

# Stanwood Camano School District #401

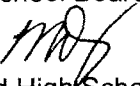
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## INSTRUCTIONAL SERVICES

**Lloy Schaaf**

Assistant Superintendent of Teaching and Learning

### Memorandum

**To:** Stanwood-Camano School Board of Directors  
**Fr:** Lloy Schaaf, Ed.D.   
**Re:** Approval of Stanwood High School Revised Athletic Code of Conduct  
**Date:** June 2, 2015

Attached, please find the revised Stanwood High School Athletic Code for board approval.

**RECOMMENDATION:** That the Stanwood-Camano School District Board of Directors approve the revised Stanwood High School Athletic Code.



**Tom Wilfong, Athletic Director**  
7400 272<sup>nd</sup> Street NW  
Stanwood, WA 98292  
(360) 629-1322 Fax (360) 629-1323

June 2, 2015

To: School Board Members  
Dr. Jean Shumate  
Dr. Lloy Schaaf  
From: Tom Wilfong

Re: Approval of revised Athletic/Activity Code of Conduct

The Athletic/Activity Code of Conduct was up for review this year. There were a few minor changes made to the document.

- Added wording regarding withdrawing from a class to remain eligible.
- Revised grades for ASB officers.
- Added wording to the attendance rule.
- Added wording to the Activities rule regarding swearing.
- Changed the word civil to criminal regarding law infractions by a student.
- Added e-cigarettes/vapor devices and liquid nicotine the rules regarding drugs, alcohol, tobacco and marijuana.
- Added Girls Wrestling to the winter sports season.
- Added Carolyn Coombs as the Activities Director.

We would like to submit this document for board approval at the June 2nd board meeting. I hope to have the new eligibility packets available for fall athletes by the beginning of June. Please let me know if there are questions.

Sincerely,

Tom Wilfong  
Assistant Principal  
Athletic Director  
Stanwood High School

*Developing Leaders  
Lead Yourself  
Lead an Individual  
Lead a Team*

STANWOOD HIGH SCHOOL  
ATHLETIC/ACTIVITIES CODE  
2015-2016 School Year

THIS IS A 365 DAY POLICY - 24 HOURS A DAY ACCUMULATIVE OVER 4 YEARS

Revised – May 2015

**DISCIPLINE PHILOSOPHY**

The Athletic/Activities code is Stanwood High School's guideline for extracurricular activities and athletics. Stanwood High School recognizes the value of an activities program as an important part of the total school experience for all students of our District. The opportunity to participate in the activities program is a privilege granted to all Stanwood High School students. Participants in these voluntary programs are expected to conform to school board policy and specific conduct standards established by the principal, coaches, advisors and community.

As participants you are faced with choices. If the choices you make violate any part of this code, you may forfeit the privilege to participate. A student who is found to be in violation of any rule is subject to corrective actions as is specified in this code.

The intent of this discipline policy concerning drugs and alcohol and related rule infractions is to encourage students to accept help from professional personnel.

**GOALS**

Stanwood High School's activities strive to produce a successful program. The following goals and objectives were developed in an effort to achieve excellence.

**To Promote the Growth and Development of the Participants**

- By creating a wholesome atmosphere for developing their physical, mental, social, moral and emotional well-being.
- By recognizing the participants' dedication, hard work and self-discipline needed to achieve excellence.
- By teaching the educational value of competition, of striving to perform at the highest level and of being able to adjust in a competitive society.
- By developing the understanding that the team is more important to the participant than the individual participant is to the team.

**To Promote the Development of Good Citizenship**

- By directed leadership and supervision that stresses self-discipline, pride, leadership, self-motivation, respect for the rules and authority of coaches, advisors, and officials, and the ideals of good sportsmanship that make for winning and losing graciously.
- By emphasizing the proper ideals of loyalty, cooperation, teamwork, good judgment, justice, ethical conduct and fair play.
- By showing cordial courtesy to visiting teams, fans and officials.
- By always working to improve the image of student-participants.
- By eliminating all possibilities that tend to destroy the best values of the game and competition.
- By providing the opportunity to develop individual goals in a manner that supports and compliments team, school, and community goals.

**To Promote Athletics as an Essential Part of the Total Educational Program**

- By developing physical fitness and realization that a healthy body increases the probability of effective learning.
- By providing opportunities which will allow athletics to serve as a learning environment where participants may cope with problems and handle situations similar to those encountered in contemporary society.
- By providing a strong program that attracts student body interest and motivates a positive learning atmosphere.
- By emphasizing to the participants that athletics are an important part of their learning experience-but only a part-which will be made whole by their learning gained in the total education program.

**To Promote School and Community Interest and Involvement in School Activities**

- By providing enjoyable experiences for participants and spectators.
- By establishing rules and standards for the participants that reflect the behavior expected by the community and that creates conduct, which will inspire pride and approval.
- By creating a focus of interest for the school and community, which generates a positive feeling of unity.

- By remembering that an activity contest is only a competition-not a matter of life or death for player, coach, school, official, fan, community, state or nation.

## **ELIGIBILITY REQUIREMENTS**

### **I. W.I.A.A. POLICES**

Stanwood is a member of the W.I.A.A. (Washington Interscholastic Activities Association), the organization with authority to control, supervise, and regulate athletic activities in the state. As a member, the school and its athletes are bound to follow the rules and policies found in the W.I.A.A. handbook. Some of the more important policies regarding eligibility are as follows:

#### A. Eligibility

1. **Age Limits – High School** (WIAA reg)

Student shall be under 20 years old on September 1 for the fall sport season, on December 1 for the winter season, and March 1 for the spring sport season.

**Age Limits – Middle School** (WIAA reg)

A student shall not have reached his/her 15<sup>th</sup> birthday prior to June 1 of the previous school year. Middle school is defined as a school with at least seventh and eighth grade levels.

2. **Regular Attendance** (WIAA reg)

You must be enrolled and in regular attendance within the first 15 school days in a semester.

3. **Student Member of a School** (WIAA reg)

You must be a “regular member” of the school. Regular member means you must be enrolled half time or more.

4. **Grade Requirement**

A student shall have passed at least five full-time subjects in the immediately preceding semester in order to be eligible for competition the following semester. A student who has been in regular attendance at least 15 weeks of the previous semester, but failed to make the above grade requirement, shall be placed on probation during the first 5 weeks of the succeeding semester and will be ineligible during this time. If at the end of this probation period the student is passing at least 5 full-time subjects, he/she may be reinstated for competition on Monday of the sixth week. (This is a minimum requirement; Stanwood’s grade requirement found in the next section also applies).

5. **Previous Semester Rule:** You must have been in regular attendance in a school during the semester immediately preceding the semester in which the athletic contest is held, and must have been in school a minimum of 15 weeks of the previous semester.

6. **Season’s Limitation:** After entering the ninth grade, a student shall have four consecutive years of interscholastic eligibility. The eligibility begins the first year of enrollment in that school and ends with the graduation of your original class.

7. **Non-School Participation:** During any sport season after joining a school squad, you may participate in a non-school athletic activity provided you don’t miss a team practice or scheduled contest. Exception may be allowed if such activity does not adversely affect your performance in practice and/or competition in the judgment of the coach and/or principal. **You shall not be permitted to participate on any college, junior college or university team, and you shall not compete in the uniform of the school at non-school events. (Running Start students included).**

8. **Coming From Non-High School District:** If you enter Stanwood after completing the highest grade in a non-high school district, like Conway, you are eligible for competition; however, after declaring your high school district by enrolling in it, you may not transfer schools and be immediately eligible. For example, if you leave Stanwood High and enroll in Mount Vernon, you would be ineligible for one year from the date of transfer.

9. **Residence Rule:** A student shall be eligible when residing within the boundaries of the school district and shall have attended school for a period of one (1) year while residing with parents/guardian. A student attending school outside his/her residence district for one (1) calendar year or more is eligible in that school as long as the attendance is continuous. Out of district students are ineligible for varsity sports the first year of attendance.
10. **Home Based Education:** Home based students must register with the Stanwood/Camano School District with the intent to home school and have an ancillary form on file. Home-based students must meet both WIAA and school district eligibility requirements standards of all students including transfer student requirements.
11. **Exchange Students:** If you are an exchange student from a foreign country, or have left Stanwood to be an exchange student in a foreign country, contact your coach and/or athletic director for specific eligibility information. Foreign exchange students are eligible for varsity teams at Stanwood High School, provided all other rules of eligibility have been met and the student has not graduated from the high school equivalent in his/her home country.
12. **Amateur Standings:** An amateur student athlete is one who engages in athletics for physical, mental, social and educational benefits he/she derives there-from, and to whom athletics is an avocation and not a source of financial reward. In order to maintain his/her amateur standing, he/she may not:
  - a. accept merchandise for more than \$300 in value.
  - b. accept cash awards.
  - c. enter competition under a false name.
  - d. accept payment of expense allowances over the actual necessary expenses for the athletic trip.
  - e. Sign, or have ever signed a contract to play with a professional team in any sport; receive or have ever received, directly or indirectly, a salary or any other form of financial assistance (including scholarships or educational grant -0in-aid), from a professional sports organization on any of his/her expenses for reporting to or visiting a professional team.
  - f. Instruction, supervising or officiating in any organized youth sport program, recreation, playground or camp activities will not jeopardize amateur standing.
13. **Running Start Eligibility Standards:** "Running Start" students who participate in club sport programs at the post secondary institution they attend, forfeit their interscholastic eligibility for the corresponding WIAA sport.
  - The "Running Start" student must be included on the school's P-223 count submitted to SPI.
  - The school of eligibility must be the "School of Record" for the Running Start student and include the same transcript records as all other students.
  - The "Running Start" student must comply with the WIAA minimum eligibility standards of 85% attendance in scheduled classes and comply with local school attendance eligibility policies required of all other students.
  - In order to maintain athletic eligibility, the "Running Start" student must be enrolled in and maintain passing grades during the **previous and current** high school semester equivalent to the standards of 18.7.0 in the WIAA handbook. For the purpose of this rule, one (1) five (5) credit and one (1) three (3) credit class in a college semester /trimester shall also be equal to on high school credit.
  - 18.7.0 Scholarship – In order to maintain athletic eligibility during the current semester/trimester, the student shall maintain passing grades, or the minimum grade standards as determined by the school district if more restrictive, in a minimum of:
    - 3 Classes in a 4 period class schedule or the equivalent credits
    - 4 Classes in a 5 period class schedule or the equivalent credits
    - 5 Classes in a 6 period class schedule or the equivalent credits
    - 6 Classes in a 7 period class schedule or the equivalent credits
    - 7 Classes in a 8 period class schedule or the equivalent credits
14. **Appeals:** If you are ineligible because of one of the above WIAA policies, or other WIAA rules not listed here, you have the right to appeal the ineligibility. Contact your coach and /or athletic director for more information and assistance in appealing.

## II. LOCAL REQUIREMENTS

### A. ELIGIBILITY

1. **Eligibility Packet and Emergency Contact Form:** In order to be issued equipment or participate in any practice, you must complete the "Eligibility Packet" and return it to the Athletic Director's office, which includes an Emergency contact form.
2. **Physical:** Each athlete must pass a physical examination by a medical physician. Physicals are good for two calendar (2) years unless otherwise stated by the physician. (Middle School students are responsible for bringing their physical examination form to the High School Athletic Department when they register for a high school sport.)
3. **Insurance:** Each athlete is required to be covered by an accident insurance program. If your parents/guardians have you covered under their own accident insurance program, they may sign the insurance waiver portion of the athletic registration form. The school offers an accident insurance program from a private carrier; the forms for this program may be picked up in the office. In addition, each athlete is automatically covered by a WIAA catastrophic program that goes beyond that provided by the WIAA. Injury claim forms for those selecting the school-offered program may be picked up in the office.
4. **A.S.B. Card:** Each participant in an activity that may earn a letter or holds an ASB/Class office must purchase an Associated Student Body card (\$40) in the school office, before participating in the first interscholastic contest.
5. **One Sport Per Season:** The WESCO League policy states an athlete may participate in only one (1) sport per sports season. For example: You may not play high school baseball and participate in high school track at the same time.
6. **Grades:** The student must be passing all classes (NO F's) with a 2.0 or higher grade point average. If a student does not meet these standards, they will be academically ineligible for three weeks. At the beginning of the fourth week the student will start weekly grade checks to determine eligibility for each week. Any student not meeting WIAA standards will be ineligible for five weeks. **Athletes may not drop or withdraw from a class in order to remain eligible.** (revised 5/7/2015)

A five-week grade check will be done for all students to determine their eligibility status for the remainder of the season. The five weeks is determined in the fall season from the first day of school, and for the winter and spring seasons from the first day of practice. Students must be passing all classes (NO F's) with a 2.0 or higher grade point average. If a student does not meet these standards, they will be academically ineligible for one week. At the beginning of the second week, the student will start weekly grade checks to determine eligibility for that week. Any student that passes the second grade check who was on academic probation from the initial grade check will be removed from weekly grade checks. \*\*Winter students will be grade checked for a third time at the end of first semester.

*WIAA standards are as follows: In order to maintain athletic eligibility during the current semester, the student shall maintain passing grades in a minimum of 5 classes in a six period schedule. If you are not passing 5 classes you will be placed on WIAA ineligible status for the first five (5) weeks of the grading period for that season. This is not negotiable.*

7. **Academic Standards for Elected Positions (ASB, Class Officers):** (revised 5/7/2015)
  1. To be eligible to run for office, candidates shall have at least a 3.0 GPA from the previous semester and a cumulative ~~2.5~~ **3.0 GPA**.
  2. All ASB officers must maintain a cumulative ~~2.5~~ **3.0 GPA** while in office.
  3. Students will maintain exemplary citizenship. Major school discipline or outside legal or criminal issues will be grounds for review.
  4. Candidates must be a full time student on the SHS campus.

### B. School Attendance (revised 5/7/2015)

1. In order to attend a daily practice or to participate in a formal event a student must be in school for all periods they are enrolled in. District regulations defining attendance apply, including permission from the principal, athletic director, or designee to leave school after arriving.
2. If you miss any school or have been absent all day, you are not eligible to turnout or compete in an activities contest that day unless you have **an excused absence in the system and** prior permission from the principal or athletic director.
3. If you must leave school after arriving, you must obtain special permission through the principal or athletic director to be eligible to practice or compete in an activities contest that day.

### C. Activities Rules

In addition to the school rules stated in the Student Rights and Responsibilities and not covered in this Activities Code, the participant will be governed by the policies and rules stated in this activities code and any specific rules developed and distributed by the head coach or advisor of the sport or activity.

1. For violations of school rules stated in the Student Rights and Responsibilities and not covered in this Activities Code, the participant will be treated the same as any other student.
2. The participants are expected to always conduct himself/herself in a sportsmanlike manner especially in dealing with opponents and officials. **No swearing is allowed by a parent, student, or athletes.** (Revised 5/7/2015)
3. Regular attendance and promptness to practice is imperative if the student is to succeed. Occasionally it may be necessary to be either absent or late; however common courtesy dictates that the participant notify his/her coach or advisor of that sport or activity.
4. Participants are expected to obey any other specific rules or policies developed and distributed by the head coach or advisor of that sport or activity.
5. Any ~~civil~~ **criminal** law infraction or conduct by an athlete/participant that is determined by the head coach, advisor or school administration to be detrimental to the athletic program /activities program, school or school district is a serious matter and will affect the participants eligibility or standing. (Revised 5/7/2015)
6. Possible decriminalization of illegal drugs shall not affect the school policies. Therefore the possession, use, or sale of drugs including "designer drugs", steroid effect drugs, inhalants, mushrooms, organic drugs, used for the purpose of altering consciousness or performance and not medically prescribed shall be subject to the school discipline policy. In the best interest of the students involved in extracurricular programs at Stanwood High School, community members, parents, and individuals associated with Stanwood extracurricular activities have a moral and ethical responsibility to help uphold the standards of this policy and report violations to the coach, advisor, or athletic director.
7. The misuse of caffeine will not be tolerated. Colas, coffee and tea are acceptable if not abused, but caffeine enhanced beverages and caffeine in pill form including diet pills and look-a-likes would be in violation of this policy.
8. Any athlete or participant who is on suspension from school may not participate in turnout(s) or athletic or academic contest(s) during that suspension period.

#### 9. **Penalties-**

- The head coach of the in-season sport or activities advisor will set penalties for violations of any of the above policies except #5, 6, and 7.
- The penalty for #5 above will be counseling by the head coach or advisor and a school administrator with possible suspension.
- The penalty for # 7 is counseling by the head coach focusing on educating athletes to the dangers of caffeine abuse. Second step is referral to the Athletic Director.
- The penalty for 6 above are as follows:

(Revised 5/7/15) Rules regarding the use, possession, consumption, sharing\*, providing\*, or distribution of alcohol, tobacco marijuana, **e-cigarettes/vapor devices, liquid nicotine** and drugs:

\*Under no circumstances will the penalties be waived for sharing, providing, or distribution. (Rules regarding the use, possession, consumption, sharing, or distribution of any drugs and controlled substances, covers grades 7-12, accumulative follows State WIAA policies. Example of legend drugs are designer drugs, cocaine, paraphernalia being used for drugs, anabolic steroids)

**1<sup>st</sup> Offense:** In addition to WIAA rulings a student athlete/participant shall be immediately ineligible for interscholastic competition in the current interscholastic program for the remainder of the season or a minimum of forty-five (45) participation days which ever is greater. Ineligibility shall continue until the next sports season in which the student athlete wishes to participate.

**2<sup>nd</sup> Offense:** A student participant who again violates any provision of this code shall be ineligible for interscholastic competition for a period of one calendar year from the date of the second violation in the Stanwood-Camano School District.

**3<sup>rd</sup> Offense:** A student participant who violates this code for a third time shall be permanently ineligible for interscholastic competition in the Stanwood-Camano School District.

### **Appeals Process:**

An athlete has the right to appeal the discipline handed down by the athletic director. This appeal must be requested within three days from notification. The student athlete shall meet with an eligibility committee consisting of coaches, and counselors selected by the athletic director and the building principal. The eligibility committee will recommend to the principal appropriate action to be taken in the student athlete's case. The school principal shall have the final authority as to the student athlete's participation in the interscholastic program in the Stanwood Camano School District.

A student participant who seeks and receives help for a problem with use of drugs, alcohol, or tobacco shall be given the opportunity for assistance through the school and /or community agencies. In no instance shall participation in a school and /or community approved assistance program excuse a student athlete from subsequent compliance with this regulation. However, successful utilization of such an opportunity or compliance with athletic code by the student athlete may allow him/her to have eligibility reinstated in the athletic program, pending recommendation by the school eligibility authority.

### **D. ATHLETIC CONDUCT**

**Dressing Room conduct:** Your locker room conduct will be guided by the following rules:

- Show proper respect to all fellow athletes or participants and visitors using the locker room.
- Be sure to turn off all showers before leaving the shower area and put your towels in the towel bucket before leaving the locker room.
- "Rough housing" or "horseplay" of any sort in the locker room is dangerous business, which can lead to serious injury and will not be permitted at any time.
- Show respect and pride for the locker room by keeping your locker and locker room clean.
- Keep your assigned locker locked and clean; keep your valuables locked up at all times – never in your clothes.
- When using another school's locker room, conduct yourself in the manner expected in your home locker room.

### **E. EQUIPMENT**

School equipment/gear checked out by the student athlete is his/her responsibility. You are expected to keep it clean and in good condition. Loss of any school equipment /gear assigned to you is your financial obligation; you should guard against loss by remembering to lock up the equipment/gear when you are not using it.

All school equipment/gear must be turned in clean to the coach at the end of the season or at the time you stop turning out. No athlete will be issued equipment/gear for another sport or receive a letter award until all equipment/gear from the previous sport has been turned in and /or all fines for lost equipment/gear have been paid.

### **F. TRAVEL**

The following rules will be enforced whenever it is necessary to travel to other schools for athletic or academic competition.

1. All participants must travel to and from activities in transportation provided by the school district. Any other travel arrangements must be made and approved in advance of the trip by the school administration. As per school district policy, only parents or guardians may sign their students out at away events.
2. Participants are expected to follow all bus rules and leave the district vehicle in a clean condition.
3. Participants will remain with their squad and under the supervision of the their coach or advisor when attending away contests.
4. You will dress appropriately and in good taste, according to the team standards.
5. It should always be remembered that you are a direct representative of the school, community, and home, and as such must conduct yourself properly at all times.



**G. INJURY AND REPORTING**

All injuries must be reported to your coach immediately. If any injury requires a doctor's care, you must give your coach a doctor's release in order to turnout or participate in an athletic contest.

**H. SPORT TRANSFER**

If, after participation in one scheduled turnout, an athlete wishes to change from the sport to another sport during that sports' season, he/she must have the approval of both coaches involved. If this approval is given all equipment issued in the first sport must be turned in before being allowed to draw equipment for the second sport.

**I. COLLEGE RECRUITMENT POLICY**

In the event a college recruiter should contact you, you are encouraged to work through your coach and athletic director so that all possible assistance may be offered and you are aware of recruiting rules. Rule violations could result in loss of eligibility. All contact with college recruiters during the school day must have prior approval from the principal or designee.

**J. LETTER AWARDS**

The following basic standards are established for lettering:

The head coach or advisor of each sport or academic team has the responsibility for setting and informing the participants of the requirements for lettering in the sport or academic team. In all cases the judgment of the head coach or advisor will be the deciding factor in determining who will be eligible to letter. However, the following general standards will be used as basic guidelines:

- Must have completed the season, unless unable to complete the season because of medical reasons or excused by the coach or advisor for special reasons.
- Must finish the season as a participant in good standing; good standing implies the participant not be on suspension from the team or total school program by season's end.
- Must have turned in all athletic equipment and /or paid all fines or obligations.

**K. ACTIVITIES THAT CAN EARN A LETTER**

**Fall Sports**

Football  
Cross Country  
Volleyball  
Boys Tennis  
Girls Soccer  
Girls Swim  
Cheerleading

**Winter Sports**

Boys Basketball  
Girls Basketball  
Boys Wrestling  
**Girls Wrestling** (revised 5/7/2015)  
Cheerleading  
Boys Swimming

**Spring Sports**

Boys and Girls Track  
Baseball  
Fastpitch/softball  
Girls Tennis

**Activities**

Girls Golf  
Boys Golf  
Boys Soccer

Agriculture Mechanics  
Horticulture  
Knowledge Bowl  
Hi-Q  
Math Team

Band  
Science Team  
Chess Team  
FBLA  
Drama

### **STUDENTS PARENTS AND FAN BEHAVIOR AT EVENTS**

WIAA and WECO Leagues are definitely committed to a strong athletic program for all of its students. A fundamental aspect of this strength lies within the values taught and stressed in that program. Responsible behavior and sportsmanship are inherent in those values. With this in mind the following statement is made:

- All schools are charged with the specific responsibility of teaching these values to all people connected with interscholastic sports. Schools are further charged with the specific responsibility of establishing procedures to ensure that these values are taught.
- While schools have less control over adult spectators, each school is charged with the responsibility of informing the adult spectator of these values and that proper behavior is expected of them also.
- No signs except official school banners may be displayed or posted. Banners may not be taped to the wall.
- Live mascots are not allowed. No children may act as song or yell leaders.
- No noisemakers are allowed; the management will confiscate them. Band instruments, including drums, are to be used for the playing of music under the direction of the conductor and not as noisemakers.
- Confetti is not allowed in the gym facility. The management could charge schools additional clean up expense.
- Flagrant disrespect for players or officials may result in dismissal of the fan from the premises. Spectators-students and adults- should remain in their assigned rooting sections.
- A chant, yells, cheers, etc. must be positive in nature – supportive of your team; they must not be negative or the type that demeans or belittles the opponent or officials.
- Cheerleaders, yell leaders, mascots or any group representing a League school will conduct themselves in a positive manner and will not do anything that demeans or belittles the visiting school, participants or officials.

**PLEASE REVIEW THIS ATHLETIC/ACTIVITIES CODE CAREFULLY BEFORE SIGNING**

**This is a 365 day, 24 hour policy; accumulative over a four year period**

Dear Parent/Guardian:

A committee of coaches, advisors, student participants, parents and the athletic director wrote the attached Student Activities Handbook as a group effort. The coaching staff, administration, and representative student participants from each activity also reviewed it. The School Board has approved and adopted it.

Your student-participant will be expected to follow the provisions of this handbook while participating in interscholastic sports and academic teams at Stanwood High School.

Thank you,

Tom Wilfong,  
Athletic Director

**Carolyn Coombs** (revised 5/7/2015)  
Activities Director

The Stanwood-Camano School District does not discriminate in employment, programs, or activities on the basis of age, creed, religion, race, color, national origin, sex, marital status, sexual orientation including gender expression or identity, honorably discharged veteran or military status, or the presence of any sensory, mental or physical disability or use of a trained guide dog or service animal by a person with a disability and provides equal access to the Boy Scouts and other designated youth groups. The following employees(s) have been designated to handle questions and complaints of alleged discrimination: Your school principal and/or Maurene Stanton, Executive Director of Human Resources, and/or Pam Gentz, Director of Student Services, 26920 Pioneer Hwy, Stanwood, WA 98292, 360-629-1200