



LGBTQ INCLUSION

Iowa 4-H Youth Development Program

Guidance

Iowa 4-H Youth Development follows Federal and State law and Iowa State University policy regarding non-discrimination. In keeping with Federal and State law, Iowa 4-H does not discriminate on the basis of race, color, age, ethnicity, religion, national origin, pregnancy, sexual orientation, gender identity, genetic information, sex, marital status, disability, or status as a U.S. Veteran in any of its programs or activities. ISU Extension and Outreach is dedicated to creating a safe and inclusive atmosphere for all Iowa youth participating in 4-H programs and activities. Accommodations needed to promote a safe and inclusive atmosphere for all Iowa Youth participating in 4-H Programs will be done in compliance with Federal and State law on a case-by-case basis.

Overview

Iowa 4-H Youth Development has a goal to provide a safe and welcoming experience for all 4-H youth. ISU Extension and Outreach will work with staff, the Iowa Extension Council Association and partners to discuss and refine how to address reasonable accommodation requests from parents. County staff and councils are the conduit to volunteers, parents and partners and they make the local decisions about accommodations. ISU Extension and Outreach will offer advice, information and education.

Process

ISU Extension and Outreach recommends the following procedure for county staff to follow when a request for accommodations is received from the parents of youth participating in a 4-H activity.

- County staff, who are notified of a request from a volunteer or directly from parents, will contact their Regional Director and Youth Program Specialist who will work together with the county to consider and address the accommodation request.
- The Regional Director and Youth Program Specialist will contact the Extension and Outreach Diversity and Inclusion Advisor, who will help explain legal obligations, as recommended to us in consultation with University Counsel and the Vice President of Diversity and Inclusion offices.
- The Outreach Diversity and Inclusion Advisor may also assist in assessing the situation and discuss possible reasonable accommodations and best practices to address the request. Together the local team will communicate with the parents about their request.
- Ultimately, the county council with support from ISU Extension and Outreach will decide on reasonable accommodations offered.

- The Regional Director, Youth Program Specialist, and Diversity and Inclusion Advisor will keep their respective supervisors informed.

ISU Extension and Outreach and the Iowa 4-H Program have experience in working with accommodation requests from parents in our ongoing efforts to be inclusive. Each request and situation is unique, and must be discussed and addressed locally on a case-by-case basis. ISU Extension and Outreach is dedicated to creating a safe and inclusive atmosphere for all Iowa youth participating in 4-H programs and activities. We are committed to helping local decision-makers work toward reasonable accommodations.

IOWA STATE UNIVERSITY

Extension and Outreach

Iowa State University Extension and Outreach does not discriminate on the basis of age, disability, ethnicity, gender identity, genetic information, marital status, national origin, pregnancy, race, religion, sex, sexual orientation, socioeconomic status, or status as a U.S. veteran. (Not all prohibited bases apply to all programs.) Inquiries regarding non-discrimination policies may be directed to the Diversity Officer, 2150 Beardshear Hall, 515 Morrill Road, Ames, Iowa 50011, 515-294-1482, extdiversity@iastate.edu. All other inquiries may be directed to 800-262-3804.