



# IOWA 4-H CODE OF CONDUCT FOR VOLUNTEERS

The Iowa 4-H Code of Conduct applies and will be enforced with 4-H volunteers as follows:

- While participating in or attending a 4-H sponsored program (e.g., club meeting, project meeting, activity, event, learning opportunity).
  - While participating in or attending a 4-H event, while on premises used for 4-H purposes (e.g., County Fair, State Fair, show ring, exhibit building, barn, food stand).
  - While representing Iowa 4-H to the public.
  - While having responsibility for youth involved in the 4-H Youth Development program.
  - At all times throughout a volunteer's service when behavior outside of the Iowa 4-H puts youth at risk or has the potential to put youth at risk.
  - The opportunity to participate in and/or volunteer with Iowa 4-H is a privilege and honor, not a right. All volunteers are expected to review and agree to abide by the Iowa 4-H Code of Conduct before becoming involved with Iowa 4-H.
1. I understand that the Iowa 4-H Youth Development program is a non-formal, experiential education program in which I have a choice to volunteer. I accept my responsibility to engage in program activities and to excuse myself from this volunteer assignment if it does not meet my volunteer objectives. I will not use the volunteer position for private, personal, or commercial financial gain. I recognize the organization has the responsibility and authority to remove individuals who are serving as volunteers who are disruptive to the 4-H Youth Development program, violate the Iowa 4-H Code of Conduct, the standards of the 4-H Pledge and Motto or federal, state, or local laws—or for any other reason the 4-H Youth Development program deems appropriate. I will act in a respectful and responsible manner during all 4-H programs.
  2. I accept my responsibility to represent the Iowa State University Extension and Outreach 4-H Youth Development program by holding myself to the standards of the 4-H pledge and motto. I will refrain from behavior that negatively represents myself, my family, my community, 4-H, or Iowa State University.
  3. I will work with staff and volunteers to create quality learning environments. I will practice youth-adult partnerships.
  4. I acknowledge that the 4-H program utilizes competition related to project work as a tool for learning. I will demonstrate good sportsmanship, encourage this behavior in program participants and other volunteers, and not allow this behavior to detract from the learning experience. I will not let my personal desire to win overshadow the needs of the group or violate positive youth development principles.
  5. I accept my personal responsibility to be informed and follow the policies, rules, and deadlines established by Iowa 4-H. I will participate in required and optional training as per my role description and accept guidelines and support from Iowa State University Extension & Outreach staff and other volunteers. I will not cheat, lie, knowingly furnish false information, deceive, or otherwise engage in dishonest, unethical, or illegal behaviors. I will not encourage others to disregard or intentionally violate conditions of Iowa 4-H participation.

6. I will comply with directions of 4-H officials acting in the performance of their duties. I will not obstruct or disrupt any 4-H program or encourage others to engage in such conduct. I understand that a judge's decision is final.
7. I will strive to be a positive role model. I will treat youth, parents, volunteers, extension and outreach staff, judges, and others with respect, courtesy, and consideration.
8. I will communicate (oral, written, and electronic) in an open, honest, respectful manner in all situations involving the 4-H program. I will refrain from communication that is negative, offensive, destructive, or hurtful to others. I will refrain from sharing private matters in a public group setting.
9. I will promote a spirit of inclusion and welcome participation of individuals from all backgrounds. I will not engage in or tolerate harassment in any form (for example, bullying, slander, put-downs, insults, taunting, name calling, yelling, profane language, sexual innuendos, and other comments or hostile behaviors likely to offend, hurt, or set a bad example). I will not participate in behaviors that discriminate against other people.
10. I will ensure a safe environment for myself and others by not carelessly or intentionally harming youth or adults in any way emotionally, mentally, physically, socially, verbally, or non-verbally. I will access and operate machinery, vehicles, and other equipment in compliance with laws, rules of the 4-H program, and general safety practices.
11. I will not offer alcohol, tobacco products, electronic smoking devices (including but not limited to e-cigs, vapes, juuls), or illegal substances to youth. I will not possess or use illegal substances. I will not use alcohol, tobacco products, or electronic smoking devices (including but not limited to e-cigs, vapes, juuls), during a 4-H program. I will not attend 4-H programs under the influence of alcohol or any illegal substance.
12. I will not have sexual contact or a sexual relationship with a member or youth program participant.
13. I will respect property of individuals. I will not use, abuse, or take another individual's personal belongings. I will not damage facilities.
14. I will expect youth and adults participating in the programs I lead as a 4-H volunteer to follow the Iowa 4-H Code of Conduct.
15. If behaviors contrary to the Iowa 4-H Code of Conduct are demonstrated during a 4-H program, I will address the situation. I will follow any county or university policies on reporting of infractions and or incidents.

Infractions to the Iowa 4-H Code of Conduct will be addressed by the Iowa 4-H Program, the local County Extension District, or their appointed representatives. Infractions of the Iowa 4-H Code of Conduct WILL result in consequences. The consequences may range from a verbal warning to the loss of privileges (e.g., limitation on volunteer responsibilities) to full removal from the Iowa 4-H program.

County: \_\_\_\_\_

Signature of Volunteer: \_\_\_\_\_ Date: \_\_\_\_\_

## IOWA STATE UNIVERSITY

### Extension and Outreach

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