



UConn 4-H Volunteer Code of Conduct

The goal of the University of Connecticut (UConn) 4-H Program is to help youth develop competency in their projects, instill confidence in themselves and others, and create connections in their communities. Actions by persons (Volunteers/Parents/Guardians and 4-Her's) involved with the 4-H Program will be consistent with six core ethical values to uphold program integrity. These values are respect, responsibility, caring, being trustworthy, fair and committed to community service.

As a 4-H Volunteer, I will:

- Treat and model behaviors towards all people and property with respect, courtesy, consideration and compassion.
- Avoid and prevent insults, name calling, swearing and other language or nonverbal conduct which may hurt others and set a bad example.
- Stay informed about 4-H program and project policies and read materials pertaining to the UConn4-H program.
- Recognize all people have skills and talents which can be used to help others and improve the communities we live and work in.
- Teach and foster teamwork and discourage selfish behavior when working with others.
- Be open to ideas, suggestions and opinions of others.
- Not engage in unlawful discrimination, intimidation, reprisals and/or harassment. Make every effort to assure equal access to participation for all youth and adults in accordance with state and federal law, including but not limited to such protected classes, actual or perceived, as race, color, ethnicity, religious creed, age, sex, national origin, sexual orientation, gender identity or expression, and physical or mental disability.
- Accept responsibility for the proper treatment and care for other youth and adults, program facilities and/or equipment.
- Demonstrate responsible treatment of animals and stewardship of the environment.
- Not be under the influence or otherwise impaired by any substance(s) while working with or participating in any part of the 4-H program.
- Provide a safe environment for all parties involved in 4-H and protect those involved from sexual harassment, physical force, microaggression, verbal or mental abuse, neglect, or other harmful behaviors.

- Adhere to UConn 4-H policies and guidance, including those with respect to working with youth or other vulnerable populations, property, or environments.
- Demonstrate responsible handling and use of 4-H funds and comply with submission of required financial reporting.

4-H Volunteers/Parents/Guardians who do not abide by the above code of conduct may be dismissed from an event or from participating in the UConn 4-H Program.

4-H Overnight Travel Experiences

As part of the 4-H experience, youth may be selected to participate in overnight conferences or competitive events, potentially in-state or out-of-state. Once selected, state-designated delegations or teams are representing the UConn 4-H Program. Should Volunteers/Parents/Guardians wish to attend an in-state or out-of-state overnight 4-H event, they may do so at their own expense and make their own travel arrangements independent of the state 4-H delegation. Volunteers/Parents/Guardians shall not actively take part in overnight travel experiences unless they are the UConn 4-H designated/appointed chaperone or coach. Please note that some 4-H events are closed to the public and only allow for the participation of registered 4-H youth and state designated chaperones or coaches.

As a 4-H Volunteer who may travel to conferences or events, I will:

- Abide by all rules and guidelines set out by UConn 4-H administrative leaders with regard to contact with my competing or traveling 4-H member.
- Not interfere with either my 4-H member's coach or chaperone, understanding I am not recognized as being responsible for my child's participation in the event.
- Understand my child is expected to participate in all official event activities, including travel with the 4-H group, unless special arrangements are made in advance with the supervising UConn 4-H professional/lead volunteer.
- Understand that the trip begins at the "pick up" point and ends at the "drop off" point of the trip. If traveling by plane, the pick-up/drop off point is the check in counter/baggage claim for the airlines they are ticketed on.

4-H Volunteers/Parents/Guardians who do not abide by the above code of conduct may be dismissed from an event or from participating in the UConn 4-H Program.

Policy on Recording

The University of Connecticut 4-H Program (UConn 4-H) prohibits adults from taking photographs, video, and/or audio recordings of any unrelated minors during closed 4-H programs, such as club meetings and other non-public 4-H activities, to comply with best practices in minor protection. Adults may photograph, video, and/or audio record their own child/children during closed 4-H programs provided that no other youth are recorded.

Many of our 4-H programs and events are carried out in public. We cannot control what photos, videos and audio recordings will be taken in public settings. However, volunteers acting on behalf of the University of Connecticut 4-H Program must refrain from using or distributing any picture, video or audio recording related to Program activities for any child for whom photography consent has not been granted. Volunteers should contact their county's 4-H educator/coordinator to obtain the photography consent list.

Additional Information for 4-H Volunteers

Volunteers can be suspended or dismissed from service in Extension and its programs. However, the University will communicate with a current volunteer regarding the reason(s) for possible suspension/dismissal and provide the volunteer with an opportunity to share their perspective prior to being suspended or dismissed as a volunteer. Volunteers do not have the right to appeal a suspension or dismissal for any reason other than a concern about discrimination on the basis of a protected class identified by the University of Connecticut for students, employees, and visitors or retaliation for protected activities.

By entering my name, I acknowledge that I have read and understand the code of conduct and promise to follow and abide by the code of conduct.

Volunteer Name

Date

The University of Connecticut complies with all applicable federal and state laws regarding non-discrimination, equal opportunity and affirmative action, including the provision of reasonable accommodations for persons with disabilities. Extension program participants with disabilities may request reasonable accommodations to address limitations resulting from a disability. For more information, please contact the UConn Extension Civil Rights Liaison at extensioncivilrights@uconn.edu.