

**NORTH CAROLINA 4-H YOUTH DEVELOPMENT PROGRAM
LIABILITY WAIVER, ASSUMPTION OF THE RISK, PHOTO & MEDIA RELEASE,
AND INDEMNIFICATION VOLUNTEER AGREEMENT**

In consideration of NC State University and/or NC A&T State University allowing me to participate in the North Carolina 4-H Program, (hereinafter “Program”), I, for myself, agree as follows:

I affirm and acknowledge that I am participating in the Program for my own personal benefit. I understand that I will participate in recreational and other activities as part of the Program and that such activities have inherent dangers and physical risks. I understand and acknowledge that the inherent dangers and physical risks involved in these activities are such that no amount of care, caution, instruction or expertise can completely eliminate them. These dangers and risks include, but are not limited to, loss of or damage to personal property, strains, sprains, bruises, heat exhaustion, and other personal injuries, or even death, that could result from tripping, falling, contact with other individuals, and equipment failure, among other causes. I assume responsibility for all risks, known and unknown, involving my participation in the aforementioned activities, and I voluntarily authorize my participation in reliance upon my own judgment and knowledge of my experience and capabilities.

Additionally, I understand that the coronavirus (“COVID-19”) has been declared a worldwide pandemic by the World Health Organization and has become more widespread, including within North Carolina. COVID-19 is very contagious and believed to be spread mainly from person-to-person contact. I understand and appreciate that there are known and potential dangers of utilizing the Program’s facilities, services and programs, and I acknowledge that the use of these facilities and services may, despite the Program’s reasonable efforts to mitigate the dangers, result in exposure to COVID-19, which could result in quarantine requirements, serious illness, disability and/or death. The Center for Disease Control and state and local health departments, are reviewing and updating their respective guidance on the pandemic and its impact nearly every day.

I represent that I am acting on my own behalf and I have authority to enter this Agreement. I also represent that I am in proper physical and other condition to participate in the Program. I understand that it is my sole responsibility to determine whether I am sufficiently fit and healthy enough to participate in the Program, and if necessary, I will consult with a physician for appropriate guidance.

On behalf of myself, I hereby agree to indemnify and hold harmless NC Cooperative Extension, NC State University, NC A&T State University, the NC 4-H Youth Development Program, and their trustees, officers, directors, employees and agents (the “Released Parties”) from any liability, losses, costs, damages, claims or causes of action of any kind or nature whatsoever, and expenses, including attorneys’ fees, arising from, resulting from, or relating in any way to my participation in the Program. I further agree that if, despite this Agreement, I or anyone on my behalf, makes a claim against any of the Released Parties, I will indemnify, defend and hold harmless each of the Released Parties from any liabilities which may be incurred as a result of such claim.

I understand that I am required to be familiar with and abide by the Program’s rules and regulations, including the 4-H Code of Conduct and/or the NC 4-H Volunteer Standard of Behavior and any

safety regulations established for the benefit of all participants. I accept sole responsibility for my conduct and actions while participating in the Program.

I understand that this is a legal document which is binding on me, my heirs and assigns and on those who may claim by or through me. I am eighteen years of age or older, and have full capacity to enter into this agreement and do so voluntarily.

 YES, I HAVE READ THIS AGREEMENT, I UNDERSTAND IT, AND I AGREE TO BE BOUND BY IT.

Signature of Parent/Guardian:

Date:

Printed Name:

Name of Minor:

North Carolina 4-H Photo & Media Release

I do hereby agree to be photographed, audio or videotaped by the NC Cooperative Extension, 4-H Program, and NC State / NCA&T State University. I further agree that my image or likeness in photographs, videos, or audio may be used for educational or promotional purposes, including posting on the Internet. I agree that the use herein may be without compensation to me. I hereby waive any right to inspect or approve the finished electronic, photograph, or printed matter that may be used in conjunction with them now or in the future. I am expressly releasing NC Cooperative Extension, 4-H Program, and NC State / NC A&T State University, its agents, employees, licensees and assigns from any and all claims which I may have for invasion of privacy, right of publicity, defamation, copyright infringement, or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such recordings.

Check one:

I **agree** to photo/media use for any use described herein.

I **do not** agree to photo/media use for any use described herein.

Signature of Parent/Guardian:

Date:

Printed Name:

Name of Minor:

North Carolina 4-H Volunteer Standards Of Behavior & Personal Boundaries for Working with Minors

Families and other youth-serving organizations place trust in North Carolina Cooperative Extension to provide quality leadership and care for participants in 4-H programs. The opportunity to work with youth is a privileged position of trust that should only be held by those who are willing to commit to upholding behavior that fulfills this trust. The Program has established standards of behavior for face-to-face and online Programs for all volunteers, guest speakers and third party entities. It is the responsibility of the individual engaging with minors in the Program to review and uphold the Program rules and standards of behavior. Violations will be handled according to University policies and regulations. I will:

1. Not engage in private communications with minors including communications via text messaging, e-mail, phone, internet chat, on-line games, or other forms of social media unless there is an educational or programmatic purpose and the content of the communication is consistent with the mission of the program. Should communication be necessary, I will include a third program staff member.
2. Create an environment where everyone is welcomed and given the opportunity to participate and succeed.
3. Treat all participants with dignity, fairness and respect.
4. Maintain appropriate physical boundaries at all times.
5. Obey the laws of the applicable locality, state and nation.
6. Keep conversations and interactions focused on the Program goals and objectives.
7. Not share personal information, email, or social media accounts with minor participants.
8. Not share links or passwords for Program meetings or content.
9. Not “friend,” “follow” or “like” minors from the Program on social media.
10. Not record, take screenshots or images, unless directed to do so for Program purposes.
11. Not use Program content, contacts, images or video for personal use outside the scope of the Program.
12. Not share links or passwords for Programs or content unless directed to do so for Program purposes.
13. Dress appropriately.
14. Immediately report any reasonable suspicion or knowledge of abuse of a minor to the Division of Social Services, the NC State Office of Youth Programs and Compliance, and if an immediate intervention is necessary, to the local police.
15. Not touch or speak to a minor in a sexual or other inappropriate manner.
16. Avoid one-on-one interaction with minors, but if unavoidable, will only do so in an open, well-illuminated space with windows observable by other program staff, unless the one-on-one interaction is expressly authorized by the program administrator or is being undertaken by a health care provider.
17. Not meet with minors outside of established program locations or outside of established times. Any exceptions require written parental authorization and must include more than one authorized adult or program staff.
18. Not invite minors to my home or other private location or accept their invitations for the same. Any exceptions require authorization by the program administrator and written authorization by a parent/guardian.
19. Not make sexual comments, tell sexual jokes, or allow minors to access sexually explicit materials.
20. Not engage or allow minors to engage me in romantic or sexual conversations.
21. Not accept or give gifts to minors without the knowledge of their parents or guardians.
22. Not inflict any physical or emotional abuse on minors to include, but not limited to, striking, humiliating, ridiculing, or degrading minors.
23. Not use, possess, or be under the influence of alcohol or illegal drugs at any time while working with minors nor allow youth under your supervision to do so.
24. Not provide or knowingly allow minors to possess or consume alcohol, tobacco, or illegal drugs.

25. Not use profanity, vulgarity, or harassing language in the presence of minors at any time.
26. Not provide transportation to minors unless doing so is an acknowledged component of the program. When transporting minors, more than one volunteer or program staff must be present in the vehicle, except when multiple children/teens will be in the vehicle at all times during the transportation.
27. Make all reasonable efforts to assure that 4-H youth programs are accessible to youth without regard to race, color, creed, national origin, religion, sex, age, sexual orientation, veteran status, disability or political affiliation.
28. Operate motor vehicles (including machines or equipment) in a safe and reliable manner and only with a valid operator's license and the legally required insurance coverage. Inform county 4-H staff of any arrests or charges of criminal activity. (Temporary suspension pending resolution of the case may be required.)
29. Not require 4-H participants to purchase materials, supplies, equipment, animals or services from any specific vendor.
30. Address problems that are brought to my attention and work with Program staff to resolve issues that may arise.
31. Accept supervision and support from county, district, and state 4-H staff while involved in the 4-H program.
32. Bullying, harassing or using derogatory language towards another person or group of people is prohibited. Hazing of any kind is prohibited. Cyberbullying is prohibited.
33. Violation of Program or university code, policy, or regulation may result in being dismissed from the program.

North Carolina 4-H Volunteer Agreement

Volunteers are asked to carefully consider the following expectations and confirm a willingness to observe these by signing where indicated. In addition, adults serving as volunteers can expect the following from the North Carolina Cooperative Extension (NCCE).

NCCE AGREES TO:

- Provide orientation training for the position.
- Set educational tone and directions.
- Provide job descriptions.
- Provide assistance, support and encouragement.
- Give recognition for time and energy devoted to the job.
- Inform of coming events and activities.
- Make annual evaluations.
- Provide training opportunities and material to develop understanding and management of the volunteer assignments.
- Provide educational materials to be used for project and club organizations.
- Provide timely information on events, programs, and opportunities for youth at the county, state, and national levels.

VOLUNTEER AGREES TO:

- Register and maintain an Active Status in 4-HOnline.
- Complete New 4-H Leader Orientation & Training.
- Be supportive of Extension programs and staff members.
- Participate in County Leader Association meetings and training as appropriate.
- Inform enrolled youth of Extension program opportunities.
- Supply County Extension Office with application updates annually.
- Abide by the North Carolina 4-H Volunteer Standards of Behavior & Personal Boundaries for Working with Minors Form.
- Participate in available training as appropriate to fulfill my duties.
- Required: Minors Regulation Training Video:
<https://www.youtube.com/watch?v=B5hbO7WD8Mo&feature=youtu.be>

_____ **Yes, I agree.**

Printed Name:

Signature of Volunteer:

Signature of Parent/Guardian (if volunteer is a minor):

Date: