

TAYLOR COUNTY 4-H ADULT LEADERS DISCIPLINARY POLICY

Adult Leaders of the Federation of Taylor County 4-H Leaders are expected to act in an honest, ethical and respectful manner at all times while participating in 4-H activities.

Any adult leader who is found to be deliberately engaged in activities such as, but not limited to:

1. Misrepresenting their position as a leader or Federation member;
2. Favoring or unduly promoting particular 4-H members for promotion or awards over others;
3. Acting in a manner that produces discontent or division among 4-H members and leaders;
4. Acting outside their authority as officers of the Executive Board;
5. Speaking or acting in a disrespectful manner toward other members;
6. Embezzling funds or resources from any 4-H activity;

Will be subject to a hearing of the 4-H Disciplinary Committee. At that hearing the accusing 4-H member or leader must present their statement and corroborating evidence to support it. The 4-H Disciplinary Committee must choose to:

1. Dismiss the complaint as unsubstantiated; or
2. Permanently remove the adult from 4-H leader status and all privileges associated with it; or
3. Determine an appropriate temporary suspension, and/or restriction of roles or participation in 4-H opportunities.
4. The 4-H Disciplinary Committee will consist of three Executive Board members, three other adult leaders and three youth leaders. At least five of the nine members must be present or the hearing will be deferred to a different date and time (in this case the thirty (30) day maximum may be extended).

This hearing shall be held within thirty (30) days of the complaint being filed with the President of the Federation and the 4-H Youth Development Agent. If the accused adult leader refuses to make a reasonable attempt at attending the hearing, the decision will be final and opportunity for an appeal will be waived.

The accused leader will be notified of the 4-H Disciplinary Committee decision in writing within ten (10) days.

If a leader wishes to appeal the decision of the 4-H Disciplinary Committee, the leader must appeal in writing to the President of the 4-H Leaders' Federation and the 4-H Youth Development Agent through his/her County Extension Office within ten (10) days following notification of disciplinary action to be taken. The appeal committee decisions will be announced to the 4-H leader in writing within ten (10) days.

The appeal committee shall be the Executive Board.