



REDEEMED

— UNIVERSITY —



## Welcome to Redeemed University!

We are Redeemed University, a place where you can learn and grow on a spiritual level. Our institution offers a variety of programs, including dance, prayer, ministry, and more.

As a virtual university, we provide the resources you need to advance spiritually from the comfort of your home.

As you explore this catalog, you will meet our dedicated team members who passionately commit their lives to support our students. You will find information about our current programs, such as the School of Worship, the School of Intercession, and the School of Ministry. We are excited to announce that even more programs will be developed soon, so please stay tuned if you are interested in joining us!

For more information, please feel free to reach out to us at any time. One of our staff members would be delighted to discuss your specific areas of interest and how we can assist you in your spiritual growth.

Thank you for considering Redeemed University. We look forward to supporting your journey!



## About Redeemed University

Redeemed University was founded by Prophetess Racheal with a divine mandate to raise up spiritually mature, Spirit-led leaders for the Kingdom of God in 2019. Born out of a vision to equip and empower believers in every area of their calling, Redeemed University is more than just a place of learning—it is a launchpad for destiny.

Our university is composed of several distinct schools, each designed to cultivate specific aspects of spiritual growth and ministry:

- The School of Worship – Training worshippers to minister to the heart of God and lead others into His presence.
- The School of Intercession – Equipping intercessors to stand in the gap and move heaven through strategic, Spirit-led prayer.
- The School of Ministry – Developing bold, biblically grounded leaders ready to serve, preach, teach, and minister with power and integrity.

As God continues to expand the vision, more schools are being developed, and new opportunities for spiritual growth and leadership training are on the horizon.

At Redeemed University, everyone is welcome—regardless of background or experience. If you're ready to deepen your walk with God, discover your purpose, and be transformed by His presence, we invite you to begin a spiritual journey like no other. Your calling awaits. Grow with us.

Accreditation Information:

**Association of Christian Colleges and Seminaries**

**The American Association of Christian Therapists and Dayspring Christian University**

## Statement of Faith

We believe in God the Father, Jesus the Son and our Helper, the Holy Spirit are three in agreement and are three separate beings (1 John 5:7).

We believe in the Baptism of the Holy Ghost with the evidence of speaking in tongues (Acts 2:38). We believe the Bible is the word of God and agree that it has the final authority over our lives (Deuteronomy 8:3). We believe in living a holy, sanctified, and set apart lifestyle (1 Peter 1:15-16). We believe that there is only one way to Heaven, and that is through the man, Jesus Christ (John 14:6). We believe in Jesus' death, burial, and resurrection and because He was resurrected, we too, can be resurrected from our sinful nature (refer to the Gospels of Matthew, Mark, Luke and John). We believe in salvation through the blood of Jesus (Romans 3:25 and Romans 5:9). We believe that there is no such thing as "Eternal Security" (Psalms 69:28). We believe that first comes death and then the judgment (Hebrews 9:27) and that we will all give an account for the things done in this life (Romans 14:12). We choose to deny ourselves, take up our cross and follow Jesus (Matthew 16:24).

## Mission Statement

Our mission is to foster growth, development, and lifestyle changes rooted in Biblical principles. Through sound teaching, we aim to cultivate the God-given gifts of our students, equipping them with the abilities to serve as Salt and Light in the world.

Matthew 28:19-20 King James Version

Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost: Teaching them to observe all things whatsoever I have commanded you: and, lo, I am with you always, even unto the end of the world. Amen.

## Board of Directors

Pastor Charles Frazier Sr. – Overseer

Prophetess Racheal Frazier - CEO, Administrative Dean

Minister Tamara Ford - Director of Mentorship

Minister Rene Alexander - Director of Finance

Pastor Joseph Harrington- Male Mentor

Prophetess Shanele Harrington- Voting Member

## Duties of our Board Members

### **Pastor Charles Frazier Sr.**

#### **Head | Voting Member**

He plays a crucial role as our cover, facilitating the finalization of important decisions and significant financial commitments. His expertise ensures that we navigate complex situations effectively, providing guidance and support during critical moments.

### **Prophetess Racheal Frazier**

#### **Non Voting Memeber | Oriatator Only**

She is the founder of Redeemed University, dedicated to the development of each curriculum through divine inspiration. As the sole educator for all programs offered, she meticulously designs and oversees the orchestration and governance of each initiative. Additionally, she engages with each student to ensure their success and well-being within the curriculum.

## Duties of our Board Members

### **Minister Rene Alexander**

#### **Voting Member**

She manages all financial operations. She is responsible for ensuring that students adhere to their tuition agreements.

Additionally, she oversees all incoming and outgoing financial transactions related to the university. She ensures that all our expenses are accurately accounted for and adequately covered.

### **Minister Tamara Ford**

#### **Voting Member**

The Mentorship Director plays a vital role in nurturing and guiding students throughout their academic and spiritual journey. She is responsible for coordinating and overseeing our mentors, ensuring that every student receives the support and guidance they need to thrive.

## Duties of our Board Members

### **Pastor Joseph Harrington**

#### **Voting Member**

A dedicated pastor and mentor committed to teaching biblical truth, strengthening believers in their faith, and equipping others to walk in their God-given calling. With a heart for discipleship and spiritual growth, they provide guidance, encouragement, and practical wisdom to help others mature in Christ and lead with integrity.

### **Prophetess Shanele Harrington**

#### **Voting Member**

A devoted servant of God called to the prophetic, committed to helping believers discern the voice of the Lord and walk in spiritual maturity. As a prophetess and mentor, she equips others through biblical teaching, prayer, and prophetic insight, encouraging people to grow in faith, obedience, and their God-given calling.

## Staff

### **Prophetess Racheal Frazier – CEO, Administrative Dean, Dean of Education**

Prophetess Racheal Frazier is the Founder and Chief Executive Officer of Redeemed University. She launched her first initiative, School of Worship, in January 2020. As the sole instructor for all programs, Prophetess Frazier is deeply committed to delivering Spirit-led, biblically grounded instruction. Each day, she devotes time in the presence of the Lord to seek divine direction for what the students need to receive. In her role as Dean of Education, she ensures that every student is both spiritually challenged and intellectually enriched. Her leadership upholds a standard of excellence, promoting accuracy, growth, and unwavering commitment among our student body.

### **Jasmine Hanes – Choreographer**

Jasmine Hanes serves as the choreographer. She was prayerfully and intentionally chosen by God through Prophetess Racheal to lead this area of ministry with grace, creativity, and purpose. Jasmine brings a skill, offering our students beginner-friendly praise dance choreography

## Staff

### **Minister Tamara Ford – Director of Mentors**

Minister Tamara Ford serves as one of our dedicated student mentors. She plays a vital role in supporting a collective group of students, offering spiritual guidance and academic support throughout their journey in the program. Minister Ford oversees one-on-one mentorship sessions, provides feedback on assignments, and assists in grading coursework.

### **Prophetess Rebecca Frazier – Mentor**

Prophetess Rebecca serves as a mentor within our programs, offering one-on-one guidance and support to students. She provides a compassionate, listening ear and offers encouragement rooted in faith. Operating in her prophetic calling, she leads with spiritual discernment, allowing God to speak and work through her as she ministers to others.

### **Minister Rene Alexander – Director of Finance**

Min. Rene Alexander is responsible for overseeing all financial operations at Redeemed University. She ensures that all financial agreements with students are upheld and that all institutional expenses are properly managed. Additionally, she maintains and monitors the university's financial records.

## Staff

### **Nia-Mya Frazier - Marketing Analyst**

Ms. Nia-Mya Frazier serves as a valued member of our Marketing Department at Redeemed University. She has taken strategic leadership of our social media platforms, significantly enhancing our virtual engagement and online presence.

With her background as a content creator, Ms. Frazier possesses a keen eye for detail and a unique ability to transform nuanced elements into compelling and impactful digital presentations.

### **Denise Patterson- University Ombudsman**

The Grievance Officer is responsible for receiving, reviewing, and managing student complaints and formal grievances in accordance with university policies. This role ensures that concerns are handled fairly, confidentially, and through the appropriate administrative process. The Grievance Officer gathers relevant information, facilitates communication between parties when appropriate, and determines whether a matter should be resolved administratively or referred to higher authority in accordance with institutional procedures. The position helps maintain accountability, fairness, and compliance with university policies while supporting a respectful academic environment.

## Mentors

- Your mentor will be your primary point of contact and support throughout the next 18 months.
- Feel free to reach out to them with any questions regarding your coursework in the chat section of the Band App.
- Please be considerate of general business hours ( Monday- Thursday 10AM-5PM CST) when initiating contact. Mentors will clarify their availabilities as their schedules change.
- Your mentor keeps up with your attendance, grades and overall student performance.
- Please note that the Dean of Education nor any other staff member will override your mentor to give you a more favorable response.
- Please note that your mentor, the finance team and Dean of Education communicate consistently about your academic and financial progress. All records, emails and chats are for public sharing between these entities.

## Dean of Education Credentials

Prophetess Racheal Frazier

Title: Dean of Education, Founder and President of Redeemed University

### Education

- Bachelor's Degree, Theology and Religious Studies - Hope Bible Institute - 2023
- Master's Degree, Theology and Religious Studies - Hope Bible Institute - 2025
- Licensed University Professor -2025 Association of Christian Therapists

### Ministerial Credentials

- Ordained Prophet – HopeNation Church, 2023
- Years of active ministry: 26 years
- Areas of ministry: Prophetic teaching, Intercession, Pastoral care, Praise Dance Ministry, Administrative Team, Marketing
- Founder & CEO, Redeemed University
  - Launched and developed Spirit-led academic programs
  - Oversees spiritual formation and curriculum design
  - Leads strategic planning, faculty appointments, and institutional governance
  - Sole instructor and curriculum developer
  - Mentored and equipped students for prophetic worship ministry
  - Includes the following programs:
    - School of Worship – [2020]
    - School of Intercession – [2022]
    - School of Ministry – [2025]

## School of Worship

Worship in Spirit and Truth — Through the Word and Movement

We believe that true worship begins with a solid foundation in the Word of God. Our praise dance program is built on Scripture, calling students to lives of holiness and obedience. We don't just teach choreography — we teach purpose. Every movement becomes a message, every dance an act of intercession, and every student a vessel of God's presence. Rooted in biblical truth and led by the Spirit, our students are trained to be doers of the Word — expressing His heart through dance, living lives set apart, and ministering powerfully through the arts. **NO BOOKS NEEDED**

## School of Intercession

Prayer is not just a practice — it's the foundation. We believe in raising up leaders who are deeply rooted in a lifestyle of intercession, seeking the heart of God for their communities, nations, and the world. Our programs are designed to develop spiritual discernment, strengthen personal devotion, and equip students to stand in the gap through powerful, effective prayer. Whether you're called to ministry, leadership, or simply want to deepen your walk with Christ, you'll find a spiritual home here — where heaven's agenda is pursued through prayer.

Books Needed for Class:

- Intercessors Handbook by Jennifer Eivaz
- Mysteries of the Anointing by Pastor Benny Hinn
- The Hour That Changes the World by : Dick Eastman
- The Making of a Watchman by: Jennifer LeClair
- Unmasking Jezebels Intercessors by: Jennifer Leclair

## School of Ministry

Grounded in the Word. Committed to Holiness. Empowered to Live It Out.

We are more than a place of learning — we are a training ground for kingdom-minded believers. Our foundation is the unchanging truth of God's Word. Every course, every lecture, and every encounter is built on Scripture, calling students to not only know the Bible but to live it boldly. We emphasize a life of holiness, set apart for God, and we challenge each student to become a true doer of the Word — walking in obedience, integrity, and Spirit-led action. Here, you won't just study the Word — you'll become a living testimony of it.

### Books Needed for Class:

- Salvation and Discipleship by Lucas Kitchen
- Intercessory Prayer by Dutch Sheets
- 5 Fold Ministry Basic Training By IR Womack
- The Gifts and Ministries of the Holy Spirit by Lester Summeral
- Kingdom Principles by Myles Munroe

## School of Worship Flags

Our school is dedicated to equipping believers with the biblical understanding, practical training, and spiritual depth needed to minister powerfully through the use of worship flags. Here, you'll discover how flags are more than just fabric—they are instruments of intercession, warfare, and prophetic expression. Our program teaches you to move beyond performance into Spirit-led ministry, allowing the Lord to use you as a vessel to shift atmospheres, release breakthrough, and glorify His name.

As of 10/1/25 the book list is still being arranged

## School of Prophets

The School of Prophets is a Bible-based training program designed to equip believers called to prophetic ministry with biblical foundation, spiritual maturity, and responsible prophetic function. This program emphasizes formation before function, helping students discern God's voice clearly while developing character, accountability, and sound doctrine for effective service in the Body of Christ.

### Books Needed for Class:

- God, Where Are You?! by John Bevere
- Prophets and Personal Prophecy by Bishop Hamon
- The Making of a Prophet by Jennifer LeClaire
- Prophetic Protocols & Ethics by Jennifer LeClaire
- Prophetic Pioneering by Jeremiah Johnson

## School of Leadership

The School of Leadership equips students with biblical foundations, practical leadership skills, and spiritual maturity to lead with integrity, vision, and purpose in ministry, business, and community settings. Students are trained to develop character, communicate vision effectively, and lead people with wisdom and accountability. This program prepares leaders to steward influence responsibly and fulfill their God-given assignments with excellence.

### Books Needed for Class:

- The 21 Irrefutable Laws of Leadership by John C. Maxwell
- The Ultimate Guide to Developing Leaders by John C. Maxwell
- The Emotionally Healthy Leader by Peter Scazzero
- The Making of a Biblical Leader by Robert L. Furrow



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## School of Pastors

Coming Soon

## School of Prophetic Dance

Coming Soon



## Credit Hour Policy

At Redeemed University, credit hours are used to measure student progress and determine completion of academic programs. One credit hour represents approximately one hour of classroom instruction and two hours of independent study per week over the course of the program.

Courses are assigned credit values based on the time, content, and level of work required. To receive credit, students must meet all course requirements, including attendance, participation, and completion of assignments.

Credit hours earned at Redeemed University apply toward our degree programs and are recorded on the student's official academic record. At this time, credits are non-transferable to other institutions.

## Grading

- All grades start at 100 points
- 5 points are deducted for each incorrect/incomplete as item listed in the homework guidelines
- Late assignments are automatically -25 points
- Late assignments after 72 hours are an automatic 0
- Students must complete the program with 70% or above or you'll end with a certificate of completion versus a degree
- We don't offer make up assignments

## Credit Hour Policy

### Grading Scale

A= 100-90

B= 89.9-80

C= 79.9-70

D= 69.9-60

F= 59.9-0

### Point Deduction Scale:

-5 Points for each item submitted incorrectly on the assignment (after lesson 3- this is the grace period for learning how to submit assignments)

-10 Points for Resubmission Assignments

-25 Points for late assignments without proper request and approval from mentor

### Degrees Offered:

- Bachelors, Masters or Doctoral Degrees in Prayer, Praise Dance or Ministry /Theology & Religious Studies
- Our degrees can only build on top of other theology degrees. We can not build upon another field/course of study.
- Transcripts will only be available for purchase if student has a 0 balance.



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## Bachelor's Degree Credit Distribution

**Total Program Credits:** 120 Credit Hours

**Program Length:** 18 Months (Approx. 78 Weeks)

Program Period	Weeks in Period	Credits Earned in Period	Average Credits Per Week	Cumulative Credits
Month 1	Weeks 1–4	6.7	1.54	6.7
Month 2	Weeks 5–8	6.7	1.54	13.4
Month 3	Weeks 9–12	6.7	1.54	20.1
Month 4	Weeks 13–16	6.7	1.54	26.8
Month 5	Weeks 17–20	6.7	1.54	33.5
Month 6	Weeks 21–24	6.7	1.54	40.2
Month 7	Weeks 25–28	6.7	1.54	46.9
Month 8	Weeks 29–32	6.7	1.54	53.6
Month 9	Weeks 33–36	6.7	1.54	60.3
Month 10	Weeks 37–40	6.7	1.54	67
Month 11	Weeks 41–44	6.7	1.54	73.7
Month 12	Weeks 45–48	6.7	1.54	80.4
Month 13	Weeks 49–52	6.7	1.54	87.1
Month 14	Weeks 53–56	6.7	1.54	93.8
Month 15	Weeks 57–60	6.7	1.54	100.5
Month 16	Weeks 61–64	6.7	1.54	107.2
Month 17	Weeks 65–68	6.7	1.54	113.9
Month 18	Weeks 69–78	6.1	1.54	120

## Master's Degree Credit Distribution

**Total Program Credits:** 72 Credit Hours

**Program Length:** 18 Months (Approximately 78 Weeks)

Program Period	Weeks in Period	Credits Earned in Period	Average Credits Per Week	Cumulative Credits
Month 1	Weeks 1–4	4	0.92	4
Month 2	Weeks 5–8	4	0.92	8
Month 3	Weeks 9–12	4	0.92	12
Month 4	Weeks 13–16	4	0.92	16
Month 5	Weeks 17–20	4	0.92	20
Month 6	Weeks 21–24	4	0.92	24
Month 7	Weeks 25–28	4	0.92	28
Month 8	Weeks 29–32	4	0.92	32
Month 9	Weeks 33–36	4	0.92	36
Month 10	Weeks 37–40	4	0.92	40
Month 11	Weeks 41–44	4	0.92	44
Month 12	Weeks 45–48	4	0.92	48
Month 13	Weeks 49–52	4	0.92	52
Month 14	Weeks 53–56	4	0.92	56
Month 15	Weeks 57–60	4	0.92	60
Month 16	Weeks 61–64	4	0.92	64
Month 17	Weeks 65–68	4	0.92	68
Month 18	Weeks 69–78	4	0.92	72



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## Doctoral Degree Credit Distribution

**Total Program Credits:** 120 Credit Hours

**Program Length:** 18 Months (Approximately 78 Weeks)

Program Period	Weeks in Period	Credits Earned in Period	Average Credits Per Week	Cumulative Credits
Month 1	Weeks 1–4	6.7	1.54	6.7
Month 2	Weeks 5–8	6.7	1.54	13.4
Month 3	Weeks 9–12	6.7	1.54	20.1
Month 4	Weeks 13–16	6.7	1.54	26.8
Month 5	Weeks 17–20	6.7	1.54	33.5
Month 6	Weeks 21–24	6.7	1.54	40.2
Month 7	Weeks 25–28	6.7	1.54	46.9
Month 8	Weeks 29–32	6.7	1.54	53.6
Month 9	Weeks 33–36	6.7	1.54	60.3
Month 10	Weeks 37–40	6.7	1.54	67
Month 11	Weeks 41–44	6.7	1.54	73.7
Month 12	Weeks 45–48	6.7	1.54	80.4
Month 13	Weeks 49–52	6.7	1.54	87.1
Month 14	Weeks 53–56	6.7	1.54	93.8
Month 15	Weeks 57–60	6.7	1.54	100.5
Month 16	Weeks 61–64	6.7	1.54	107.2
Month 17	Weeks 65–68	6.7	1.54	113.9
Month 18	Weeks 69–78	6.1	1.54	120

## Transcript Request and Release Policy

Official academic transcripts are maintained by the university as part of the student's permanent academic record. Students may request copies of their official transcripts for personal records, employment verification, or transfer to another educational institution.

All transcript requests must be submitted through the university's designated transcript request process. The university may require written authorization from the student before releasing any official academic records.

Transcripts will only be released once the student has successfully completed all academic requirements and fulfilled all financial obligations to the university. Students with outstanding tuition balances, fees, or other unpaid financial obligations must pay their balance in full before transcripts will be issued or released.

The university reserves the right to withhold official transcripts until all financial accounts are settled and the student is in good standing with the institution. Once these requirements have been met, transcripts may be released in accordance with university procedures.

# Academic Probation

## **What constitutes academic probation:**

- Grades falling below 70%
- 3 missed assignments without extensions requested
- 3 extension requests within 3 months
- 2 missed one on one meetings
- 3 missed/incomplete prayer challenges

Academic probation is a formal status assigned to students who are not currently meeting the academic, conduct, or participation standards required by the university. The purpose of probation is to provide the student with an opportunity to correct deficiencies and return to good academic standing within a clearly defined timeframe.

## Conditions to Be Removed from Academic Probation

In order to be removed from academic probation, the student must demonstrate consistent compliance with all program requirements. This includes, but is not limited to:

- Completing coursework and assignments on time
- Attending required classes, meetings, or program activities
- Maintaining satisfactory academic performance
- Following all program guidelines, policies, and expectations

The student must meet these standards for 90 consecutive days, showing consistent progress and adherence to the program requirements. In certain cases, the Board of Directors or the Dean of Education may establish a different timeframe depending on the nature of the situation or the student's circumstances.

Successful completion of this probationary period and fulfillment of all requirements will result in the student being restored to good academic standing.

## Limit on Probation Occurrences

Students are allowed only one academic probation period within any 18-month timeframe. This policy is designed to encourage accountability and ensure that students maintain the level of commitment and responsibility required for successful completion of the program.

# Academic Probation

## **Graduation Eligibility During Probation**

Students who are placed on probation within 90 days of their expected program completion date will not be eligible to receive their degree during that period. The university requires students to demonstrate sustained compliance with program standards before graduation can be awarded. This ensures that graduates have completed the program in good standing and have fully met the institution's academic and conduct expectations.

## **Consequences of Repeated Non-Compliance**

If a student successfully completes their probation but later falls behind again in academic performance, participation, or compliance with program policies, the student will not be eligible for a second probation period within the same 18-month window.

In such cases, the student will be dismissed from the university. This dismissal reflects the institution's commitment to maintaining academic integrity and ensuring that all students meet the required standards for continued enrollment.

## **Purpose of the Policy**

This policy exists to:

- Provide students with a structured opportunity to correct academic or participation issues
- Maintain the academic integrity and credibility of the university's programs
- Ensure that students who graduate have consistently met the institution's standards
- Encourage accountability, discipline, and responsibility throughout the duration of the program

Students are encouraged to communicate with faculty or administration if they begin experiencing difficulties so that support and guidance can be provided before probation becomes necessary.

# Homework

- Homework will consists of:
- Recorded memory verses (must be quoted with eyes closed and glasses removed)
- Questions and answers to video assignments
- Essays

## Recorded Memory Verses

- All verses must be recorded with your eyes closed and glasses removed.
- Add your memory verse to youtube as an unlisted video and add that link to your homework email.
- Make sure you've fully memorized the verse before submitting.
- Don't submit stumbling over words, stop and record a new video.

## Questions and Answers to Video Assignments

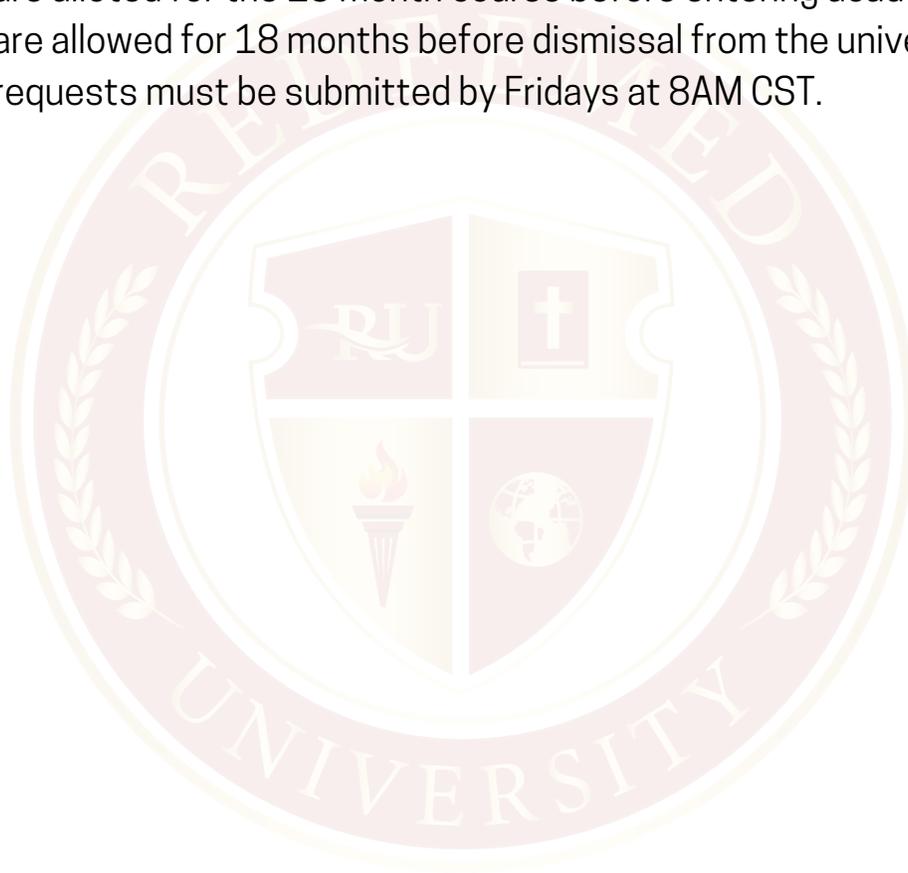
- For the next 18 months, your work will switch every week—one week you'll watch a video lesson, and the next week you'll complete a reading and writing assignment.
- The week you watch a video you have questions to answer (refer to the school workbook located on your class page of the website). In the body of the email, type out the question and then your answer. Do not submit without adding the questions.
- Keep your responses concise, aiming for 10 sentences or fewer per answer. Avoid overly wordy explanations.

## Essays

- Essays should be submitted as a PDF file only, no others will be accepted.
- On your paper include your name, assignment instructions and requested writing assignment.
- Don't go over the requested page limit.
- Double space all wording on pages, 15 inch size font (nothing smaller).

## Homework

- Homework extensions must be requested prior to the homework due date. Notice the word, requested. Extensions are to be approved and will not be issued lightly. 3 extensions are allotted for the 18 month course before entering academic probation. 5 extensions are allowed for 18 months before dismissal from the university.
- Extensions requests must be submitted by Fridays at 8AM CST.



## Code of Ethics

At Redeemed University, we are committed to upholding biblical integrity, spiritual excellence, and academic accountability. Our Code of Ethics reflects the values that guide our conduct, relationships, and mission.

### 1. Christ-Centered Living

- We seek to honor Jesus Christ in all we do, maintaining a lifestyle that reflects holiness, humility, and obedience to God's Word.

### 2. Integrity in Word and Action

- We speak truthfully, act ethically, and hold ourselves accountable to the highest standards of honesty and moral conduct.

### 3. Commitment to Spiritual Growth

- We dedicate ourselves to continual growth in the knowledge of God, pursuing deeper intimacy with Him through prayer, study, and worship.

### 4. Respect for Others

- We treat all individuals with dignity, love, and respect, valuing diversity in the Body of Christ while promoting unity and peace.

### 5. Academic Excellence

- We pursue excellence in learning and teaching, ensuring that all educational activities are Spirit-led, biblically sound, and intellectually rigorous.

### 6. Servant Leadership

- We lead by example, serving with humility, compassion, and a heart to build up others for the glory of God.

## Code of Conduct

This Code of Conduct ("Code") establishes the principles and expectations for professional conduct and ethical behavior for all employees of Redeemed University. By adhering to this Code, we foster a positive, inclusive, and respectful work environment that aligns with our core values and organizational objectives.

### 1. Scope and applicability

- This Code applies to all employees of Redeemed University, regardless of their position or location.
- Contractors and temporary staff are also expected to adhere to this Code while working for or on behalf of the company.

### 2. Core values and principles

- Integrity
- Excellence
- Innovation
- Student focus

### 3. Professionalism

- Employees are expected to always conduct themselves in a professional manner. This includes punctuality, reliability, and commitment to delivering high-quality work.

### 4. Respect and inclusion

- We value diversity and are committed to fostering an inclusive environment where all employees feel valued and respected.

## Code of Conduct

- Harassment, discrimination, or any form of bullying will not be tolerated.
5. Integrity and ethics
- Employees must act with integrity and uphold the highest ethical standards in all professional interactions.
  - This includes avoiding conflicts of interest and acting in the best interests of the company.
6. Technology and social media usage
- Company technology and social media should be used responsibly and in accordance with company policies.
  - Confidential information must not be shared online or through social media platforms.
7. Conflict resolution
- Any workplace conflicts should be resolved in a professional and respectful manner.
  - Employees are encouraged to seek the assistance of their supervisor.
  - Employees are encouraged to report any unethical behavior or violations of this Code.
  - Redeemed University is committed to protecting the anonymity and safety of those who report misconduct.
8. By adhering to this Code, employees contribute to the success and reputation of Redeemed University.

## Code of Conduct

9. Failure to comply with this Code may result in disciplinary action, up to and including termination of employment.



# The Anti-Discrimination and Equal Opportunity Policy

The Anti-Discrimination and Equal Opportunity Policy of Redeemed University reinforces our commitment to fostering a workplace that is free from discrimination, harassment, and bias. The policy is designed to ensure that all employees, regardless of their background, are treated with respect and provided equal opportunities for employment, advancement, and professional development.

## PURPOSE

- The purpose of this Policy is to:
- Prohibit discrimination and harassment based on protected characteristics.
- Promote equal opportunity and diversity among staff and students.
- Set guidelines for reporting and addressing discrimination and harassment.

## SCOPE

- This Policy applies to all staff, mentors, students, clients, and visitors within Redeemed University.
- It encompasses all employment-related activities, including hiring, training, promotion, compensation, and termination.
- It also encompasses all student related activity, including gatherings, group calls, 1:1 evaluation, and graduation meetings.

## PROHIBITED DISCRIMINATION AND HARASSMENT

Redeemed University strictly prohibits discrimination, harassment, and retaliation based on the following protected characteristics:

- Race, color, or ethnicity

# The Anti-Discrimination and Equal Opportunity Policy

- Gender, gender identity, or gender expression
- Sexual orientation or preference
- Age
- Religion or belief
- National origin or ancestry
- Disability or medical condition



## Grievance Policy

At Redeemed University, we believe in fostering a culture of honor, transparency, and grace, rooted in biblical principles. As a ministry, we understand that life brings unexpected challenges, and we are committed to walking with our students in both spiritual and practical matters. The following communication guidelines are designed to promote accountability, mutual respect, and unity within our learning community.

### Handling Offense or Doctrinal Differences

At Redeemed University, we aim to teach from a place of spiritual truth and biblical soundness. However, we understand that students may occasionally encounter teachings or prophetic words that they perceive as differing from their personal beliefs or that they receive in a way that feels offensive.

In such cases, we kindly and respectfully request that you bring your concerns directly to Prophetess Racheal Frazier. This ensures clarity, alignment, and the opportunity for spiritual growth and correction if necessary.

Please do not share your personal grievances or perceived offenses with other students. Doing so disrupts the unity and spiritual environment of the program. If it is brought to the attention of staff that such matters have been discussed among students instead of with leadership, you may be subject to disciplinary action, up to and including removal from the program.

## Grievance Policy

The purpose of this policy is to establish a formal process for the submission and review of serious student grievances that may require consideration by the Board of Directors. This policy ensures that concerns are addressed in an orderly, fair, and structured manner while maintaining the proper authority and governance structure of the university.

### **Definition of a Student Grievance**

A student grievance refers to a serious concern or complaint raised by a student regarding actions, decisions, or circumstances that they believe have significantly affected their academic standing, rights, or ability to participate in the university's programs.

Not all complaints qualify as grievances eligible for review by the Board of Directors.

### **Initial Review Process**

Students who wish to present a grievance must first submit their concern in writing to the appropriate university office, such as the Dean of Education or designated administrative office, outlining:

- The nature of the grievance
- Relevant dates and individuals involved
- Any supporting documentation or evidence
- Steps already taken to resolve the matter

## Grievance Policy

Once submitted, the grievance will undergo an initial administrative review to determine whether the matter meets the threshold for further consideration.

### Board of Directors Review Authority

The Board of Directors reserves the sole authority to determine whether a grievance warrants review or appearance before the Board. Submission of a grievance does not guarantee that the student will be permitted to present their case directly before the Board.

After reviewing the written submission and any relevant documentation, the Board will determine one of the following:

1. The matter will be handled administratively without Board involvement.
2. Additional information may be requested from the student or administration.
3. The matter warrants a formal review and the student may be invited to appear before the Board.

The decision of the Board regarding whether a grievance qualifies for Board-level review is final.

### Limitations on Board-Level Grievances

Presentation before the Board of Directors is reserved for serious matters that may significantly impact the integrity, governance, or legal standing of the university or the student's enrollment status.

## Grievance Policy

The Board does not hear grievances related to routine administrative or academic disagreements, including but not limited to:

- Disagreements with faculty or staff members
- Dissatisfaction with grading or instructional methods
- Dismissal or denial of scholarships or financial assistance
- Routine disciplinary decisions handled by administration
- Personal disputes between students and staff

Such matters are expected to be addressed through the appropriate administrative channels within the university.

### **Student Appearance Before the Board**

If the Board determines that a grievance warrants a formal review, the student may be invited to appear before the Board of Directors. During this process:

- The student may present their concerns and supporting documentation.
- The Board may ask questions or request additional clarification.
- The Board may consult university administrators or relevant parties as necessary.

The Board reserves the right to conduct these proceedings in a manner it deems appropriate to ensure fairness, confidentiality, and institutional integrity.

# Grievance Policy

## **Final Decision**

After review, the Board of Directors will issue a final decision regarding the matter. The Board's determination is considered final and binding, and no further appeal within the university will be available.

## **Policy Intent**

This policy ensures that:

- Serious grievances receive appropriate oversight
- The Board of Directors maintains its governance role without being burdened by routine disputes
- Students have a formal pathway for addressing significant concerns
- The university maintains an orderly and fair grievance process.

The Board of Directors retains sole discretion in determining whether a student grievance warrants review by the Board or whether a student will be permitted to appear before the Board. Submission of a grievance or request for a meeting does not guarantee that the student will be granted an appearance before the Board.

Students are not entitled to a meeting with the Board simply because they believe their issue warrants Board review. All requests will first be evaluated through the university's established administrative process. After reviewing the submitted documentation and circumstances of the grievance, the Board will determine whether the matter rises to the level that requires their direct involvement.

## Grievance Policy

Only matters that the Board determines to be sufficiently serious or significant will be considered for Board review or a student appearance. The Board's decision regarding whether a grievance qualifies for review or presentation before them is final and not subject to appeal.

### **Dean of Education Authority Statement**

The Dean of Education retains the authority to make administrative decisions regarding student matters without presenting the case to the Board of Directors when such matters fall within the scope of academic administration and institutional policy. Not all student concerns or disciplinary matters require Board review.

The Dean of Education reserves the discretion to determine whether a case should be presented to the Board of Directors. Only matters deemed appropriate for Board consideration by the Dean of Education will be forwarded for review.

When a case is presented to the Board, the Dean of Education is responsible for presenting the information in a fair, accurate, and unbiased manner, ensuring that all relevant facts, documentation, and circumstances are communicated clearly to the Board.

The Dean of Education serves in an administrative capacity during Board reviews and is not a voting member of the Board of Directors. Final decisions regarding matters brought before the Board are made solely by the voting members of the Board.

## Grievance Policy

### A Culture of Honor and Accountability

We are called to speak the truth in love and to build one another up (Ephesians 4:15). We expect all students to engage in respectful, prayerful communication and to seek resolution through proper channels. Upholding a culture of honor protects the spiritual health of our university community.

“Any student found to be disseminating or engaging in conversations regarding personal grievances with other students will be subject to disciplinary review. All involved parties will be required to appear before the Board of Directors for a formal hearing, which will be scheduled within 24 to 72 hours of the reported infraction.

Failure to attend the scheduled hearing—without prior written approval for an excused absence—will result in immediate dismissal from the program.”

The Board of Directors also reserves the right to convene a review for any reasons other than the aforementioned when, in its judgment, such action is warranted to ensure due process, gather objective evidence, or evaluate the matter appropriately. A formal hearing may be held without the student being present and the decision will be reported to the student by the Dean of Education via the proper communication channels.

## Forms and Agreements

The following forms are provided for your personal records. Each of these documents is included in your Registration Welcome Email and outlines key policies and expectations for your time at Redeemed University.

Please review them carefully and keep a copy for your reference throughout the program. If you have any questions, don't hesitate to contact your mentor or the administrative team.

### Student Intake Form

The Student Intake Form serves as both a formal financial agreement and a personal commitment to the school's academic and spiritual journey. By completing this form, each student acknowledges their responsibility to uphold the school's values, remain actively engaged in their program, and honor their financial obligations. It establishes a clear understanding of tuition costs, payment schedules, and institutional policies, ensuring transparency for both the student and the school. Beyond finances, the form reflects the student's decision to commit fully to their educational and spiritual development, to participate with integrity, and to remain accountable throughout their enrollment. This document functions as the foundation of the student's partnership with the school, setting the tone for a structured, purposeful, and committed learning experience.

## The Band App

- All official communication will be sent through the Band App.
- You can find the download link in your Welcome Email.
- When setting up the Band App, please ensure your email and cell phone number are properly registered.
- To maintain clarity and order, we ask that students refrain from creating individual posts.
- This platform is used for official communication from the university to students.
- However, you are welcome to comment and engage with any posts we share.
- Make sure to add your first and last name on the app with no ministry titles or nicknames.
- Make your profile picture just you without overly filtering yourself.

## Prayer | Fasting | Prayer Challenges

### Weekly Zoom Prayer

- Prayer sessions are held Tuesdays at 7 AM CST and/or 7PM CST via Zoom. Note that there is no weekly prayer on first and fifth weeks of the month
- The Zoom link will be posted on your class page in the Band App each Monday.
- Join the meeting muted and with your camera on.
- Regular attendance is vital for developing a strong prayer life and overcoming the fear of praying in public.
- Each month will feature a specific prayer theme, divided into weekly prayer points.
- If you are new to corporate prayer or feel nervous about praying aloud, please review and practice the prayer points before the Zoom sessions.

### Weekly Prayer Challenges

- Each 2nd, 3<sup>rd</sup> and 4<sup>th</sup> Monday a new Prayer Challenge will post to the Band App
- This is a daily challenge
- Each day when you've complete the challenge you comment DONE.
- This challenge is for accountability and to discipline yourself to pray daily.
- Each challenge is Monday-Sunday.

### Fasting

- Tuesdays 6am-6pm
- No food
- LIQUIDS ONLY- NO SODA
- THIS IS NOT OPTIONAL

## Zoom Meeting Code of Conduct

- Set your Zoom account to enter the meeting muted
- Have your camera on
- Be dressed appropriately- no bed clothes, bonnets or exposed cleavage
- Be attentive, participate, engage
- Make sure your Zoom photo is appropriate
- Your Zoom title should be your first & last name
- No nicknames or iphone users names
- Make note of the time zone differences to not arrive late to the meeting

### Monthly Student Meetings with the Dean of Education

- Each third Monday of the month, Prophetess Racheal will share with students via Zoom
- Time: 6PM CST
- A reminder with login details will be posted to the app in advance.
- Be in a quiet place, prepared to receive
- Have your Bible, notebook and pen
- Make note of the time zone differences to not arrive late to the meeting

### One on One Meetings

- You will meet with your mentor once a month to discuss your progress and any challenges.
- Meetings are 15 minutes or less—please be punctual and respectful of the time.
- Appointments must be scheduled at least one day in advance; same-day bookings are not allowed.
- Please book your first appointment by the end of this month. Your mentor will send you the link.
- Make sure to select your mentor's name when booking.
- All meetings are held via ZOOM.
- Add to your personal calendar/phone- make sure to have a reminder set in your phone the day of your appointment.
- Make note of the time zone differences to not arrive late to the meeting.

## 3<sup>rd</sup> Party Financing

- We used a third party company to offer tuition financing for each course of study we offer.
- Note that you can finance 1 or all 3 levels of your learning here (bachelors, masters and/or doctoral degrees).
- Tuition total is \$5,500 per bachelor's degree (18 months), \$6,500 per master's degree program (18 months), and \$7,500 per doctoral level program (18 month).
- They offer low interest rates and can get your tuition as low as \$100 a month per credit approval. They require a 620 credit score and above to apply..
- We have no say in your approval or denial.
- We don't know any of your personal agreed loan terms.
- We do not get access to if, when or how you pay them.
- Your payments to them don't affect your classes with us once your approved.
- We only offer in house financing to those who are declined for the loan with this company.

## Tuition Policy

At Redeemed University, we are committed to maintaining financial integrity and mutual accountability between the institution and our students. The following tuition policy outlines the expectations and responsibilities related to tuition payments, scholarships, and late fees.

### Tuition Obligation

By enrolling at Redeemed University and signing the enrollment agreement, students acknowledge full financial responsibility for the total tuition cost of their program even if the student does not attend the first class. This obligation remains in effect regardless of voluntary withdrawal or dismissal from the program. In such cases, the full remaining tuition balance will still be due and payable.

### Scholarship Recipients

Scholarships awarded by Redeemed University are conditional and based on compliance with the behavioral and academic expectations. If a student who has received a scholarship withdraws from the program or is dismissed due to non-compliance, the scholarship will be revoked. The student will then be held financially responsible for the original tuition amount—prior to any scholarship reductions—for all remaining months of the program.

# Tuition Policy

## Bi-Weekly Payment Schedule

Students who select the bi-weekly payment plan are required to submit payments on the 1st and 15th of each month.

- A late fee will be assessed for any payment not received by these due dates.
- However, if the student proactively communicates with the Finance Team to make alternate arrangements, the late fee may be waived at the discretion of the Finance team.

Weekly Payments are available upon request.

## Fees:

### Missed Payment Agreements

Students who enter into a formal payment agreement with the Finance Team must adhere to the agreed-upon payment dates.

- \$35 fee to be applied for missing agreed payment date
- \$35 late fee
- \$35 after the month has ended fee
- \$35 no reply to the finance Team fee
- These fees will continue to be applied until the balance is paid
- Open and honest communication is essential. The Finance Team is a ministry-minded support system and is willing to work with students who maintain regular communication.
- Lack of communication will result in the enforcement of all applicable fees without exception.

## Tuition Policy

### Delinquent Tuition Payments

If a student falls more than one month behind on tuition payments, an additional \$35 delinquency fee will be applied. After two broken arrangements you will be dropped from the program permanently. No allotments will be made.

Please note that Redeemed University is a privately owned and operated, faith-based institution and does not participate in federal funding programs. As such, Redeemed University does not issue IRS Form 1098-T.

### Account Delinquency Review Clause

If a student's unpaid tuition balance exceeds \$500, the student's account will be placed under administrative review for possible dismissal due to account delinquency. Failure to bring the account into good standing or to maintain consistent communication with the Finance Team may result in suspension or dismissal from the university.

## Tuition Policy

### Dropped Students

If a student voluntarily withdraws or is dismissed from the program, for any reason, they have a 30-day grace period to pay any remaining tuition balance in full. After this period, the account will be sent to collections, and a \$179 collections fee will be applied. Additionally, a monthly late fee will be added for each month the balance remains unpaid beyond the 30-day window.

Should a student desire to drop the course within 72 hours of registration they can do so for a penalty fee of \$300, which will keep the account from going to collections and the balance to be settled. This fee must be paid within 30 days or the account will be sent to collections for the original balance.

### Cohort Transfer Policy

In the event a student elects to transfer to a different cohort after the commencement of their enrolled class, a non-refundable administrative transfer fee of seventy-five dollars (\$175.00) shall be assessed. Such transfer requests must be submitted in writing and are subject to administrative approval and cohort availability. The transfer will not be processed until the applicable fee has been paid in full. The University reserves the right to deny any transfer request that may disrupt the academic schedule or exceed cohort capacity.

Redeemed University encourages all students to approach financial commitments with integrity and to reach out to the Finance Team whenever assistance or clarification is needed. Our goal is to walk alongside our students both spiritually and practically.

## Legal and Collection Costs Responsibility Policy

Students who enroll in programs at the university enter into a financial agreement to fulfill all tuition and fee obligations associated with their enrollment. If a student fails to satisfy their financial obligations and the university must pursue collection actions to recover unpaid balances, the student will remain responsible for the outstanding debt.

If it becomes necessary for the university to pursue legal action, collection services, or other formal recovery processes to collect unpaid tuition or fees, the student agrees to be responsible for all associated costs related to the recovery of the debt. These costs may include, but are not limited to:

- Collection agency fees
- Attorney or legal fees
- Court costs and filing fees
- Administrative processing fees
- Any additional costs incurred in the enforcement of the debt

All such costs will be added to the student's outstanding account balance and will become the responsibility of the student to pay in full.

The university reserves the right to pursue all lawful means necessary to recover unpaid balances. This policy ensures that the institution does not bear the financial burden associated with collecting unpaid student accounts.

## Newly Enrolled Student Tuition Policy

### Registration Withdrawal and Tuition Responsibility Policy

When a student registers for a program at the university, the registration secures the student's seat in the program and commits institutional resources, faculty scheduling, and administrative preparation for that student's participation. For this reason, registration constitutes a financial commitment to the program. The student is now fully responsible for the full tuition balance.

Students who register for a program and later choose to withdraw, drop, or fail to attend the first scheduled class session remain financially responsible for the full tuition amount of the program.

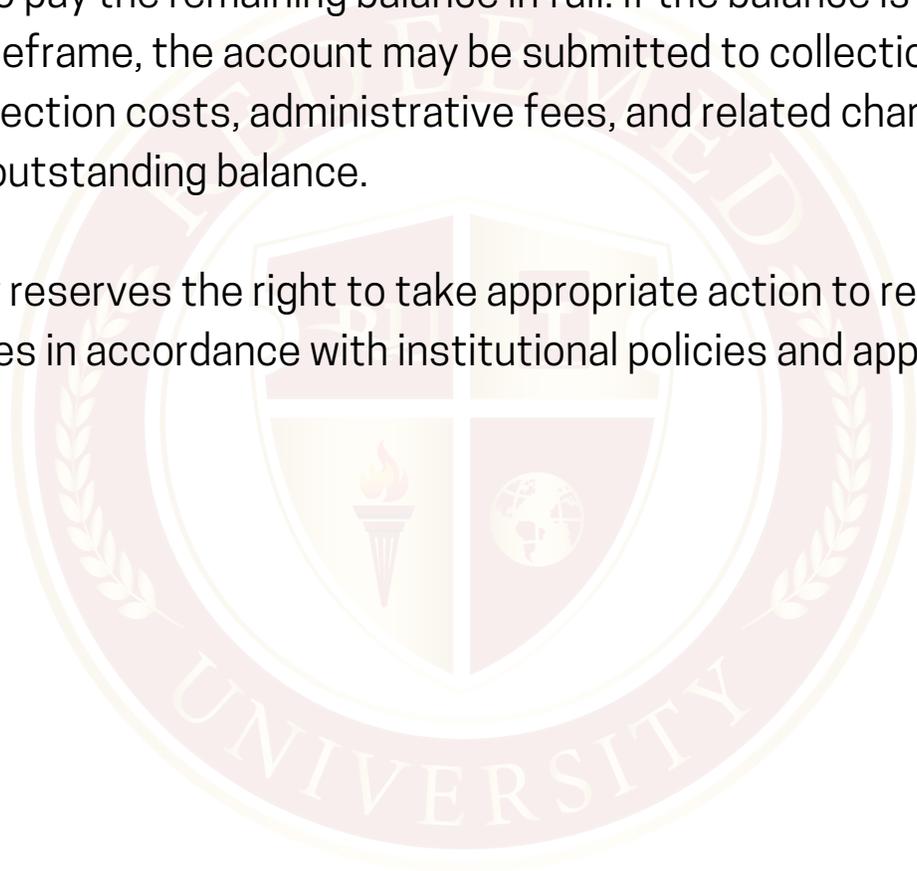
However, the university provides a limited opportunity for students who change their decision shortly after registering. Students may request to withdraw from the program within seven (7) days from the date of registration by submitting a written request to the appropriate administrative office and paying a \$300 drop fee. Once the drop fee is paid within this seven-day window, the student's balance will be cleared and no additional tuition charges will apply.

If a student does not request withdrawal and pay the \$300 drop fee within the seven-day period, the student will remain responsible for the full tuition balance of the program, regardless of whether they attend classes or participate in the program.

## Newly Enrolled Student Tuition Policy

Students who withdraw or fail to attend and still have an outstanding tuition balance will have thirty (30) days from the date of withdrawal or the start of the program to pay the remaining balance in full. If the balance is not paid within this timeframe, the account may be submitted to collections, and all applicable collection costs, administrative fees, and related charges may be added to the outstanding balance.

The university reserves the right to take appropriate action to recover unpaid tuition balances in accordance with institutional policies and applicable laws.



## Non-Negotiable No Refund Policy

All tuition, fees, and payments made to Redeemed University are non-refundable nor transferable under any circumstances. This policy applies to all programs, courses, schools, and registration fees, whether paid in full or through a payment plan.

### Policy Terms:

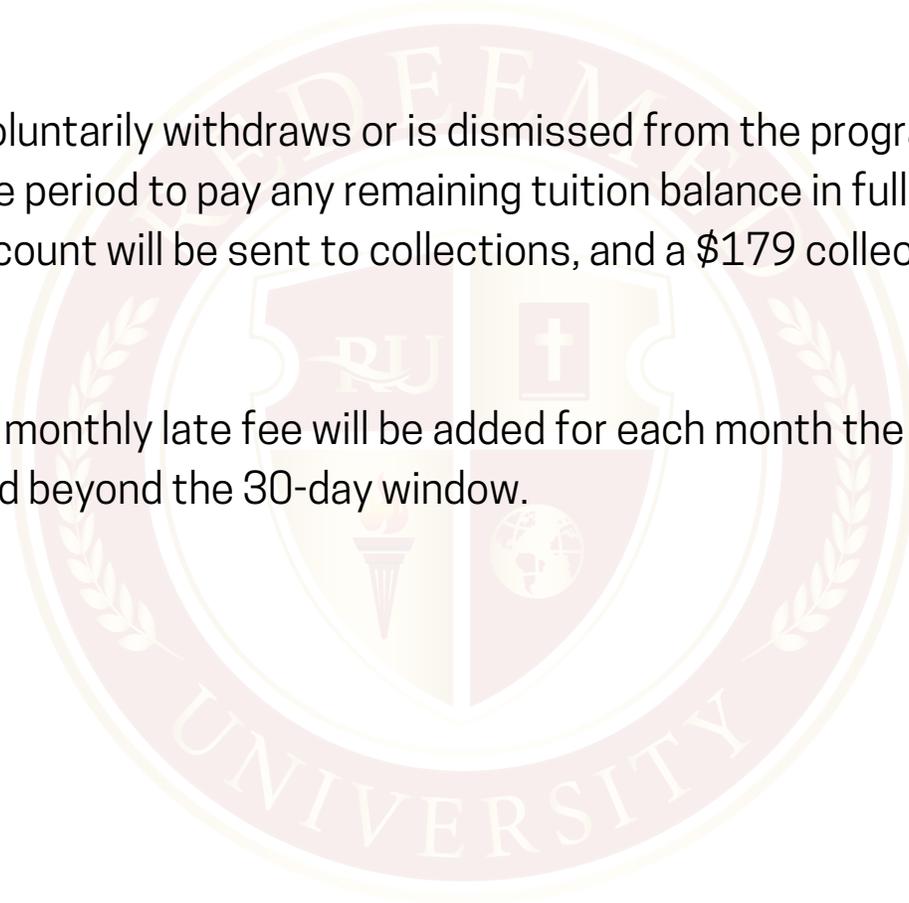
1. **All Sales Are Final:** Once payment is submitted, no refunds, chargebacks, or credit transfers will be granted for any reason, including but not limited to:
  - Withdrawal or dismissal from the program
  - Schedule changes or missed classes
  - Dissatisfaction with course content or delivery
  - Personal or financial hardship
2. **Voluntary Commitment:** By enrolling, students acknowledge they are making a spiritual, academic, and financial commitment to their growth and development at Redeemed University.
3. **Agreement to Terms:** Submission of any payment constitutes full agreement to this No Refund Policy.
4. **Clarification:** Questions or concerns regarding this policy should be addressed before enrollment. By continuing with registration, the student agrees to these terms as binding.

## Non-Negotiable No Refund Policy

Note: This policy is in place to protect the integrity of the programs, and the resources allocated to student development. Thank you for honoring this commitment.

If a student voluntarily withdraws or is dismissed from the program, they have a 30-day grace period to pay any remaining tuition balance in full. After this period, the account will be sent to collections, and a \$179 collections fee will be applied.

Additionally, a monthly late fee will be added for each month the balance remains unpaid beyond the 30-day window.



## Press Release

### Release Agreement

I, the undersigned, hereby grant Redeemed University permission to:

1. Capture and use photographs and/or video recordings of me taken during classes, events, services, or other university-related activities.
2. Use my written or spoken testimonials (whether submitted voluntarily or gathered during interviews or assignments) that reflect my experience at Redeemed University.
3. Share this content within the Redeemed University community, including (but not limited to):
  - Student groups and classes
  - Internal newsletters or communications
  - Training or mentoring materials
  - Private Redeemed University platforms or forums
  - I understand that this information will not be sold or used for public advertising without additional written consent.

I acknowledge that all content shared will be used in a way that aligns with the values and mission of Redeemed University and that I may request the removal of any personal content from internal use at any time by submitting a written request to the administrative office.

## Student Commitment Policy

At Redeemed University, we value integrity, accountability, and spiritual growth. By signing this form, you are acknowledging your commitment to fully engage in the program and uphold the expectations outlined below:

### Commitment to Attendance

I understand that consistent attendance is vital to my spiritual and academic development. I commit to being present and on time for all scheduled classes, meetings, and assignments unless a legitimate emergency arises.

### Communication Regarding Missed Assignments

If I am unable to attend a class or complete an assignment on time, I will notify my assigned mentor or instructor prior to the deadline or as soon as reasonably possible. I understand that open communication is essential to maintaining good standing in the program.

### Accountability If Falling Behind

If I fall behind in my coursework or attendance for any reason, I agree to provide:

- A clear explanation for the delay or absence.
- A written plan of action outlining how I will catch up and remain on track moving forward.

I understand that failing to communicate or submit a plan may result in academic penalties or potential dismissal from the program.

## Handbook Updates

This handbook is subject to ongoing updates as policies change, and students may not be individually notified of revisions. Students are encouraged to visit the registration page of the website each month to review the most current version of this handbook.

