

## **MUTUAL RESPECT AND TRUST POLICY**

### **Policy:**

It is the policy of Clark County 4-H and the Clark County Fair that all individuals, youth and adults, be treated fairly, respectfully and with dignity. 4-H is a community of young people across America who are learning leadership, citizenship and life skills. The missions of Clark County 4-H and the Clark County Fair are to effectively support and build this community. Other youth organizations which participate in the Clark County Fair have similar missions to accomplish positive youth development and to develop life and leadership skills.

### **Scope:**

This policy pertains to ALL individuals, youth and adults, who participate in Clark County 4-H and/or in Clark County Fair activities, regardless of membership. This includes the members of all youth organizations who are eligible to enter the county fair, including FFA, 4-H, scouting organizations, breed organization, etc. This applies to all types of interactions including those that are face-to-face, electronic and written.

### **Objective:**

To promote a safe, cooperative and enjoyable environment that supports the growth and mentorship of youth and adults alike. This means:

1. Supporting the missions of Clark County 4-H and the Clark County Fair.
2. Creating positive, fun environments for all.
3. Developing policies and procedures that are ALWAYS for the good of the youth.
4. Focusing on future solutions, rather than past blame.
5. Looking for solutions that meet everyone's needs.

**Procedure:**

Everyone is expected to adhere to the Mutual Respect and Trust Standards (Attachment A) demonstrating mutual respect toward youth and adults alike.

Demonstrating proper manners and common courtesy at all times

Using respectful language in all verbal, written and electronic communication

Being open and attentive to the point of view of others

Listening actively and effectively to understand others

Using input and feedback in a respectful manner

Expressing disagreements tactfully and respectfully

Respecting the ideas, values and traditions of others

Maintaining composure under stress or pressure

Following the ground rules established for committees and other groups

Empowering and trusting individuals and committees to do the tasks they have been charged with.

Everyone has the responsibility to support an organization free from all forms of disrespectful behavior.

Disrespectful behavior can be directed at or instigated by anyone having an interaction with either youth or adults.

Disrespectful behavior includes ignoring, condescending, sarcastic, rude or any other ill-mannered language or conduct such as disrespectful tone of voice or body language, mimicry, sexual harassment or any other forms of disrespectful behavior directed towards others, whether verbal, written, visual or through the use of electronic communications.

Disrespectful behavior of any kind, ranging from subtle hints or conduct to overt acts, is not acceptable.

Based on the severity of the violation in mutual respect, actions may include requesting those youth or adults involved to abstain from attending Clark County events. In severe cases, exploring termination of membership may be suggested.

At all times, mediation and resolution will be done respectfully between all parties involved.

## **Mutual Respect and Trust Standards**

How we treat and communicate with each other drives the success and enjoyment of everyone's involvement in Clark County 4-H and the Clark County Fair. This applies to all types of interactions including those that are face-to-face, electronic and written.

### **Respect**

Everyone shall be treated with respect at all times. Listening until the speaker is finished, use of appropriate tone of language, positive nonverbal behavior and gestures, positive attitudes, all shall reflect this respect and dignity of the individual especially during times of disagreement. This also includes respecting other property.

### **Language**

Everyone is expected to be courteous and professional in communicating with others. No one shall use language that is profane, vulgar, condescending, demeaning, degrading, sarcastic, sexually suggestive or explicit, or intimidating, racially/ethnically/religiously slurring in any setting when communicating with or about others, and the county 4-H program or the county fair.

### **Behavior**

Everyone is expected to refrain from any behavior that is deemed to be disrespectful, harassing, or intimidating to another individual.

### **Confidentiality**

Protecting the privacy of individuals during mediation/reconciliation is the responsibility of the 4-H Agent and the member of the 4-H Parents and Leaders Association or the Fair Committee. Everyone has the right to have issues dealt with in a confidential manner.

### **Feedback**

Everyone will strive to give others prompt, direct and constructive feedback when concerns or disagreements arise. Feedback should be given objectively, respectfully and directly to the person(s) involved in a confidential, private setting.