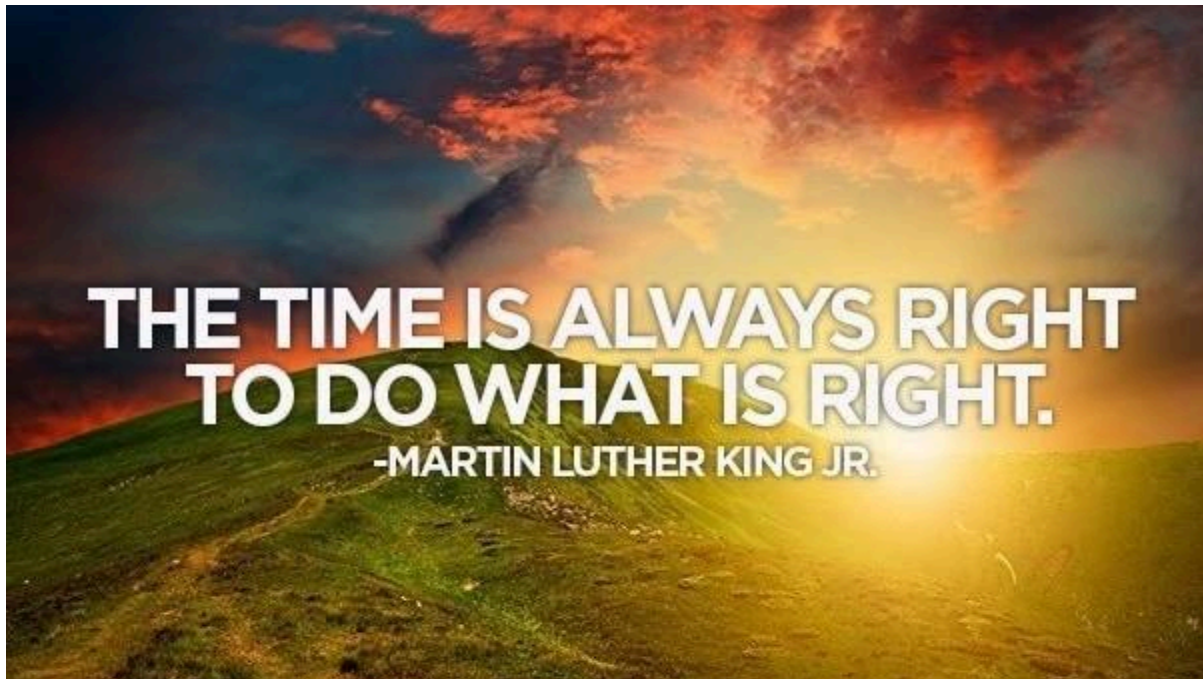


# **Waterford Athletic and Activities Code of Conduct 2026-2027**



*Participating in extracurricular activities builds teamwork, communication, relationships, and a sense of belonging, all of which help students to develop socially and be successful in school. Participation in extracurricular activities demonstrates the importance of community involvement.*



**Waterford Union High School**  
**611 West Main Street Waterford, WI 53185**  
**(262) 534-3108**

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## **WATERFORD UNION HIGH SCHOOL MISSION STATEMENT**

WUHS inspires all students to achieve high expectations and ensures that each student is prepared for college, career, and life.

### **CO-CURRICULAR PHILOSOPHY**

At Waterford Union High School, we prioritize the total development of our students through co-curricular activities. Our philosophy emphasizes being respectful, responsible, and being well. We promote inclusivity and equity. We foster character traits such as integrity, resilience, discipline, commitment, and teamwork. We encourage community engagement and growth mindsets. We believe in the fluid relationship between academic excellence and participation in co-curriculars.

### **WATERFORD CODE OF CONDUCT PURPOSE**

- The primary purpose of our Code of Conduct is to promote self-discipline in the best interest of the student.
- Waterford Union High School administrators and coaches believe that students who are selected for the privilege of membership on teams and activities should conduct themselves as responsible representatives of the school and community.
- Everyone plays a role in establishing and maintaining a positive image for our school and community.
- Students are expected to maintain high standards of conduct throughout the year. Students, their parents and school staff members share responsibility for adhering to these standards.
- Co-curriculars are an integral part of the total education process. Participants are students first. Students should prepare for and take all classroom and standardized assessments seriously (ACT, etc).
- The key goals of co-curricular activities are to offer student-athletes direction in developing healthful living habits, discipline, leadership, teamwork, sportsmanship and the acceptance of rules and responsibilities.
- Every student selected for team membership will be offered the opportunity to practice and participate in events, relative to their demonstrated abilities, readiness, and commitment.
- Participants in the athletic program have a responsibility to also adhere to the policies established by their respective sports, the Southern Lakes Conference, and the by-laws of the Wisconsin Interscholastic Athletic Association.
- Coaches and advisors in co-curricular programs are required to adhere to the policies, philosophies and regulations found in both the Coaches' and Advisors' Handbooks.
- Students can be suspended from athletics or activities for violating the Waterford Union High School Code of Conduct at any time during the calendar year.
- The Waterford Union High School Code of Conduct is developed with the involvement of students, coaches/advisors, parents, and administration and is adopted by the School Board.

## ACADEMIC REQUIREMENTS

The fundamental concept of the Waterford Union High School academic requirement is to assure that academics are placed as a priority and as such, all participants are students first and co-curricular participants second. The requirement includes steps that will be taken to help students who do not meet the minimum requirements to raise their academic performance. Students should prepare for and take all standardized assessments seriously (ACT, etc). Failure to complete testing at the student's highest level may qualify as conduct unbecoming. The following criteria is used to determine academic eligibility:

### Every three week grade checks:

1. Each semester, academic eligibility checks will begin the first Thursday following the initial 20 school days of a school year and every 3rd Thursday after that until the end of the semester for students currently enrolled in a club, activity, or sport (Every three weeks).
2. To remain eligible and avoid academic probation at the end of each grade check, each student must have either:
  - a GPA of at least 1.667 with no failing grades **or**
  - a GPA of at least 2.00 with one (1) failing grade.
3. More than one F is not permissible.
4. Academic probation is the ability to practice, but not compete from the following Monday through Saturday after a three week grade check or until grades are updated and verified by the Athletic and Activities Department to meet the above standards.

### Semester Grade Checks

1. In addition, there will be an additional grade check at the end of each semester, as required by the WIAA.
2. To remain eligible and avoid academic suspension at the end of each semester, each student must have either:
  - a GPA of at least 1.667 with no failing grades **or**
  - a GPA of at least 2.00 with one (1) failing grade.
3. More than one F is not permissible.
4. **After semester grade checks, students who are academically ineligible will be put on academic suspension and will be unable to compete for 15 school days and will require an additional grade check after 15 school days.**
5. Students may complete an administratively approved summer academic improvement plan to elevate their status level for fall academic eligibility, provided such a plan can be formulated.
6. Students and athletes transferring into Waterford Union High School will be subject to the same academic eligibility standards as our current students. A grade report will be requested from the student's previous school.

## ACADEMIC CONSIDERATIONS

- Incomplete grades are considered failures until made up. This must be done within a two (2) week period. A student gains eligibility immediately if incompletes are made up within two weeks after a final grading period.
- Withdrawal failure (WF) is considered a failing grade.
- Parents will be notified in writing of the ineligibility. A copy will be given to the student and coach/advisor, which will state the date the student may return to competition if eligible.
- Students with grade modifications made through the Student Services or Special Education Offices may be eligible if they are making satisfactory progress in their total school program as indicated by their programming.
- **A student who is academically ineligible and serving a suspension for a code violation will serve the academic ineligibility consequence first, then serve the code violation consequence after they regain academic eligibility.**

## **ATTENDANCE**

- **Students must be in attendance the full school day in order to be eligible to be able to participate (practice and competitions).**
- Students who are absent, or partially absent on the day of a scheduled practice or game, must be excused by the Athletic and Activities Office in order to participate.
- Exceptions to this rule may include: School-sponsored activities, family emergencies, medical appointments, college visits, and/or others at administration's discretion. Contact with the Athletic and Activities Administrator PRIOR to an absence is required for exceptions to this rule.
- Students will not be permitted to practice or participate in a contest if they were suspended from school the day of that practice or contest.
- Students will not be permitted to practice or participate in a contest if they did not participate in Phy Ed class the day of the practice/contest. If a student was excused from Phy Ed due to illness or injury, they will not be permitted to participate in a contest on that same day unless they attend the Phy Ed class and participate in appropriate alternate activities approved by the Phy Ed teacher.
- Students may be eligible to participate in a Saturday contest if they miss school time on Friday, provided it was not for disciplinary reasons (A student suspended on a Friday, may not participate in a weekend activity or event).
- The head coach or advisor determines the attendance policies for practices, games, meets, and contests. The attendance policy is to be shared with team members and parents at the beginning of the season.

## **CODE OF CONDUCT BEHAVIOR VIOLATIONS**

1. Students shall not possess, use, sell, buy, and/or be under the influence of any drugs or drug paraphernalia (Note: Drugs are defined as "look-alikes," tobacco, e-cigarettes/vapes/juuls, alcohol, illegal drugs, performance enhancing drugs, or medications without a prescription or used not in accordance to usage directions).
2. Students shall not be responsible for hosting a party where smoking/alcohol/controlled substances are served or consumed.
3. Students shall not act in a manner of criminal or delinquent behavior that results in their arrest or formal charges being filed in the court of law.
4. Students shall not be in possession of or present in any identifiable image, photo, or video which implicates a co-curricular participant to have been in possession or presence of alcohol or drugs, portrays actual use, or out of character behavior crime.
5. Students shall not act in a manner that is unbecoming of a Waterford Union High School Co-Curricular participant, on or off the school grounds (please see page 5 for expectations).
6. School suspensions may result in a Code of Conduct violation and subject to athletic suspension at the discretion of School Administration.
7. Students disqualified from a contest for flagrant or unsportsmanlike conduct, will be suspended from interscholastic competition for no less than the next competitive contest per WIAA rule.

## CONSEQUENCES FOR CODE OF CONDUCT BEHAVIOR VIOLATIONS

Due to the differences in the nature of club or athletic activities offered, the same disciplinary measures are not always appropriate for all clubs and athletic activities. For this reason the Advisor and the Athletic and Activities Administrator will modify the penalty to fit the appropriate percentage based on the violation. Students who participate in both athletics and activities should understand that in the event of a violation, they are subject to discipline in both areas.

- The penalty for that season will be imposed immediately following the violation.
- **The co-curricular Code of Conduct is in effect year-round.**
- Suspensions for academics and attendance will only occur during the season. All other suspensions regarding behavior and conduct will be the same whether the violation occurs while the student is in a sport and/or activity or if it occurs during the off-season. If a student interrupts their education for any reason, the suspension (if not completed) will resume when the student returns to Waterford Union High School.
- When calculating the number of contests to be forfeited, any amount that results in a decimal remainder of .1 or greater will be rounded to the next whole number (per WIAA rules of eligibility).
- The student will be ineligible for all co-curricular activities (clubs and sports) during the period of suspension and prior to approval of a reinstatement request.
- During the period of the suspension, students are required to attend team meetings and practices and must participate in every team/group activity, but may not compete.
- Students who are suspended from a competition for a Code of Conduct violation will NOT be allowed to be in uniform at an event.
- For athletic activities in which the number of contests forfeited is greater than the number that remains in the season, the remainder will be carried over to the next athletic season in which the athlete participates. Numbers of performances may vary yearly. The penalty will be determined using the actual schedule for the current school year.
- In the event that a student has been suspended from participation for an extended period but will become eligible during an upcoming season or schedule of activities, that student will be allowed to participate in tryouts for that activity.
- If a violation occurs during the postseason WIAA tournament, by WIAA rules, the participant is ineligible for the entire tournament series.
- **Each act or event of an activity is treated separately upon investigations and may result in multiple violations given during a single investigation period.** For example, a co-curricular participant is caught for drinking on one occasion and during the investigation it is found that they were involved in a party from the week before. These are considered two different situations, therefore resulting in two violations.
- A co-curricular participant will not be eligible to participate in a sport/activity once the season has already begun to alleviate a Code of Conduct violation consequence. The student must be out for the sport/activity from the first day and finish the season in good standing.

**“Contest” Defined:** A contest is defined as one regularly scheduled event (game, meet, competition, etc.) within Wisconsin Interscholastic Athletic Association (WIAA) or other organizations’ sanctioned definitions as appropriate. For sports, if a violation occurs during the postseason WIAA tournament, by WIAA rules, the participant is ineligible for the entire tournament series. Multi-team meets or invitational meets will be counted as one contest.

|  | <b>Consequences are applied from the column in which it applies to the participants’ number of violations in their high school career</b> (ie. A student who had a violation previously for drinking, receives a 2 <sup>nd</sup> violation for now hosting a party, they would be issued a consequence of 100%). |                      |                      |                      |
|--|--|----------------------|----------------------|----------------------|
| <b>Code Violations</b>   | <b>1st Violation</b>   | <b>2nd Violation</b> | <b>3rd Violation</b> | <b>4th Violation</b> |
| Criminal Behavior<br>-Disorderly Conduct<br>-Harassment<br>-Fighting<br>-Theft<br>-Vandalism | 50%  | 100%                 | Calendar Year        | High School Career   |
| Hosting a Party  | 50%  | 100%                 | Calendar Year        | High School Career   |
| Chemical Health  | 25%  | 50%                  | 100%                 | High School Career   |
| Presence at Parties  | Discretion of Administration in behavior and conduct   | 25%                  | 50%                  | 100%                 |
| Conduct Unbecoming   | Discretion of Administration in behavior and conduct   | 25%                  | 50%                  | 100%                 |

### **APPLICABILITY OF THE WATERFORD UNION HIGH SCHOOL CODE OF CONDUCT**

1. The Code of Conduct and behavior expectations described within shall be in effect at all times on a 12-month basis for Waterford Union students, whether school is in session or not. Accordingly, a student who violates said behaviors while school is not in session shall be treated on an identical basis as a student who violates a behavior while school is in session.
2. Any violation of the Code of Conduct will apply to the student’s current or next activity in which the student participates (at the discretion of school administration). If, while serving a suspension, that student does not finish that season in good standing, the suspension will then apply to the next activity in which the student participates (at the discretion of school administration).
3. All Code of Conduct violations will be cumulative beginning with a student’s initial participation on a freshman, junior varsity, varsity team, or club/activity.

## EXPECTATIONS OF A CO-CURRICULAR PARTICIPANT

1. Respect, courtesy, proper manners, and good sportsmanship are basic to good citizenship and shall form the basis for all behavior.
2. It is expected that the conduct of co-curricular participants will be exemplary at all times.
3. **Below is a list of examples that are considered behavior unbecoming of a co-curricular participant, but is not an exhaustive list.**
  - Absences - unexcused absences or habitual tardiness
  - Academic dishonesty
  - Bullying/cyber bullying/harassment
  - Cyber Image - Students shall not be in possession or present in any identifiable image, photo, or video which implicates a student to have been in possession or presence of alcohol or drugs, portrays actual use, or out of character behavior crime.
  - Engaging in or being an accomplice to any other immoral or unacceptable conduct contrary to the philosophy of the co-curricular Code of Conduct, the regulations within the SLC and WIAA, or the ideals, principles and standards of Waterford Union High School.
  - Hazing/initiation ceremony: Waterford Union High School will not permit, nor will any student stage, any type of "initiation ceremony" or hazing for students at any time and on any level. This prohibition includes locker/shower pranks, etc.
  - Poor sportsmanship including name-calling, obscene gestures, and/or fighting
  - Property destruction or vandalism
  - School Suspensions
  - Social media misconduct
  - **Students are strongly discouraged from attending any gatherings where drugs or alcohol are present or illegal activities are taking place. Students need to avoid these situations and may face penalties for simply being present at such events ("presence at a party").**
    - If a student attends a party where alcohol or drugs are being illegally dispensed, the student must **LEAVE IMMEDIATELY.**
    - To remain in the presence of this illegal activity shall constitute a violation of the Code of Conduct.
    - Contact an adult, if needed, to assist in removing yourself from this illegal activity.
    - Parental responsibility is encouraged and appreciated in assisting participants to avoid social activities where such conduct is likely to occur.
    - Students should encourage as many classmates as possible to leave with them.
    - The intent of the "presence at a party" is not to deny participation with adult family members in gatherings such as weddings, anniversaries, or other family gatherings.

## CONSEQUENCES FOR CONDUCT UNBECOMING OF A CO-CURRICULAR PARTICIPANT

1. The Athletic and Activities Administrator and/or Administration reserve the right to impose a penalty as deemed appropriate by the severity of the infractions which may include the suspension from practice and/or competition.
2. Each activity advisor/coach also has the prerogative to establish and implement additional consequences specific to their particular program.
3. Students who are suspended from competition for conduct unbecoming of a co-curricular participant will not be allowed to be in uniform at an event.

## SELF-DISCLOSURE

Any student who chooses to come forward to the administration and admit a violation prior to the commencement of an investigation will receive a reduced **one (1) contest suspension** from the Activities and Athletics Office. The student needs to complete **all** aspects of the "Co-Curricular Self Disclosure" form. This option is available only to first time offenders during their high school career and is considered a first violation. **The student must report the violation within one week of the incident. This is not available to the host of a party.**

## PENALTY REDUCTION FOR HONESTY AND INTEGRITY

**For a first offense only**, students who admit to reported violations may receive one-half of the consequences imposed. Non-honesty is considered not cooperating or attempting to deceive school officials. A student who is not honest during an investigation of a possible Code of Conduct violation, may receive a full penalty for the violation if deemed so by administration. Subsequent violations of the Code of Conduct will be treated as any other repeat violation and the normal penalties for such violations shall be imposed.

## COUNSELING FOR CHEMICAL USE AND SERIOUS MISCONDUCT (Controlled Substance and Alcohol Assessment/Student Assistance Program)

Should a student become involved in a Student Assistance (SA) Program or outside AODA program on a voluntary basis during the school year, the information remains confidential and no consequence can be enforced. However, if a Code of Conduct violation is discovered by the administration during or after voluntary participation, co-curricular discipline procedures will be carried out.

**Note:** Failure to follow guidelines in the program will cause the original penalties to be restored.

## CODE OF CONDUCT VIOLATIONS DETERMINATION PROCEDURE

When an alleged violation of the Code of Conduct is reported to the school, the Athletic and Activities Administrator and/or a designee shall meet with the student. The student will continue to participate in co-curricular activities until this meeting is held.

1. Co-curricular Code of Conduct violations may be observed or reported by administration, faculty, parents, students, community members or law enforcement personnel. Suspected violations reported by school or non-school personnel may require a written report including the date, time, place, individuals involved, and the description of the incident. Discretion is used when acting on anonymous tips, phone calls, or letters.
2. Once an alleged Code of Conduct violation is observed or first known to have occurred, it should be reported within **14** days from observation or knowledge of the violation.
3. The administration will meet with the alleged offender and investigate the charge. The administration will make a determination within a reasonable amount of time. The student, parents/guardian and coach will be notified of the consequences assigned for the violation.
4. In the event that the student admits to the allegation of a violation at this meeting, the Activities and Athletic Office shall impose the appropriate penalty for the violation as specified, effective immediately. The student and their guardians shall be given notice of the violation and the discipline imposed.
5. In the event that the student denies the alleged violation, the Activities and Athletic Office shall determine whether there is sufficient evidence to warrant further action. If there is sufficient evidence that the student has committed the alleged violation, the administrator or their designee shall impose the penalty for the violation as specified, which begins immediately. The student and their guardians shall be given notice of the violation and the discipline imposed and shall be informed of the opportunity for appeal to the Co-Curricular Code of Conduct Appeals Committee.

## CODE OF CONDUCT VIOLATIONS REINSTATEMENT

All students must seek reinstatement after any Code of Conduct violation to regain eligibility and earn team awards.

1. The student must attend all practices/meetings and be present at all competitions while under suspension.
2. A request for reinstatement must be submitted by the student to the Athletic and Activities Administrator and the prospective coach(s). The request should include the understanding of why the suspension was warranted, a plan to remain in good standing, and the benefits for the student to return to competitive performance.
3. Both the student and guardian must re-sign the Code of Conduct reinstatement contract.
4. The student has the option to address the team or club regarding the suspension verbally or written.

## CODE OF CONDUCT VIOLATIONS APPEAL PROCESS

1. The student always has a right to appeal the decision of the administration regarding a Code of Conduct violation (the "determination").
2. The purpose of the appeal process is to correct an error of the determination. Reasons for an appeal include:
  - a. misinformation or new information not available during the investigation
  - b. conflict-of-interest of administration member(s)
  - c. errors of the administration's decision
3. The Appeal Board shall have the discretion to accept, reject or modify the consequences issued by the administration.
4. To commence an appeal, the student shall submit a written explanation of the grounds of their appeal to the Superintendent within 72 hours of the student's receipt of the determination.
5. Within three school days' receipt of a written appeal, the co-curricular Appeal Board will conduct its review and issue a date and time for an Appeal Board hearing.
6. The Appeal Board shall consist of the following if possible:
  - 5 Coaches/Advisors outside a sport or activity that the student participates; and
  - 2 students outside a sport or activity that the student participates in.
  - The students appealing will have the ability to strike two of the coaches and advisors.
7. The parents/guardian of the student granted the appeal **may** accompany the student to the Appeal Board hearing and have the opportunity to present their case and be questioned by the Appeal Board.
8. Within 24 hours of the Appeal Board hearing, the Appeal Board will issue its directive to the Superintendent regarding its decision to stay, reject, or modify the decision of the Administration.
9. **The student remains ineligible for competition during the appeal process.**

### ***Superintendent***

1. The participant may appeal the Appeal Board's decision to the Superintendent by submitting a written letter to the Superintendent within two (2) school days of the Appeal Board decision. The Superintendent may request additional information and may meet with the participant and their parents/guardian.
2. The Superintendent will review the Appeal Board record and may meet with the investigative team of the Administration to determine the substance and validity of the evidence and if proper investigative and appeals processes were followed.
3. The Superintendent shall have the right to modify the determination consistent with any new findings.
4. **The student remains ineligible for competition during the appeal process.**

## ACTIVITY, CLUB AND SPORT TEAM RULES

- Each coach and advisor will establish a set of program rules and violation consequences which the coach feels to be in the best interest of all team members; such rules shall become effective after approval by the Athletic and Activities Administrator.
- The team rules will be given to each student prior to the start of the activity. It is the responsibility of the student and family to understand the rules.
- The rules shall generally deal with conduct and attendance requirements. The team rules shall not be inconsistent with the Co-Curricular Handbook and Code of Conduct.
- The coach and advisor shall be responsible for administering the team rules and discipline for the violation of such rules.

## SPORT PARTICIPATION

- **WIAA High School Eligibility Information Bulletin** for participation.
- An athlete may participate in only one (1) sport per sport season. A sports season is defined as fall, winter or spring. Exceptions for special circumstances may be approved by the administration through a two sport participation form.
- Due to the limited number of participation sports, some sports teams will have tryouts to determine roster spots. The criteria for selection to the team will be developed by the head coach of each activity and communicated to the athletes prior to the tryouts.
- All athletes will be informed by the coach of their status following tryouts. Any student who is cut from an activity may compete/participate in another activity during that season.
- This policy may be dependent on resources provided to that sport in the form of equipment, facility time, amount of competition and/or number of available coaches.
- Cut-sports may not be able to allow "late tryouts" without approval.
- **Rosters will be considered final two weeks after the WIAA start date for the school sponsored seasons and by the end of the first semester for a club/activity. Any student wishing to join must have approval from the Activities and Athletics Office to join a sport/activity after the deadline.**
- Any student who wants to change from one sport to another once the season has officially started must meet with the Athletic and Activities Administrator and explain the reasons for the requested change. After conferring with each head coach and the student, the Athletic and Activities Administrator will approve or deny the request.
- A student who quits or is dropped from a team/activity for disciplinary reasons is not eligible to compete in another activity for the same season without the mutual agreement by both advisors/coaches and the Athletic and Activities Administrator. A student who quits does not receive credit for serving a suspension.

## ACTIVITY CONFLICT GUIDELINES

Coaches and activity advisors should anticipate schedule conflicts among students and encourage participation in multiple activities, however with prioritization to avoid split commitments.

- Prioritize performance/competition events over practices or rehearsals.
- Divide practice time equally if it overlaps in two activities.
- Students can choose without penalty if conflicting performances arise, mediated by the Athletic and Activities Administrator.

Exception: Priority is given to banquets, performances, conference playoffs, championships, district, or state tournaments.

# CO-CURRICULAR ATHLETICS AND ACTIVITIES

## Athletics:

### Fall Sports:

Football  
Boys Soccer  
Boys' Volleyball  
Girls' Volleyball  
Cross Country  
Girls' Tennis  
Girls' Golf  
Girls' Swim  
Fall Cheer  
Fall Dance

### Winter Sports:

Boys' Basketball  
Girls' Basketball  
Gymnastics  
Wrestling  
Boys' Swim  
Boys' Hockey  
Girls' Hockey  
Winter Cheer  
Winter Dance  
Powerlifting  
Bowling

### Spring Sports:

Track  
Softball  
Baseball  
Girls' Soccer  
Boys' Golf  
Boys' Tennis

## Activities/Clubs:

Academic Decathlon  
Art (Honors)  
Best Buddies  
CHASE  
Culinary Club  
DECA  
Disc Golf  
Drama-Theater Guild  
E-Sports  
Exchange Club (AFS)  
FFA  
Forensics  
French Honor Society  
HOSA  
Library Club  
Madrigals  
Model UN  
Musical  
NHS (National Honor Society)  
Outdoor Club  
Robotics  
Skills USA  
Spanish  
Student Council  
Tri-M Music Honor Society

**Trapshooting (Non-School Sponsored)**

**The Co-Curricular Code has been approved by the Waterford Union High School Board of Education and thus is part of Board Policy. The Code is reviewed annually. Any person having concerns regarding the rules and regulations contained in this document should contact, in writing, the Principal, the District Administrator, or the Chair of the Board Policy Committee at Waterford Union High School.**

#### NOTICE OF NONDISCRIMINATION POLICY - ACCESS TO EQUAL EDUCATIONAL OPPORTUNITY

The Waterford Union High School Board of Education is committed to providing an equal educational opportunity for all students in the District.

The Board does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex (including transgender status, change of sex or gender identity), or physical, mental, emotional or learning disabilities ("Protected Classes") in any of its student programs and activities.

The Board is also committed to equal employment opportunity in its employment policies and practices as they relate to students. The Board's policies pertaining to employment practices can be found in Policy 1422, Policy 3122, and Policy 4122 – Nondiscrimination and Equal Employment Opportunity.

Any inquiries or concerns related to nondiscrimination should be addressed to appropriate school district personnel. Should there be rounds for a complaint, a written statement of the complaint shall be prepared by the complainant, and directed to the appropriate individual or position holder listed below.

Discrimination complaint forms can also be obtained from the offices listed below as well as from the office of the superintendent, 507 West Main Street, Waterford, WI 53185.

#### Reporting Procedures

Students, parents and all other members of the School District community are encouraged to promptly report suspected violations of this policy to a teacher or administrator. Any teacher or administrator who receives such a complaint shall file it with the District's Compliance Officer at his/her first opportunity.

Students who believe they have been denied equal access to District educational opportunities, in a manner inconsistent with this policy may initiate a complaint and the investigation process that is set forth below. Initiating a complaint will not adversely affect the complaining individual's participation in educational or extra-curricular programs unless the complaining individual makes the complaint maliciously or with knowledge that it is false.

#### Compliance Officer(s)

The Board designates the following individual(s) to serve as the District's 504 CO(s)/ADA Coordinator(s) (hereinafter referred to as the "COs").

Daniel F. Foster, Principal  
(262) 534-3189  
611 West Main Street, Waterford, WI 53185  
Email: [dfoster@wuhs.us](mailto:dfoster@wuhs.us)

Nicole Werner, Director of Student Services  
(262) 534-3189  
611 West Main Street, Waterford, WI 53185  
Email: [nwerner@wuhs.us](mailto:nwerner@wuhs.us)

118.13 Wis. Stats.

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