



NATIONAL 4-H
COUNCIL



ADULT BEHAVIOR STANDARDS GUIDE

Introduction

The protection and safety of youth is one of the highest priorities of National 4-H Council. Adults may work with youth in a variety of capacities, including but not limited to as a chaperone, as a contractor, or as a National 4-H Council associate. Adults working with young people in these capacities are expected to conduct themselves according to the National 4-H Council Adult Behavior Standards and to support youth in their efforts to adhere to the National 4-H Council Code of Conduct.

Continued engagement with National 4-H Council's youth is based on individuals meeting the requirements and standards within National 4-H Council's Adult Behavior Standards guide.

All authorized adults who have direct contact with minors in their roles with National 4-H Council must review and sign National 4-H Council's Adult Behavior Standards on an annual basis. The signed standard is valid for one year from date of signing.

Standards

Adults working with young people in any capacity with National 4-H Council should observe the following principles:

- There should be two or more adults present when working and interacting with youth. At least one adult should be either a National 4-H Council associate, parent/guardian, or minor's 4-H leader.
- All electronic communication with minors should include at least two adults. This includes email, text messaging or any electronic messaging.
- Adults and minors will be housed separately unless the adult is the minor's parent/guardian. Adults should meet with youth in common areas, avoiding bedrooms, bath facilities, locker rooms, dressing rooms, or similar areas. If an adult is needed in one of these areas, two adults should be present with one being a National 4-H Council associate, parent/guardian, or minor's 4-H leader.
- Be mindful of the appropriate use of cameras, imaging, and digital services and respect the privacy of 4-H members. Consent, which includes a National 4-H Council or other approved photo release, should be obtained before any images or digital content is obtained. Imaging should take place in public/common areas and not be taken in areas where privacy is expected.
- Adults should only post content on social media with the consent of the youth featured.

Additionally, adults are expected to:

- Work cooperatively with youth, families, state/local 4-H professionals, National 4-H Council associates, volunteers, community members, contractors and others in a courteous, respectful manner demonstrating behaviors appropriate for a positive role model.
- Represent the 4-H program with pride and dignity, behave appropriately, and demonstrate reasonable conflict management skills.
- Respect, adhere to, and enforce the 4-H Code of Conduct and other rules, policies and guidelines established by National 4-H Council, including state laws and regulations as well as state 4-H policies.

- Report any mistreatment of youth to the proper authorities. Adults should immediately contact the person coordinating the program and/or police or child welfare authorities if the adult believes the child is being abused.
- Comply with equal opportunity and anti-discrimination policy and government laws. Make all reasonable efforts to ensure that programs are accessible to all youth without regard to race, color, sex, sexual orientation, gender identity, ethnicity or national origin, religion, age, genetic information, disability, or veteran status.
- Operate machinery, vehicles and other equipment in a safe and responsible manner, adhering to all traffic, driver, passenger and safety laws.

The following are not permitted for adults working with youth:

- Verbal abuse, physical abuse or committing criminal acts.
- Consuming or condoning others' use of alcoholic beverages or illegal drugs during 4-H programs, events, or activities planned for youth.
- Promoting religious or political preferences.
- Theft, pilfering or fraud.
- Use of tobacco products outside of designated areas.
- Sexual advances or activities involving youth.
- Willful damaging of property.
- Behaviors that are illegal under law.

Adult Behavior Standards Agreement

I have read and reviewed the National 4-H Council Adult Behavior Standards, including the introduction and statements describing expected & prohibited behavior. I understand that my failure to comply with these expectations may result in disciplinary action or termination as an associate, volunteer, contractor, or vendor of National 4-H Council.

SIGNATURE: _____ **DATE:** _____

PRINTED NAME: _____

PHONE NUMBER: _____

ADDRESS: _____

EMAIL ADDRESS: _____