



Preamble

The University of California 4-H Youth Development Program (4-H YDP) creates supportive environments utilizing learn-by-doing educational experiences for culturally diverse youth and adults to reach their fullest potential. In support of this mission, the University of California 4-H YDP develops programs that:

- Are responsive to California’s youth and families;
- Are inclusive and diverse;
- Are innovative and adaptable;
- Are accountable for actions and resources;
- Are collaborative and team focused;
- Are honest, fair and equitable;
- Are respectful for the health and well-being of people, animals and the environment;
- Are evaluated regularly and adjusted as needed to maintain effectiveness;
- Foster leadership and volunteerism in youth and adults;
- Develop skills that benefit youth throughout life;
- Build partnerships for programming and funding; and
- Use research-based knowledge and the Land Grant University System.

The 4-H organization includes the county 4-H Council and all subsidiary 4-H units. Through the 4-H organization, adult volunteers and University of California 4-H YDP staff work together to extend the 4-H YDP to the youth of the county, and to set and achieve the goals of the county 4-H YDP. At the local level, the University of California 4-H YDP staff and the county director have final authority to ensure that University of California policy and 4-H YDP core values are adhered to.

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Article I
Name and Scope

Section 1 – Name

The name of this organization shall be the Kern County 4-H Council.

Section 2 – Scope

The county 4-H Council is responsible to the University of California 4-H YDP staff and county director for:

- A. Coordination and operation of local 4-H units, district or area council’s and advisory and sponsoring committees; and





- B. Develop, support and carry out a yearly program of events and activities for 4-H youth and adult volunteers.

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Article II
Purpose

Section 1 – Purpose

The Kern County 4-H Council is organized for the purpose of cooperating with the University of California Cooperative Extension in organizing, promoting and carrying out 4-H youth development work in this county. This Council will operate in compliance with University of California policies and the core values of the University of California 4-H YDP. Policy interpretations are made by 4-H YDP staff and the Cooperative Extension county director, who are authorized under federal and state statutes for organizing and administering the 4-H YDP in the State of California.

Section 2 – Operation

Kern County 4-H Council shall operate as a tax-exempt, nonpolitical, educational activity of the University of California in furtherance of 4-H YDP work in California.

Section 3 – Specific Purposes

The specific purposes for which the Kern County 4-H Council is organized shall be to:

- A. Help implement programs and projects based upon the educational framework of the 4-H YDP, and the educational goals and standards as identified by the county and state 4-H YDP staff.

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Article III
Expansion and Review Committee

Section 1 – Purpose

Planning and implementing effective outreach programs is the responsibility of the county 4-H Council. The Expansion and Review function can be accomplished by a committee or delegated to other committees of the 4-H Council.

An Expansion and Review Committee may be organized in cooperation with 4-H YDP staff to ensure that youth of all races, colors, national origin, religion or





gender are aware of 4-H YDP opportunities and share equal access to program participation.

Section 2 – Authority

The Expansion and Review Committee shall have authority to develop positive action plans and recommendations to assure balanced 4-H YDP expansion on a nondiscriminatory basis. The Expansion and Review Committee provides reports directly to the 4-H YDP staff and the county director.

Section 3 – Organization and Operation

The Expansion and Review Committee shall be organized and operated in accordance with affirmative action guidelines. The committee should include:

- At least one-third senior 4-H members;
- Diverse ethnic/gender representation of the potential clientele groups; and
- Representative(s) of disability interests who are either individuals who are disabled, their parents/guardians, or spokespersons for/or professionals working with the disabled community.

The individuals charged with expansion and review must meet as a group at least once per year to be considered active. The Expansion and Review Committee can be the 4-H Council Executive Committee if it meets the above criteria.

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Article IV
District Councils

Section 1 – Purpose

District or area 4-H councils may be organized by the parent 4-H council in order to increase the effectiveness and to strengthen the unity of the 4-H YDP in the county.

Section 2 – Authority

District councils shall operate under the same Constitution and Bylaws as those that govern the parent 4-H council. Each district council, to govern its action in situations that are not covered by the Constitution and Bylaws, may adopt rules and procedures that are also approved by the parent 4-H Council.

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Article V





Advisory and Sponsoring Committees

Section 1 – Purpose

Advisory and sponsoring committees, made up of friends and supporters of 4-H YDP work, may be organized to assist in developing new programs, and in financing and promotion of the county 4-H YDP.

Section 2 – Organization

Such committees may be organized by the 4-H Council in accordance with the advice of 4-H YDP staff, or may be organized by 4-H YDP staff for certain program purposes. When the 4-H YDP staff organizes such committees, the 4-H Council shall be informed of the purpose, organization and composition. Such committees must conform to and follow all UC and 4-H YDP fundraising and other policies.

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Article VI **4-H Name and Emblem**

Section 1 – Use

All uses of the 4-H name or emblem shall be consistent with the educational purposes, character-building objectives and dignity of the 4-H youth organization.

Section 2 – Limits

The 4-H name and emblem shall not be used if it exploits or might be construed to exploit the 4-H youth movement. This will hold true in the case of locally originated contests and awards, money-raising activities, printed materials, supplies to be sold or provided without charge and advertisements.

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Article VII **Amendments**

Section 1 – Procedure

The county director shall submit any proposed amendment in writing to the State 4-H YDP Director. Upon approval, in its approved form, the amendment shall be read at a regular meeting at least one month in advance of final action, or shall be sent in a letter to every adult volunteer and youth leader age 14 and above one





week before final action.

Section 2 – Voting

Amendments may be passed at a regular meeting of the 4-H council by a three-fourths (3/4) vote of the active members present, providing the above procedure has been followed and providing there is a quorum present.

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Article VIII Nondiscrimination Statement

It is the policy of the University of California (UC) and the UC Division of Agriculture & Natural Resources not to engage in discrimination against or harassment of any person in any of its programs or activities on the basis of race, color, national origin, religion, sex, gender, gender expression, gender identity, pregnancy (which includes pregnancy, childbirth, and medical conditions related to pregnancy or childbirth), physical or mental disability, medical condition (cancer-related or genetic characteristics), genetic information (including family medical history), ancestry, marital status, age, sexual orientation, citizenship, or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA), as well as state military and naval service. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

University policy also prohibits retaliation against any employee or person in any of its programs or activities for bringing a complaint of discrimination or harassment pursuant to this policy. This policy also prohibits retaliation against a person who assists someone with a complaint of discrimination or harassment, or participates in any manner in an investigation or resolution of a complaint of discrimination or harassment. Retaliation includes threats, intimidation, reprisals, and/or adverse actions related to employment or to any of its programs or activities.

In addition, it is the policy of the University and ANR to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans. The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are





consistent with University standards of quality and excellence.

In conformance with Federal regulations, written affirmative action plans shall be prepared and maintained by each campus of the University, including the Division of Agriculture and Natural Resources. Such plans shall be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated.

Inquiries regarding the University's nondiscrimination policies may be directed to Linda Marie Manton, Affirmative Action Contact, University of California, Davis, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1318.

4-H Council President

4-H YDP Staff

County Director

State 4-H YDP Director

It is the policy of the University of California (UC) and the UC Division of Agriculture & Natural Resources not to engage in discrimination against or harassment of any person in any of its programs or activities (Complete nondiscrimination policy statement can be found at <http://ucanr.edu/sites/anrstaff/files/176836.doc>). Inquiries regarding ANR's nondiscrimination policies may be directed to Linda Marie Manton, Affirmative Action Contact, University of California, Davis, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1318.

