



## Code of Conduct Policy

The 4-H in Canada Code of Conduct outlines the expectations and guidelines for everyone involved in 4-H activities. Only when all participants are following these guidelines can we provide 4-H members with meaningful opportunities within an environment that is safe, inclusive, and fun for all involved.

1. There is no tolerance for conduct that conflicts with the Code of Conduct for 4-H in Canada or other supporting policies.
2. Incidence of misconduct by a youth member, leader, volunteer, staff, 4-H family member or guest must be reported to the provincial organization as outlined in the **Misconduct Reporting Policy**.

### Code of Conduct for 4-H in Canada

As a positive youth development organization, we are committed to providing 4-H members with meaningful experiential learning opportunities within an environment that is safe, inclusive and fun for all involved. This is the responsibility of everyone involved in any 4-H activity.

#### This Code of Conduct applies to:

- 4-H youth members and their families;
- 4-H trained leaders and screened volunteers;
- camp counsellors and youth leaders;
- non-screened guests;
- 4-H staff and governing leadership;
- 4-H program partners; and
- other participants or observers of 4-H events.

#### I will:

##### Represent 4-H and myself in a positive way

- Use words, actions, and behaviours that are respectful, non-judgmental, and kind, towards all youth, leaders, volunteers, staff, families, and participants.
- Honour the 4-H Pledge and participate in the spirit of good sportsmanship, respecting rules and guidelines.
- Ensure all actions, including social media activity, is positive and reflects the integrity of 4-H.
- Act with honesty and integrity when dealing with property, monies, and other assets being used for 4-H purposes.
- Respect other youth, leader, volunteer and staff's, rights to privacy and the confidentiality of personal information.
- Provide appropriate animal care according to industry codes of practice ([nfacc.ca](http://nfacc.ca)).
- Abide by all federal and provincial laws.



**Promote a safe, inclusive, and fun environment**

- Be vigilant in ensuring an environment that is safe and protects youth, leaders, volunteers and staff from emotional, physical, verbal and sexual abuse.
- Refrain from using drugs or alcohol during any 4-H youth events.
- Make all reasonable efforts to ensure equal opportunity and access to participation for all 4-H youth members and abide by the 4-H Canada’s Inclusion Statement.
- Uphold the 4-H motto “Learn To Do By Doing” in an environment that is friendly and fun.

**Lead by example**

- Adhere to the policies and procedures of 4-H Canada and provincial organizations.
- Act as a positive role model.
- Work collaboratively with all, including 4-H members, families, fellow leaders and volunteers, staff, and guests.

In addition, trained leaders, screened volunteers, and staff will:

- Fulfill their responsibilities as outlined in the position description, and act within the limitations of authority for the position.
- Maintain the confidentiality of any information regarding 4-H that was obtained as part of the position.

**Acknowledgement**

Provincial councils, regions, districts, areas, associations and/or clubs may have additional guidelines or policies. It is the responsibility of each 4-H participant to familiarize themselves with the rules that pertain to their individual participation in 4-H events and activities.

**By signing this Code of Conduct, I acknowledge that I will comply with these standards and all 4-H policies applicable to my role.**

I, \_\_\_\_\_ (print name), in my role as \_\_\_\_\_ acknowledge that there are consequences to non-compliance with this Code of Conduct on the part of me or anyone accompanying me, at a 4-H activity or event. After an investigation, consequences may be applied as deemed appropriate and necessary, and may affect my ability to participate in 4-H.

I understand that if I observe behaviour that violates this Code of Conduct, I have a duty to report it to the authorities and/or 4-H where appropriate. Please reach out to your provincial 4-H organization for incident reporting forms and the filing process.

\_\_\_\_\_  
Signature of participant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent / Guardian if participant is under 18

\_\_\_\_\_  
Date

***This document is valid for the current 4-H year only and must be read, signed annually, and kept on file with your provincial organization.***