



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.

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, color, religion, sex, sexual orientation, socioeconomic status, or status as a U.S. veteran, or other protected classes. (Not all prohibited bases apply to all programs.) Inquiries regarding non-discrimination policies may be directed to the Diversity Advisor, 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.