

## 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 19

\_\_\_\_\_  
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.*

\_\_\_\_\_ If only one guardian is signing this form, please check this box. By checking this box, I acknowledge that I am the legal custodian of the child listed on this form and I have the decision-making authority for this child.



## 4-H New Brunswick

### **Assumption of Risk and Waiver: Coronavirus/COVID-19**

**IMPORTANT YOUR LEGAL RIGHTS AND THE LEGAL RIGHTS OF YOUR CHILDREN ARE IMPACTED BY THIS DOCUMENT. PLEASE REVIEW IT CAREFULLY BEFORE SIGNING**

In the face of the worldwide health emergency caused by Coronavirus/COVID-19, 4-H Canada, the various 4-H provincial organizations, and the 4-H community clubs operating throughout Canada (collectively, “4-H”), recognize the desire to return to 4-H programming for the benefit of our members, with safety being our first priority. Despite this desire, 4-H cannot guarantee that you or your child(ren) will not become infected with Coronavirus/COVID-19 as a result of participation in 4-H programming. Further, 4-H programming could increase the risk that you or your child(ren) could become infected with Coronavirus/COVID-19. This Assumption of Risk and Waiver is intended to limit the ability of you and your child(ren) to recover damages against 4-H – it should be read carefully.

**Please read carefully and initial each acknowledgement:**

In consideration of participating in 4-H programming, related events and activities, or in allowing my child(ren) to participate in 4-H programming, related events and activities, the undersigned acknowledges the following:

Acknowledgements (these acknowledgements impact your legal rights)	Initials
1. Coronavirus/COVID-19 is highly contagious and I voluntarily assume the risk that I or my child(ren) may be exposed to or infected by Coronavirus/COVID-19 by participating in 4-H programming; and that such exposure or infection may result in personal injury, illness, permanent disability, or death to myself, my child(ren) or other family members or individuals that we may interact with outside of 4-H programming. I understand that many public health authorities may still recommend practicing social distancing.	
2. I understand and acknowledge that the risk of myself or my child(ren) becoming exposed to or infected by Coronavirus/COVID-19 may result from the actions, omissions, or negligence of myself and others, including, but not limited to, 4-H employees, volunteers, and program participants and their families. I further agree and acknowledge that I am increasing the risk of myself or my child(ren) becoming exposed to or infected by Coronavirus/COVID-19 by participating in 4-H programming.	
3. I voluntarily agree to assume all of the foregoing risks and accept sole responsibility for any injury to myself, my child(ren), and other family members or individuals that we may interact with outside of 4-H programming, including, but not limited to, personal injury, disability, and death, illness, damage, loss, claim, liability, or expense, of any kind, that I, my child(ren) or other family members or individuals that we may interact with outside of 4-H programming may experience or incur in connection with my or my child(ren) participating in 4-H programming.	
4. On my behalf, and on behalf of my child(ren), our heirs, any personal representatives, and next of kin, I hereby release, covenant not to sue, discharge, and hold harmless 4-H, and their respective employees, volunteers, agents, representatives, and affiliates, of and from all claims, including all liabilities, claims, actions, damages, costs or expenses of any kind, arising out of or relating thereto. I understand and agree that this release includes any claims based on the actions, omissions, or negligence of 4-H or their respective employees, volunteers, agents, representatives, and affiliates, whether a Coronavirus/COVID-19 infection occurs before, during or after participation in 4-H programming.	

5. I understand that by signing this document, I agree that if I or my child(ren) are exposed to or infected by Coronavirus/COVID-19 during participation in 4-H programming, then I or my child(ren) may be found by a court of law to have waived our right to maintain a lawsuit for a claim of negligence.	
6. I represent that neither I, nor my child(ren), have any medical or physical condition which could interfere with our safety in 4-H programming, or else I am willing to assume the risk of and bear the costs of all risks that may be created, directly or indirectly, by any such condition.	
7. I have had sufficient time to read this entire document and, should I choose to do so, consult with legal counsel prior to signing. Also, I understand that this activity might not be made available to me or my child(ren) if I were to choose not to assume the risks herein and waive the rights herein, and I agree that the opportunity to participate in return for the execution of this document is a reasonable bargain.	
8. I agree that I will practice safe social distancing and clean hygiene during my participation in 4-H programming.	
9(a). Neither myself nor my child(ren) are experiencing any symptom of illness such as cough, shortness of breath or difficulty breathing, fever, chills, repeated shaking with chills, muscle pain, headache, sore throat, or new loss of taste or smell, and I agree that my child(ren) and I will not participate in any future 4-H programming if we are experiencing symptoms of illness.	
9(b). Neither myself nor my child(ren) have traveled internationally within the last 14 days, and I agree that neither my child(ren) nor I will participate in any future 4-H programming if we have traveled internationally within 14 days of the programming.	
9(c). Neither myself nor my children have traveled to a highly impacted area within Canada in the last 14 days, and I agree that neither my child(ren) nor I will participate in any future 4-H programming if we have traveled to a highly impacted area within Canada within 14 days of the 4-H programming.	
9(d). Neither I nor my child(ren), have been diagnosed with Coronavirus/Covid-19 and not yet cleared as non-contagious by provincial or local public health authorities, and I agree that neither my child(ren) nor I will participate in any future 4-H programming if we are diagnosed with Coronavirus/Covid-19 and not yet cleared as non-contagious by provincial or local public health authorities.	
9(e). I do not believe that I or my child(ren) have been exposed to someone with a suspected and/or confirmed case of the Coronavirus/COVID-19, and I agree that neither my child(ren) nor I will participate in any future 4-H programming if I believe that I or my child(ren) have been exposed to someone with a suspected and/or confirmed case of the Coronavirus/COVID-19.	
9(f). I and my children are following all public health authority recommended guidelines and limiting my/our exposure to the Coronavirus/COVID-19, and I agree that neither my child(ren) nor I will participate in any future 4-H programming unless we continue to follow all public health authority recommended guidelines and limit my/our exposure to the Coronavirus/COVID-19.	

Child Name: \_\_\_\_\_

Child Name: \_\_\_\_\_

Child Name: \_\_\_\_\_

Child Name: \_\_\_\_\_

I have read and understood this document and I agree to be bound by its terms.

\_\_\_\_\_  
Parent/Guardian Name

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date