

**4-H Youth Development Policies and Procedures**  
**October 1, 2024 - September 30, 2026**



University of Idaho Extension  
College of Agricultural and Life Sciences



**University of Idaho**

*Issued in furtherance of cooperative extension work in agriculture and home economics, Acts of May 8 and June 30, 1914, in cooperation with the U.S. Department of Agriculture, Barbara Petty, Director of UI Extension, University of Idaho, Moscow, Idaho, 83844.*

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# 4-H Youth Development Policies and Procedures 2024-2026

This publication shall serve as the official source of policies and procedures for the University of Idaho 4-H Youth Development program. The Idaho 4-H state faculty reviews policies and procedures every two years as does the University of Idaho General Council and the College of Agricultural and Life Sciences administration. 4-H professionals, volunteers, parents/guardians, members, and 4-H affiliates must implement and enforce these policies and procedures.

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## **Introduction**

Welcome to the University of Idaho 4-H Youth Development family. Our goal is to provide youth and adults with unique learning experiences in a safe, supportive environment. The ability to participate in 4-H programs is a privilege – not a right; exercising respect towards oneself and others and working together in the spirit of established rules enables our entire 4-H family to reach their full potential.

With Positive Youth Development as our focus, many opportunities are provided for youth and adults to actively engage in the process of determining local and/or statewide program priorities and rules via advisory groups. These groups offer recommendations to their respective extension personnel (local or state), who are ultimately responsible for determining whether those suggestions are enacted as official policy and compliant with Idaho state and federal law. By gaining diverse perspectives, we strive to ensure dynamic educational opportunities for all participants.

We encourage you to participate fully in project and club meetings, plus explore the various local, state, national and international offerings. In addition to developing leadership, citizenship, and communication skills, you will develop life-long friendships while having lots of FUN. Working together, we can all make the 4-H Motto "To Make the Best Better" truly become a reality!

## **Organization/Administration**

### **Mission & Vision**

Our guiding principles are a clear mission, and vision as the University of Idaho 4-H Youth Development program initiates, conducts, and evaluates its educational program offerings. These are:

#### **Mission**

*4-H empowers youth to reach their full potential through working and learning in partnership with caring adults.*

#### **Vision**

*4-H... A leader in developing Idaho's youth to become responsible, productive citizens, meeting the changing needs of a diverse society.*

### **Overview of Extension & 4-H**

The Cooperative Extension System (CES) was established when the U.S. Congress passed the Smith-Lever Act in 1914. CES educational programs are centered in the land-grant university in each state. Major program areas are agriculture, family and consumer sciences, 4-H youth development, natural resources, and community development. Funding for CES faculty and support staff is provided by federal, state, and local sources.

The University of Idaho is the land-grant institution responsible for conducting the CES program in Idaho. Since July 1, 2001, CES in Idaho has been known as the University of Idaho Extension (UI Extension). UI Extension is embedded in the College of Agricultural and Life Sciences.

The director of the Cooperative Extension System is ultimately responsible for the administration of all extension programs. Administration of the University of Idaho 4-H Youth Development program is delegated to the State 4-H Youth Development Director.

Extension Specialists at the state and district levels provide educational resources and support for the local 4-H Professionals. At the local level, 4-H is administered by the UI Extension faculty and 4-H Professionals.

The volunteer is the heart of the 4-H program. A volunteer serves in a multitude of roles—these range from working at the club level to supervising other local, district, or state volunteers.

At various levels within the UI Extension system, formally organized groups of volunteers and/or faculty serve in advisory roles to their respective administrators. Their counsel is sought in determining priorities and content for program development. While these organizations serve a crucial purpose in assisting 4-H and serving an advisory role to UI Extension faculty, UI Extension has authority, and final say over all 4-H matters in Idaho.

### **Agreement to Follow Policies & Procedures in all Youth Development Programs**

The following policies and procedures clarify the roles and responsibilities of all persons associated with youth development programs conducted as part of the University of Idaho 4-H Youth Development Program. All 4-H clubs and affiliates are subject to the authority of UI Extension. All participants, including members at all levels, parents, volunteers, and all 4-H clubs and affiliates, agree to conduct their programs and manage their affairs in accordance with these policies. A local 4-H program may have policies that are more restrictive but not less restrictive. The State 4-H Youth Development Director should be notified of any policies that differ from these policies and may disapprove of a non-conforming policy if she or he determines that it does not positively advance the mission, philosophy, or goals of the 4-H Youth Development Program or is contrary to law. A request to

waive any of these policies or procedures must be directed in writing to the State 4-H Youth Development Director. A signed Memorandum of Understanding (MOU) may be appropriate or needed for councils, boards, associations, and other organized groups who act outside the 4-H Youth Development Program, who use the clover, the 4-H emblem, and/or work in conjunction with the program.

### **Use of 4-H Name & Emblem**

Congressional action governs the use of the 4-H name and emblem (18 U.S.C. § 707). At the local level, the use of the 4-H name and emblem must be approved by the local 4-H Professional. At the state level, the use of the 4-H name and emblem must be approved by the State 4-H Youth Development Director. In all instances, use shall be for the furtherance of the 4-H educational program rather than for the benefit of private individuals, donors, or others.

### **Anti-Discrimination & Equal Opportunity**

The University of Idaho has a policy of nondiscrimination on the basis of race, color, religion (creed), national origin (ancestry), sex, age, sexual orientation, gender identity/expression, pregnancy, disability, marital status, genetic information, or status as any protected veteran or military status. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment and advancement. State 4-H scholarships for education or events are available to all 4-H participants.

University of Idaho 4-H Youth Development will ensure that all 4-H Clubs are fully integrated to limit single-race or single-sex membership. All 4-H clubs will verify all reasonable efforts to integrate single-race or single-sex club membership. 4-H Volunteers who lead single-sex or single-race groups will complete forms documenting their efforts in integration.

In addition to the University of Idaho policy on nondiscrimination, UI also has a policy prohibiting sexual harassment, a form of sex discrimination. Title IX of the Education Amendments of 1972 protects people from sex discrimination in educational programs and activities at institutions that receive federal financial assistance.

The University is committed to providing an environment free from discrimination on the basis of sex. The University of Idaho provides many resources to students, faculty, staff, and program participants to address concerns relating to discrimination on the basis of sex, which includes sexual misconduct.

The University of Idaho has an internal discrimination and harassment complaint and investigation process. To learn more and/or to file a complaint or report, please contact the University of Idaho Title IX Coordinator at the Office of Civil Rights and Investigations at 208-885-4285 [ocri@uidaho.edu](mailto:ocri@uidaho.edu), <https://www.uidaho.edu/ocri>. In addition, you may review the University's policy on sexual harassment, including the procedures for reporting an allegation of sexual harassment, on the University's website here: <https://www.webpages.uidaho.edu/fsh/6100.html>.

The U.S. Department of Agriculture (USDA) prohibits discrimination in all its programs and activities on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity/expression, age, disability or status as a Vietnam era veteran.

### **Protecting Participant Information**

Names, pictures, and contact information of 4-H volunteers and members are not to be furnished to any person, firm, or association outside of UI Extension unless authorized by the State Extension Director. 4-H Clubs in good standing are considered part of UI Extension. Signed releases are required and must be on file (hard copy or electronically) at the local extension office before any photos of youth taken at University of Idaho 4-H Youth Development programs can be used.

### **Child Protection Reporting Requirements**

Any person who has reason to believe that a child under 18 years old has been abused, abandoned, neglected, or who observes the child being subjected to conditions or circumstances which would result in abuse, abandonment, or neglect is required to report to local law enforcement or the Idaho Department of Health & Welfare (1-855-552- 5437) and to your supervisor or advisor within 24 hours of gaining knowledge of these circumstances. In addition, mental injury (which may include, for example, constant ridicule, physical intimidation, bullying by an adult, withholding of mental health care, engaging in behaviors that would reasonably result in harm to the child's intellectual or psychological capacity, etc.) that could be considered abuse, neglect or abandonment also must be reported.

Your supervisor must immediately report the situation to the University of Idaho Department of Public Safety (1-208-885-7054). These reporting requirements are a legal obligation under state law and University policy.

## **Program Management**

### **Purpose & Participation**

The purpose of 4-H is to provide positive youth development opportunities for young people to experience belonging, mastery, independence, and generosity, the 4-H Essential Elements, which supports the nationally recognized 4-H Youth Thriving Model, and to foster educational opportunities tied to the Land-Grant University knowledge base. Program participants making decisions or carrying out actions on behalf of the 4-H program should keep this goal in mind. Through youth and volunteer development, educational programs provide knowledge transfer, life skill development, and attitudes for positive development.

Participation in the 4-H youth development program by members, volunteers, and parents is a privilege, not a right. Individuals or formally organized groups who violate the 4-H Code of Conduct, 4-H Policies and Procedures, or whose criminal background or conduct is deemed detrimental to or may put at risk the program's best interests by extension personnel, or their appointed representatives may be subject to immediate removal without notice and/or exclusion from future involvement.

### **4-H Code of Conduct for Parents, Volunteers & Youth**

A Code of Conduct (Appendix A) and the UI Protection of Minors Code of Behavior (Appendix B) has been established for the University of Idaho 4-H Youth Development Program. All volunteers, members, and their parent(s)/ guardians must sign and agree to abide by the contents of both documents. In addition, an annually signed copy of the Code of Conduct and the UI Protection of minors Code of Behavior must be on file (hard copy or electronic) with the local extension office where the youth or adult is participating.

### **4-H Program Delivery Options**

The 4-H Youth Development program uses a variety of methods to reach youth. The term "club" as used in this publication includes 4-H community clubs, 4-H in- school & afterschool programs, special interest, school enrichment, or similar groups that have been authorized by state or local extension personnel to conduct 4-H Youth Development programming.

### **4-H Club Programs**

The 4-H Club program is just one delivery mode for 4-H Youth Development programs in Idaho and nationwide. The definition of a 4-H Club is an organized group of youth who meet regularly with adult volunteers or staff for a progressive series of educational experiences.

4-H Clubs and affiliates must be chartered through the local extension office. They must meet the minimum criteria for a 4-H Charter Club listed below, based on 4-H National Headquarters and Internal Revenue Service (IRS) requirements. All 4-H Clubs must make and document reasonable efforts to integrate their clubs to avoid single-race or single-sex membership. Official 4-H Clubs and affiliates have the authority to use the 4-H Name and Emblem.

Participants who wish to be considered to be 4-H Family Group or Independent Study participants must request permission annually from the UI Extension Office of the local program in which they enroll. Upon being granted a one-year permission to become a family group, the clubs forfeit their 4-H Club Charter and their 501(C)3 status. To be enrolled as an official charter club, the following criteria must be met:

#### **Regular 4-H Club**

- Must have at least five members from no fewer than three families
- Must be organized with youth officers
- Must meet six or more times per year
- Must be supervised by two or more certified 4-H volunteers
- 4-H Members must be enrolled and are expected to complete one or more projects
- Participate in at least one club service-learning activity

#### **Family Groups and Independent Members**

- Must have fewer than five members enrolled and fewer than three families enrolled
- Must be organized with youth officers/youth in leadership roles
- Must meet six or more times per year
- Must be supervised by one certified 4-H volunteer per family enrolled
- 4-H Members must be enrolled and are expected to complete one or more projects
- Participate in at least one club service-learning activity

For some youth, exposure to 4-H experiences and learning materials comes through activities conducted either within their family or as independent members. While 4-H encourages participation in club settings to promote friendships, leadership, citizenship, and opportunities to interact with other youth and adults, this is not always possible for some youth. To form a family group, a formal written request must be submitted to the local county 4-H professional. (<https://bit.ly/emblem-use>) Permission may be granted for one 4-H year. Additional requests may be submitted annually. Families and independent members may participate as part of the 4-H experience; however, the IRS and National 4-H policies prohibit families and independent members from inclusion under the 4-H General Exemption Number as a tax-exempt entity and prohibit fundraising for their specific family group or members.

## **Financial Accountability**

Any monies acquired using the 4-H name or emblem are considered public funds. Therefore, all Idaho 4-H clubs and affiliates must fully comply with all financial procedures set forth below; failure to do so may result in suspension or termination. In addition, violators may be subject to criminal prosecution.

### **Fund Raising**

Club fundraising events should be planned and conducted by the members to help achieve established club goals for the current year – not to build large bank accounts. As a part of that process, a Fundraising Request form must be submitted and approved by local 4-H Extension personnel before starting any event promotion. For more details, see Appendix E.

### **Tax-Exempt Status**

Under the federal legislation governing the use of the 4-H name and emblem, IRS reporting requirements for groups operating as tax-exempt non-profits, the local extension office is required to keep track of all transactions pertaining to financial management practices of their UI Extension sponsored groups (including 4-H clubs and affiliates). All 4-H clubs must be able to document the source of money raised and how it was distributed.

All chartered 4-H clubs and duly authorized affiliated 4-H organizations have an exemption from federal income tax under the UI Board of Regents Group Exemption Number (GEN). In order to be included under the group exemption, a club or affiliate must meet the following requirements:

- All 4-H clubs and affiliates, not including family groups, in any capacity, must have an EIN (Employer Identification Number) filed with IRS. Each club should obtain an EIN, no two clubs can share an EIN.
- Have the following completed documents filed with the University of Idaho Extension 4-H Youth Development Unit (State 4-H Office):
  - a) Authorization to Include 4-H Club or Affiliate in Application for Group Exemption
  - b) Affiliation Agreement
  - c) Articles of Association
- Have club financial records audited annually by a 3-person committee comprised of adult volunteers and youth (when appropriate). The 4-H fiscal year is October 1 – September 30.
- Submit their Annual Summary Financial Report and Financial Audit Committee Certification (plus the last month's bank statement, if applicable) to the local extension office by November 1 each year.

Failure to complete any of the requirements listed above may result in suspending the 4-H club or affiliate. Clubs or affiliates must apply for and receive an EIN from the IRS. Those wanting to start a 4-H club, please contact your local extension program. Club volunteers or affiliate groups must NEVER use someone's social security number when opening an account for a 4-H club/affiliate or applying for an EIN with the IRS.

IRS filing requirements are (based on net profits):

- Clubs/affiliates earning < \$50,000/year: All eligible and qualifying groups MUST submit the required financial documentation to their local extension office by November 1, so appropriate forms can be submitted to IRS by UI Extension 4-H Youth Development.
- Clubs/affiliates earning > \$50,000/ year: Eligible and qualifying groups must file form 990 or 990-EZ directly with the IRS on time, typically by May 15, each year.

### **Sales Tax Exemption:**

4-H clubs and affiliates must pay sales tax on goods they buy for their own use and collect tax when selling goods. The only 4-H groups that are sales tax exempt are those who receive their funding from taxpayer dollars (local, state, or federally appropriated funds). Individual clubs and affiliates (leader's councils, etc.) are not exempt from paying sales tax in Idaho. The IRS tax exemption applies only to income tax.

### **4-H Account Audits**

Money management skills are essential in an ever increasingly complex financial world. Helping youth understand basic budgeting and auditing procedures is critical.

All 4-H club and affiliate accounts where money is solicited or raised on a state, district, local, or club basis on behalf of 4-H programs must be audited according to UI Extension policies as outlined below.

Form a three-person financial audit committee composed of volunteers and, where applicable, one or more youth members to review all monies received and spent. Each group should accurately account for all collected funds in individual accounts and reconcile all group checking and cash accounts annually. The emphasis of these groups should be on providing basic money management education to members and assuring club funds' proper use.

The audit committee must complete the Financial Audit Committee Certification form, which is then submitted with the Annual Summary Financial Report (plus the last month's bank statement, if applicable) to their local extension office by November 1.

The University of Idaho 4-H Youth Development Office will conduct random audits of Annual Summary Financial Reports and Financial Audit Committee Certifications each year and may audit any reports or certifications at any time.

### **Club Assets**

Any 4-H club that handles money or acquires material assets should have a clearly defined and known procedure for disposing of the funds or assets if the club disbands.

Money or assets acquired in the name of 4-H must be used to benefit 4-H for the intended purpose in which they were raised whenever possible even if the original club disbands. Disbursement among the club members and/or volunteers is not acceptable, nor is transfer of the funds to a non-4-H group. If it is not possible to use the funds for their original purpose, some appropriate options include:

- Donate to local 4-H Council
- Donate to District 4-H Council
- Donate to Idaho Friends of 4-H
- Donate to another 4-H Club or affiliate
- Sponsor a 4-H award

### **Participant Eligibility**

Enrollment in 4-H or any 4-H program is subject to approval by the appropriate extension personnel. To be eligible for enrollment and/or participation, previous members and/or volunteers must comply with state and local policies and not have any outstanding debts or payments due.

### **Membership & Age Requirements**

1. "Member" is defined as a youth of 4-H age individually enrolled at the local level in a 4-H club.
2. 4-H age is the age of the individual on January 1 of the current 4-H year (which runs from October 1 to September 30).
3. The state-approved electronic enrollment system shall maintain youth and volunteer enrollment information.
4. In recognition of the educational and developmental needs of youth, members will be grouped for program management purposes (based on age as of January 1 of the current 4-H year) as follows:

| <b>Classification:</b> | <b>Age:</b>        |
|------------------------|--------------------|
| Cloverbuds             | 5 to 7 years old   |
| Junior                 | 8 to 10 years old  |
| Intermediate           | 11 to 13 years old |
| Senior                 | 14 to 18 years old |

Staff and volunteers working with 4-H programs need to be trained in working with different age groups and stages of child development to guide them in recognizing and fostering age-appropriate learning activities.

- Cloverbuds is an educational program for youth ages 5 to 7 years designed to introduce young children to 4-H in a fun, non-competitive way. When working with Cloverbuds, approved Cloverbud curricula should be used, as they are developmentally appropriate for this age. Cloverbuds may not participate in large animal, ATV, or shooting sports activities, projects, or programs. Large animals include but are not limited to beef, sheep, swine, dairy cattle, dairy/meat goats, horses, and llama. Cloverbud curricula are activity-oriented, involve cooperative learning, and are focused on life skills taught through a broad spectrum of subject areas. Cloverbud members may be involved in lap animal projects. These are rabbits, cavies, small dogs that weigh less than the member, chickens, mini-goats, cats, and pocket pets. Fair exhibits by Cloverbuds are optional but must be non-competitive. A Cloverbuds Memory Book (#63013) can be used with fair exhibits but is not required.
- 4-H members ages 8 to 18 years are eligible to participate in all programs offered by 4-H, including competitive activities/events.
- Individuals older than 18 who have special needs are eligible to participate in 4-H, provided they are still enrolled in high school special education and/or individual education programs. The Center for Disabilities Access and Resources (CDAR) must approve eligibility.
- 4-H membership is open to all eligible youth regardless of program delivery option. Clubs should consist of at least five members; however, individual club volunteers will establish the maximum number of club members and the type of projects offered.



- Youth may enroll in 4-H at any time throughout the year. Enrollment is documented through completion, appropriate signatures, and acceptance through the 4-H program management software system. However, local deadlines must be met to participate in specific 4-H activities or events (e.g., fairs, camps, etc.).
- Marriage and/or parenthood shall not disqualify individuals from 4-H membership and participation, provided other requirements are met.

### **State 4-H Participation Fee**

The UI Extension 4-H Youth Development program requires that all county or local programs pay a nominal annual state fee to the state program to support the development, implementation, and maintenance of new and updated 4-H programs. However, 4-H will not turn away any youth who wants to participate in 4-H for whom the fee presents a financial burden; scholarships are available. Contact the local extension office or State 4-H Youth Development Office for more scholarship information.

### **Membership in Another Locale**

A youth participates in 4-H by belonging to a 4-H club or any recognized unit of 4-H participation, usually in his or her county of residence. Idaho policies do, however, allow youth to participate in 4-H in another county or local program, or state, as long as he/she is not participating in the same 4-H project in more than one location at a time. For example, a youth living part of the year with each parent may participate in 4-H at both locations as long as it is not simultaneous.

For fair participation, members cannot exhibit in a given project in more than one county or local program. Youth are encouraged to enroll and exhibit in the county or local program where they reside. Youth will exhibit projects in the county or local program where they are enrolled but may exhibit at regional or state fairs in addition to their county fair. A 4-H member cannot be enrolled in the same project in two counties/states simultaneously. Written approval by the local 4-H Professional in both county or local program is required for multiple county or local program enrollments.

## **Projects**

### **Designations**

- **State 4-H Projects** are those projects supported by the University of Idaho 4-H Youth Development program, listed in the *Idaho Project Requirement Handbook* (#93000).
- **State Pilot Projects** are tested (piloted) before being accepted statewide. Therefore, these project materials are generally available only to those counties involved in the pilot process.
- **County or Local Program Projects** are developed and may be used at the county or local program level, and there is no support statewide.
- **County or Local Program Pilot Projects** are those being tested (piloted) before being accepted for use by a particular county or local program. The availability of these projects is determined in the county or local program.
- **Self-Determined Projects** enable youth 12 -18 to explore further appropriate educational interests in subjects where no Idaho-approved 4-H curriculum exists or after members have completed all levels of existing curriculum. Additional parameters are set forth in the Self-Determined section of the *Idaho 4-H Project Requirement Handbook*. Because of inherent risk management issues, Self-Determined projects related to the 4-H Shooting Sports program are not permitted.
- **Group Projects** are designed to be taken by a group of youth that may or may not have 4-H in their club or group name. These projects would include school enrichment projects, afterschool programs, and childcare programs. Group projects are exempt from the project requirements listed below and would be reported under group enrollment. Project requirements are determined by the county or local program 4-H Professional, in conjunction with the appropriate State 4-H staff.

### **Requirements**

Projects are designed to provide progressive learning for the 4-H member, and many offer experiences for the beginner and the advanced member. Project requirements are listed in the current *Idaho Project Requirement Handbook* (#93000) or online at [www.uidaho.edu/extension/4h/projects](http://www.uidaho.edu/extension/4h/projects) establishing the minimum standards that must be adhered to. A project is complete when it has met all the State requirements (plus any additional county or local program requirements) and has been approved by the project volunteer.

For each project carried, the 4-H member must complete all project requirements, which include:

- Attend at least six scheduled club meetings. In addition, attend most of the project meetings scheduled by the project volunteer. (The Idaho 4-H Youth Development Program does not require a specific number of project meetings; however, counties, project volunteers, or projects may require a specific number.)
- Give an oral presentation (speech, demonstration, or illustrated talk) related to this project.
- Complete the designated project record book outlined in the *Idaho 4-H Project Requirement Handbook* (#93000).

- Exhibit the project in a public place; exhibits may be in a mall, library, school, bank, fair, or other places where the public can see them. When displaying 4-H members' work in a public place, prudent judgment should be exercised to protect the 4-H member's personal information.

Waiver of requirements and extension of time: A project requirement can be waived only under extenuating circumstances and with the written approval of the project volunteer and county or local program 4-H Professional. Sept. 30 is the final date for project completion unless otherwise extended by the county or local program 4-H Professional but no later than Nov. 1.

### **Agriculture Science and Technology (FFA) & 4-H Projects**

It is recognized that agriculture science and technology education and extension are public programs available to people who desire to participate.

Each program, while attending to its own emphasis areas first, should take every opportunity to promote, in all practical ways, the work of the other. Youth education and cooperation should be watchwords in all cooperative efforts. It is permissible for youth to be members of both 4-H and FFA simultaneously as long as the member manages separate projects and submits separate records for each organization.

To permit maximum freedom of choice, members participating in both 4-H and FFA activities are eligible to judge on teams of their choice after consulting with parents, agricultural teachers, county or local program 4-H Professionals, and local club volunteers. However, youth will not be permitted to judge as a team member in 4-H and FFA at the same contest.

In order to work cooperatively and to avoid duplication and misunderstanding between work carried on by teachers of agriculture science and technology and the University of Idaho 4-H Youth Development Program, county or local program 4-H Professionals and agriculture science and technology teachers should follow the Memorandum of Understanding between the University of Idaho Cooperative Extension System and the Idaho Division of Professional- Technical Education closely, on file in the *County Operations Handbook* Sections B1 & B2.

### **Animal Welfare, Management & Exhibition**

Idaho 4-H is actively committed to the humane care, appropriate management, and safe exhibition of all animal-related projects.

- **Animal Health.** Animals exhibiting symptoms of disease, other medical conditions, or abnormal conditions, including significant non-thriftiness or neglect, are not eligible for entry or exhibition in a 4-H sanctioned program. Make sure withdrawal times are followed when treating animals.
- **Drug Abuse.** Unless prescribed by a veterinarian, no illegal drug or off-label use of drugs (uses other than specifically allowed on the drug label) are permitted. Using tranquilizers to alter the disposition of the project animal's behavior is prohibited. Violators shall be immediately disqualified from the event. The Livestock Sales Committee or the Fair board may require forfeiting any premiums and awards. Auction proceeds may be returned to the buyer. The individual shall be barred from all future participation in 4-H animal-related projects and may be subject to all relevant criminal prosecution. As outlined in the attached recommended protocol, a grievance may be requested as a second test. *{Note: if a county or local program opts to conduct drug testing, a recommended protocol can be found attached – Appendix D}.*
- **Physical Abuse.** No physical abuse of project animals is permitted in any public or private setting. Physical abuse includes but is not limited to surgical or other physical alteration of animal appearance or practices resulting in bruising or injury. It also includes practices resulting in inordinate shrink, fill, or animal stress other than routine management in accordance with acceptable industry animal husbandry practices, such as including appropriate amounts and methods of exercise and training. Violators shall be immediately disqualified from the event forfeiting any premiums and awards, and any auction proceeds will be returned to the buyer; they shall be barred from all future participation in 4-H animal-related projects and may be subject to any and all relevant criminal prosecution.

### **Exhibition Housing & Show Ring**

- Project animals should be exhibited and housed in facilities and under specific guidelines that do not endanger the participant or the animal.
- Show ring facilities that are consistent with industry standards for animal care and welfare must be provided with safe and sufficient space to allow members to display their animals for evaluation properly.
- Classes for showmanship and quality evaluation should be grouped by age/ability of exhibitor for showmanship and by animal weight, age, and/or breed for quality classes.

## **Preparing 4-H Animal Projects for Exhibition**

- Preparation of 4-H animals for exhibition or show (fitting) should be conducted to enhance the general appearance of the project animal but not to purposely cheat or create deception.
- Youth in 4-H animal projects **are** responsible for preparing their own animal for exhibition but may receive necessary limited assistance from other youth, volunteers, or parents representing the county or local 4-H youth development program.
- Discretion should be applied to the observance of these policies to avoid hardship on individual members yet maintain the intent to reward individual effort and achievement appropriately and to prevent unfair advantage or a perception of an unfair advantage.

## **Project Evaluation**

Animal project evaluations should reflect each member's goals and achievements as well as knowledge of and ability to apply selection, feeding, training, and standard management practices in the industry. This can best be accomplished through production information (e.g., growth rate), ultrasound technology, and/or other objective animal evaluation techniques. Records should be utilized as appropriate to evaluate previously established goals.

## **4-H Market Animal Project Policy**

1. The University of Idaho 4-H Youth Development Market Animal projects are complete when all the following conditions have been met:
  - a. The animal project has been exhibited/evaluated at a county or local program-approved show/exhibition.
  - b. The project record book has been submitted for evaluation and approved as complete during such time as the county or local program extension office prescribes.
  - c. All state, district, county or local program project requirements have been met.
  - d. 4-H members participating in 4-H market animal projects must have proof of ownership (brand inspection for beef, bill of sale on goats, sheep, and swine). Ownership of the project animal includes personal possession and responsibility as the animal's primary caretaker. The minimum period of time for ownership and length of feeding periods for animals fed and exhibited at a 4-H sanctioned event is noted in the Idaho 4-H Project Requirement Handbook for each species and the following chart.

| <b>Species</b>  | <b>Minimum Ownership</b> | <b>Minimum Feed Period</b> |
|-----------------|--------------------------|----------------------------|
| 4-H Market Goat | 70 days                  | 60 days                    |
| 4-H Market Lamb | 70 days                  | 60 days                    |
| 4-H Market Hog  | 100 days                 | 80 days                    |
| 4-H Market Beef | 150 days                 | 130days                    |

2. To maintain and enhance the integrity of 4-H Market Animal project(s), the Meat Animal Task Force, Idaho 4-H Advisory Board, and the Idaho 4-H Youth Development Program regard all 4-H sanctioned Market Animal sales using the 4-H name and emblem as terminal. Only members in "good standing" (meeting all state, district, and county meat animal project requirements) are eligible to sell an animal in a 4-H sanctioned sale. A 4-H project animal sold through a county or local program market animal project sale (or another sale) cannot be returned to the 4-H member (seller) and continue as a 4-H project animal in the current program year.
3. Evaluation of youth development skills particular to the 4-H Meat Animal project (for example, showmanship contests, demonstrations, and project record book evaluation) should be accomplished by the ability of age or grade group, as indicated in the Project Requirement Handbook. In addition, competitive classes should be sized to allow every child to compete effectively and adequately demonstrate his/her skills without a threat to the well-being of the individual or the project animal.

## **Breeding Animal Projects**

Breeding animal projects should be conducted as supportive and complementary to the market livestock program policy. The minimum period of time for ownership (including as the primary caregiver) for beef, dairy, goat, sheep, and swine breeding animals fed and exhibited at a 4-H sanctioned event will be 90 days. If a project animal is leased by a 4-H member, a complete written and signed copy of the lease agreement must be returned to the county or local program extension office by the required ownership date.

## **Country of Origin Labeling (COOL) Requirements**

USDA implemented mandatory Country of Origin Labeling (COOL) on September 30, 2008, which was then modified effective December 18, 2015.

All cuts of lamb, goat, and chicken must have documentation about the origin of animals marketed in the U.S. or internationally. Therefore, all 4-H members are required to collect the required documentation on each of their project animals for the species listed above and maintain those records for a minimum of one year (7 CFR § 65.500(b)(1) from the time of the sale of the animal.

Members purchasing animals from another producer must secure a seller's affidavit indicating the animal species, brief animal description, and verification of origin. This can be incorporated into a basic Bill of Sale. Members may also want to keep health papers, sale receipts, feed records, etc., to support the affidavit in the event of an audit. Members raising their own animals must complete an affidavit noting their continuous ownership.

Youth may be required to provide a copy of their affidavit/bill of sale to the county or local program extension office at various times throughout the year. Members may be required to provide a new affidavit for any animal they are marketing through livestock sales. Failure to do so will be dealt with according to county or local program 4-H policies.

### **Horse Projects**

1. The 4-H member must own/lease the horse(s) used and provide primary care, feeding, and management of the horse(s) at least 90 days before exhibiting.
2. If a 4-H member leases a project animal, a complete written and signed copy of the lease agreement must be returned to the county or local program extension office by the required ownership date.
3. No stallions over one year old may be exhibited by a 4-H member in any 4-H Youth Development sponsored event. However, stallions under one year of age may be exhibited at halter.
4. All youth participants in Idaho 4-H horse activities or events must wear an ASTM-SEI approved equestrian helmet with an appropriate expiration date whenever mounted on an equine or are in a vehicle (cart, wagon, buggy, etc.) being pulled by an equine. Helmets should be replaced after an impact or after five years.

## **Recognition**

### **Trips & Awards**

Trips and awards recognize achievement and motivate youth to strive for excellence in project work and related activities.

These awards will be provided according to the following guidelines:

1. A member must meet the specific requirements established for the trip or award.
2. A member shall not be given the same state award more than once.
3. Scholarships or other monetary awards provided by donors must be used the year in which they are received or passed to an alternate, in accordance with award or scholarship guidelines. Exception: college scholarships awarded to 4-H'ers still in high school will be held by the Idaho 4-H Youth Development Office until the recipient is enrolled in college.
4. 4-H members and volunteers accepting funds to participate in 4-H activities and/or training are expected to meet all activities and/or training requirements. If all requirements are not met, the recipient must repay all funds.
5. To ensure educational continuity, county/district events must align with corresponding State event rules. State events that qualify youth for Regional and/or National 4-H participation shall ensure their rules align with those governing the corresponding regional or national 4-H contest. The State 4-H Youth Development Director or their designee must certify all-state teams, individuals, or groups attending regional or national 4-H events.
6. Personal conduct of all 4-H participants while attending local, state, regional, or national events is expected to be exemplary of 4-H ideals and consistent with the code of conduct set for the event. If those in charge of the group determine that behavior violates the expectations, such person or persons may be immediately returned home to the custody of his/her parents or guardian at the expense of the parents or guardian.
7. Counties planning interstate exchanges must inform the Idaho 4-H Youth Development State Office of their plans. The appropriate District Extension Director and the State 4-H Youth Development Director must approve all such exchanges.
8. International exchanges involving Idaho 4-H members should cooperate with the State 4-H Youth Development Director.

## **Risk Management**

### **Child Protection Training**

Safeguarding the well-being of youth is our highest priority. Therefore, all UI Extension personnel and certified volunteers who work with minors must complete the appropriate online University of Idaho "Protecting Minors Training." Certified volunteers will take one course available through UI Extension. Extension staff will take the training for Authorized Adults. UI Extension personnel and certified volunteers must have a signed Code of Behavior and a public record review on file. Training, signed Code of Behavior, and public record reviews must be updated every three years.

Anyone suspecting that child abuse is occurring must report that suspicion to the appropriate law enforcement authority or the Idaho Department of Health and Welfare at 1-855-552-5437 within 24 hours of becoming suspicious; if suspicion of

abuse involves 4-H participants, notify your immediate supervisor or county or local program 4-H Professional within 24 hours as well. UI supervisors must also report the situation to Nancy Spink, UI Risk Management at 208-885-6177.

### **Disclosures and Waivers**

Many activities and some projects have an inherent risk involved. Therefore, every effort should be made to make parents, youth, and others aware of specific activities planned, particularly camps, outdoor activities, and livestock projects. This enables parents to make an informed judgment about allowing their children to participate. All enrolled 4-H members must have a signed 4-H Waiver on file with UI Extension. Events organized and supervised by 4-H, and at which members of the general public will participate (i.e. horse event), require a UI Waiver from UI Risk. Contact your supervisor to request the UI Waiver. Events organized and supervised by another entity (i.e., a school or community event), and at which 4-H provides a portion of the programming, do not require a Waiver.

### **Safety, Health, & Accident Insurance**

Many 4-H activities and events involve the movement of members from place to place or physical participation. These activities should always be planned with safety in mind. Medical accident insurance is required annually for all 4-H members enrolled in the program and must be purchased. It is also advisable to have:

- Parental permission to participate in designated activities.
- The medical history of each participant.
- Permission for the participant to receive medical treatment, if necessary.
- Access to a trained medical person.

### **General Liability & Accident Insurance Coverage**

General liability coverage is provided for 4-H volunteers and employees through the University of Idaho and the State of Idaho (as stated in Idaho Code 6-901 through 6-929, known as the Idaho Tort Claims Act). Coverage extends while the 4-H volunteer and employees act within the scope and course of their employment or volunteer position agreement.

General liability does not cover injuries to the volunteers and participants in the program. However, through a national insurance program, participants must, and volunteers may purchase personal accident protection annually. Contact your county or local program extension office for information about coverage for all special events.

### **Travel Policy**

*{Also see Appendix C}*

It is the responsibility of the parents or guardians of 4-H youth to provide transportation to and from all 4-H activities and events. Faculty and staff may assist parents by providing them with a list of youth participants so that parents and guardians may form carpools if they desire to do so. Members may not transport other persons during a 4-H event.

For certain events, certified adult volunteers, faculty, or staff of 4-H Youth Development may choose to arrange transportation using the following guidelines:

- No 15-passenger vans may be used to transport 4-H youth.
- Bus rentals from public agencies or transportation companies should include drivers or operators hired by the agency or company which owns the vehicle. Contracts for such rentals will be reviewed and/or authorized by University personnel.

### **4-H Chaperone Policy**

Providing a safe environment for all youth is our greatest responsibility. Adults interested in a chaperone position, who in that role may have the opportunity to be alone with youth at any 4-H sponsored event or activity, must successfully complete the Idaho 4-H Youth Development Volunteer Application and Certification Process or be a currently certified volunteer in good standing.

All chaperones must attend a corresponding event orientation and understand that they are responsible for serving as role models for youth and guiding youth behavior.

Any adult independently supervising youth at overnight 4-H sponsored events (county, district, state, or national) must also meet the following minimum criteria:

- Be at least 21 years for the county or local program, district, or state events; be at least 25 years for national events. Preference will be given to those actively engaged within the club or local 4-H program. Event management may have additional specific requirements.

University of Idaho 4-H Youth Development recommends the following adult-to-child ratios when planning and implementing 4-H programs:

| Youth ages | Daytime/Evening | Overnight |
|------------|-----------------|-----------|
| 5 - 7      | 1:10            | 1:5       |
| 8 - 12     | 1:16            | 1:8       |
| 13 - 18    | 1:18            | 1:10      |

**A minimum of 2 adult certified volunteers or Extension staff at a 4-H event is required.**

Other programs (i.e., Know Your Government and State Teen Association Convention) may have specific policies about chaperones. Program organizers should review program information for current chaperone requirements.

Organizers must provide sufficient levels of age-appropriate supervision for any activities. This includes virtual 4-H activities such as conference calls or web-based meetings. In addition, organizers of virtual 4-H activities should secure a minimum of two approved volunteers for virtual meetings, events, or conference calls.

**Teen Counselors:** Teens (13-18) who are currently active 4-H members may serve as camp/event counselors under the direct supervision of Extension staff and/or certified volunteers overseeing that event. These teens may be housed with younger youth in a cabin setting as long as the teen to youth ratio is at least 1:8. Two teen counselors should be placed in each cabin.

Teen Counselors must:

1. Complete an application
2. Sign and agree to abide by the 4-H Code of Conduct
3. Sign the UI Protection of Minors Code of Behavior
4. Complete the UI/4-H Protecting Minors Training
5. Have a signed position description outlining their duties

If applicable, staff should complete a national sex offender registry check.

**Youth/Adult Housing**

At county, district, or state overnight 4-H events, youth can be housed with unrelated adult chaperones aged 21 and over (age as of date of event); or age 25 and over for national events, as long as the youth-adult ratio is at least two youth to one adult (in a room) and the adults have completed the Idaho 4-H Youth Development Volunteer Application and Certification Process and attend a corresponding event orientation. Only adult chaperones and youth of the same sex can be housed together. An unrelated youth and adult must never share a bed. Every youth must have their own bed.

**4-H Volunteers**

To help safeguard all 4-H participants, various categories of volunteers (see below) require successful completion of the UI/4-H Protecting Minors Training and a background check every three years. In addition, a 4-H Code of Conduct and UI Protection of Minors Code of Behavior must be signed annually and kept on file with the Extension office either through the state 4-H enrollment system or a permanent file.

**Roles & Requirements**

All 4-H youth development activities must be supervised by extension personnel or a certified 4-H volunteer (please refer to *Volunteer Application and Certification Process*).

Non-certified adults, including non-certified volunteers, may work with 4-H youth only under the supervision of certified volunteers or extension personnel. "Under the supervision of" means that the certified volunteer or extension personnel is present during the entire time an activity is conducted with the youth.

New groups may not meet as an official 4-H club until they have a certified volunteer affiliated with that group. A certified volunteer must be present at all times and commit to overseeing project meetings and related activities before offering that project within the club.

Recognized types of volunteers and their requirements for certification follow below in this section. Organizational and project volunteers must be at least 18 years old and not be currently enrolled as a 4-H member (current members may enroll as teen volunteers and lead a 4-H project under the direct supervision of a certified 4-H volunteer).

**Certification required:**

Persons seeking to serve in any of the following roles must complete the application/certification process prior to working with youth in unsupervised settings:

- Organizational Volunteers are those with overall club organizational responsibility and who serve as the contact person between the club and the county or local program extension office.
- Project Volunteers are those who work directly with 4-H members on projects.
- Other individuals who support the 4-H program in any setting where a certified volunteer is not always present.

This includes but is not limited to serving as host families (keeping youth in their homes overnight), chaperones, counselors, or persons providing medical care.

Certification optional:

Persons serving in the following roles are not required to be certified or enrolled. However, they will not be allowed to work in unsupervised settings with youth unless they complete the certification process. Extension staff may request a signed Code of Conduct, a signed position description, a public record review, and/or complete Protecting Minors Training as deemed appropriate.

- Volunteers in middle management are those volunteers who work with and may supervise other volunteers
- Indirect volunteers who provide other types of support to the 4-H program. Examples include advisory committee members, fundraisers, 4-H meeting hosts, and fair superintendents.
- Resource volunteers have special skills or expertise and who are brought into the 4-H program "as needed" to teach members their skills.

**Volunteer Application, Certification & Recertification**

Individuals participating in UI Extension educational programs are entitled to a safe environment. Therefore, during the application, certification, and recertification processes, and at any time during the volunteer's time of service with UI Extension and/or 4-H, a background check can be requested and received.

For a volunteer to be eligible for certification through the University of Idaho 4-H Youth Development program, they must be actively affiliated with a club, group, or other youth-oriented event approved by Extension personnel and complete the following steps:

Application:

1. Complete the *Application for a Volunteer Position in 4-H* form and submit it to the county or local program extension office for consideration.
2. Grant permission for extension personnel to conduct a background check. Individuals who have been convicted of a crime against children, a vulnerable adult, or a crime of a sexual nature will not be accepted as volunteers. In addition, individuals convicted of crimes involving weapons/firearms or violence against others within the last ten years are also ineligible to become a 4-H volunteer. Other offenses identified in the background check or through references will be evaluated for eligibility based on time and relevance of the offense to the potential volunteer's desired role.
3. A minimum of three references for the volunteer applicant must be received using the *4-H Reference Form*.
4. After steps 1 and 2 are completed successfully, and during or following the conclusion of step 3, an interview will be conducted with the prospective volunteer. Interviews will be conducted by the county or local program 4-H Professional and/or trained volunteer assigned by the county or local program 4-H Professional.
5. Completing the application process does not ensure acceptance as a potential volunteer. The applicant must be notified in writing of his/her acceptance or non-acceptance.
6. An initial application for certification may be denied for any reason.

Certification:

Accepted applicants must complete the following steps to become certified:

1. Complete the online volunteer enrollment process, including review and consent to abide by:
  - a. Idaho 4-H Policies and Procedures,
  - b. Code of Conduct and the UI Protection of Minors Code of Behavior for Parents, Volunteers, and Youth within the Idaho 4-H Youth Development Program.
  - c. Position Description Agreement outlining the scope and responsibilities of the volunteer assignment.
2. Complete 4-H orientation, found in ZSuite Clover Academy.
3. Successfully complete the UI/4-H Protecting Minors Training in Clover Academy.
4. Successfully complete a background check.
5. Complete any additional county or local program requirements.

Certification requires notification in writing of his/her acceptance as a certified 4-H Volunteer.

Recertification:

1. Active certified volunteers seeking recertification for the new program year (beginning October 1) must:
  - a. Annually:
    - i. Complete the online volunteer enrollment process prior to meeting with youth in unsupervised settings.
    - ii. Sign and agree to abide by the 4-H Code of Conduct, the UI Protection of Minors Code of Behavior, and the Position Description.
    - iii. Attend/complete required training.
  - b. Every three years:
    - i. Update the volunteer application process information.
    - ii. Successfully complete a background check.
    - iii. Complete the UI/4-H Protecting Minors Training Video located in ZSuite Clover Academy.

2. Previously certified volunteers with less than a two-year service break may apply to regain active status if the former county or local program provides written confirmation that they were a volunteer in good standing when service ended and requirements in #1 above are met.
3. Previously certified volunteers with a two-year, or more, break in service must complete the entire application process to be considered for certification.
4. Previously certified volunteers who have been terminated for reasons other than the crimes identified in step 2 of the volunteer application process may apply to be considered for certification at the beginning of the new 4-H year. The county or local program 4-H Professional will determine if their request is accepted or rejected, notifying them in writing as to the decision.
5. Recertification as a volunteer may be denied for any reason.

## **Idaho 4-H Shooting Sports Instructor Certification**

### *Definitions:*

- **Level 1, 4-H Shooting Sports Instructor**, is an individual who has completed an Idaho 4-H Youth Development program sanctioned shooting sports training and certification workshop. A Level 1 instructor is eligible to conduct county or local program-level 4-H Shooting Sports programs only in those disciplines in which he/she has been trained. All 4-H Shooting Sports Instructors must be certified 4-H Volunteers in their respective counties.
- **Level 2, 4-H Shooting Sports Instructor**, is an individual who has completed a National 4-H Shooting Sports Workshop. Level 2 4-H Shooting Sports Instructors are eligible to conduct 4-H Shooting Sports programs at the county or local program level and train and certify Level 1 instructors.

The University of Idaho 4-H program requires Level 1 or Level 2 certified 4-H Shooting Sports Instructors to operate all live-fire ranges or to conduct any training (classes, camps, field days, etc.) in which firearms or archery equipment are handled. In addition, to be certified as a 4-H Shooting Sports Instructor in any discipline (*i.e., archery, hunting, muzzleloader, pistol, rifle, shotgun*), the following requirements must be met:

### **1. Age Requirement**

- a. Instructor: minimum 21 years old.
- b. Assistant Instructor: minimum 18 years old; must have a minimum of 1 year as a 4-H member in shooting sports discipline or have attended a state training or have experience in the discipline per instructor's approval; can only instruct youth under the direct supervision of an instructor and only if the instructor is present during the instruction.
- c. Teen Volunteer: minimum 14 years old; per volunteer approval and only under the direct supervision of an instructor and only if the instructor is present during the instruction. Teen volunteers cannot be in charge of a live-fire range.

### **2. County or Local Program Level 4-H Volunteer Screening and Training**

- a. Instructors and Assistant Instructors older than 4-H age must have been screened, trained, and appointed as a current 4-H volunteer through their county or local program extension office before conducting county or local program-level 4-H Shooting Sports programs.

### **3. Attendance at a State 4-H Shooting Sports Workshop**

- a. Instructors must successfully complete a Level 1 4-H Shooting Sports Instructor Training Session administered and/or sanctioned through the Idaho 4-H Youth Development program.
- b. Training will be consistent with instruction standards set forth in National 4-H Shooting Sports Curriculum, discipline instruction, safety, risk management, teaching methods, and 4-H program management.
- c. Participation in periodic discipline updates or continuing education may be required in accordance with National standards.

### **4. Training for Level 1 and Level 2 4-H Shooting Sports Instructors**

- a. Level 1 and Level 2 4-H Shooting Sports Instructors must be trained and certified in the discipline (rifle, shotgun, pistol, muzzleloader/black-powder, archery, hunting, and Western Heritage) that they are teaching at the county or local program level.
- b. Level 2 4-H Shooting Sports Instructors must be trained and certified at a National 4-H Shooting Sports Workshop in the discipline they teach at the state or regional level.

All 4-H Shooting Sports instructors (Extension personnel, volunteers, etc.) must adhere to state and national program specifications. Failure to do so may result in the Idaho 4-H Shooting Sports Coordinator suspending or terminating that instructor's certification(s). Any appeal must be made in writing to the State 4-H Director within 30 days of notification; the Director's decision shall be final.

## **Transferring Volunteer Status**

Volunteers who move from one Idaho county to another Idaho county during the 4-H year may transfer their active status to their new county. Active volunteer status normally will be conferred after the county extension office in the new county receives a



copy of the volunteer file and a letter stating that the volunteer was a certified volunteer in good standing when he/she moved. A new position agreement must be negotiated with the new county 4-H Professional.

This transfer policy is not applicable when a volunteer moves into Idaho from another state. Volunteers from out of state must apply as a new 4-H volunteer.

If needed, a project volunteer may be enrolled in multiple counties simultaneously to provide subject matter expertise for which no local volunteer is available, pending written approval of all county extension offices impacted.

### **Process for Resolving 4-H Volunteer, Parent, and Youth Issues**

**Volunteer Issues:** The purpose of this structured process is to resolve issues that affect the certified volunteer's ability to work with youth, other volunteers, and/or county 4-H Professional;<sup>1</sup> it should be implemented when it first becomes evident that a 4-H volunteer is not performing up to the expectations and standards of behavior identified in the volunteer position agreement and/or Code of Conduct, or when issues of concern exist.

Every effort should be made to successfully resolve the issue(s) as quickly as possible with Extension personnel at the county level. Failure to do so can jeopardize volunteer certification status and future participation in the Idaho 4-H Youth Development Program.

While this process will be followed in most situations where there are issues with a volunteer, there are situations where immediate action is needed or where it is otherwise not in the best interests of the 4-H program or its members to follow these steps. The county 4-H Professional, after consultation with the District Extension Director, Regional 4-H Educator, State 4-H Director, and State 4-H Volunteer Development Program Lead, has the authority to take immediate action to remove, suspend or terminate a 4-H volunteer's status as a certified volunteer without following these steps. The volunteer may appeal a decision in this situation using the Volunteer Appeals process set forth below. Allegations that a volunteer committed an act of sexual harassment within the 4-H program, or other University program or activity, will be handled through the University's Title IX Sexual Harassment Policy, which can be found here: [www.uidaho.edu/governance/policy/policies/fsh/6/6100](http://www.uidaho.edu/governance/policy/policies/fsh/6/6100).

Parent or Youth Issues: The process is structured to resolve parent and youth issues/concerns that affect either the ability to provide support (parent) or to appropriately complete a 4-H project or activity (youth), or meeting the expectations outlined in the Code of Conduct. During this process, youth must be accompanied by an adult when meeting with 4-H Professionals.

"Person(s) involved" refers to the individual (volunteer, parent or youth) who is the subject of the complaint or issue. Those submitting a complaint or issue will not be privy to the meetings or outcomes of the issue or complaint.

### **Steps to Resolving Issues:**

#### **Step 1: Notify the county 4-H Professional of concerns or issues.**

Discuss/document observations and concerns about the specific issues and/or the persons involved. If deemed appropriate, the 4-H Professional will move to Step 2.

#### **Step 2: The county 4-H Professional will meet with the person(s) involved to discuss concerns, review possible solutions, and create a plan of action.**

If the county 4-H Professional and the person(s) involved can agree on the steps to address the identified issue(s) and, establish a written agreement including a time frame for reviewing progress, then move to Step 3. This agreement must be dated and signed by the county 4-H Professional and the person(s) involved. If an agreement cannot be reached, go to step 4. The 4-H Professional should notify the District Extension Director, Regional 4-H Educator, and the State 4-H Volunteer Development Program Lead of proceedings up to this point and that the process is moving forward to Step 4.

#### **Step 3: Evaluate progress with the person(s) involved.**

On the agreed-upon date, the 4-H Professional should meet face-to-face with the person(s) involved to review the plan of action progress. If disputes still exist that cannot be resolved, go to step 4.

#### **Step 4: Assemble a local review committee.**

If the county 4-H Professional and the person(s) involved cannot agree on the issue or cannot come to a decision as to how to address the issues/concerns, the county 4-H Professional will assemble a local review committee of three (3) individuals. These individuals may be chosen from Extension personnel. Committee members must be unbiased, objective, and not involved in the dispute.

The committee will review the situation, prepare written findings, and make recommendations to resolve the issues. The committee's written findings and recommendations will be forwarded to the county or local program 4-H Professional. The county or local program 4-H Professional, along with the District Extension Director, Regional 4-H Educator, and the State 4-H Volunteer Development Program Lead will then make a decision regarding the issue that may include a decision on the volunteer's status. The final decision must be conveyed in writing to the person(s) involved as well as the appropriate

District Extension Director, Regional 4-H Educator, State 4-H Director, and State 4-H Volunteer Development Program Lead, along with notice of the person(s) involved opportunity to appeal (set forth below). This notice must include the addresses of the Regional 4-H Educator and the State 4-H Director.

### **Appeals Process**

(Note: Except for immediate removal or termination, the **Steps to Resolving Issues** process outlined above must be completed before an appeal can be filed.)

While the opportunity to serve as a volunteer within the University of Idaho 4-H Youth Development Program is a privilege, not a right, a situation might arise where a volunteer believes he/she has been terminated, suspended, or otherwise treated unfairly. In some situations, some parents and/or youth may feel they have been treated unfairly. In these circumstances, a volunteer, parent and/or youth may choose to file an appeal following the steps described below. All reasonable efforts will be made to complete the appeal process in a timely manner.

The volunteer, parent(s) and/or youth must note that the decision of the county or local program 4-H Professional regarding the status of the previous decision will be upheld and, in effect, pending the outcome of the appeals process.

**Step 1:** Within thirty (30) days of the US Postal postmark on the written notice received, which became the basis for filing an appeal, the volunteer, parent(s) and/or youth must contact the appropriate Regional 4-H Educator and State 4-H Director in writing. Appeals must provide specific details and supporting documentation as to why the county or local program 4-H Professional's decision should be overturned.

**Step 2:** Within thirty (30) days of the US Postal postmark on the volunteer, parent(s) and/or youth notice of appeal, or as soon as possible thereafter, the Regional 4-H Educator, State 4-H Volunteer Development Program Lead and State 4-H Youth Development Director will review the information provided, in consultation with the District Extension Director, discuss the matter with the county or local program 4-H Professional and decide on one of the following courses of action:

- Convene a joint meeting with those parties directly involved to gather additional information.
- Support the appeal and direct alternative actions to be taken by the county or local program 4-H professional in resolving the matter.
- Support the county or local program 4-H Professional's decision and move forward with the proposed action(s). After having reviewed the matter and reaching a decision, the Regional 4-H Educator or State 4-H Director will first notify the county or local program 4-H Professional of the decision. If the Regional 4-H Educator, State 4-H Director, and the county or local program 4-H Professional agree on the action(s) to be taken, the State 4-H Director will notify the volunteer, parent(s) and/or youth in writing of the decision, thus concluding the appeal process.

In rare instances, if the Regional 4-H Educator, State 4-H Director, and the county or local program 4-H Professional are unable to agree upon the course of action to be taken, they will proceed to Step 3 within thirty (30) days, or as soon as possible thereafter.

**Step 3:** The county or local program 4-H Professional, Regional 4-H Educator, State 4-H Director, District Extension Director, and the State Extension Director, will meet to review the matter and work to reach a consensus on what action to take. If the parties cannot reach a consensus, then the State Extension Director shall render a final decision. The final decision will then be communicated to the volunteer, parent(s) and/or youth, the county or local program 4-H Professional, District Extension Director, Regional 4-H Educator, and State 4-H Director in writing by the State Extension Director, thus concluding the appeal process.

<sup>1</sup> When volunteers have issues or concerns with the county 4-H Professional, contact either the county or local program extension chair or respective District Director.

## **Appendix A. Code of Conduct For Parents, Volunteers, and Youth Within the Idaho 4-H Youth Development Program**

Idaho families and youth trust the University of Idaho Extension system to provide educational programs in a safe environment for all participants. The opportunity to participate in and/or work with University of Idaho Extension's 4-H Youth Development program is a privilege and honor, not a right. Volunteers are to be positive role models. Youth and parents/guardians are expected to demonstrate appropriate behavior at all times. Anyone in the immediate family, or those with a close enough relationship to the child or family or involvement in the program who has the ability to affect that student's participation in the program, or ability to cause a violation of the code of conduct is expected to abide by it. The following Code of Conduct has been established as the foundation for all individuals participating in the University of Idaho Extension programs. All University of Idaho 4-H Youth Development program participants are expected to:

- Work with youth, families, volunteers, and Extension personnel in a cooperative, courteous, respectful manner demonstrating good sportsmanship and behaviors appropriate for a positive role model.
- Accept supervision from Extension personnel and cooperate with others; parents and youth will also accept supervision from certified organizational and project volunteers.
- Maintain open, honest communication with members, volunteers, parents, and Extension personnel.
- Uphold every individual's right to dignity, appropriate self-expression, and individual development.
- Refrain from verbal, physical, or emotional abuse of others (via bullying, texting, social media, etc.) and report such abuse if observed. Any actions, such as a conviction for child abuse or neglect, violent crimes, unethical behavior, substance abuse, verbal abuse, physical abuse, mismanagement of 4-H funds, or other serious offenses, will not be tolerated.
- Respect, adhere to, and enforce the rules, policies, and guidelines established at the county or local program and state levels for the 4-H Youth Development Program and all applicable University of Idaho policies.
- Promote the spirit of inclusion and welcome participation of other individuals from all backgrounds. Comply with equal opportunity and anti-discrimination laws.
- The consumption of alcoholic beverages, the use of tobacco products, or an illegal controlled substance at 4-H youth events is prohibited.
- Inform Extension personnel of any incidents that may violate 4-H policies.
- Treat animals humanely and encourage all participants to provide appropriate and ethical animal care.
- Operate machinery, vehicles, and other equipment safely and responsibly when working with youth and adults participating in 4-H Youth Development programs.
- Ensure that 4-H participants are not required to purchase materials, equipment, animals, or services from any specific places of business.
- Comply with all applicable laws of the city, county or local program, and state of residence and/or location of 4-H activity.
- Handle all concerns regarding county or local 4-H program management internally within the University of Idaho Extension system.

Violating the Code of Conduct shall be grounds for action up to or including immediate removal from the 4-H activity/program and termination. Decisions regarding immediate removal, suspension, or termination will be made by the county or local program 4-H Professional with subsequent notification of and consultation with the District Director and State 4-H Youth Development Director. The process of resolving issues with volunteers, parents and youth is outlined on page 19 (Process for resolving 4-H volunteer (parents and youth) Issues. Those who wish to appeal a decision may do so through the Appeal Process.

**By signing this document, I have read, understand, and agree that I and my immediate family will abide by this Code of Conduct.**

---

Print Name

Signature

Date

## **Appendix B. UI Protection of Minors Code of Behavior**

Our program provides the highest quality services available to minors. Our commitment is to create a safe, nurturing, empowering environment for minors, promoting growth and success for the minors who participate in our program. Any abuse will not be tolerated and will result in immediate dismissal from the program and/or the University of Idaho (UI). UI will fully cooperate with authorities if allegations of abuse are made and investigated.

To accomplish this mission together, employees, volunteers, and other adults participating in programs, events, and activities involving minors:

1. Will treat minors with respect at all times.
2. Will treat minors fairly regardless of race, sex, age, religion, sexual orientation, or gender expression.
3. Will adhere to uniform standards of affection as outlined in any applicable university or program-specific policies.
4. Shall not use or be under the influence of alcohol or drugs in the presence of minors or during activities or events involving minors.
5. Shall not discuss their sexual encounters with or around minors or in any way involve minors in their personal problems or issues.
6. Shall not date or become romantically involved with minors.
7. Shall not make pornography in any form available to minors or assist them in any way in gaining access to pornography.
8. Shall not have secrets with minors.
9. Shall not have private displays of affection with minors.
10. Shall not swear or tell off-color jokes.
11. Shall not stare or comment on the minors' bodies.
12. Shall not engage in inappropriate electronic communication with minors, as may be further defined by specific program policies.
13. Shall avoid outside contact with minors, which may be further defined by specific program policies.
14. Shall not shower, bathe, or undress with or in the presence of minors.
15. Will not take any photographs or videos of minors or posting photographs or videos on a digital, electronic, hosted media, web-based service, or any other medium without first obtaining a release from the minor's parent or legal guardian.
16. Shall not abuse minors in any way, including the following:
  - Physical abuse: hitting, corporal punishment, spanking, shaking, slapping, unnecessary restraints
  - Verbal abuse: degrade, threaten, cursing
  - Sexual abuse: inappropriate touch, exposing oneself, sexually-oriented conversations
  - Mental abuse: shaming, humiliation, cruelty
  - Neglect: withholding food, water, shelter
17. Shall not allow minors to engage in hazing, bullying, derogatory name-calling, games of "Truth or Dare," ridicule, or humiliation.
18. Will report concerns or complaints about other adults or minors in accordance with all reporting policies.

**I have read, understand, and voluntarily agree to comply with the University of Idaho's APM 05.12, Protection of Minors Code of Behavior.**

---

Name

Signature

---

Name

Print

Date

## **Appendix C. 4-H Transportation Policy for State, National & International Events**

**4-H traveling in private automobiles:** In some cases, and dependent on location, it may be necessary for smaller groups to travel in private automobiles, i.e., cars, vans, or SUVs. In the event where parents, guardians, and/or faculty and staff are providing transportation to and from a 4-H state event, they must adhere to the safety guidelines set forth below.

**Operating privately owned vehicles:** Privately owned vehicles must be covered for at least state minimum liability limits. Auto liability is the vehicle owner's responsibility and will be primary if an accident occurs. Passengers in privately owned vehicles may be covered through the owner's policy, depending on the coverage maintained by the owner. There is no insurance coverage for auto liability or passengers through the University of Idaho.

**4-H arranges public transportation to 4-H events:** For all State and National 4-H Events, the University of Idaho 4-H Youth Development department will oversee public transportation arrangements -trains, buses, and/or commercial airlines to and from events. Because commercial chartered companies are held to higher safety standards with periodic inspections and approved health and safety policies, 4-H requires all youth and chaperones participating in State, National, and international events to use the transportation arranged by the state event coordinator.

**Operating vehicles owned by the University of Idaho:** If the driver uses a University of Idaho motor vehicle, the driver must comply with university procedures at [www.uidaho.edu/apm/05/08](http://www.uidaho.edu/apm/05/08). Procedures require drivers to complete the UI driver's record screening and Driver's Safety Course.

**Operating publicly owned vehicles:** If the driver uses publicly owned vehicles, such as a county-owned vehicle, the driver must comply with the individual county or local program policies and procedures.

### **Safety guidelines for all vehicles:**

1. No 15-passenger vans may be used to transport 4-H youth.
2. Seatbelts are required to be worn by all occupants while the vehicle is in motion.
3. All drivers must have a valid driver's license that has not been suspended for any reason. Drivers must be currently licensed and at least 18 years of age. Youth member exception: when traveling to a local event, a youth member at least 16 years old may drive, subject to the following:
  - a. Must have at least six months' worth of driving experience as a licensed driver (time accumulated under a learner's permit is not counted).
  - b. Have a clear driver's record with no violations or accidents.
  - c. Must not transport any other persons to/from 4-H event.
  - d. Must give vehicle keys to the Event Coordinator upon arriving at the event (Event Coordinator will return keys on the final day of the event).
  - e. Obtain parents signed a permission form to be turned into the county, local program, or state office at least five business days prior to the event. ([www.uidaho.edu/-/media/UIDaho-Responsive/Files/Extension/4-H/events/4-H-Event-Transportation-Policy.pdf](http://www.uidaho.edu/-/media/UIDaho-Responsive/Files/Extension/4-H/events/4-H-Event-Transportation-Policy.pdf))
4. All drivers must obey driving laws, including the speed limit (and allow for road conditions).
5. Drivers must not operate a vehicle using hand-held cell phones or text while driving. A hands-free device may be used sparingly and only when necessary.
6. Drivers will be well-rested, and driving time will not exceed 8 hours per day, with sufficient breaks.
7. Drivers will not allow alcohol or drugs in the vehicle or drive under the influence of drugs or alcohol.
8. Drivers will report any incidents or accidents to 4-H.

## **Appendix D. Drug Testing Protocol for Idaho 4-H Market Animals**

**Drug Abuse** – No illegal drug, off-label use of drugs (uses other than specifically allowed on the drug label) unless prescribed by a veterinarian are permitted. Using tranquilizers to alter the disposition of the project animal's behavior is prohibited. Violators shall be immediately disqualified from the event. Additionally, they shall be barred from all future participation in 4-H animal-related projects and may be subject to any relevant criminal prosecution. The 4-H member may request a second test as outlined in this protocol to file a grievance. This policy provides the basis for establishing a 4-H Meat Animal Drug Testing Protocol at Idaho fairs. While drug testing at fairs is not required, those choosing to conduct testing are encouraged to utilize the protocol set forth below:

**Drug Testing Protocol** – When establishing a drug testing policy, a livestock show needs to:

1. Determine the acceptable use of drugs. (The above policy outlines what is not acceptable.)
2. Determine the consequences of a positive test. (The above policy outlines the consequences for participation in Idaho 4-H). In addition to these consequences, the animal will likely be condemned, and the exhibitor will be responsible for any costs associated with the animal being condemned.
3. Determine how to identify which animals will be tested. For example, All of the champion and reserve champions in each species, the weight class winners, and a random draw of a predetermined number of animals per species. The random draw can be conducted after the final weigh-in.
  - a. In the event a fair uses a random draw, the youth and families will be notified at the conclusion of the show. Consider videotaping the draw process, numbers being put in a draw box in preparation of the draw, and numbers being drawn for testing.
  - b. Make sure this is done discretely, so the average fairgoer will not know animals are drug tested.
4. Select an accredited veterinarian to conduct the tests.
5. Establish a set time to collect the samples (after the show.)
6. Set up an area to collect the samples (again, this area will not attract much attention.)
7. Establish rules and payment responsibilities.
  - a. Typically, local fairs, fair boards, youth livestock sale committees, or 4-H Councils pay for testing.
  - b. Another option is to assess all youth exhibitors' fees to help pay for testing.
8. Determine the payment responsibility in the event of a split sample test. A split sample test can be defined as a second test on a positive sample. At sample collection time, two samples are collected from the animal. One sample is sent to the lab; the other is frozen (for urine-only tests) if a split sample is requested. The owner generally requests a split sample test of the animal after a positive test has been reported by the testing lab. Suppose a split sample test is requested. In that case, that request must be made in writing to the drug testing coordinator and appropriate Extension 4-H personnel within fifteen (15) days of their initial test results notification. The requester shall be responsible for paying all costs associated with that test. A split sample test can cost four to five times more than the initial test because the test requires more specific screening by the lead chemist at the lab.
9. The person at the fair coordinating the testing should set up an account with the preferred testing laboratory.
10. The samples will be collected based on the recommendation of the testing lab.
11. The results will be sent back to the person at the fair in charge of coordinating the testing. For example, Fair manager, Livestock Show Chairperson, Leaders' Council President, Livestock Committee Chair, etc. (an Extension Educator may be called on as the non-biased person to handle the logistics of the drug testing to protect the integrity and good name of the 4-H program.)
12. The tested animal (s) will most likely be sold at the Market Animal Sale at the fair. The animals will probably be harvested and in a cooler at the packer to be processed by the time the results are returned. If a positive test on an animal, refer to item #2 for information regarding consequences.

Many labs conduct this type of drug testing regularly; one example of extensive experience is the Texas Veterinary Medical Diagnostic Laboratory (in Amarillo and College Station). Fees will vary by laboratory and subject to change over time. The tests are conducted on urine samples. Testing turnaround time is 5-10 days. TVMDL does not disclose the names of the drugs screened for in livestock show samples but will identify the positive drugs that are considered off-label or illegal according to show policy.

## **Appendix E. 4-H Club or Group Fundraising**

Education and character building are the 4-H Youth Development program's basic premises and are supported by Federal, State, and county or local program funds. Educational efforts are additionally supported through private source fundraising. While this is fitting to enhance educational programming, it should not overshadow the positive youth development aspects of 4-H and be done within the guidelines of the appropriate use of the 4-H name and emblem, with the authorized approval of the Extension Office and all money accounted for according to policy.

### **Steps to Fundraising**

- The 4-H club/group must determine a clear plan of the fundraiser and educational purpose of the funds before holding a fundraiser.
- A clear plan of how funds will be accounted for (income and expenses).
- The 4-H club/group must have an EIN on file before holding a fundraiser.
- Before a 4-H fundraiser is held, approval must be given by the county or local program 4-H Professional. The approval form can be found here: <https://rb.gv/nk762r>.
- Fundraising efforts must be included in the club/group budget at the beginning of the year, including budgeted income and expenses. The club/group membership approves the budget. If the club/group decides in the middle of the year that they would like to do a fundraiser, it must be added to the budget, and the club/group membership votes to approve the addition.
- All income and expenses must be documented with receipts or invoices and a written report submitted to the membership at the next club/group meeting.

### **Guidelines**

- The 4-H name and emblem may not be used to imply endorsement of commercial firms, products, or services.
- The 4-H name and emblem may not be used if it exploits the 4-H program.
- Funds may not be raised using the 4-H name or emblem for individual benefit.
- In connection with 4-H fundraising purposes, the following disclaimer statement must be used on products or services offered for sale. "A portion of the sales price of this product or service will be used to promote 4-H educational programs. No product or service endorsement by 4-H is implied or intended."
- All raffles or other games of chance must follow and adhere to Idaho gambling laws (<https://legislature.idaho.gov/statutesrules/idconst/artiii/sect20/>) and Idaho Lottery rules (<https://www.idaholottery.com/charitable-gaming/code-and-rules>).
- If a local 4-H has more than 2 sales in a 12-month period, Idaho law requires that sales tax is collected on all sold goods, such as concessions, garage sale items, and silent and live auctions. See [https://idahotap.gentax.com/tap/\\_/](https://idahotap.gentax.com/tap/_/) to acquire a temporary sellers permit and <https://tax.idaho.gov/taxes/sales-use/online-guide/> for more information on sales tax law.
- If applying for a grant, in addition to working with the local 4-H Professional, the individual submitting the grant is responsible for all follow-up reporting and meeting all grant criteria.
- Funds raised by a 4-H club should be used in a timely manner - usually within one year. For longer term goals, seek the advice of the local 4-H office.

### **4-H Club or Affiliate Fundraising FAQ**

#### **Can we raise funds to donate to another charity?**

A 4-H club or group may raise funds for another charity as a part of a larger service-learning activity. A service-learning activity includes identifying a specific need in the community, connecting with community partners to help serve the need, and following through to the conclusion of the service project with the community partner.

#### **Can we raise funds for our club to hold a shooting sports fun day?**

Funds may be raised for educational purposes - which can also be fun. Be sure to have the learning objectives of the fun day identified as well as all program planning elements including promotion, who can participate, location, date, time, adult and youth resources, risk management, etc.

#### **Can we raise funds or seek sponsorship to pay for market animals, feed, or other project-specific items?**

Funds may not be raised using the 4-H name or emblem for individual benefit. A 4-H club or group may raise funds to purchase club property equipment such as clippers, clipper stands, ear taggers, show sticks, scales, etc. All club property must be recorded in a club asset inventory.

**Can we raise funds to pay for individual scholarships to attend 4-H events?**

To help 4-H youth attend 4-H events, 4-H clubs or groups may raise funds to provide partial scholarships. Guidelines for how scholarships are distributed, such as who is eligible (do the individuals need to participate in the fundraiser, is there an application process, etc.) and dollar amount, need to be clear as part of the fundraiser planning process.

**Can we raise funds to buy t-shirts for club members or have an end-of-year party?**

Within reason, yes. Positive Youth Development (PYD) is part of the educational process, and to that end, t-shirts are a good example of a way that youth feel that they belong and identify with a group. It is also important to celebrate accomplishments and honor successes as a part of the learning process.

**Is it okay to raise funds for use in the next few years or hold them in our bank account "just in case"?**

If a fundraising effort extends over more than one year, the initial plan must reflect the end goal and should not exceed two years. It is inappropriate to raise funds to hold in a bank account "just in case." All fundraising efforts need to have a specific plan of purpose and then be used for that purpose. Funds held over from year to year should be minimal.

**Do special rules apply to auctioned items?**

Yes. If you follow the proper procedures, the auctioned item is only subject to tax on its fair market value. For example, if you sell a cake for \$100 and you could buy it at the store for \$10, tax applies only to the \$10 if you keep the proper records. Post a sign by each auction item indicating its suggested market value. For example, the cake could display a sign saying, "suggested retail value: \$10." If you give the buyer an invoice, write "cake: \$10; tax \$.60 (if the tax rate is 6%); donation \$89.40." Post the sale to your records in the same way. If you do not follow these procedures, you must charge tax on the full \$100. NOTE: Donated services (such as bookkeeping or lawn mowing) are not taxable auction items.