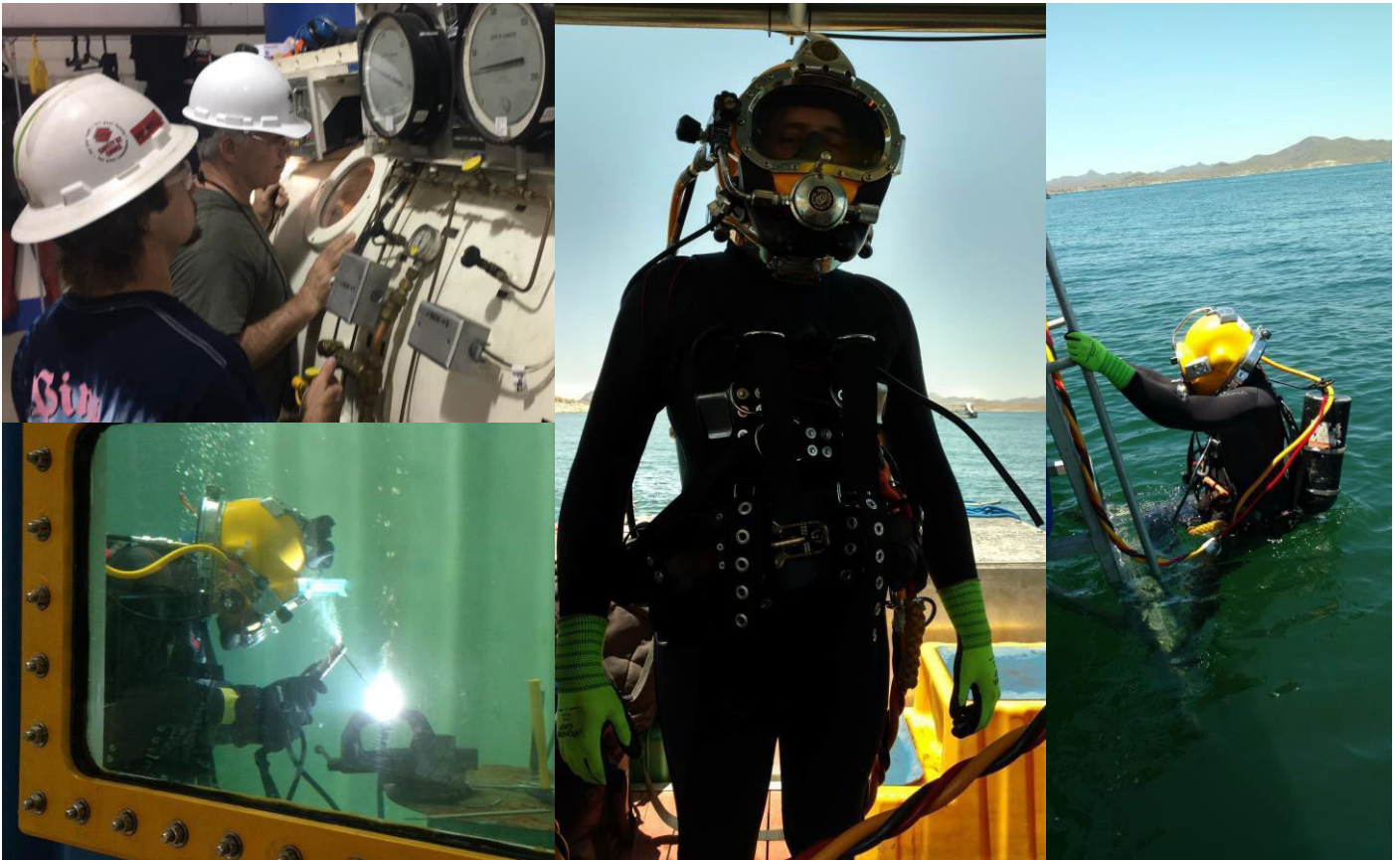
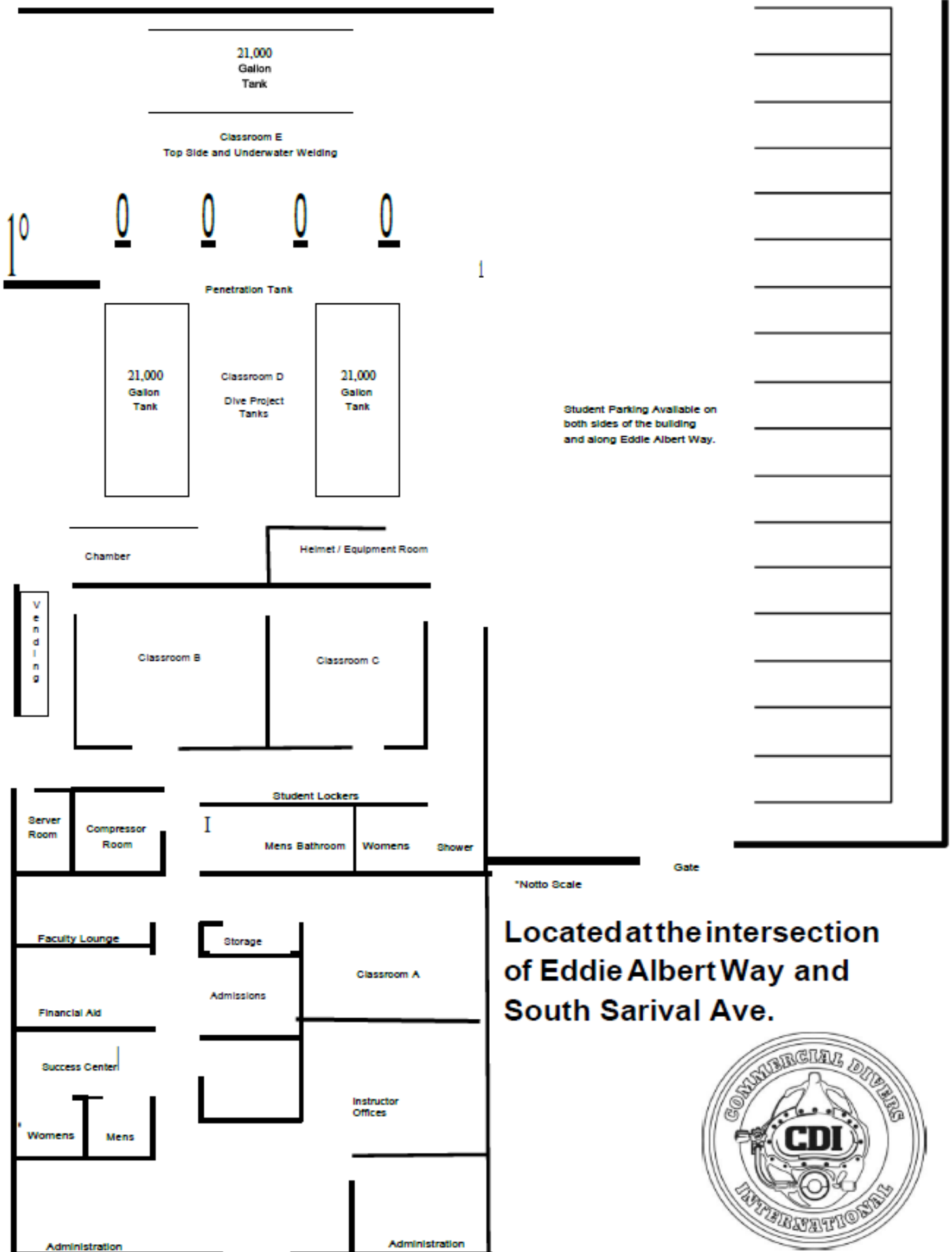




4055 S. Sarival Avenue Goodyear, AZ 85338
www.Commercialdiversinternational.edu
(623) 882-3483





**Located at the intersection
of Eddie Albert Way and
South Sarival Ave.**



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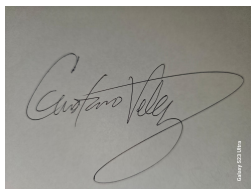
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CDI Mission Statement

Commercial Divers International strives to be the premier commercial diver education facility in the country. We are committed to developing individuals to become the elite professionals in the marine industry who are sought out by top employers.

This catalog, with its programs, policies, and requirements represents an official publication of the Commercial Divers International School. Students enrolling in the School are subject to these provisions and are required to read this catalog entirely and thoroughly. Failure to read this catalog does not excuse students from the requirement of adhering to all the rules, regulations and policies contained in this catalog.

Certified as True and Correct in Content and Policy

A square box containing a handwritten signature in dark ink. The signature appears to be 'Gustavo Velez' with a stylized flourish at the end. There is a small vertical text 'GUSTAVO VELEZ' on the right side of the signature.

Gustavo Velez

School Official's Signature
Effective date: May 30, 2025

BOARD OF DIRECTORS, ADMINISTRATION, AND INSTRUCTORS

Administration:

Gina Phillips

Executive Director, C.O.O., Board Chairman

Gina Phillips has been in the Marine Construction and Commercial Diving industry for over 20 years, as Vice President /CEO of RPM, Inc and Co-founder, Executive Director, C.O.O. and Board Chairman of CDI.

Richard Phillips

President, Instructor

Richard Phillips has been in the Marine Construction and Commercial Diving industry for over 30 years. Over the span of his career, Richard has worked worldwide in offshore diving operations and inland diving operations with private diving companies US Army Corp of Engineers districts, US Coast Guard districts and many others. Richard was the president and owner of a highly successful commercial diving company for over 19 years focused on Commercial Diving and Marine Construction projects for numerous Federal and State municipalities, primarily in Alaska, Washington, Oregon, and California, including inland and offshore projects throughout the nation, and the U.S territories. Richard holds many certifications in divesafety and diver credentials.

Gustavo Velez

Chief Administrator

Gus's career is marked by a series of significant roles that highlight his diverse skill set and ability to drive success across various domains. Before embarking on his entrepreneurial journey with BAM, Gus served as the Regional Vice President of Admissions at the International Education Corporation, where he was instrumental in developing teams and cultivating cultures of success across campuses in Central and South Florida.

Mark Plowman

Education. Executive Director of Diving Instruction, Instructor

Mark Plowman grew up in the Pacific Northwest with interest in a commercial diving career at a very young age. Mark has been fortunate to work on a variety of salvaging vessels, on dams, pipelines, pile work, and employed for 6 years with Richard Phillips dive company. Some of Mark's most memorable job experiences include conducting salvage operations of the Costa Concordia, a cruise ship that capsized and sank off the shores of Italy. Mr. Plowman also did several projects during his 6 years employment with Richard Phillips, in Alaska. In 2015, Mark dove 270 feet below the surface on a salvage job of the RMS Republic (the sister ship of the Titanic), a ship that sank off the coast of Nantucket over 100 years ago. This ship was featured on the History Channel's show, Billion Dollar Wreck. Mark was one of the salvage divers on Season 1.

Tony McCrea

Admissions Representative

Tony McCrea of Charlotte, North Carolina is a former USA Today High School Track and Field athlete, all district, all regional and all state in track also an all-district, and all city running back at Fair Park High School in Shreveport, LA. A father of three boys and two girls, he attended Texas Southern University on a football scholarship before serving in the United States Army as an elite soldier for 11 years, completing tours in Desert Storm, Kuwait, Iraq, and Korea. Tony has a bachelor's and master's degree in business from the University of Phoenix. Tony started out in admissions department in 2003 at UOP and understood the importance of loyalty, trust, team spirit, team work, leadership and how to overcome obstacles and was promoted to positions of Assistant Director and Director of Admissions at Brookline College, Director of Admissions at Bryan University, was a Senior Advisor at the University of Phoenix, Executive Advisor at UEI and Assistant Director and Trainer at APCC College. A top performer at every school he has worked at with phenomenal abilities to mentor, coach, train and motivate students and staff, always producing a number one enrollment team. Tony is a Tar Heel, forty-nine'ers, Golden State, & NY Yankee fan, knows martial arts and is a security advisor in his spare time.

Marcus Clark

Admissions Representative/Instructor

Marcus Clark is an Oregon native who entered the marine construction industry in the beginning of his employable life. He made his living as an inland diver in the Northwest before moving to the desert and starting his family. Utilizing skills gained in the industry and underwater, Marcus taught diving basics/ UW tools successfully prior to swapping roles and working admissions. With his passion for life experiences and helping others, he has found his home and happiness here at CDI assisting others live their dream job.

"There is no such thing as cold, only an absence of heat"

Ariel Ford

Financial Aid Lead

I have been in Arizona since 4 years old, also an ASU Alumni! After attending Peoria High School & ASU for my undergrad, I continued to Keller Graduate School for my MBA. I have over 15 years of financial aid experience in higher education, as well, over 20 years of administration expertise throughout my career journey. Traveling to California every few months with my husband and two children is enjoyed when not working; spending time with family, visiting new locations & the beach! I enjoy attending concerts, theater shows, bowling, the pool & sports season games during football & basketball. I love helping students to understand the investment being made in their future; I am passionate while assisting them to achieve their future goals.

Jimesha Telfair

Financial Aid Representative

Jimesha Telfair is a dedicated community advocate and education professional originally from New Jersey, with deep roots in Virginia where she earned her Bachelor of Science from Radford University. While at Radford, she gained early experience in the Financial Aid Department, sparking a lifelong commitment to student success. After college, Jimesha returned to her hometown to invest in local youth, founding a dance studio, offering free tutoring, and organizing community events. She went on to work as a substitute teacher and mental health liaison, roles that deepened her passion for support services.

Relocating to Arizona, Jimesha served as a Behavioral Technician at an Autism Academy, where she expanded her skills and was inspired to explore leadership roles in Human Resources and management. She is currently pursuing a Master's in Healthcare Administration and works as a Financial Aid Representative at Commercial Divers International. Through every role, Jimesha remains committed to empowering others, building community, and creating positive change.

Traci Kincaid

Director of Finance

Traci joined the CDI team in July 2018, bringing with her 20 years of business and financial leadership experience. Traci's past corporate roles include senior leadership roles encompassing pricing, business management, strategic planning, budgeting, and forecasting, financial analysis, and payroll. In addition, she is Six Sigma Green Belt certified, demonstrating experienced skill in administrative project management and process development.

Traci has international experience, having worked with such organizations as JCB, Inc., the world's largest manufacturer of backhoes, as a Pricing Manager, and at Honeywell Aerospace as a Sr. Finance Manager, where she was responsible for financial guidance of a \$.5B business unit. Traci holds an MBA in Finance and Accounting from Regis University, in Denver, CO and a BS in Business from Nova Southeastern University in Ft. Lauderdale, FL. She lives with her husband and two children in the Phoenix area.

Kari Johnson

Director of Student Services / Registrar

Kari Johnson works as our Student Service Administrator. Kari relocated here from Georgia in 2021 with her husband Michael Johnson and two youngest children. She leaves behind one daughter who attends Columbus State University. As a native of Georgia, Kari graduated from TCHS before attending Southern Regional Technical College. Kari was a member of First Newark Baptist Church and a volunteer for over 10 years. She has also attended Dale Carnegie Leadership courses. Kari looks forward to bringing extensive knowledge of Office Management and love of education to Commercial Divers International.

CDI Instructors:

AJ Deluca

Part-Time Dive Instructor

Commercial Diver
ADCI Surface Supplied Air Diving Supervisor/ Bell/ Saturation Diver
IMCA Surface Supplied Diver / Bell Diver
Occupational First Aid/ CPR Certified
Emergency O2 Administration NA
NAUI DEMP Card
Kirby Morgan Certified Helmet Technician

Deejay Adams

Full-Time Dive Instructor

U.S. Navy Diver First Class
Chamber Supervisor
SCUBA Supervisor
Chamber Operator
Inside Tender
Divers Life Support System (DLSS) Maintenance Technician Non-Standard Divers Life Support System (DLSS) Operator Basic Life Support (BLS) American Red Cross
ADCI Entry Level Tender/Diver
NAUI Dive Master
IANTD Rescue Diver
Kirby Morgan User / Operator
PSI-PCI Visual Cylinder Inspector
OTS Divator AGA User / Operator
Small Boat Coxswain BoatUS

James Alderson

Full Time Dive Instructor

ADCI Mixed Gas Supervisor
US Navy First class diver
DAN First Aid and O2 provider
40 hr HAZWOPER Cert.
Forklift operator
H2S Cert.

Steven Wisniewski

Full Time Dive Instructor

US Navy Deep sea Diver
DAN First Aid and O2 provider
OSHA 30
Forklift Operator

Daniel Sobampo

Full Time Dive Instructor

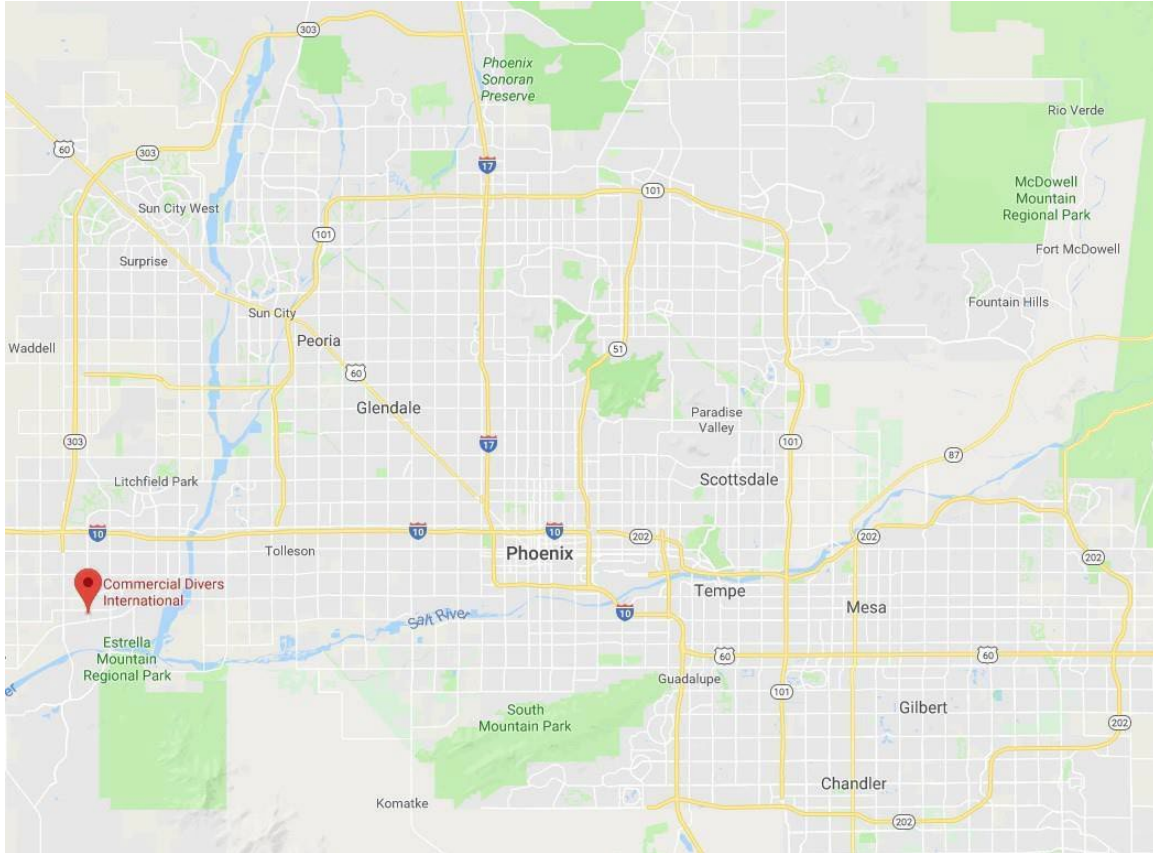
U.S. Navy Diver Second Class
Divers Life Support System (DLSS) Maintenance Technician Non-Standard Divers Life Support System (DLSS) Operator Basic Life Support (BLS) American Red Cross
ADCI Mixed Gas Diver
ADCI Surface Supplied Air Diver
Small Boat Coxswain BoatUS
SDI Rescue Diver
SDI Nitrox Diver
CPR, AED, First Aid
Ships Husbandry Specialist
Gas Free/Enclosed Space Cert. Inspector

Chris Washburn

Full Time Dive Instructor

T.I.A. Basic Commercial Tire
CPR, AED, an First Aid
Emergency Oxygen Administration, Bloodborne Pathogens
Hazmat 40 hr OSHA 29 CFR 1910.120, 80 hr WAC 296-62-3040, 20 hr Contaminated Water, 8 hr refresher training
Transportation worker identification credentials
OSHA 10 occupational Safety and health training
Rigging Chevron USA and AT1 2D (RP2D)O
Forklift safety training

LOCATION & FACILITIES



CDI's 2.8-acre campus is located in Goodyear, AZ; 24 miles west of Downtown Phoenix along I-10. The CDI facility uses industry-standard technology, three 21,000 gallon training tanks, a penetration tank for underwater pipe inspection & repair training, topside/underwater welding equipment, decompression chambers, and classrooms designed to exceed the strict requirements set by the American National Standards Institute (ANSI) and the Diving Consensus Standards of the Association of Diving Contractors International (ADCI) for commercial diver training.

WHY CHOOSE COMMERCIAL DIVERS INTERNATIONAL



The CDI campus is located in Goodyear, Arizona, where housing costs are some of the best in the nation. The area around the school also offers several options in regard to entertainment: Football, Baseball, NASCAR, and premium concert events. Also, CDI is owned and actively operated by a team of professionals who have been in the commercial diving industry collectively for over 75 years. Our curriculum was designed by a group of highly experienced divers and dive supervisors that include Commercial Divers who hold the highest certifications obtainable in the industry. Several of the CDI Instructor staff are also Navy Diver veterans. The CDI team is uniquely qualified to train divers for jobs in the commercial diving industry. We know what employers are looking for, and we know how to prepare you to be the best in the industry.

CDI also offers job placement assistance during and upon completion of our program, help in finding housing for students in need, and work-study where available to help offset the cost of tuition.

CAREER OPPORTUNITIES FOR COMMERCIAL DIVERS



Program Description: CDI offers a 658-hour program that exceeds the 625 hours required by the American National Standard Institute (ANSI) and meets the Association of Commercial Diving Contractors and Association of Commercial Diving Educators requirements for an Entry Level Diver/Tender. You will receive training in diving physics, diving medicine, hyperbaric chamber operation, welding and cutting, and many other trade skills. Upon graduation you will receive the following certifications: ADCI Entry Level Diver/Tender card in accordance with the American National Standards Institute (ANSI). Underwater Welding Course Completion Certificate (AWS D3.6M-Class CStandard). First Aid, CPR, Oxygen Provider, and A.E.D Certifications, National Association of Underwater Instructors (NAUI) Supervised Open Water SCUBA Certification and Kirby Morgan Operator/User Training Certificate and Card. With these certifications you can obtain a Job as an entry level diver/tender in the Commercial Diving Industry. A Commercial Diver works below the surface of the water to inspect, repair, remove, or install equipment and structures. Divers may use a variety of power and hand tools, such as drills, sledgehammers, torches, and welding equipment. Tasks may include conducting tests or experiments, rigging explosives, or photographing structures or marine life. Every commercial diver has a different career path based on their experiences and opportunities, that may be a combination of the career paths listed below.

Typical Commercial Diver Career Paths:

Offshore Diver: The most common commercial diver is the offshore diver working in the oil and gas industry. Many commercial divers enter their professional career as an offshore diver. They have demanding work schedules, working long hours for several consecutive days. Offshore divers live on oil platforms or vessels for long periods of time but may not need to work year-round.

Inland Diver: Inland divers work on land-based civil engineering operations done in lakes, harbors, rivers, and dams. They do not face as many hazardous working conditions and living situations of offshore divers and are typically able to leave the job site at the end of work each day. Inland divers often travel to multiple work sites in a region and are often required by law to be compensated per diem and housing allowances while completing a job. Entry level divers are commonly hired for inland work, and it is widely available across the country.

HAZMAT/Nuclear Divers: HAZMAT divers are considered highly skilled and experienced divers who work under dangerous conditions. Specialized equipment and procedures are used due to the hazardous material they dive in, such as chemical tanks, polluted waterways, nuclear power plants, and sewage systems. HAZMAT divers must take precautionary measures to deal with the threat of chemical, nuclear, and/or biological contamination. Commercial divers may encounter HAZMAT work early in their career, but more experienced divers often do these types of projects.

Media Divers: Media divers work in underwater filming and photography. They are trained camera operators who mostly cover projects meant for documentaries and movies. This type of work is less common than other types of diving, it is usually done on occasion by advanced divers.

Saturation Divers: Saturation divers travel to depths below 300 feet and remain underwater for up to a month at a time living in a diving bell or another saturation complex, typically working on oil platforms or other infrastructure. Saturation divers are typically the highest paid divers in the industry, it requires a significant amount of working dive experience and further certification typically offered by companies that do saturation diving.

PROGRAM CURRICULUM

Program: Complete Commercial Diver (658) Hour
Program Delivery: Classroom, Lab, and Open Water

Introduction:

- **Orientation, Facility Tour, and Rules**
 - Provides the student with an understanding of facility rules, processes, and layout.
- **Complete Physicals, Housing Issues and Other Administrative Tasks**
 - Allows students who have not completed physical examinations prior to arriving to school to complete the required examination.
 - Allows time for students to finalize housing accommodations.
 - Allows students to finalize missing or incomplete paperwork prior to the commencement of classes.

Courses:

PRINCIPLES OF DIVING PHYSICS (12.5 hours)

Objective: 1) To provide the trainee with an understanding of the physics of air and water pressure applicable to diving.

FORMULA APPLICATION (12.5 hours)

Objective: 1) To familiarize the trainee with diving physics formulas.
2) To provide practical experience in using diving physics formulas.

AIR DECOMPRESSION TABLES AND DECOMPRESSION PROCEDURES (30 hours)

Objective: 1) To familiarize the trainee with the various methods of decompression
2) To provide the trainee experience in the practical application of decompression tables.

ANATOMY AND PHYSIOLOGY RELATED TO DIVING (18 hours)

Objective: 1) To describe the anatomy and physiology of the circulatory and respiratory systems of the human body.
2) To educate the trainee on the effects of pressure and changes or pressure on the human body.
3) To provide the trainee a better understanding of the process and what happens when ambient pressure is increased or decreased.

DIVING DISEASES, INJURIES AND PSYCHOLOGICAL ASPECTS (12 hours)

Objectives: 1) To familiarize the trainee with the various types of diseases and injuries that occur in diving.

TREATMENT OF DIVER'S ILLNESS AND INJURIES (30 hours)

Objectives: 1) To educate the trainee in the use of tables for treatment of arterial gas embolism, decompression sickness, and omitted decompression.
2) To impress upon the trainee the importance of selection of the proper treatment table.
3) To provide the trainee practical experience in the selection and use of the treatment tables.

FORKLIFT/OSHA (30 hours)

- Objectives: 1) To identify common hazards found in any workplace. Follow OSHA General Industry Standards.
- 2) Be able to recommend prevention and correction strategies for violations and hazards found in the workplace.
 - 3) Recognize the role of the workforce and management in improving safety culture.
 - 4) To implement safe operating practices and awareness of safe operating procedures to reduce or eliminate forklift – related incidents and accidents.

FIRST AID FOR DIVERS & CPR (16 hours)

- Objectives: 1) To provide the trainee with a basic understanding of the first-aid measures appropriate to common diving and industrial accidents/illnesses.
- 2) To meet or exceed the minimum standards as set forth by the American Red Cross or equivalent first-aid and CPR training requirements.

THE HYPERBARIC CHAMBER AND ASSOCIATED EQUIPMENT (16 hours)

- Objectives: 1) To provide the trainee with a knowledge of the characteristics of the chamber and the procedures for operating the chamber

TRAINEE PARTICIPATION IN CHAMBER OPERATIONS (44 hours)

- Objectives: 1) To provide the trainee with practice in the operational procedures of a hyperbaric chamber and simulating the treatment of diving injuries.
- 2) To develop trainee skills in the proper decompression and recompression operations.

SEAMANSHIP & RIGGING FUNDAMENTALS (35 hours)

- Objectives: 1) To provide the trainee with a knowledge of the construction, use, and care of fiber, synthetic, and wire rope.
- 2) To familiarize the trainee with the purpose and use of splices in fiber and wire rope.
 - 3) To instruct the trainee in the purpose and use of terminal fittings on wire rope.
 - 4) To introduce the trainee to the applicable sections of the American Petroleum Institute

LIGHTWEIGHT DIVING EQUIPMENT FUNCTION AND NOMENCLATURE (35 hours)

- Objectives: 1) To familiarize the trainee with the nomenclature, function, and operation of lightweight diving equipment, masks, and helmets.
- 2) To instruct the trainee in the proper procedures for checking, testing, and maintaining lightweight diving equipment.
 - 3) To instill in the trainee a sense of confidence and trust in the equipment.
 - 4) To instruct the trainee in the use of bail-out systems and other safety procedures.

LIGHTWEIGHT DIVING PROCEDURES AND TECHNIQUES (40 hours)

- Objectives:
- 1) To instruct the trainee in the operational use of lightweight diving equipment, procedures and safety consideration.
 - 2) To develop the trainee's confidence in lightweight equipment and in lightweight diving.
 - 3) To develop the trainee's skill in the proper way of entering the water, using hose signals and other means of communication, and accomplishing different tasks, using lightweight diving equipment.
 - 4) To instruct trainees in the proper use of procedural manuals and emergency procedures.
 - 5) Operations Planning
 - To expose the trainee to the successful relationship of diving jobs and operational planning.
 - To demonstrate to the trainee that while the nature of each operation will determine the scope of the planning effort, certain considerations apply to every operation.
 - Trainees shall be made aware of the current Association of Diving Contractors Consensus Standards, OSHA and US Coast Guard, diving regulations.
 - 6) Drawings, Blueprint Reading, Report Writing
 - To instruct the trainee in how to read and understand blueprints and properly prepare drawings for reporting purposes.
 - To familiarize the trainee with the preparation of formal reports for submittal to the employer and customer.

MAINTENANCE OF DIVER'S UMBILICAL (13 hours)

- Objectives:
- 1) To instruct the trainee in the proper method for making, maintaining, and testing dive hose.
 - 2) To provide practice to the trainee in making and testing dive hose

UNDERWATER WORK USING LIGHTWEIGHT DIVING EQUIPMENT (70 hours)

- Objectives:
- 1) To provide the trainee with practical experience in diving and lightweight equipment.
 - 2) To provide the trainee with experience in some of the more difficult underwater tasks encountered in commercial diving.
 - 3) To familiarize the trainee with safety issues surrounding using lightweight diving gear, and hazards encountered (i.e., live boating).
 - 4) To provide trainee practice in the application of seamanship and rigging.

UNDERWATER TOOLS (35 hours)

- Objectives:
- 1) To provide the trainee with a knowledge of the care and use of tools and equipment used underwater.
 - 2) To familiarize the trainee with safety precautions required to safely use tools and equipment underwater.
 - 3) To provide trainee practice in the application of seamanship and rigging.

HOT WATER SYSTEMS (2 hours)

- Objectives:
- 1) To list the terms associated with diver's hot water systems and the problems associated with the effects of cold.
 - 2) To provide practical experience in the setup, operation, shut down, and maintenance of diver's hot water systems.

UNDERWATER RIGGING (35 hours)

- Objectives: 1) Provide trainee practice in the application of seamanship and rigging topside and underwater.
- 2) To develop confidence in rigging techniques and problem solving using various underwater projects that require rigging tools.
 - 3) To develop knowledge in selecting proper rigging technique and proper tools.
 - 4) Be able to identify unsafe rigging practices in, on or around water.
 - 5) To provide trainee practice in the application of seamanship and rigging.

INTRODUCTION TO TOPSIDE WELDING (26 hours)

- Objectives: 1) To provide proper training so the student can understand the applications of topside welding, explain the limitations of topside welding in regard to size of project, position, and condition of metals being welded. Students should be able to describe the techniques for topside welding in the flat, vertical, and overhead positions.

TOPSIDE WELDING EQUIPMENT (12 hours)

- Objectives: 1) To assist the student to name and describe the functions of the components of topside welding equipment and to describe the safety precautions prescribed for topside welding.

OXYGEN-ACETYLENE CUTTING TECHNIQUES (10 hours)

- Objectives: 1) To describe the basic techniques of oxygen-acetylene cutting. At the conclusion, the student will be able to name and describe the function of each component of oxyacetylene cutting equipment and the necessary safety precautions.

PRACTICAL APPLICATION OF OXYGEN-ACETYLENE METHOD OF CUTTING (12 hours)

- Objectives: 1) To instruct the student on techniques for cutting various thickness of plate, pipe & structures employing the oxy-acetylene method.

INTRODUCTION TO UNDERWATER CUTTING & WELDING (24 hours)

NOTE: Because of commonalities between topside welding and underwater welding, including basic theory, equipment, and techniques, many hours in the topside welding courses are applicable or supplemental to the Introduction to Underwater Cutting & Welding course.

- Objectives: 1) To list and describe the basic equipment used in oxygen-arc cutting. At the conclusion, the student will be able to name and describe the function of each component of oxy-Arc underwater cutting equipment and the necessary safety precautions.
- 2) To describe the techniques for oxy-arc underwater cutting using at least two different types of electrodes (Broco, Arcair, thermal, arc lance, or Kerie cable).
 - 3) To provide a practical introduction to the techniques for cutting various thickness of plate, pipe & structures, underwater, employing the oxy-arc method using at least two different types of electrodes.
 - 4) To list and describe the function of the components of underwater welding equipment and to describe the necessary safety precautions prescribed for welding underwater.
 - 5) To provide practical introduction to welding underwater so the student can understand the applications of underwater welding AND explain the limitations of underwater welding in regard to size of project, position, and condition of metals being welded. Students should be able to describe the techniques for underwater welding in the flat, vertical, and overhead positions.

MIXED GAS DIVING (30 hours)

- Objectives: 1) To provide the student with a basic understanding of mixed-gas diving techniques and procedures.

MARINE ENGINES AND COMPRESSORS (16 hours)

- Objectives: 1) To provide the trainee with fundamental knowledge of the operation, maintenance, and field troubleshooting of diesel engines and low-pressure compressors.

INDUSTRIAL AND OFFSHORE SAFETY (9 hours)

- Objectives:
- 1) To familiarize the student with federal, state, and ADC requirements for diving operations.
 - 2) To provide the trainee with instruction in industrial and offshore safety
 - 3) To provide the student with basic crane safety training
 - 4) Noxious Gases
 - To provide the trainee with knowledge of the noxious gases encountered in diving operations.
 - To introduce the trainee to various instruments used to detect noxious gases.
 - To familiarize the trainee with precautions necessary to avoid accidents from noxious gasses.
 - 5) Environmental Hazards of Diving
 - To provide the trainee with a knowledge of the environmental hazards the diver may encounter.

INDUSTRY JOB SEARCH (5 hours)

- Objectives:
- 1) Provides the student with the knowledge of writing a professional resume focused on the commercial diving and marine construction industry dressing appropriately for the work environment, and job interview skills.

SELF-CONTAINED UNDERWATER BREATHING APPARATUS [SCUBA] (28 hours)

- Objectives:
- 1) Provide Open water Scuba training and certification course module.

CDI Commercial Diver Program Summary:

Total Program Hours: **658**

Industry Certifications Provided on Graduation:

CDI training hours: 658

- ☐ ADCI Entry Level Diver/Tender card in accordance with the American National Standards Institute (ANSI).
- ☐ Underwater Welding Course Completion Certificate (AWS D3.6M-Class C Standard).
- ☐ First Aid, CPR, Oxygen Provider, and A.E.D Certifications
- ☐ National Association of Underwater Instructors (NAUI) Supervised Open Water SCUBA Certification
- ☐ Kirby Morgan Operator/User Training Certificate and Card

Additional Training is available for the Kirby Morgan Technician Course upon student request at industry standard pricing- not included in the program tuition, not GI Bill ® eligible.

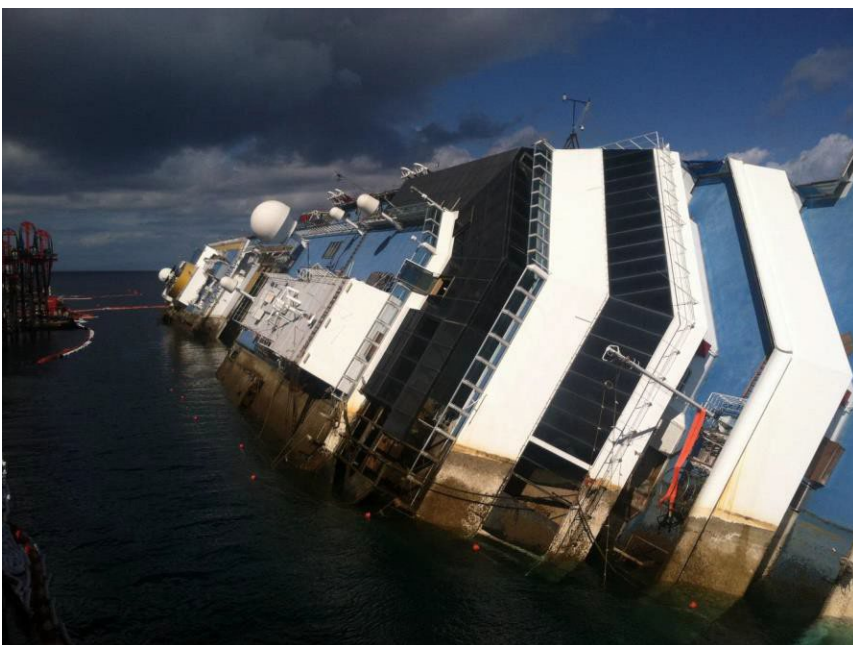
Requirements for Graduates to Practice as a Commercial Diver:

At a minimum, for graduates to practice in the Commercial Diving industry, the graduate must possess an Entry Level Diver/Tender card per the industry standards as set by the American National Standards Institute (ANSI) training standards and the Association of Diving Contractors International (ADCI). CDI provides this card to the student after the graduate has met or exceeded the minimum training requirements of ANSI/ACDE-01-2015. ADCI issues the Entry Level Diver/Tender card in the student's name which will be presented to each graduating student. Advancement opportunities in the industry may be found in the ADCI Consensus Standards for Commercial Diving and Underwater Operations on page 26. Click [here](https://www.adc-int.org/files/C11634_ADC%20Consensus%20Standard.pdf) to access the file (https://www.adc-int.org/files/C11634_ADC%20Consensus%20Standard.pdf).

Graduation Requirement Policy:

For a student to be considered to have successfully completed the CDI Commercial Diver Training Program and be awarded a certificate of completion the following must be completed:

- No more than 24 missed class hours
- Demonstrated proficiency in class exercises and tests through maintenance of a minimum 2.0 GPA
- Payment of all outstanding tuition and fees



The Costa Concordia salvage involving CDI Director & Diving Instructor Mark Plowman, off the coast of Italy. Salvage operations took roughly 2 years to complete.

APPLICATION PROCEDURES

Students who wish to enroll in the Commercial Diver Training Course at CDI must submit the following to the Admissions Office before attending class:

- ☐ Completed Application for Enrollment and Financial package
- ☐ Completed Dive Physical or Physical Proof of appointment
- ☐ High School Diploma, GED Certificate, or equivalent
- ☐ Registration Fee of \$150
- ☐ Copy of photo ID (Driver's License, Passport, Military ID)

Once accepted into the Commercial Diver Training Course at CDI, you will receive an acceptance letter, which will include your class start days/times. You will also receive essential documents regarding your financial payment options, which will need to be completed and returned as soon as possible.

It will be solely your responsibility to schedule and pay for your Dive physical, before attending class. Any exceptions requires chief administrator approval. Some health insurance plans may cover the cost of this physical; please check with the physician providing the diving physical.



CDI current working resident Saturation Diver working in India in 2018 at a depth of 570 feet.

ADMISSION REQUIREMENTS

Age:

A Student must be 18 years old by the start of your first class to register for the Commercial Diving Program

Education Requirements

A copy of high school diploma or its equivalent. CDI does not offer Ability to Benefit. A copy of Home-Schooling Credentials to include: Diploma / transcript signed by parent and copy of letter of intent from parent.

General Admission Requirements

- A copy of a valid state or federal issued photo identification
- A Career Planning interview
- The required registration fee
- A Complete Enrollment Package
- Diving Physical

Foreign Education Credentials

All Foreign or international eligible students must have a valid high school diploma or equivalent. Foreign diplomas must be translated and evaluated from a recognized agency such as NACES "National Association of Credential Evaluation Services" <https://www.naces.org/members>. The cost of such an evaluation shall be at the expense of the potential student and the evaluation must be presented prior to enrollment.

Credit for Previous Education/Training:

This School may accept appropriate credit from other licensed, accredited and ADCI approved schools for previous education. This School does not guarantee the transferability of its credits to any other institution unless there is a written agreement with the institution. CDI will allow Students to transfer in from another ADCI approved schools and may accept their hours based on receiving official transcripts and record of completed services prior to any enrollment. Official Transcripts and an evaluation will be used to determine the appropriate hours to be transferred to provide a better educational experience. Students who transfer will be evaluated by completing a Practical and Theoretical exam. Prior to enrollment, CDI will provide student with the results and a reduction of tuition will be applied. CDI requires students to take the course even if credit has been provided and financial deductions have been made. The student must notify the school before enrollment that such prior training exists. CDI will not make adjustments to recognize a Student's prior education once the Student has started. Once the student has started school, no credits shall be transferred unless prior evaluation and documentation has been approved and recorded. CDI will never allow more than 50 % (fifty) percent transfer credits and the transferable credits must have been obtained by an ADCI approved and nationally accredited institution. Credit for previous life skills training and practical application "on-the-Job" training shall be evaluation using the same process. This institution will inquire about each veteran's previous education and training, and request transcripts from all prior institutions, including military training, traditional college coursework and vocational training. Previous transcripts will be evaluated and credit will be granted, as appropriate.

Diving Physical:

The completion of a Standardized ADCI Diving Physical is required for all students prior to starting class. Any exception requires chief administrator approval.

The Physical Form, Instructions, Industry regulations and Information for Physicians are listed in the ADMISSIONS section of CDI's website(divecdi.com) and can be obtained by an Administrative Staff member at CDI. **NOTE:** All cost related to such exams are at the student's expense.

Payment Arrangements:

Students are who choose to use FAFSA to obtain from CDI, a completed and agreed-upon Financial Aid Package (EFP- "Estimated Financial Plan") which contains Title IV, Federal Student Aid and includes all supporting documentation required for eligibility." to pay for the program tuition at CDI before beginning classes. Satisfactory payment arrangements include: Title IV, Private education loans, VA Benefits, Payment plans, Outside assistance, or Personal check, Cash, Money order or Credit Card. We work with third-party financing companies as well. Arrangements are available in nearly all cases. A credit check will be performed to determine the appropriate terms, and a co-signer is sometimes recommended. Please contact the Financial Aid designee with any questions. You will be given a chance to review and evaluate all payment arrangements in detail prior to signing your EFP and enrollment agreement.

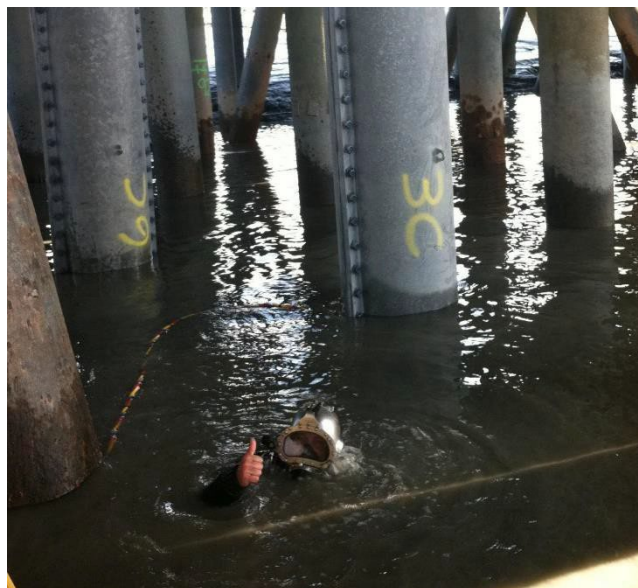
Registration Fee:

The registration fee of \$150 is required to be paid upon the completion of the enrollment agreement in order to secure a spot in any class. Students who enroll in a specified program start date and pay the admission/registration fee may switch to another start date without paying an additional admission/registration fee. If tuition or other expenses besides the admission/registration fee increase between the agreed upon program start date and the modified start date, the student is still liable for any additional costs. If a schedule is specified in a student's signed enrollment agreement and CDI must change meeting times or the start date, the student is entitled to a full refund of the admission/registration fee if they cannot accommodate the change.

Defaulting Finance:

If a student does not maintain payment arrangements to CDI, CDI reserves the right to discontinue any student training for nonpayment of tuition. Furthermore, students are obligated make on-time payments to third-party financing companies 90-days past graduation, CDI reserves the right to withhold diplomas and certifications until the student is current or satisfactory arrangements have been made on financed payments.

Mark Plowman conducting dive operations in Port of Alaska during a multi-year project for Richard Phillips Marine (RPM). Richard Phillips is also CDI's President and Chief Administrator.



STUDENT SERVICES

Job Placement Assistance:

CDI is owned and operated by professionals who have collectively worked in the commercial diving industry for over 75 years, we have a unique perspective on the talents needed to be a successful diver in the industry. We offer job placement assistance to our students during and after their completion of the program. Any student interested in job placement assistance should contact student services staff (or designee) for information. *CDI does not guarantee job placement.*

Student ID Cards

Student ID cards are issued to all students. A replacement fee of \$15 will be assessed for lost cards.

Housing

CDI has compiled a list of apartments and other living arrangements in the area surrounding the city of Goodyear. Many are reasonably priced, and within a few miles driving distance. Please contact student services staff (or designee) for a list of apartments and apartment location services as well as shared room options close by.

Financial Assistance:

Conventional Financing

Conventional tuition financing is available to students OAC (On Approved Credit). CDI has partnered with several third-party loan services to provide tuition loan packages. Please contact our admissions staff (or designee) for complete details. Students who have their loans defaulted due to non-payment are subject to dismissal from the program if an alternative funding for the tuition cost cannot be found within 10 business days of CDI being notified that the original loan has been cancelled.

Payment Plan

We offer payment plans for students for tuition only. Payment plans cannot be used to pay for the registration fee, school supplies, or equipment required for the program.

Payments may be split into a maximum of 5 equal payments. The first payment is always required prior to the student attending class.

If you require a payment plan, please schedule a time to meet with admissions staff (or designee) as early as possible. A credit check will be required, and a co-signer may be recommended.

Veteran Benefits

'GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at <http://www.benefits.va.gov/gibill>."

CDI is approved by the Arizona Department of Veterans services to accept GI Bill ® benefits and maintains the following policies:

1) Any covered individual may attend or participate in the course of education during the period beginning on the date on which the individual provides to CDI a certificate of eligibility for entitlement to educational assistance under chapter 31 or 33 and ending on the earlier of the following dates:

(a) The date on which the Secretary provides payment for such course of education to such institution.

(b) The date that is 90 days after the date on which CDI certifies for tuition and fees following receipt from the student such certificate of eligibility.

2) CDI will not impose any penalty, including the assessment of late fees, the denial of access to classes, libraries, or other institutional facilities, or the requirement that a covered individual borrow additional funds, on any covered individual because of the individual's inability to meet his or her financial obligations to the institution due to the delayed disbursement of a payment to be provided by the Secretary under chapter 31 or 33.

3) CDI requires a covered individual to take the following actions:

(1) Submit a certificate of eligibility for entitlement to educational assistance not later than the first day of class.

(2) Submit a written request to use such entitlement

(3) Provide additional information necessary to the proper certification of enrollment by CDI, please see enrollment application.

Parking:

Parking is available on the CDI campus free of charge. Additional street parking is also available on Eddie Albert Way at no cost. Students are not permitted to leave vehicles in the CDI parking lot overnight. Vehicle towing is at owners' expense.

TUITION, COSTS, BOOKS & SUPPLIES

Tuition:

Tuition	\$27,150.00
Registration Fee**	<u>\$150.00</u>
Books/Supplies	<u>\$ Varies</u>
Deductions - Explanation	<u>\$ Varies</u>
Total Program Costs	\$ Approximate <u>\$28,575.00- \$29,560.00</u>

See Admission Requirements for more information about the registration fee and the ADCI Diving physical.



Graduate student working inland on potable water towers.

Required Safety, Diving, and Welding Gear (estimated costs):

Hard hat, safety gloves, hearing protection and safety glasses
Wetsuit, diver boots, diver gloves, knife, dive light, diving hood, mask, fins, snorkel. Slag hammer, wire brush, welding gloves, welding helmet
\$843.45 + tax & Shipping (total estimated gear cost)

CDI may have gear packages available for student purchase or can refer students to third party sources to purchase gear. CDI is partnered with local vendors who provide significant discounts to students. All gear may be purchased from any source, or any gear listed here owned by a student and in satisfactory condition may be used in the program. Lack of appropriate gear during training may result in exclusion of participation for the day. Consult the admissions staff (or designee) if you have any questions.

Books:

Students are given an ADCI Commercial Diver Log Book to record their dives. If the ADCI Log Book is lost by the student, the student is responsible for replacing it at their own cost. ADCI Log Books are \$35. Other books are available for purchase through the main office.

The primary text for the program is the US Navy Diving Manual (Revision 7). Students will be provided with all essential reference materials.

*** Application fee is waived for honorably discharged veterans, must provide proof of honorable discharge (DD-214) from active military service*

CANCELLATION AND REFUND POLICY:

If for any reason an applicant is not accepted by the school, the applicant is entitled to a refund of all monies paid.

Three-Day Cancellation: An applicant who provides written notice of cancellation within three days

(excluding Saturday, Sunday, and federal and state holidays) of signing an enrollment agreement is entitled to a refund of all monies paid. No later than 30 days of receiving the notice of cancellation, the school shall provide the 100% refund.

Other Cancellations: An applicant requesting cancellation more than three days after signing an enrollment agreement and making an initial payment, but prior to entering the school, is entitled to a refund of all monies paid, *less the registration fee or a cancellation fee of \$150.00, not to exceed \$200, if applicable.*

Refund after the commencement of classes:

CDI abides by all Veterans /DOD Rules and Regulations regarding all applicable refunds and abides and adheres to all LOA and Active-Duty waivers.

1. Procedure for withdrawal/withdrawal date:
 - A. A student choosing to withdraw from the school after the commencement of classes is to provide written notice to the Chief Administrator of the school. The notice is to indicate the expected last date of attendance and be signed and dated by the student.
 - B. For a student who is on authorized Leave of Absence, the withdrawal date is the date the student was scheduled to return from the Leave and failed to do so.
 - C. A student will be determined to be withdrawn from the institution if the student has not attended any class for 30 days.
 - D. All refunds will be issued within 30 days of the determination of the withdrawal.
2. Tuition charges/refunds:
 - A. Before the beginning of classes, the student is entitled to a refund of 100% of the tuition and fees paid (*less the registration fee/administration fee/cancellation fee, not to exceed \$200, if applicable*)
 - B. After the commencement of classes, the tuition earned (*plus the registration fee/administration/cancellation fee, not to exceed \$200, if applicable*) amount shall be determined as follows:

% of the clock hours attempted:	Tuition earned amount:
10% or less	10%
More than 10% and less than or equal to 20%	20%
More than 20% and less than or equal to 30%	30%
More than 30% and less than or equal to 40%	40%
More than 40% and less than or equal to 50%	50%
More than 50%	No Refund is Required

The percentage of the clock hours attempted is determined by dividing the total number of clock hours elapsed from the student's start date to the student's last day of attendance, by the total number of clock hours in the program.

Refunds will be issued within 30 days of the date of student notification, or date of school determination (withdrawn due to absences or other criteria as specified in the school catalog), or in the case of a student not returning from an authorized Leave of Absence (LOA), within 30 days of the date the student was scheduled to return from the LOA and did not return.

Holder in Due Course Statement:

Any holder of this consumer credit contract is subject to all claims and defenses which the debtor could assert against the seller of goods or services obtained pursuant hereto or with the recovery hereunder by the debtor shall not exceed amounts paid by the debtor.

(FTC Rule effective 5-14-76).

ACADEMIC POLICIES, PROCEDURES, AND STANDARDS

CDI holds our students to a high standard, and we provide the training needed to perform in the commercial diving industry. We expect our students to perform at the highest level in all areas of the field, both physically and mentally.

Cell Phone Policy:

Cell phones are permitted on campus, but cell phones are not permitted in any dive station area or in the classroom.

- If a student needs to be reached for an emergency, he or she can direct calls to the main office:(623)882-DIVE (3483)
- An administrator will forward the message to the student promptly.
- Students may use their phones during lunch and breaks.
- After normal business hours, contact the class instructor.

Leave of Absence Policy:

If an emergency arises, and a student needs to request a Leave of Absence, the student must request a LOA form from student services staff member. The request should have a start and end date for the leave along with documentation on the reason for the leave. However, if "Unforeseen Circumstances" prevent a student from providing a prior written request, CDI may grant the student's oral, or an individual acting on the student's behalf request for a leave of absence and collect the written request from the student at a later date.

Only one leave of absence may be allowed per student for the duration of the program. The maximum time allowed for a leave of absence is 180 days. Any student who is on an authorized Leave of Absence but does not return to class on the scheduled return date will be withdrawn on the date the student was scheduled to return from the Leave but failed to do so. When a student returns from a leave of absence the student will be required to make up all assignments missed during their leave. The missed work makeup time frame is 1 day per day of a leave of absence. Failure to complete the missing work in the allotted time may result in unsatisfactory academic progress (see Satisfactory Academic Progress Policy).

To re-enter the program if withdrawn due to not returning on the scheduled leave of absence return date, you will need to go through the admissions process to verify that you are still eligible for the program.

Attendance Policy:

Students may have no more than 24 hours of missed hours/ unexcused absences /over the entire length of the program. Any student who has 16 hours of absences will be notified in writing, and a warning will be issued and placed in the student's file. Any student that reaches 24 hours of absences (without a make-up plan or LOA) will be academically dismissed from the program. Student Services staff members (or designee) are available to assist students who may have attendance issues and may need an LOA or Make up plan.

"Excused" absences may be included in the total of 24 hours if an evaluation for academic dismissal is being conducted.

After 24 hours of absences of any kind, final decisions will be made by the instructing staff, Executive Directors, and President to determine whether a student must be academically dismissed due to absences.

Re-Enrollment Policy:

To re-enroll into the program you are no longer attending, for any reason, you must request re-enrollment in writing to Student Services, and go through the admissions process to verify that you are still eligible for the program you wish to re-enter.

Satisfactory Academic Progress Policy:

Grading System

Students must earn a cumulative average GPA of 2.0 or above to graduate the program.

Grade	GPA	Letter Grade	Progress
100 - 90	4.0	A	Excellent
89 - 80	3.0	B	Very Good
79 - 70	2.0	C	Satisfactory
69 - 60	1.0	D	Failing
59 & Below	0.0	F	Failing

In order to progress through the Commercial Diver program all students must comply with the following elements of satisfactory progress, or they will be dismissed from the program.

1. All students must complete the program within the maximum time for completion of 150% of the program (987 hours). The normal time for completion of the program is 658 hours.
2. All students must maintain a minimum cumulative GPA of 2.0 (C) or higher. Students who fall below the 2.0 (C) GPA will be placed on probation. All students must have a 2.0 (C) cumulative GPA or higher in order to graduate from the program.
3. All students must progress through the program by successfully completing courses/topics outlined in the course catalog with acceptable grades. Students will be evaluated throughout the program, and the following action will be taken if a student does not meet the required 2.0 (C) GPA:
 - a. If the student falls below the 2.0 (C) cumulative GPA, the student will be placed on probation for up to 30 class days until a higher GPA is achieved. If the student's GPA does not improve within 30 class days from the date of probation, the student will be removed from the program.
4. Probation: The academic progress of all students will be monitored as course/topic grades are recorded. Any student falling below a 2.0 (C) cumulative grade point average across all topics will be placed on probation and have 30 class days to improve their GPA. The student's progress will be closely monitored during their probation period. Any student whose GPA is still below 2.0 (C) at the conclusion of their probation period may be removed from the program. Students who complete the program with a cumulative GPA below 2.0 (C) may be ineligible to receive their diploma and certifications.
 - a. Mitigating Circumstances I: If at the end of the probation period (section 4) a student does not meet the 2.0 (C) GPA requirements, the student has the option to appeal to the student services staff (or designee) in writing for a two calendar week extension to allow the student to bring their grade point to the required 2.0 (C) or higher. The student may use this two-calendar week extension to retake failed courses.
 - b. Mitigating Circumstances II: Any student that has been removed from the program due to unsatisfactory academic progress, and who has not been granted an extension through the mitigating circumstances clause (a.) may reapply for re-admission at the start of the next enrollment period. The student must request written approval from the President for re-admittance, before being allowed to re-enroll for the program.

5. Student Academic Progress is evaluated on a monthly basis. Those students eligible for Government Financial Aid must maintain minimum standards as outlined above in order to remain eligible for funding.

Appeals for Withdrawn Students:

Any student that has been withdrawn from the program due to poor performance, violation of maximum completion time frame, violation of probation, attendance requirements, or behavioral/misconduct, can appeal to the student services staff (or designee) in writing (See Grievance Policy and Procedures).

Progress Reports and Transcripts:

Students will be informed of module and exam scores by the class instructor. Students may ask for a copy of a progress report (if still enrolled) or their academic transcript (if graduated/no longer enrolled) at any time by contacting the CDI student services staff (or designee) in writing. Student services staff (or designee) will return the requested progress report within 5 business days after receipt of the written request. Students may also be able to view evaluations and grades posted to an online system which they will be able to access while enrolled. Student records are permanent.

Conduct and Dismissal Policy:

To succeed in this program, you must attend every scheduled class in its entirety. If you must miss a class due to an illness or other issue, you must contact your instructor prior to missing the class. If a true emergency prevents you from contacting the instructor prior to class, contact him/her as soon as possible following the emergency. You must also do your very best work in preparing for each class and on all your assignments. Due to the rigorousness of this program, you must stay focused and involved in every class, offering your best comments, questions, and answers. Everyone at CDI and your fellow students expect you to choose to act with integrity in all your classes, and while on the CDI campus.

Students may be terminated from the program for failure to follow the rules, policies and procedures set forth in this course catalog. Reasons for termination include, but are not limited to, lack of attendance, unsatisfactory academic progress, drug policy violations, personal conduct violations while on the CDI campus, and/or failure to pay your tuition charges as agreed in your enrollment documents.

Grievance Policy and Procedures:

CDI wants students to have a positive experience in which their grievances can be expressed openly and honestly. CDI is committed to promptly address student grievances, both academic and non-academic. Student grievance is taken seriously and will be responded to by the school in writing within ten business days of receipt of a registered grievance.

To register a grievance, the student must write a formal letter detailing the issue and address the grievance to the student services staff (or designee). The grievance may be difficult to resolve without enough detail to allow the school to adequately understand and respond to the grievance.

The grievance will be reviewed by the student services staff (or designee), who will acknowledge receipt of the grievance and establish a file for the grievance within ten business days. The file will be kept separate from student academic records. The student services staff (or designee) may schedule a meeting with the student to discuss the grievance. The student services staff (or designee) will help the student in resolving the grievance. If unable to address the grievance immediately because of policy or procedural requirements, the student services staff (or designees) will assist the student in directing the grievance to the appropriate school official or office better able to address the matter. Records of grievances and their resolutions are maintained by the student services staff.

Grievance Procedure Steps:

1. Student submits a grievance by writing a formal letter detailing the issue within thirty calendar days of the occurrence.
2. The grievance is acknowledged within ten business days and reviewed by the Board of Directors.
3. The student services staff (or designee) will help the student in resolving the grievance.

Grievance Appeals:

A student may submit a written appeal any time the student believes a grievance was not resolved or when the student believes an inappropriate decision and/or discipline has been administered. All appeals must be submitted in writing within five business days after the initial decision and/or discipline to the student services staff (or designee). The student services staff (or designee) will respond within ten business days. The student services staff (or designee) may uphold, lessen, dismiss, or alter a decision and/or discipline as a result of the appeal.

If the student is not satisfied with the decision of the appeal, a second written appeal may be submitted to the Chief Administrator within five business days of any decision made after a first grievance appeal.

The Chief Administrator will respond within thirty business days and may uphold, lessen, dismiss, or alter a decision and/or discipline. The decision of the Chief Administrator is final.

If the complaint cannot be resolved after exhausting the institution's grievance procedure, the student may file a complaint with the Arizona State Board for Private Postsecondary Education. The student must contact the State Board for further details. The State Board address is 1740 W. Adams Street, #3008 Phoenix, AZ 85007, phone # 602-542-5709, website address: www.ppse.az.gov. Alternately, the student may contact the Council on Occupational Education at 7840 Roswell Rd., Bldg. 300, Ste 325, Atlanta, GA 30350, phone # 800-917-2081, website address: www.council.org.

Any appeal must follow the proper step-by-step line of appeal for decisions and/or disciplinary actions. Failing to follow the correct sequential line of appeal will invalidate any other appeals. Records of student appeals and their resolutions are maintained by the student services staff (or designee).

Grievance Appeal Procedure Steps:

1. Student submits an appeal within five business days of the initial grievance decision
2. The student services staff (or designee) will respond within ten business days and may uphold, lessen, dismiss, or alter a decision and/or discipline.
3. If the student is not satisfied, a second written appeal may be submitted to the Chief Administrator within five business days.
4. The Chief Administrator will respond within thirty business days and may uphold, lessen, dismiss, or alter a decision and/or discipline. The decision of the Chief Administrator is final.
5. If the complaint cannot be resolved after following the grievance and appeal procedure, the student may file a complaint with the Arizona State Board for Private Postsecondary Education.

Sexual Harassment Policy:

Commercial Divers International strives for an environment in which all employees and students are treated with courtesy, dignity, and respect. Every student, instructor and employee have the right to a professional atmosphere which promotes equal opportunities and prohibits discriminatory practices, including sexual harassment as defined and otherwise prohibited by state and federal law. Sexual harassment in any form will not be tolerated. Violations of the Sexual Harassment Policy will result in disciplinary action up to and including termination of employees, and in sanctions up to and including suspension from the program for students.

Definition of Sexual Harassment:

Sexual harassment is unsolicited and unwelcomed sexual advances, requests for sexual favors, and other verbal, physical or visual conduct of a sexual nature that occurs under any of these circumstances:

- Submission to such conduct is made either explicitly or implicitly a term or condition of a person's employment or education.
- Submission to or rejection of such conduct by an employee or student is used as a basis for employment or academic decisions affecting the employee or student.
- The conduct has the purpose or effect of unreasonably interfering with a person's work performance or otherwise creates an intimidating, hostile or offensive work or academic performance.

See 29 C.F.R. 1604.11.

Examples of Conduct That May Constitute Sexual Harassment:

It shall be a violation of Commercial Divers International's Sexual Harassment Policy for any employee, student, or visitor to:

- Make unwanted sexual advances to another student, employee, or campus visitor, including direct or indirect pressure for dates or sexual favors.
- Make requests for sexual favors, whether or not accompanied by promises or threats regarding the employment or academic relationship, including salary, promotion, benefits, duties, grades, assignments, recommendations or any other personal or academic decisions.
- Engage in verbal or physical conduct of an implicit or explicit sexual nature that either has the purpose or effect of substantially interfering with an employee's ability to do his or her job or a student's ability to learn or participate in a class; or creates an intimidating, hostile, or offensive work or academic environment.
- Commit any act of sexual assault or public sexual indecency against any employee or student whether on campus or in connection with any Commercial Divers International-sponsored activity.
- Continue to express sexual interest in another employee, student, or campus visitor after being informed that the interest is unwelcome. (This includes relationships that began as reciprocal attractions, but later ceased to reciprocate.)

- Engage in other sexually harassing conduct in the workplace or academic environment, whether physical, verbal, or visual, included but not limited to:
 - Commentary about a person's body or body parts
 - Sexually degrading words to describe a person
 - Sexually offensive comments, suggestive language, jokes, innuendoes, sexually suggestive books, magazines, photographs, cartoons, or pictures
 - Pinching, patting, or touching
 - Leering or gawking
 - Reprisals or threats after negative response to sexual advances.
 - Harassment consistently targeted at only one gender, even if the context of the abusive conduct is not sexual.

Responsibility:

This policy covers all students, staff, instructors, and visitors on the Commercial Divers International campus. All persons covered under this policy must avoid offensive or inappropriate sexual and/or sexually harassing behavior at work and in the academic environment. Every person at CDI is responsible for ensuring the campus is free from sexual harassment. Employees and students are encouraged to inform their offenders of their offensive behavior, and to report violations of this policy immediately.

Any person covered by this policy, who makes a false accusation of sexual harassment, is subject to disciplinary action.

Sexual Harassment Reporting Procedure:

Students

Students who experience sexual harassment during their enrollment at Commercial Divers International by another student, employee or campus visitor must report it to the President or Vice President. If the student feels uncomfortable reporting this issue to the President or Vice President, they should report it to the Head of Student Services.

Employees

Any Commercial Divers International employee who feels they have experience sexual harassment at work by a co-worker, student or campus visitor must report the incident directly to their supervisor. If the employee is uncomfortable in dealing with their supervisor, they should report the issue to the President/Chief Administrator or other Director.

General Procedures

Any person who feels they are being sexually harassed should notify the harasser that such behavior is unacceptable. If the harasser continues the unwanted behavior, the harassed should maintain a record of each incident, with as much detail as possible, to help document with violation. All reports of sexual harassment must be submitted in writing by either the victim or the person receiving the complaint. Reports of sexual harassment should be communicated to the appropriate person, and ultimately to the President and Vice President. Students/Staff/Instructors are encouraged to report acts of sexual harassment promptly, so that appropriate action may be taken.

Investigating the Complaint

Commercial Divers International will investigate all complaints within 5 business days. When the investigation leads to a confirmation of sexual harassment, appropriate action will be taken. All persons involved will maintain confidentiality during the investigation procedures, as required by law.

Protection Against Retaliation

Any acts of retaliation for an employee/student filing a sexual harassment charge are strictly against policy. Commercial Divers International will take appropriate action, up to and including employment termination or academic dismissal, if evidence of retaliation is found.

Violations of Law

Any employee or student may be accountable for sexual harassment under applicable local, state or federal law. Commercial Divers International will hold its investigation concurrently while local authorities conduct their investigation and will not be subject to challenge on grounds that court charges involving the same incident have been dismissed or reduced.

Non-Discrimination Policy:

CDI prohibits discrimination against and harassment of any student because of race, color, national or ethnic origin, age, religion, disability, sex, sexual orientation, gender identity and expression, veteran status or any other characteristic protected under applicable federal or state law. All personnel who are responsible for the implementation of educational programs or activities are charged to support this effort and to respond promptly and appropriately to any concerns that are brought to their attention.

CLASS SCHEDULES & HOLIDAYS

Class Schedule:

All class schedules are subject to change and may be adjusted to meet the needs of the enrolled students.

The Complete Commercial Diver program is 658 hours in length, and classes begin approximately every 6 weeks. For up to date start and end dates, please check our website at www.divecdi.com

2024 - 2025 Program Start Dates and Time (tentative):

Class Number	Start Date	Class time
Class 2501	January 14, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2502	February 25, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2503	April 8, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2504	May 20, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2505	July 8, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2506	August 19, 2025	T-Th 7am - 5pm, Friday 7am-4pm
Class 2507	September 30	T-Th 7am - 5pm, Friday 7am-4pm
Class 2508	November 18, 2025	T-Th 7am - 5pm, Friday 7am-4pm

Class Size:

Maximum class size is 25 students per class. Minimum class size is 5 students per class.

Holidays:

CDI observes the following holidays and class schedules are built around them

- New Year's Day
- Martin Luther King Day
- Presidents' Day
- Memorial Day
- Independence Day
- Labor Day
- Columbus Day
- Veterans Day
- Thanksgiving and the day after
- Christmas Eve and Christmas Day

CAMPUS TOURS

CDI offers tours to prospective students. If you are interested in touring our campus, please call 623-882-DIVE (3483) to schedule a tour. You will be able to tour the facility, and you will meet with the admissions staff (or designee) who will also be able to provide answers to any questions you may have and discuss the benefits of attending the Commercial Diver Training program at CDI.

Underwater "Helmet Diving Experience" at CDI



Commercial Divers International is excited to be the only diver training school in the country offering anyone in appropriate physical shape a chance to experience the conditions that an underwater, surface-supplied diver faces. The full-helmet diver experience is a great chance for people hoping to better their life working in the commercial diving industry get acquainted with the equipment they will be using in the field before committing to a 658-hour program and is also geared towards anyone looking to enjoy the thrill.

The diver experience is a half-day beginning with an approximately twenty-minute safety and training video, then two separate dives in our facilities' training tanks, with a total underwater time of about 30 - 60 minutes per individual diver. Typical underwater activities include simulated flanging up of a pipeline, mechanical construction projects, mechanical puzzles, limited visibility puzzles, and more. Specific tank setup and activity will depend on your booking date, and please feel free to let us know if there is something specific you are interested in doing while underwater.

Our tanks have great visibility and side viewing windows for family and friends to watch or record the dive, though unfortunately, we must ask you not to bring certain devices underwater for safety reasons.

Call us at 623-882-DIVE (3483) or visit our website at <http://www.divecdi.com> for more information.



The CDI Yellow NIMR Dive Bell



The landmark yellow dive bell on top of the CDI Campus building is not a piece of functioning dive equipment, but is a prop from the 1960s Irwin Allen movie/TV series "Voyage to the Bottom of the Sea®." Before being acquired and partially restored by CDI's founders in 2009, the bell had been set atop a now-closed Dive Shop in San Diego, CA since 1992. The interior and exterior were featured in the sci-fi series, and the original prop communication and control boards featured in the show remain in the bell to this day.

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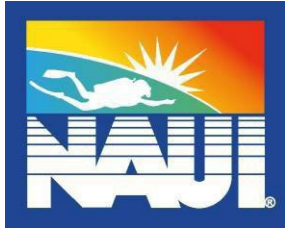
4055 S. Sarival Avenue
Goodyear, AZ 85338

CDI is in Goodyear, AZ
approximately 4 miles south of
the I-10 on Sarival Avenue.

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