



New Jersey 4-H Discipline Policy and Procedure

POLICY

The **New Jersey 4-H Code of Conduct** sets the behavior expectation for all 4-H youth, their parents, and volunteers. Staff is responsible to enforce the Code to ensure the safety and well being of all participants and preserve the integrity of the 4-H Youth Development program.

Whenever any unacceptable behavior is observed or reported, staff will conduct the recommended disciplinary procedure. Since the nature of offensive behavior may range from minor infractions to serious violations, the disciplinary action should reflect an appropriate consequence. All actions taken by staff are intended to serve a restorative purpose rather than a punitive measure.

Staff or supervising volunteers should take immediate action in the following circumstances:

- Compromised safety of youth, adults, or animals.
- Disruption that prevents or compromises the continuity of an event or activity.
- Unlawful activity.

Immediate action taken may include the following:

- Dismiss the offending individual or individuals from the 4-H event or activity.
- Alert local law enforcement.

Further disciplinary action should be taken as soon as possible after an incident by following the procedure below.

PROCEDURE

The **New Jersey 4-H Discipline Procedure** will be implemented by staff any time there is clear evidence of unacceptable behavior by youth, parents, or volunteers. The procedure includes **documentation, corrective action** or **termination from 4-H program**, and the **appeal** process.

Policy Adopted: January 2013