

NEBRASKA 4-H VOLUNTEER CODE OF CONDUCT

Your primary goal as a 4-H volunteer is to help children and youth develop competency in their projects, confidence in themselves and others, connections in their community, and sound character. As a 4-H volunteer, you are to help kids do what they are capable of doing. You are to promote teamwork and leadership while helping the 4-H'ers learn and have fun.

Everything you say and do should be consistent with the six core ethical values comprising good character: trustworthiness, respect, responsibility, caring, fairness and citizenship. This Volunteer Code of Conduct sets forth expectations of 4-H volunteers:

- 1) Act to encourage and justify trust. Teach 4-H'ers the meaning and importance of trustworthiness.
- 2) Treat members, parents, Extension staff, judges and others with whom I come in contact with respect, courtesy and consideration. Avoid and prevent put-downs, insults, name-calling, yelling, and other verbal or non-verbal conduct likely to offend, hurt, or set a bad example.
- 3) Inform myself about youth and their positive development. Fulfill my responsibilities by striving to improve my performance as a volunteer and a mentor of young people. Attend volunteer training sessions when I can and seek out and use books, videotapes, and other educational materials.
- 4) Teach and model kindness and compassion for others. Recognize that all young people have skills and talents, which can be used to help others and improve the community. Teach and demand teamwork and discourage selfishness.
- 5) Teach and model fair-mindedness by being open to ideas, suggestions, and opinions of others. Make all reasonable efforts to assure equal access to participation for all youth and adults regardless of race, creed, color, sex, national origin, or disability. Make all decisions fairly and treat all members with impartiality.
- 6) Teach and model the importance of obeying laws and rules as an obligation of citizenship. Obey the laws of the locality, state, and nation. Promote the responsible treatment of animals and stewardship of the environment.
- 7) Not use alcohol or illegal substances (or be under the influence) while working with or being responsible for youth, or allow youth to do so while under my supervision.
- 8) Provide a safe environment. I will not harm youth or adults in any way, whether through sexual harassment, physical force, verbal or mental abuse, neglect, or other harmful behaviors.

*4-H Volunteers who do not abide by the above code of conduct, may receive the following consequences:

- Be asked to explain actions to the 4-H Council.
- Be dismissed from an event.
- Further disciplinary action determined by the 4-H Council, which may include:
 - restriction from contacting 4-H families, volunteers, donors, and/or sponsors pertaining to any 4-H matter
 - becoming ineligible to attend any further 4-H activities
 - family may become ineligible to participate in the County 4-H Program
- Reimburse the proper entity for any property damage or for liability resulting from inappropriate actions. In the case of vandalism, guilty party may be required to reimburse 4-H and/or the facility.

By signing I agree to abide by the 4-H Volunteer Code of Conduct:

Volunteer

County

Date

