



## New York Course Catalog

January 2018 to March 2019

Revision Date: February 5, 2018



## **New York Campus Location**

### **Hack Reactor**

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This Hack Reactor Catalog is updated at least once per year annually, but Hack Reactor reserves the right to revise it more frequently. The most recent version of this Catalog is available for download at

<https://www.hackreactor.com/regulatory-information>.

**Hack Reactor is licensed by the New York State Education Department, Office of Adult Career and Continuing Education Services, Bureau of Proprietary School Supervision (BPSS).**



Hack Reactor is not accredited.

Prospective students are encouraged to review this Course Catalog prior to signing an enrollment agreement. They are also encouraged to review the school's outcomes metrics that, as measured by Hack Reactor, are currently available at [www.hackreactor.com/outcomes](http://www.hackreactor.com/outcomes). The student should be aware that some information in the catalog may change. It is recommended that students considering enrollment check with the school admissions agents to determine if there is any change from the information provided in the catalog.

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## The Hack Reactor Story

### Our Mission

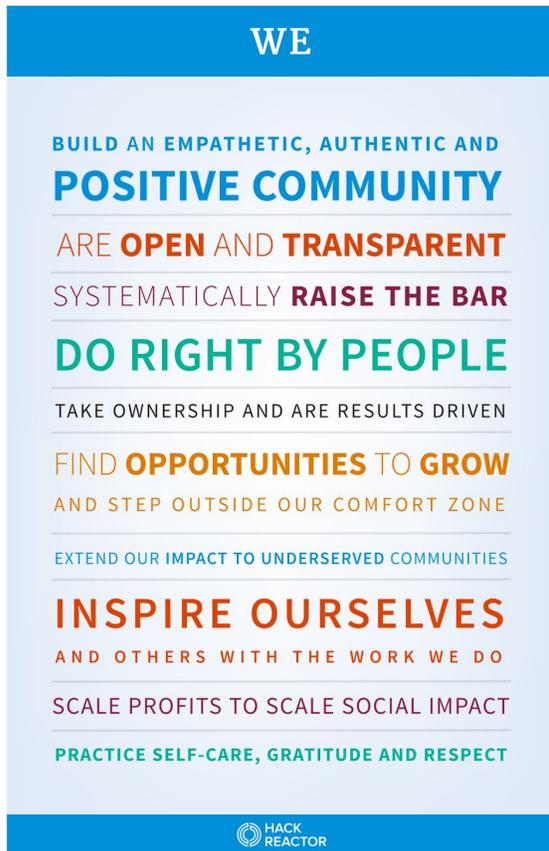
Hack Reactor is an advanced immersive Javascript training school that produces exceptional software engineers with a skill set built for top engineering teams. During twelve (12) weeks of instruction, students acquire the skills necessary to gain employment in the software engineering field. While attending Hack Reactor, students learn Javascript, Computer Science (“CS”) fundamentals, and engineering best practices. The curriculum is intended for students who’ve dedicate many hours to self-study before beginning the rigorous application process for Hack Reactor. The program is designed for students who understand the basics and have demonstrated their programming abilities during the application process.

Hack Reactor differentiates itself from other bootcamps by its commitment to instructional rigor, data-driven improvement, and relentless student support. The needs of both employers and students transcend the limitations of the university system. Curriculum is designed to prepare students for the fast-paced software engineering world requires constant revision and improvement in order to stay current. Hack Reactor graduates are workforce-ready engineers that get hired by great companies at highly competitive salaries.

Hack Reactor focuses on the same fundamental skillset that academic CS degrees teach: rigorous thinking, algorithmic design and analysis, and data structures. We employ experienced industry experts with solid fundamental skillsets to ensure students are not stuck debugging code in a lab for hours. Unlike the university educational paradigm, we cover the core tools and industry practices – debuggers, software testing, and version control – that accelerate educational progress. Our students build complex software applications from low-level toolkits: bittorrent clients, interpreters, database middleware, and distributed computing frameworks. After course completion, they pass through challenging interview screens that most CS graduates cannot and secure jobs in the industry.

### Our Values & Commitment

Hack Reactor is challenging and intense but our staff and the community are here to help everyone on their growth journey. Our core values are rooted in building a strong, caring community dedicated to the transformative success of every student. We are committed and inspired to fostering the future of education through outcomes-focused learning so every student can achieve their career goals.



## Our History

Hack Reactor was started in late 2012 in San Francisco as an answer to the rising demand for world class software engineers. The program is built for helping students become exceptional, market-demanded full stack software engineers through an intense, advanced Javascript immersive program. What started with a cohort of 16 students in San Francisco has now grown into a nationwide network with thousands of alumni and hundreds of students graduating every year. In early 2015, Hack Reactor acquired MakerSquare which expanded the network to include the first MakerSquare campus in Austin, Texas (opened in 2013). Since the merger, we've opened a campus in Los Angeles

(June 2015) and New York City (June 2016) and continue to offer best-in-class software engineering education.

## Course and Instruction

Our program builds expertise in a curated suite of technologies and concepts, each selected for their workplace utility and relevance to modern software engineering paradigms. Students learn new concepts, then immediately reinforce that knowledge by using it to build and test real software. Each lesson builds up to the next, as students grow into Software Engineers with a robust technical and professional skillset.



### **Real-World Problem Solving and Collaboration**

Students begin with the Pre-Course material, which provides a strong handle on the Javascript fundamentals necessary to master the language and pick up more advanced skills during the the program. Students learn through a finely tuned sequence of targeted lectures, structured assignments, and collaborative projects designed to emulate life on a real-world engineering team. For much of the program, students work collaboratively to complete two-day "sprints", working in pairs to reduce coding errors, and foster the type of collaboration and empathetic communication that employers expect of strong Engineers.

The curriculum has a strong focus on all of the skills required of Software Engineers today, including effective communication, workflow management, product development and implementation, application deployment, and team dynamics. The curriculum is crafted to simulate a real job environment, exposing students to broken tests, incomplete documentation and other surprises that give them experience with the sorts of real-world challenges that many Engineers only encounter late in their careers.

## **Dynamic Curriculum**

Our curriculum is constantly evolving in response to feedback from employers and alumni, while holding true to the principal goal of graduating Software Engineers who are able to quickly and independently learn any new technologies, languages or tools that the task at hand requires, even those they've never been exposed to before. By the second half of the course, students have honed the ability to thrive within the constantly shifting software engineering landscape, frequently working on projects based on technologies not explicitly covered in our curriculum. Students at Hack Reactor learn how to adapt to the demands of any situation faster and more effectively than they ever could prior to attending the program. The program culminates in professional development training, so that students have the ability to articulate their skills to employers and negotiate multiple job offers.

## **Job Placement Services**

Beyond technical training, Hack Reactor strives to help students shape their career path after graduation. The Student Outcomes team helps students perfect their resumes, develop and practice exceptional presence and interviewing skills, and provides job-seeking advice after graduation. The Corporate Partnerships team has built relationships with major employers around the country providing opportunities for our graduates and alumni to interview with top engineering teams.

Although placement assistance service is provided, the school cannot guarantee a job to any student or graduate. While Hack Reactor does not guarantee any job, credential, salary, or bonus for any graduate, we note that our "gainfully employed" graduates tend to fall under the U.S. Department of Labor Standard Occupational Classification (SOC) 15-1130 Software Developers and Programmers. To find out more about these codes, please visit this page: <https://www.bls.gov/soc/2010/soc151130.htm>

## **Student Services & Resources**

Hack Reactor will provide students with instructional demonstrations, mentoring, support and guidance relating to Javascript, HTML, CSS, engineering principles and best practices including testing, version control and building a portfolio. We provide all the resources needed to succeed in our program. Slide lectures are published for each student to be able to access and reference at any time during the program. Hack Reactor uses online data management systems that students can access from anywhere over the internet. Our instructors are available for students to reach out to for further questions, and we have Hackers in Residence who assist with any clarifications and exercises.

## Standards for Student Achievement

This is a serious course for serious students. We expect students to work hard, act professionally and ask for help as needed. The program curriculum is divided into topical sprints, usually lasting anywhere from 1-3 days each. These sprints incorporate exercises that help cement the concepts reviewed in lectures and assignments. We use assessments at the end of each sprint to monitor progress. If a student cannot pass the assessments, we will do everything we can to give them support, guidance, and further instruction. But, ultimately, assessments will determine whether a student graduates. Instructors will communicate guidelines to individual students during the course of the program explaining what in particular would be expected of them given these and other factors.



## Technical Skills

The program features periodic self-assessments that are tested by an automated system and then reviewed and graded by instructional staff. The system identifies students that may be having technical difficulties encouraging them to set up office hours with instructional staff. Additionally, staff will proactively monitor student results and reach out to provide feedback and help students refine their technical strategies.

The Technical Assessment is a full-day coding challenge at the halfway point of the Program that tests the knowledge and skills developed in the first half of the course. It is a significant portion of the gating Summary Evaluation, which means failure to perform sufficiently on the Technical Assessment could result in removal from the course.

**Soft skills**

Students are regularly graded on a "[no] reason for concern" basis by staff observing students as they collaborate. Students with multiple "reason for concern" notes will be approached with feedback and areas for improvement.

**Summary Evaluation**

The Summary Evaluation is a midterm evaluation of proficiency in the course, largely centered around the question "Would Hack Reactor hire this person onto one of our teams?" The Summary Evaluation takes into consideration technical proficiency, ability to successfully collaborate with pairs and groups, as well as student engagement with classroom requirements and expectations. The Summary Assessment gates participation in the second half of the course.

**Assessment Frequency and Evaluation**

Assessments are typically performed at the end of each 1-3 day sprint. Students' technical proficiency and soft skills are evaluated constantly and instructional staff meet weekly to review individual student progress. Progress reporting typically occurs at the end of a sprint by way of self assessments and directed feedback from staff.

Students receive a detailed testing analysis of their code from Spectator, our self-assessment tool as well as individualized feedback from instruction staff throughout the program. Students receive a copy of their marks via email, with a red (X) indicating incorrect answers. Students are encouraged to schedule check-ins with instructors as needed. Scoring a 2 or above on a 0-3 scale for all self-assessments demonstrates satisfactory technical progress.

Hack Reactor instructional staff conduct student evaluations, considering the student's project completion, assessment performance, emotional health, and daily attendance in real time. A student who is struggling with the technical aspects of the Program may be offered remedial instructional exercises at any point of the program. If the student is unable to demonstrate an ability to achieve satisfactory progress thereafter, their enrollment may be separated, or they may be offered to re-enroll in a different cohort, repeating a portion of the program. This is largely determined by an independent evaluation of the student's technical and soft skill capabilities. Separated students are provided a refund per our refund policy and may reapply to the program. They may be readmitted as a new student if they are able to demonstrate a clear understanding of the foundational concepts required for admission.

## Program Expectations

This is going to be an amazing ride, but we need to set up some Expectations before we start in order to make sure everyone is able to work in a safe, productive environment.

1. Be on time - We need to start promptly. This means being ready to *start* on time, not just being present in the classroom container.
2. Be present - Because of our condensed schedule, missing a day is going to put you far behind. We understand that in some rare circumstances someone might need to miss a day, but we request that you let us know ahead of time when possible and have a really compelling reason. An absent member disrupts the cohesion of our classroom container so much that if a student misses more than 2 days during the course, we will discuss with the student whether learning goals can still be achieved. In some cases, absence may lead to withdrawal from the program.
3. Be good students - This is a serious course for serious students. We need you to work hard and ask for help when you need it. We use assessments to monitor progress and, if you cannot pass the assessments, we will do everything we can to give you more support and instruction. But, ultimately, your assessments will determine whether you progress to graduation or not. If you cannot pass the assessments, you may be withdrawn from the program.
4. Be respectful - We are going to be around each other for many very intense weeks. It is therefore really important that we go out of our way to make each other comfortable. Belittling, aggressive, sexist, racist, or discriminatory language has no place in our learning environment.
5. Have a good attitude - At times, you may feel ahead of other students. At other times you may feel behind other students. However, we request that you keep a positive, engaged, and motivated attitude. The instructors are available to discuss any situation in which someone feels that their own or someone else's attitude is affecting their own or someone else's learning. We will do our best to help.
6. No drinking - You can't drink here and you can't party here.
7. Guest policy (onsite immersive only) - We understand that you may want to bring friends or mentors to the space. We ask that you let us know ahead of time and check if it fits with the class schedule. Please do not invite 'drop in' guests.
8. Be open and willing - Hack Reactor is not like most educational experiences and we're going to ask that you bring an open mind and a good attitude to everything we do together. If you're not sure why we're doing things in a certain way, please

let us know, but be prepared to be on board with a plan that you don't fully understand. Trust us.

9. Take care of yourself - We don't want you to burn out. Raise red flags with staff early if you feel like you are struggling or overwhelmed. Take care of your body, be healthy.
10. Take care of space (onsite immersive only) - All of us need to be respectful of the space and make sure that we are keeping it clean and enjoyable to be in.

We look forward to a really productive and educational course! If you feel that you cannot agree to any of the above, let us know and let's talk about it. Should a student violate any of the Expectations, that student may need to be removed from the class. If there is anything else that is not in this document that you think is important to your learning environment, please come and talk to us. Your learning is our highest priority.

## Academic Policies

We want to make sure students have all the requisite analytical tools and skills to succeed at Hack Reactor. Our academic policies aim to ensure students are fully prepared for the pace and depth of the program before it begins.

### Admissions Policy

Hack Reactor is not a program for beginners. Our admissions process requires preparation and hard work. Students must provide proof of completion of secondary education, including without limitation, a copy of a high school diploma, passing results from the HSE/TASC (High School Equivalency/Test Assessing Secondary Completion) or GED exam or proof of issuance of a college degree. Students unable to provide adequate proof of completion of secondary education may need to complete an Ability-to-Benefit examination. Additionally, all students will need to demonstrate a base knowledge of Javascript fundamentals before starting our program. To test this, we conduct technical interviews with all candidates prior to acceptance, and require the completion of a rigorous pre-course curriculum. Hack Reactor does not require or accept credits earned at other institutions or through challenge examinations and achievement tests. Hack Reactor has not entered into any articulation or transfer agreements with other colleges or universities.

### Non-US Citizen Students

Students with a non-US Citizen status will be treated equally through the application and interview process, however Hack Reactor is unable to provide visa services for any

students, including vouching for student status and any associated charges. Hack Reactor is unable to provide financing to non-US Citizens at this time.

All instruction and coursework will be in English. Hack Reactor will require documentation as proof of English language proficiency, as translation services will not be provided. We require English fluency as established by our Admissions staff and technical assessment. Please note that no external qualification (e.g. TOEFL, IELTS) will be considered in lieu of our individual assessment.

### **Academic Intervention and Dismissal Policy**

Hack Reactor is a fast-paced, rigorous and intensive program offered over a condensed period of time. If a student is unable or unwilling to meet expectations, or achieve satisfactory progress during any portion of the program, Hack Reactor will conduct an evaluation of the student's assessments and soft skills and determine whether academic intervention is warranted. Intervention may include remedial coursework, increased frequency of staff counseling or an opportunity to defer to restart the program in an upcoming cohort.

Academic Intervention is discretionary and may not be available in every scenario. Under circumstances where Hack Reactor determines that Academic Intervention would not successfully address the student's academic deficiencies, the student may be dismissed from the Program and offered a refund as required by law. In addition, a student may be dismissed for academic dishonesty or any violation of Hack Reactor's behavior, attendance or sexual harassment and misconduct policies.

### **Attendance and Late Policy**

Hack Reactor's program is immersive, so missing a single day of instruction is highly likely to impede a student's academic success. We understand that absence is sometimes unavoidable, but we request that students let us know ahead of time when possible and have a really compelling reason. An absent student disrupts the cohesion of our classroom container so much that missing more than two days during the course, will trigger a discussion with the student about whether their learning goals can still be achieved. In some cases, excessive absences may lead to removal from the class, in other cases, Academic Intervention may be required to continue.

Being tardy or late to any Hack Reactor class or lab session is disruptive to the student working environment. Student lateness or tardiness is documented in the student's



attendance record. Any student not present at the prescribed start time of class or lab shall be considered tardy.

With that in mind, each absence counts as three (3) points, a tardy is one (1) point and leaving early is one (1) point. Students are allowed a maximum of nine (9) attendance points.

### **Leave-of-Absence Policy**

A student may request a leave-of-absence once for a period of time no less than one (1) week and up to a maximum of thirty (30) days. This request may be only for unavoidable reasons or extenuating circumstances. A request must be made in writing to the campus Director prior to the leave-of-absence, unless circumstances make this impossible. Requests may be emailed to [nyc.communication@hackreactor.com](mailto:nyc.communication@hackreactor.com).

The request will then be evaluated by the campus Director and the student will be notified of the outcome of their request by email. A student who is granted a leave-of-absence will be assessed upon their return and assigned a new completion date. If a student does not return after the time granted through their leave-of-absence they will be removed from the program and a refund will be issued using the proscribed refund calculation form. The refund determination for a student failing to return from a leave of absence is the last date of attendance.

### **Make-Up Work Policy**

When a student misses a portion of the program due to an approved absence, Hack Reactor may provide opportunities for students to complete remedial assignments and review additional materials and practice problems. We also may increase the frequency of counseling or offer other alternative assignments to ensure student success. All make-up work must be approved by the Campus Director on a case by case basis.

### **Retention of Student Records**

We use multiple software applications to create and maintain student records. Through the application and interview process, we use Salesforce to store our records. These records are stored and remain in our possession **indefinitely**. Throughout the program students work with GitHub for source & version control and Asana for project management. Access to these materials is provided to students throughout the program and afterwards, during their job search.



### **Student Housing**

Hack Reactor is a non-residential program and does not own, operate, or affiliate with any dormitory or housing facilities and providers. We do not claim any responsibility to provide or to assist with finding housing for students. For reference, our campuses are located nearby and convenient to municipal public transit. Most of our students live within close proximity to public transit stations within the metropolitan area where our campuses are located. Local housing costs are high and they change rapidly. Please conduct independent research to gain up-to-date knowledge and understanding.

## Student Rights

The US constitution guarantees the most important basic rights, which every student should understand before enrolling in our program. In addition to these, students have the following rights:

- Students have the right to equal opportunity education and non-discrimination based on sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation or other categories protected by law of the states in which we operate.
- Students have the right to cancel or withdraw from their course, per Hack Reactor's Cancellation, Withdrawal and Refund Policy.
- Students have the right to file a grievance, per Hack Reactor's Grievance Procedure.

### **Grievance Procedure**

If at any time at Hack Reactor a student feels their rights have been violated, they can file a grievance by emailing [grievances@hackreactor.com](mailto:grievances@hackreactor.com). We would like to hear from students about any problems that arise, and any way we can improve and make their time here more enjoyable. This e-mail address is monitored by academic leadership of the school and is powered by technology allowing us to audit the responses of academic and administrative staff alike to student requests.

Hack Reactor is a private institution and this school is approved to operate as a Licensed Private Career School by the Bureau for Proprietary School Supervision (BPSS). A student may contact the BPSS at any time within three years of a violation to file a complaint or to discuss any issues they may currently be having. Students can write to the New York State Education Department at 116 West 32nd Street, 5th Floor, New York, New York 10001, or call the Department at (212) 643-4760, requesting an interview for the purpose of filing a written complaint. Additional information on the process can be found at; <http://www.acces.nysed.gov/bpss/student-rights>

### **Sexual Harassment and Misconduct Policy**

Hack Reactor seeks to ensure that no students or employees are excluded from participation, or denied the benefits of, any Hack Reactor program or activity on the basis of sex. Members of Hack Reactor's community have a right to be free from sexual harassment, violence and gender-based harassment. When an allegation of sexual misconduct is investigated, and a responding community member is found to have

violated an applicable federal, state, or local law or ordinance/regulation or to have engaged in other inappropriate conduct, discipline or corrective measures may be imposed.

### **Purpose**

Hack Reactor has established the procedures outlined in this Policy for the purposes of: (1) educating and promoting awareness of Hack Reactor's policies against sexual harassment and misconduct; (2) provide all members of Hack Reactor's community with a process for promptly reporting any concerns regarding potential sexual harassment or related inappropriate conduct; and (3) provide guidelines for prompt and effective responses to any reports of sexual harassment.

### **Notice of Non-Discrimination**

Hack Reactor prohibits discrimination on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over 40 years of age, military and veteran status, sexual orientation, or any other basis protected by federal, state, or local law or ordinance or regulation. For questions about discrimination, please contact the licensed Director via email.

### **Policy Statement**

Hack Reactor is committed to providing a learning environment free of unlawful harassment. Hack Reactor prohibits sexual harassment and harassment based on race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age for individuals over 40 years of age, military and veteran status, sexual orientation, or any other basis protected by federal, state, or local law or ordinance or regulation. All such harassment will not be tolerated.

Hack Reactor will respond promptly and effectively to reports of Sexual Misconduct as defined herein and will take appropriate action to prevent, to correct, and when necessary, to discipline behavior that violates this Policy.

### **Scope of Policy**

This policy applies regardless of the complainant's or respondent's sexual orientation, sex, gender identity, age, race, nationality, religion or ability. Hack Reactor's anti-harassment policy applies to all persons involved in the operation of Hack Reactor

and prohibits unlawful harassment and retaliation by any student or employee of Hack Reactor and/or any other third party or guest doing business or providing services on campus (e.g. contractors and vendors). Hack Reactor also prohibits unlawful harassment based on the perception that anyone has any of those characteristics, or is associated with a person who has or is perceived as having any of those characteristics

Conduct by a Hack Reactor employee that constitutes Sexual Misconduct in violation of the Policy is considered to be outside the normal course and scope of employment.

### **Prohibited Acts**

Hack Reactor strives to provide an educational, employment, and business environment free of all forms of sex discrimination, including, but not limited to unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct or communications constituting Sexual Misconduct as defined in this Policy, the Employee Handbook, and otherwise prohibited by federal, state, or local law or ordinance or regulation.

### **Harassing Behavior**

Harassing behavior includes, but is not limited to:

- Verbal conduct such as threats, epithets, derogatory comments, or slurs;
- Visual conduct such as derogatory posters, photographs, cartoons, drawings, or gestures;
- Physical conduct such as assault, unwanted touching, or blocking normal movement;
- Retaliation for reporting harassment or threatening to report harassment.

### **Gender Identity or Sexual Orientation Discrimination**

Harassment that is not sexual in nature but is based on gender, gender identity, sex or gender stereotyping, or sexual orientation is also prohibited by Hack Reactor's nondiscrimination policies if it denies or limits a person's ability to participate in or benefit from the education programs, employment, or services. While discrimination based on these factors may be distinguished from sexual harassment, these types of discrimination may contribute to the creation of a hostile work or academic environment. Thus, in determining whether sexual harassment exists, Hack Reactor may take into account acts of discrimination based on gender, gender identity, sex or gender stereotyping, or sexual orientation.

### **Reporting Discrimination, Harassment, and Retaliation**

Hack Reactor's complaint procedure provides for an immediate, thorough, and objective investigation of any claim of unlawful or prohibited discrimination, harassment, or retaliation; appropriate action against one found to have engaged in any such conduct; and, appropriate remedies for any victim of any such conduct. A claim of discrimination, harassment, or retaliation may exist even if the student has not lost some academic or economic benefit. Complaints received will be treated confidentially, to the extent possible; responded to in a timely fashion; investigated promptly and thoroughly by impartial and qualified personnel; documented and tracked to ensure reasonable progress; met with appropriate and prompt corrective remedial action where misconduct is found; and afforded a timely closure, and not result in any retaliation against the complainant or any participant in the investigation.

***If you believe you have been the victim of discrimination, harassment, or retaliation at Hack Reactor, or if you are aware of such unlawful or prohibited conduct of others, you should provide a written complaint to the licensed school Director as soon as possible.*** Your written complaint should be as detailed as possible, including the names of individuals involved, the names of any witnesses, direct quotations when language is relevant, and any documentary evidence (notes, pictures, cartoons, et cetera).

***You may also provide a written complaint in a sealed envelope to the licensed school Director and upon request an independent investigation can be conducted by a neutral third party (ie arbitrator, retired judge, or equivalent).***

### **Unlawful Retaliation**

Hack Reactor encourages all students to immediately report, in writing, any incidents of discrimination, harassment, or any other type of unlawful conduct in the school to a licensed school Director so that complaints can be quickly and fairly resolved. Hack Reactor will not retaliate against any student for making or filing a complaint, or for offering evidence, statements, or testimony in support of any complaint. In addition, Hack Reactor will not knowingly tolerate or permit retaliation by management, employees, or other students.

All incidents of prohibited discrimination, harassment, or retaliation that are reported will be investigated. Hack Reactor will immediately undertake or direct an effective, thorough, and objective investigation of the allegations. The investigation will be



completed and a determination regarding the reported prohibited conduct will be made and communicated to the student who complained and to the accused harasser(s).

If Hack Reactor determines that prohibited conduct has occurred, Hack Reactor will take effective commensurate remedial action to address the circumstances. Appropriate and reasonable action will also be taken to deter any future prohibited conduct. If a complaint of prohibited conduct is substantiated, appropriate action will be taken. The student who complained will be advised whether Hack Reactor has substantiated the complaint and taken remedial measures. The student who complained will not, however, be advised of the nature of any remedial measures taken.

## New York Program Details

### **Full-Stack Web-Development Immersive Program**

Hack Reactor is an advanced Javascript immersive educational program that produces exceptional full stack software engineers with a skill set built for top engineering teams. During 12 weeks of instruction, students acquire the skills necessary to gain employment in the software engineering field. During their time at Hack Reactor, students learn JavaScript, computer science fundamentals, and engineering best practices. The curriculum is intended for students who dedicate many hours to self-study before beginning the rigorous application process for Hack Reactor. The program is designed for students who understand the basics and have demonstrated their programming abilities during the application process.

The Program is comprised of 360 hours of lab and lectures focusing on building autonomous, fully capable software engineers. Every unit in our curriculum has been pored over numerous times to optimize it for power and efficiency. Topics include Data Modeling and Classes, Data Structures and Complexity Analysis, Inheritance Patterns and Algorithms, Browser apps and animation, MVC and Backbone, API's and ES6, React, Server-side techniques, Database Development, Angular and several large-scale collaborative projects. There are also several skill development sprints covering job-search skills and other career preparation topics. Before the first day in class, students must complete 100 hours of pre-course work to brush up on programming fundamentals. The first half of the course is often described as “drinking from a firehose” because of how much information it entails. In the second half, students use their new skills to build projects, while learning new technologies. By the end students will be autonomous engineers, capable of tackling unique, unfamiliar problems and building complex applications.

Our program teaches students programming fundamentals, how to use industry tools (Git, Backbone, Rails, Unix, and TDD testing frameworks), and provides a support network beginning with the application process. This support extends into helping students with negotiation techniques that garner higher salaries, better benefits, and greater career satisfaction. We judge student outcomes by both performance on technical interviews and job search success rate within three months of completing the program.

## Faculty

- **Tyler Lambe** - Tyler is the campus Director, Licensed Agent and Instructor. He has worked as a web and software developer for five years and spent several years working as an educational administrator.
- **Joseph Martin** - Joseph is an instructor who lectures on Algorithms, Data Structures and Complexity Analysis, Browser apps, jQuery, AJAX, language design, Servers and Node, Server-side Techniques, Databases, Authentication, Deployment and Build Tools, and Angular. Joseph received his BA from the University of California, Berkeley in 2014 and has since worked as a UI designer.
- **Christopher Barton** - Christopher is an Instructor and a student-experience counselor at Hack Reactor. He helps resolve student issues by directing them to appropriate personnel and assists with smooth operations at the school. He is a Hack Reactor graduate and is intimately familiar with the student experience.
- **Nicole Levin** - Nicole is an instructor and teaches classes in Student Outcomes, career services, and interview preparation. Nicole received her BA from the the University of San Diego in 2010 and her Masters from Alliant University in 2013.
- **Ian Culleton** - Ian is an instructor who teaches classes in Javascript fundamentals and various core components of programming. Ian received a Master's in English from the University of Edinburgh in 2015. After returning to the US he completed the Hack Reactor course himself before joining the faculty.

## Facilities and Equipment

The institution consists of one floor for administrative staff, instruction, and student workstations. The floor also has a kitchen with a coffee brewing station, dishes and cutlery, a refrigerator for food and drink storage, and a table for students to sit and eat. One area is a designated lecture hall with a whiteboard and a projector screen so lecturers can use slides and video for demonstrations. There are also meeting rooms with whiteboards that are used for mock interviews and when staff needs to make phone calls without disturbing students. The building has elevators and the floor is handicap accessible.

Students are provided access to pairing stations (single computer connected to two monitors, two keyboards and mice) for effective co-work and co-learning experiences. Students are required to provide their own personal computer and use internal software (Learn2) to guide their learning.

The Hack Reactor space does not meet ADA compliance.

## Refunds, Withdrawing, and Cancelling

We want you to thrive but life events can get in the way. Email Admissions when something gets in the way of your progress and we'll try to find a fix. If we can't make this work, cancel (and ask for a full refund) or withdraw (and receive a partial refund).

- **Quarters Refund Policy:** A student who cancels within 7 days of signing the enrollment agreement but before instruction begins receives all monies returned with the exception of the non-refundable registration fee.
- After that, if you withdraw or cancel during the first 60% of the course, we'll give you a prorated refund. After 60%, there are no refunds. In addition, your registration fee is not refundable. Refunds will be completed no later than 45 days after your last day of attendance.
- Thereafter, a student is liable for the non-refundable registration fee plus tuition liability as of the student's last date of physical attendance. Tuition liability is divided by the number of quarters in the program. Total tuition liability is limited to the quarter during which the student withdrew or was terminated, and any previous quarters completed. The Hack Reactor Full Stack Web Development Program consists of one quarter.
- To cancel your enrollment prior to the start of class, please email [admissions@hackreactor.com](mailto:admissions@hackreactor.com).
- To withdraw from the Program after classes have begin, please email [nyc.communication@hackreactor.com](mailto:nyc.communication@hackreactor.com).
  - The failure of a student to immediately notify the school director in writing of the student's intent to withdraw may delay a refund of tuition to the student pursuant to section 5002(3) of the Education Law.

### Prorated Refund Chart

If termination occurs	School may retain no more than;	Student refund (less non-refundable registration fee)
Prior to or during first week	0%	100%
During the second week	18%	82%
During the third week	26%	74%
During the fourth week	35%	65%
During the fifth week	43%	57%
During the sixth week	50%	50%
During the seventh week	60%	40%
After the seventh week	100%	0%

### Student Tuition Liability Chart

If termination occurs	School may retain no more than;	Student refund (less non-refundable registration fee)*
Prior to or during first week	\$0	\$17,980
During the second week	\$3,236	\$14,744
During the third week	\$4,675	\$13,305
During the fourth week	\$6,293	\$11,687
During the fifth week	\$7,731	\$10,248
During the sixth week	\$8,990	\$8,990
During the seventh week	\$10,788	\$7,192
After the seventh week	\$17,980	\$0

\*Refund calculations are based upon the total tuition paid of \$17,980.

### Cohort Start Dates:

This course catalog covers cohorts from January 2018 through March 2019.

Cohort Start Date	Cohort End Date
Jan 15, 2018	April 13, 2018
March 5, 2018	June 1, 2018
April 23, 2018	July 20, 2018
June 11, 2018	September 7, 2018
July 30, 2018	October 26, 2018
September 17, 2018	December 14, 2018
October 29, 2018	February 1, 2019
December 17, 2018	March 22, 2019

### Hours

Program Schedule: Campus hours of operation are from 9:00 am to 8:00 pm on Mon. - Fri. and 9:00 am to 5:30 pm on Saturday for 12 weeks. The 12 weeks are split by one week without instruction, called “solo week”, so students can work on personal projects, review lessons, or outline thesis projects with the assistance of mentors before entering the second half of the program.

There are 5 instruction-hours of new curriculum covered per day, consisting of live lectures and structured labs. We require students to take two meal breaks per day and encourage an additional 2-3 wellness breaks per week. A great portion of our Program is self-driven and successful candidates should expect to spend 3-4 additional hours daily practicing pairing between classes and completing additional assignments. Students are encouraged to use our facilities for pairing sessions and project group work from 8:00 am - 12:00 am Monday through Saturday. Sunday access can be arranged for students in need of a workspace.

Should the school have an unplanned or unexpected closure, students will be alerted immediately. In the case of adverse weather conditions (i.e. snow days) or an emergency students shall be informed when classes are to resume via email.

### Holidays

New Year’s Day - January 1st  
 Memorial Day – Last Monday in May  
 Independence Day - July 4th  
 Labor Day – First Monday in September



Thanksgiving Day - Fourth Thursday in November  
Friday After Thanksgiving – Fourth Friday in November  
Saturday After Thanksgiving – Fourth Saturday in November  
Christmas Eve – December 24th  
Christmas Day - December 25th

## **Tuition and Schedule of Charges**

Total tuition for any Hack Reactor program is \$17,980. In order to enroll in any Hack Reactor Program an accepted Student must pay an upfront deposit of \$2000, which includes a non-refundable registration fee of \$100. Payment is due at the time of signing the Student Enrollment Agreement. The balance of Tuition (\$15,980) is due by close of business on the cohort start date, which is the first day of classes.

Accepted methods of payment are check, money order, or bank transfer. Students will be charged a fee of \$35.00 for any returned checks. Late payments will result in a daily late-payment penalty constituting one thirtieth (1/30) of ten percent (10%) of the outstanding balance calculated as follows;  $[ \text{Total Unpaid Balance} * 10\% / 365 ]$  until all outstanding amounts are paid. Hack Reactor may permanently exclude a Student from the Program for non-payment of Fees.

## **Financial Assistance**

Hack Reactor is not an accredited university, and therefore does not participate in federal or state financial assistance programs. Students have used private loans in the past and will need to adhere to terms provided by the lender. If the student obtains a loan to pay for this educational program, the student will have to repay the full amount of the loan plus interest, less the amount of any refund. If you have any questions please reach out to Tyler Lambe, [tyler.lambe@hackreactor.com](mailto:tyler.lambe@hackreactor.com).

## **Regulatory Disclosures**

### Financial Disclosures

Hack Reactor does not have a pending petition in bankruptcy, is not operation 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 US Bankruptcy Code (11 U.S.C. Sec. 1101 et seq.)

### College Credit - Disclaimer of Statement

Licensed private career schools offer curricula measured in clock hours, not credit hours. Certificates of completion, i.e., school diplomas, are issued to students who meet clock hour requirements. The granting of any college credit to students who participated in and/or completed a program at a licensed private career school is solely at the discretion of the institution of higher education that the student may opt to subsequently attend.

Please note that Hack Reactor does not accept credits from previous educational experiences. We may review previous credits and documents but your admission is based off the guidelines provided earlier in this catalog.

### Catalog Changes

The student should be aware that some information in the catalog may change. It is recommended that students considering enrollment check with the school director 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 courses/curricula offered. Please be advised that the State Education Department separately licenses all teaching personnel and independently approves all courses and curricula offered. Therefore, it is possible that courses/ curricula listed in the school's catalog may not be approved at the time that a student enrolls in the school or the teaching personnel listed in the catalog may have changed. It is again recommended that the student check with the school director to determine if there are any changes in the courses/curricula offered or the teaching personnel listed in the catalog.

## ***Information for Students*** **Student Rights**

Schools are required to give this disclosure pamphlet to individuals interested in enrolling in their school.

### **What is the purpose of this pamphlet?**

All prospective and enrolled students in a non-degree granting proprietary school are required to receive this pamphlet. This pamphlet provides an overview of students' rights with regard to filing a complaint against a school and accessing the tuition reimbursement fund if they are a victim of certain violations by the school.

Licensed private career schools which are licensed by the New York State Education Department are required to meet very specific standards under the Education Law and Commissioner's Regulations. These standards are designed to help insure the educational appropriateness of the programs which schools offer. It is important for you to realize that the New York State Education Department's Bureau of Proprietary School Supervision closely monitors and regulates all non-degree granting proprietary schools. The schools are required to have their teachers meet standards in order to be licensed by the Department. Schools are also required to have their curriculum approved by the New York State Education Department, at minimum, every four years, thereby helping to insure that all curriculum offered in the schools are educationally sound.

In addition, staff members of the Bureau of Proprietary School Supervision are often in the school buildings monitoring the educational programs being offered. The interest of the New York State Education Department is to ensure that the educational

program being offered meets your needs and that your financial investment is protected.

The New York State Education Department's Bureau of Proprietary School Supervision wishes you success in your continued efforts to obtain the necessary skill training in order to secure meaningful employment. In addition, Bureau staff will continue to work with all the schools to help insure that a quality educational program is provided to you.

### **Who can file a complaint?**

If you are or were a student or an employee of a Licensed Private Career School in the State of New York and you believe that the school or anyone representing the school has acted unlawfully, you have the right to file a complaint with the New York State Education Department.

### **What can a student or employee complain about?**

You may make complaints about the conduct of the school, advertising, standards and methods of instruction, equipment, facilities, qualifications of teaching and management personnel, enrollment agreement, methods of collecting tuition and other charges, school license or registration, school and student records, and private school agents.

## **How can a complaint be filed by a student or employee?**

You should try to resolve your complaint directly with the school unless you believe that the school would penalize you for your complaint. Use the school's internal grievance procedure or discuss your problems with teachers, department heads, or the school director. We suggest that you do so in writing and that you keep copies of all correspondence to the school. However, the school cannot require you to do this before you file a complaint with the New York State Education Department. If you do file a complaint with the Department, please advise the Bureau of any action that you have taken to attempt to resolve your complaint.

The steps you must take to file a complaint with the New York State Education Department are:

1. Write to the New York State Education Department at 116 West 32nd Street, 5th Floor, New York, New York 10001, or telephone the Department at (212) 643-4760, requesting an interview for the purpose of filing a written complaint. Bring all relevant documents with you to the interview, including an enrollment agreement, financial aid application, transcripts, etc. An investigator from the Department will meet with you and go through your complaint in detail.
2. If you cannot come for an interview, send a letter or call the office to request a complaint form. You must complete and sign this form and mail it to the office. Please include with it copies of all relevant documents. You should keep the originals. You must file a complaint within two

years after the alleged illegal conduct took place. The Bureau cannot investigate any complaint made more than two years after the date of the occurrence.

3. The investigator will attempt to resolve the complaint as quickly as possible and may contact you in the future with follow-up questions. You should provide all information requested as quickly as possible; delay may affect the investigation of your complaint. When appropriate, the investigator will try to negotiate with the school informally. If the Department determines that violations of law have been committed and the school fails to take satisfactory and appropriate action then the Department may proceed with formal disciplinary charges.

## **What is the Tuition Reimbursement Fund?**

The Tuition Reimbursement Fund is designed to protect the financial interest of students attending non-degree proprietary schools. If a school closes while you are in attendance, prior to the completion of your educational program, then you may be eligible for a refund of all tuition expenses which you have paid. If you drop out of school prior to completion and you file a complaint against the school with the State Education Department, you may be eligible to receive a tuition refund if the State Education Department is able to provide factual support that your complaint is valid and to determine that there was a violation of Education Law or the Commissioner's Regulations as specified in Section 126.17 of the Commissioner's Regulations. To file a claim to the Tuition Reimbursement Fund, you must first file a complaint with the State

Education Department at the address included in this pamphlet. The staff of the State Education Department will assist you in the preparation of a tuition reimbursement form (a sample of this form should have been provided to you upon enrollment).

### **What is the tuition refund and cancellation policy?**

All schools must have a tuition refund and cancellation policy for each program included in the catalog and in the student enrollment agreement.

Read and understand the school's policy regarding tuition refund and cancellation before you sign the enrollment agreement. If you do not understand it, or are confused by the school's explanation, get help before you sign. You may ask for assistance from the Department at the address included in this pamphlet.

### **What should students know about "private school agents?"**

Private School Agents are employed by schools for the purpose of recruiting or enrolling students in the school; they are not school counselors. Private school agents cannot require a student to pay a placement or referral fee. Each school agent must be licensed by the New York State Education Department, must have an Agent identification card and must be a salaried employee of the school. School agents who cannot show an Agent Identification Card are breaking the law if they try to interest students in enrolling in a particular school or group of schools. The name(s) of the agent(s) who enrolled a student must appear on that student's enrollment agreement. Therefore, you should write down the name of the agent who talked to you. Each student will be required to confirm the name(s) of

the agent(s) when signing the enrollment agreement. A full refund shall be made to any student recruited by an unlicensed private school agent or even by a licensed agent if there is evidence that the agent made fraudulent or improper claims. To find out if you are eligible to receive a refund, you must follow the complaint procedures included in this page.

### **What should students know about "grants and guaranteed student loans"?**

A grant is awarded to a student based on income eligibility, and it does not need to be repaid (for example, New York State Tuition Assistance Program (TAP) grants or Pell grants provided by the federal government).

Guaranteed student loans are low interest loans provided under the Federal Guaranteed Student Loan Program. The decision to apply for such a loan is yours--the school cannot require that you apply for a loan. You should understand that if you pay school tuition with money loaned to you from a lender you are responsible for repaying the loan in full, with interest, in accordance with the terms of the loan agreement. A failure to repay the loan can hurt your credit rating and result in legal action against you. Even if you fail to complete your educational program, you are still responsible for repaying all of the money loaned to you.

It is your right to select a lender for a guaranteed student loan. The school cannot require you to apply to a particular lender or lending institution. However, the school can recommend a lender, but if it does, the school must also provide you with a statement about your right and ability to obtain a loan from another lender and the insurance premiums charged on these loans.

Read and understand all the information and applications for financial aid grants and loans before signing.

**Where can students file a complaint, file a claim to the tuition reimbursement fund, or get additional information?**

Contact the New York State Education Department at:

New York State Education Department  
116 West 32nd Street, 5th Floor  
New York, New York 10001  
Attention: Bureau of Proprietary School  
Supervision  
(212) 643-4760

This pamphlet is provided to you by the New York State Education Department (NYSED). The NYSED regulates the operation of Licensed Private Career Schools.