colorado

- Complaints or claims may be filed in writing with the Board within 2 years after a student discontinues training or any time prior to the commencement of training.
- Other complaints may be filed in writing with the Board within two years of the date the alleged injury and its cause were known or should have been known.
- All complaints must be filed in writing.
- Mail: 1600 Broadway, Suite 2200, Denver, CO 80202
- Phone: (303) 862-3001
- Web: <http://highered.colorado.gov/dpos>

Florida

- Mail: 325 West Gaines Street, Suite 1414, Tallahassee, Florida 32399
- Phone: (888) 224-6684
- Web: <http://www.fldoe.org/contact-us>

Georgia

- Mail: 2082 East Exchange Place, Suite 220, Tucker, Georgia 30084-5305
- Phone: (770) 414-3300
- Web: <https://gnpec.georgia.gov/student-complaints>
- Fax: (770) 414-3309

Illinois

Complaints against this school may be registered with the Board of Higher Education:

- Mail: 1 North Old State Capitol Plaza, Suite 333, Springfield, Illinois 62701-1377
- Phone: (217) 782-2551
- Web: <http://complaints.ibhe.org/>
- Fax: (217) 782-8548

Indiana

- Student Protection Fund: IC 22-4.1-21-15 and IC 22-4.1-21-18 requires each educational institution accredited by the Office for Career and Technical Schools to submit an institutional surety bond and contribute to the Career College Student Assurance Fund which will be used to

pay off debt incurred due to the closing of a school, discontinuance of a program, or loss of accreditation by an institution.

- To file a claim, each student must submit a completed "Student Complaint Form." This form can be found on OCTS's website at <http://www.in.gov/dwd/2731.htm>.

Michigan

- Mail: State of Michigan Department of Labor and Economic Opportunity
Employment & Training, Post-Secondary Schools, P.O. Box 30726, Lansing, MI 48907
- Phone: (517) 335-5858
- Fax: (517) 241-9846
- Web: https://www.michigan.gov/leo/0,5863,7-336-78421_94422_2739---,00.html

Nebraska

- Complaints must be filed in writing with the commissioner using the form prescribed by the board including:
 - a) The full name, address, and telephone number of the complainant;
 - b) The full name, address, and telephone number of the respondent;
 - c) A concise statement of the facts which the complainant believes constitutes a violation of 92 NAC 41, 92 NAC 42, or the ACT; and
 - d) The full name, address, and telephone numbers of any witnesses able to testify as to the facts alleged.
- Mail: 301 Centennial Mall South Lincoln, Nebraska 68509

New York

- Mail: 116 West 32nd Street, 5th Floor, New York, New York 10001

Texas

- Students must address their concerns about this school or any of its educational programs by following the grievance process outlined in the school's catalog.
- Students dissatisfied with this school's response to their complaint or who are not able to file a complaint with the school, can file a formal complaint with TWC, as well as with other relevant agencies or accreditors, if applicable.
- Information on filing a complaint with TWC can be found on TWC's website at www.texasworkforce.org/careerschoolstudents.

Utah

- Mail: 160 East 300 South, 2nd Floor P.O. Box 146704, Salt Lake City, Utah 84114
- Fax: (801) 530-6001

Washington

- Nothing in this policy prevents the student from contacting the Workforce Board (the state licensing agency) at 360-709-4600 at any time with a concern or a complaint, workforce@wtb.wa.gov
- Mail: 128-10th Ave. SW, Box 43105, Olympia, Washington 98504-3105
- Phone: (360) 709-4600
- Web: wtb.wa.gov
- Email: wtecb@wtb.wa.gov

Washington D.C.

- Web: <https://osse.dc.gov/service/higher-education-licensure-commission-helc-public-complaints>

Curriculum Review Process

Flatiron School conducts regular curriculum reviews to ensure its programs prepare graduates to obtain entry-level employment in their field of study. At Flatiron School, we strive to equip students with current skills while building a timeless foundation in their discipline of study, so we evaluate the efficacy and contents of our programs and instructional methods with information from both internal and external sources.

Internal sources:

- Academic data: By analyzing student academic behavior in our learning management system, we can observe where students struggle with material both within and across cohorts. In doing so, we can identify areas of improvement along with root causes (i.e., if students across cohorts struggle with an assignment it may be a curriculum issue, whereas if students in one cohort struggle, it is likely an instructional concern). In doing so, we can intervene quickly and measure the impact of those changes.
- Current-student surveys: For students on-campus and online to glean immediate feedback on the educational experience itself, as well as the instructors and staff.

External sources:

- Employers: our Career Services team gathers current insights from employers and job-searching students regarding any change in demand for specific skills and technologies. The Career Services team then passes those insights to the education team to continuously update the curriculum.
- Alumni Surveys: We conduct regular alumni surveys to gain feedback about how our curriculum can be improved. We incorporate feedback from both recent alumni about curriculum that would help them enter the job market, as well as seasoned alumni (2+ years post-graduation) to better understand how we can more effectively prepare students for long term success.
- State University of New York: The curriculum was reviewed in submission of a joint application to the U.S. Department of Education, in consideration for the EQUIP program. As part of the review, the leaders of the Computer Science department at Empire State College reviewed our program material and instructional processes, both remotely and during on-site visits to Flatiron School's campus. The curriculum has been approved by SUNY's accreditors and board of trustees to qualify for 12 credits of Applied Learning.
- NYC Tech Talent Pipeline (TTP): Our program was reviewed by the TTP advisory board in preparation for our partnerships with the City of New York. The Advisory Board includes representatives from companies like Spotify, Microsoft, Goldman Sachs, Etsy, Facebook, etc.

APPENDIX E

Minimum Computer Requirements

Computer Requirements	On-Campus & Online UX/UI Design	On-Campus Software Engineering & Data Science	Online Software Engineering & Data Science	On-Campus & Online Cybersecurity Analytics & Cybersecurity Engineering
Operating Systems	MacBook Air or MacBook Pro (13" or 15") Processor: 2 GHz or faster w/ 64-bit support	Mac Laptop running the latest version of OSX	Laptop running the latest version of either Mac OSX, Windows, or a flavor of Linux	Laptop - 6th Generation or newer with quad-core processor
Memory	8GB+ (16GB recommended)	8GB+ of RAM required for Data Science	8GB+ of RAM required for Data Science	16GB+ of RAM
Hard Drive	128GB+(256GB recommended)	10 GB+ (20GB+ for Data Science) of free hard drive space	10GB+ (20GB+ for Data Science) of free hard drive space	256GB+ SSD (Additional external hard drive optional)
Hardware	A working keyboard, trackpad/mouse, display, and a power adapter	A working keyboard, trackpad/mouse, display, and a power adapter	A working keyboard, trackpad/mouse, and display	A working keyboard, trackpad/mouse, display, and power adapter; HDMI port or adapter required
Administrative Access	Required	Required	Required	Required
Networking Hardware	Ability to connect to Wi-Fi for internet access (no wired ethernet ports)	Ability to connect to Wi-Fi for internet access (no wired ethernet ports)	Ability to connect to the Internet	In-person: Ability to connect to Wi-Fi for internet access (No wired ethernet ports) Online: Ability to connect to the internet

Keep in Mind:

- Chromebooks, tablets, and smartphones do not meet the requirements listed above.
- Laptops should have the latest version of its operating system and be no more than 5 years old.
- Suggested resources to rent or purchase a laptop can be found [here](#). Students are responsible for ensuring that their computer meets the requirements outlined in the chart above.
- The required free hard drive space is for program files and “swap” space on disk.
- Administrative access is required as you may need to install software and configure your laptop.
- All online programs also require a working webcam as live instruction is delivered via video chat.

Application Deadlines and Enrollment Periods

Please see below for the projected enrollment periods by program for the upcoming year.

Programs are only available in select markets. See <https://www.flatironschool.com/> for availability by state / campus.

Software Engineering		
Cohort	Start Date	End Date
SE1	05/11/2020	08/21/2020
SE2	06/01/2020	09/11/2020
SE3	06/22/2020	10/02/2020
SE4	07/13/2020	10/23/2020

Full-Time Online Software Engineering		
Cohort	Start Date	End Date
FT-SE1	05/04/2020	09/25/2020
FT-SE2	05/25/2020	10/16/2020
FT-SE3	06/15/2020	11/06/2020
FT-SE4	07/06/2020	11/27/2020

Part-Time Online Software Engineering		
Cohort	Start Date	End Date
PT-SE1	05/04/2020	02/26/2021
PT-SE2	05/25/2020	03/19/2021
PT-SE3	06/15/2020	04/09/2021
PT-SE4	07/06/2020	04/30/2021

Data Science		
Cohort	Start Date	End Date
DS1	05/11/2020	08/21/2020
DS2	06/22/2020	10/02/2020
DS3	08/03/2020	11/13/2020
DS4	09/14/2020	12/24/2020

Full-Time Online Data Science		
Cohort	Start Date	End Date
FT-DS1	05/25/2020	10/16/2020
FT-DS2	07/06/2020	11/27/2020
FT-DS3	08/17/2020	01/15/2021
FT-DS4	09/28/2020	02/26/2021

Part-Time Online Data Science		
Cohort	Start Date	End Date
PT-DS1	05/25/2020	03/19/2021
PT-DS2	07/06/2020	04/30/2021

Cybersecurity Analytics		
Cohort	Start Date	End Date
CS1	07/13/2020	10/02/2020
CS3	10/05/2020	12/24/2021
CS5	01/04/2021	03/26/2021

Full-Time Online Cybersecurity Analytics		
Cohort	Start Date	End Date
FT-CS1	06/15/2020	10/02/2020
FT-CS2	07/27/2020	11/13/2020
FT-CS3	09/07/2020	12/25/2020
FT-CS4	10/19/2020	02/12/2021

Part-Time Online Cybersecurity Analytics		
Cohort	Start Date	End Date
PT-CS1	06/15/2020	01/29/2021
PT-CS2	07/27/2020	03/12/2021
PT-CS3	09/07/2020	04/23/2021

Cybersecurity Engineering		
Cohort	Start Date	End Date
CSE1	09/14/2020	12/24/2020
CSE2	01/04/2021	04/16/2021

Part-Time Cybersecurity Engineering (On-Campus and Online)		
Cohort	Start Date	End Date
PT-CSE1	09/14/2020	01/05/2021
PT-CSE2	01/04/2021	04/16/2021

Full-Time Online Cybersecurity Engineering		
Cohort	Start Date	End Date
FT-CSE1	09/14/2020	01/05/2021

Scholarships

Access Scholarship

The Access Scholarship is designed for new enrollees at Flatiron School. Flatiron School has allocated approximately \$2,000,000 in scholarship dollars to equip up to 1,000 recipients per year with the education and skills necessary to obtain a job in the information-technology workforce. The scholarship will be offered to students who enroll at our campuses across the country in 2020. A minimum of 25 students per year will receive a scholarship. Flatiron School will cover between \$2,000 to \$5,000 for each scholarship recipient in the form of a tuition credit. Scholarships will be available to students interested in Flatiron School's on campus and online Software Engineering, Data Science, UX/UI Design, Cybersecurity Analytics or Cybersecurity Engineering programs.

Scholarships will be awarded to individuals who successfully complete the admission process, are at least 18 years of age, and are from historically disadvantaged groups that are underrepresented in tech, and identifies as a member of one of the following groups:

- Women
- Underrepresented minorities
- Veterans
- People with disabilities
- LGBTQ+
- Low income
- Those whose ability to earn income is impacted by COVID-19 including inability to work remotely, laid off, furloughed and loss of wages

Access Scholarship x Women Take Tech

Access Scholarship x Women Take Tech is designed for new on-campus enrollees at Flatiron School in New York City and Brooklyn. Flatiron School, in partnership with Brooklinen, has allocated \$30,000 in additional scholarship dollars to the Access Scholarship to equip up to 10 women recipients with the education and skills necessary to obtain a job in the information-technology workforce. The scholarship will be offered to 10 eligible female students who enroll at a New York based campus starting in March 2020. Brooklinen and Flatiron School will each cover \$1,500 for each scholarship recipient in the form of a tuition credit, covering the upfront cost to enroll in a program. Scholarships will be available to students interested in Flatiron School's on campus Software Engineering, Cybersecurity, Data Science or UX/UI Design programs.

Scholarships will be awarded to 10 individuals who successfully complete the admission process, are at least 18 years of age, and identify as a woman.

Cognizant U.S. Foundation NexTech 100 Scholarship

The Cognizant U.S. Foundation NexTech 100 Scholarship is designed for new enrollees at Flatiron School campuses located in Houston, Atlanta, Denver, Chicago and Washington, D.C. This scholarship is awarded in partnership with Cognizant U.S. Foundation, a 501(c)(3) private foundation supporting STEM education and skills training across the United States. Flatiron School has allocated \$1,200,000.00 in scholarship dollars to equip 100 total recipients with the education and skills necessary to obtain a job in the information-technology workforce. Cognizant U.S. Foundation will cover \$12,000 for each scholarship recipient and Flatiron School will subsidize the remaining cost of tuition. Scholarships will be available to students interested in Flatiron School's Software Engineering, Cybersecurity Analytics, or UX/UI Design programs.

Scholarships will be awarded to individuals who successfully complete the admission process, are at least 18 years of age, and are from historically disadvantaged groups that are underrepresented in tech (e.g., women, people of color, veterans, people with disabilities, etc.), with additional preferences for individuals:

- Without four-year college degrees
- Who have not worked in the role for which they are being trained; and/or
- Who are low-income (as measured by people who fall below AMI with preference to those near or below LMI)

Flatiron School Merit Scholarship

The Flatiron School Merit Scholarship is available beginning in 2020 to new enrollees at our Flatiron School on-campus locations and online programs. Flatiron School has allocated over \$250,000 in scholarship dollars to equip up to 150 recipients per year with the education and skills necessary to obtain a job in the information-technology workforce. Flatiron School will provide scholarships in the amount ranging between \$500-\$3,000 to each scholarship recipient in the form of a tuition credit. Scholarships will be awarded to select individuals who demonstrate at least one of the following during the admissions process:

- Exceptional technical interview,
- Exceptional admissions interview,
- Exceptional written application, that includes rich detail about the student's passion and dedication to the subject matter.
- Exceptional educational achievement during work on preparatory materials, including but not limited to program specific prep-work.

Disclosures for Students Residing in California

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 1747 North Market Blvd., Suite 225, Sacramento, CA 95834, P.O. Box 980818, West Sacramento, CA 95798-0818, www.bppe.ca.gov, (888) 370-7589 or (916) 574-8900, or by fax (916) 263-1897.

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling (888) 370-7589 or by completing a complaint form, which can be obtained on the bureau's internet Web site www.bppe.ca.gov.

Flatiron School is a private institution that is approved to operate by the Bureau for Private Postsecondary Education.

Flatiron School does not have a pending petition in bankruptcy, is not operating as a debtor in possession, has not filed a petition within the preceding five years, and has not had a petition in bankruptcy filed against it within the preceding five years that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code (11 U.S.C. Sec.1101 et seq.)

Cancellation

The institution shall make the refund pursuant to section 71750 of the Bureau's Regulations. If Flatiron School sent any physical copies of the first lesson and materials before an effective cancellation notice was received, the school shall make a refund within 30 days after the student's return of the materials.

Financial Assistance

Neither Flatiron School nor its programs are accredited by an accrediting agency recognized by the United States Department of Education or any other accrediting agency. As an unaccredited institution, Flatiron School does not participate in any federal or state financial aid programs. If a student obtains a loan to pay for an educational program, the student will have the responsibility to repay the full amount of the loan plus interest, less the amount of any refund, and if the student has received federal student financial aid funds, the student is entitled to a refund of the moneys not paid from federal student financial aid program funds.

Housing

Students can choose between many housing options at a number of apartment complexes located within a reasonable distance of the San Francisco campus. Rent for studio and 1- bedroom apartments ranges from \$2,461 to \$3,261 per month based on single occupancy. For students who prefer to live with roommates, individual rent ranges from \$1,230.50 to \$1,630.50 per month, for nearby 2-bedroom apartments, based on 2-person occupancy. Additional charges for electricity, trash, water, and internet access may apply.

Instructors

- San Francisco campus
 - Julia DeBari, Lead Instructor, UX/UI Design
 - Amelie Oller, Lead Instructor, Software Engineering
- Online programs
 - Jacob Eli Thomas
 - Dakota Martinez
 - Jennifer Hansen
 - Amelie Oller
 - Erika Hughes
 - Z Drake
 - Nancy Noyes

- Dustin Anderson
- Jeff Herman
- Enoch Griffith
- Alice Balbuena
- Howard DeVennish
- Rafael Carrasco

Flatiron School's instructors are highly qualified to teach in their respective programs and possess significant experience, education and/or training in their respective subject areas. Because of the cutting-edge and constantly evolving nature of Flatiron's programs, there is no single academic degree or qualification that provides the skills and competencies required.

All the senior faculty who develop Flatiron School's curriculum have significant experience both teaching and working as practitioners. Flatiron hires faculty who can demonstrate a mastery of the subject they will be teaching, and an ability to relate complex concepts to students.

NOTICE CONCERNING TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED AT FLATIRON SCHOOL

The transferability of credits you earn at Flatiron School is at the complete discretion of an institution to which you may seek to transfer. Acceptance of the certificate you earn in the educational program is also at the complete discretion of the institution to which you may seek to transfer. If the certificate that you earn at this institution are not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason you should make certain that your attendance at this institution will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending Flatiron School to determine if your certificate will transfer.

School Performance Fact Sheet

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement.

Student Tuition Recovery Fund (STRF)

The State of California established the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic loss suffered by a student in an educational program at a qualifying institution, who is or was a California resident while enrolled, or was enrolled in a residency program, if the student enrolled in the institution, prepaid tuition, and suffered an economic loss. Unless relieved of the obligation to do so, you must pay the state-imposed assessment for the STRF, or it must be paid on your behalf, if you are a student in an educational program, who is a California resident, or are enrolled in a residency program, and prepay all or part of your tuition.

It is a California state requirement that a student who pays their tuition is required to pay a state-imposed assessment for the Student Tuition Recovery Fund. You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if you are not a California resident or are not enrolled in a residency program.

It is important that you keep copies of your enrollment agreement, financial aid documents, receipts, or any other information that documents the amount paid to the school. Questions regarding the STRF may be directed to the Bureau for Private Postsecondary Education, 1747 North Market Blvd., Suite 225, Sacramento, CA 95834, P.O. Box 980818, West Sacramento, CA 95798-0818, (916) 574-8900 or (888) 370-7589.

To be eligible for STRF, you must be a California resident or are enrolled in a residency program, prepaid tuition, paid or deemed to have paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The institution, a location of the institution, or an educational program offered by the institution was closed or discontinued, and you did not choose to participate in a teach-out plan approved by the Bureau or did not complete a chosen teach-out plan approved by the Bureau.
2. You were enrolled at an institution or a location of the institution within the 120-day period before the closure of the institution or location of the institution, or were enrolled in an educational program within the 120-day period before the program was discontinued.
3. You were enrolled at an institution or a location of the institution more than 120 days before the closure of the institution or location of the institution, in an educational program offered by the institution as to which the Bureau determined there was a significant decline in the quality or value of the program more than 120 days before closure.
4. The institution has been ordered to pay a refund by the Bureau but has failed to do so.
5. The institution has failed to pay or reimburse loan proceeds under a federal student loan program as required by law, or has failed to pay or reimburse proceeds received by the institution in excess of tuition and other costs.
6. You have been awarded restitution, a refund, or other monetary award by an arbitrator or court, based on a violation of this chapter by an institution or representative of an institution, but have been unable to collect the award from the institution.
7. You sought legal counsel that resulted in the cancellation of one or more of your student loans and have an invoice for services rendered and evidence of the cancellation of the student loan or loans.

To qualify for STRF reimbursement, the application must be received within four (4) years from the date of the action or event that made the student eligible for recovery from STRF.

A student whose loan is revived by a loan holder or debt collector after a period of non-collection may, at any time, file a written application for recovery from STRF for the debt that would have otherwise been eligible for recovery. If it has been more than four (4) years since the action or event that made the student eligible, the student must have filed a written application for recovery within the original four (4) year period, unless the period has been extended by another act of law.

However, no claim can be paid to any student without a social security number or a taxpayer identification number.

Timeline for Evaluation of Assignments for Distance Education (Online) Students

Submitted assignments and projects will be reviewed and returned to the student within three (3) business days.

Total Charges

Flatiron School's programs' "period of attendance" is the entire educational program. Therefore, "Total Charges for a Period of Attendance" equals "Total Charges for the Entire Educational Program," as shown on your Enrollment Agreement.

Disclosures for Students Residing in Colorado

Flatiron School is Approved and Regulated by the Colorado Department of Higher Education, Private Occupational School Board.

Postponement Clause

Postponement of a starting date, whether at the request of the school or the student, requires a written agreement signed by the student and the school. The agreement must set forth:

- a. whether the postponement is for the convenience of the school or the student; and,
- b. the deadline for the new start date, beyond which the start date will not be postponed.

If the course is not commenced, or the student fails to attend by the new start date set forth in the agreement, the student will be entitled to an appropriate refund of prepaid tuition and fees within 30 days of the deadline in accordance with the school's refund policy and all applicable laws and Rules concerning the Private Occupational Education Act of 1981.

APPENDIX J

Disclosures for Students Residing in Illinois

Student success data as required pursuant to Section 37 of the Act. This data reflects outcomes for the UX/UI Design program from July 1, 2017-June 30, 2018.

The number of additional students who were admitted in the program or course of instruction during the next 12 months and classified in one of the following categories	
New starts:	179
Re-enrollments:	0
Transfers from another program at the school:	0
Total number admitted (new starts plus all others):	179
The number of students enrolled in the program or course of instruction during the 12-month reporting period who:	
Transferred out or into another program at the school:	0
Completed or graduated from a program or course at the school:	173
Withdrew:	6
Are still enrolled:	0
The number of students enrolled in the program or course of instruction who were:	
Placed in their field of study, placed in a related field of study:	155
Placed out of the field:	0
Not available for placement due to personal reasons:	1
Not employed:	17
Number of students who obtained employment without school's career assistance: 0	0
Average starting salary:	\$69,000
Data procured on June 24, 2019	

APPENDIX K

Disclosures for Students Residing in New York

The following is a list of instructors and admissions agents connected to campuses in New York:

Name	Title
John Chang	Instructor, UX/UI Design
Steven Doran	Lead Instructor, Software Engineering
Scott Dunay	Instructor, UX/UI Design
Greg Dwyer	Lead Instructor, Software Engineering
Dustin Fraser	Lead Instructor, Cybersecurity
Kodjo Hogan	Lead Instructor, Cybersecurity
Ian Hollander	Lead Instructor, Software Engineering
Haixaio (Edison) Hu	Instructor, UX/UI Design
Yeho Hwang	Instructor, UX/UI Design
Eric Kim	Lead Instructor, Software Engineering
Fangfang Lee	Lead Instructor, Data Science
Caryn McCarthy	Lead instructor, Software Engineering
Jessica Moon	Lead Instructor, UX/UI Design
Michelle Rios	Lead Instructor, Software Engineering
Danny Setiawan	Lead Instructor, UX/Ui Design
Jackie Simon	Lead Instructor UX/UI Design
Tashawn Williams	Lead Instructor, Software Engineering
Sean Wilson	Lead Instructor, Data Science

The following is a list of admissions agents connected to campuses in New York:

Name	Title
Angie Capurro	Account Executive, Online Enrollments
Sammetra Daniels	Account Executive, Online Enrollments
Amanda D'Avria	Director of Admissions for On-Campus
Annette Doskow	Senior Director of Admissions
Ruby Glaser	Account Executive, On-Campus Admissions
Michael Krashes	Account Executive, On-Campus Enrollments
Jackie Marcink	Account Executive, On-Campus Admissions

Maryssa Medley	Account Executive, On-Campus Admissions
Courtney Morgan	Account Executive, Online Enrollments
Kevin Ortiz	Account Executive, Online Enrollments
Alicia Whitney	Campus Lead



Disclosures for Students Residing in Texas

The following is a list of Flatiron School's instructors at its campuses in Texas:

Name	Campus Location	Title	Education & Experience
Bryan Arnold	Houston	Lead Instructor, Data Science	<ul style="list-style-type: none"> Southern Illinois University <ul style="list-style-type: none"> Master of Science in Mathematics, Doctorate in Mathematics (in progress) 2 years professional experience as a Data Scientist
Vidhi Sharma	Houston	Lead Instructor, Software Engineering	<ul style="list-style-type: none"> University of Houston <ul style="list-style-type: none"> Master of Science in Computer Science 3+ years of extensive Web Analysis
Joshua Miles	Houston	Lead Instructor Software Engineering	<ul style="list-style-type: none"> Alvin Community College and University of Houston Clear Lake <ul style="list-style-type: none"> Coursework in Management Information Systems 2 years of experience as a Software Developer
Julia Madrigan	Austin	Lead Instructor, UX/UI Design	<ul style="list-style-type: none"> Northeastern University <ul style="list-style-type: none"> Bachelor of Science, Graphic Design 3+ years of experience as a Designer
Jennifer Stewart	Austin	Lead Instructor, UX/UI Design	<ul style="list-style-type: none"> Mississippi State University <ul style="list-style-type: none"> BFA in Art (focus on Graphic Design) 5+ years of experience as a Designer
Marc Majcher	Austin	Lead Instructor, Software Engineering	<ul style="list-style-type: none"> The State University of New York, University at Buffalo <ul style="list-style-type: none"> BA, Computer Science 20+ years of experience as a Software Developer

Incomplete Grades

Flatiron School only awards grades of “Incomplete” in the following circumstances:

- For students who withdraw from the school as a result of being called to active duty in a military service of the United States
 - See the Refund Policy for Students Called to Active Military Service for more information.
- For Texas students who withdraw during the portion of a program for which they are not eligible to collect a refund, and only if:
 - The student requests the grade at the time of withdrawal, and
 - The student is withdrawing for a reason unrelated to academic status.
- A student who receives a grade of incomplete may re-enroll in the course or program during the 12-month period following the date of withdrawal and complete those incomplete subjects without payment of additional tuition for that portion of the course or program.
- Flatiron School cannot guarantee that a program or cohort will be available upon the student's return.

Disclosures for Students Residing in Utah

REGISTERED UNDER THE UTAH POSTSECONDARY PROPRIETARY SCHOOL ACT (Title 13, Chapter 34, Utah Code).

Registration under the Utah Postsecondary Proprietary School Act does not mean that the State of Utah supervises, recommends, nor accredits the institution. It is the student's responsibility to determine whether credits, degrees, or certificates from the institution will transfer to other institutions or meet employers' training requirements. This may be done by calling the prospective school or employer.

The institution is not accredited by a regional or national accrediting agency recognized by the United States Department of Education.

Description of the Surety Bond:

Flatiron School has issued a Surety Bond to the state of Utah based on the projected number of students expected to enroll during the first year of operation.

Graduation and Employment Rates for the Preceding Three Years:

Flatiron School will disclose graduate and employment data in the Catalog once it has been operating in Utah long enough to have reportable data. In the meantime, see our [outcomes report \(https://flatironschool.com/jobs-reports/\)](https://flatironschool.com/jobs-reports/) that captures data from currently approved campuses.

Payment Schedule

Students in Utah shall be enrolled in a pay-as-you-learn payment schedule that limits a student's prospective contractual obligation(s), at any one time, to the institution for tuition and fees to four months of training. This restriction applies regardless of whether a contractual obligation is paid to the institution by the student directly or a lender or any other entity on behalf of the student.

Disclosures for Students in Washington D.C.

The following is a list of Flatiron School's instructors at the Washington, D.C. location:

Name	Title
Murat Güner	Lead Instructor, Data Science
Andrew Enkeboll	Lead Instructor, Data Science
Matthew Townley	Lead Instructor, Data Science
Ann (Thuyan) Duong	Lead Instructor, Software Engineering
Paul NicholSEN	Lead Instructor, Software Engineering
Anna London	Lead Instructor, Cybersecurity Analytics

Statement Regarding Refunds in the Event of a Discontinued Program

The student will receive a full refund of tuition and fees paid if the school discontinues the program within a period of time a student could have reasonably completed it, except that this provision shall not apply in the event the school ceases operation.

Statement Regarding Payment of Tuition Prior to the Start of Classes

Students residing in the District of Columbia shall not be required to pay more than 30% of the full tuition amount prior to the start of classes. However, students who choose the Up-Front Payment Plan must pay in full by midnight Eastern time of the first day of class in order to remain financially cleared to attend the program.

APPENDIX O

Disclosures for Students Residing in Washington State

This school is licensed under Chapter 28C.10 RCW.

Inquiries, concerns, or complaints regarding this school can be made to the Workforce Board, 128 10th Avenue S.W., Olympia, Washington, 98501, [360-709-4600](tel:360-709-4600), web: www.wtb.wa.gov, email: workforce@wtb.wa.gov

Flatiron School does not discriminate against students or potential students on the basis of race, creed, color, national origin, sex, veteran or military status, sexual orientation, or the presence of any sensory, mental, or physical disability or the use of a trained guide dog or service animal by a person with a disability.

The following is a list of Flatiron School's instructors at the Seattle location:

Name	Title	Years Relevant Work Experience	Years Teaching Experience	Highest Degree Earned	Awarding Institution
Greg Damico	Lead Instructor, Data Science	2	5	MA Applied Mathematics	University of Washington
John Franti	Lead Instructor, Software Engineering	4	4	BA History	University of Nebraska-Lincoln
Soundarya Rajendran	Lead Instructor, Software Engineering	5	4	BSE Computer Science Engineering	Western Washington University
Corey Clifton	Lead Instructor, UX/UI Design	2	1	BA	University of Tennessee
Justin Hamacher	Lead Instructor, UX/UI Design	12	4	MS Design & Engineering	University of Washington