

Adult Behavioral Expectations

All adults attending, volunteering and/or working for the Indiana 4-H Programs are expected to adhere to these Adult Behavioral Expectations to create a safe and supportive environment, and promote the well-being of all youth.

These Adult Behavioral Expectations create a foundation and agreement among all adults working with youth or attending 4-H Youth Development Programs of their commitment and dedication to the well-being of young people.

The United States Department of Agriculture authorized land grant universities to administer the nation's 4-H programs. Purdue University is the only land-grant in the state of Indiana. The Indiana General Assembly has given Purdue University sole and exclusive authority to manage all 4-H activities in the state of Indiana. Purdue University relies on the local county extension educators to administer the 4-H program at the local level. The local Purdue Extension 4-H educator is the immediate supervisor of all 4-H volunteers and programmatic efforts.

When adults sign a copy of this document, they are making a collective statement that youth in the 4-H Youth Development Program are being treated with respect, dignity, and attention to individual needs.

In my role as a 4-H Youth Development Program faculty, educator, staff, or volunteer I will:

- Respect, adhere to, and enforce the rules, policies, and guidelines established by the Purdue University Cooperative Extension Service including all laws related to child abuse, substance abuse and harassment.
 - Serve at the discretion and under the supervision of Extension staff or designated management volunteers.
 - Be mindful and follow Purdue, Centers for Disease Control and Prevention (CDC), and other state and local health authority guidelines and recommendations related to any epidemic or pandemic illness and/or emergencies.
 - Participate in orientation and training, which includes youth protection standards, sponsored by the Purdue Cooperative Extension Service.
 - Accept my responsibility to represent 4-H Youth Development Programs with dignity and pride by being a positive role model for youth.
 - Conduct myself in a courteous, respectful manner, exhibit good sportsmanship, and demonstrate reasonable conflict management skills.
 - Be truthful, fair and forthright when representing the 4-H Youth Development Program or working on its behalf.
 - Recognize that verbal or physical abuse, bullying, harassment, failure to comply with equal opportunity and anti-discrimination laws, or committing criminal acts are not acceptable practices in 4-H Youth Development Programs. Such actions may lead to disciplinary action including release from my volunteer role.
 - Embrace diversity among all youth and adult participants, helping each person to feel welcome and included in the 4-H Youth Development Program.
 - Under no circumstances possess, use or distribute alcohol or illegal drugs at 4-H Youth Development Program events or activities. I will also avoid using tobacco, tobacco products or tobacco substitutes in the presence of youth at such events.
 - Operate machinery, vehicles, and other equipment in a safe and responsible manner when working with youth participating in 4-H Youth Development Programs.
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- Treat animals in a humane manner and teach program participants appropriate animal care and management. Assure youth and animals are safe when working with animals.
- Use technology and social media in an appropriate manner that reflects the best practices in youth development. During virtual 4-H activities, I will follow acceptable University practices being mindful of the virtual learning environment.
- Accept my responsibility to promote and support the 4-H Youth Development Program in order to develop an effective county, state, and national program.
- Report any suspected instances of child abuse and/or neglect to local authorities that I may observe during my role as a 4-H Youth Development Program faculty, educator, staff, or volunteer.
- Create a safe environment for all participants by following risk management policies and procedures, Emergency Management Administration including reporting any accidents or incidents in accordance with Purdue Extension policies and processes.
- Maintain confidentiality of personal and professional information obtained through my role with the 4-H Program and avoid conflict of interests between personal, professional and volunteer roles.

I have been given the opportunity to review these expectations and the opportunity to ask questions, and any questions have been answered to my satisfaction. By signing below, I acknowledge that I have read and agree to abide by the behavioral expectations in this document. I understand that my failure to comply with these expectations may result in disciplinary action or termination as a faculty member, educator, staff, or volunteer of the Indiana 4-H Youth Development Program.

Print Name

Date

Signature

Date

Educator Signature

Date

Please provide any updated contact information in this box below: (phone, address, email, etc.)

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A copy of the Adult Behavioral Expectations for each faculty, educator, staff, and volunteer in 4-H Youth Extension programs will be signed electronically annually in 4-H Online.

These Behavioral Expectations and related policies have been developed by faculty, educators, staff, and volunteers to strengthen the work of those who believe in the 4-H Youth Development Program.



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