

## Anti-Discrimination Policy for Staff and Campers

The Worcester County 4-H Center, Inc. (hereinafter “Camp Marshall”) seeks to secure and retain qualified staff. As employers, it is believed that this Personnel Policy reflects the 4-H Philosophy of employment. Camp Marshall, its programs and employment shall be operated in accordance with State and Federal law and the policy of nondiscrimination adopted by the US Department of Agriculture through the University of Massachusetts Extension.

In the interests of the health, safety and total welfare of campers, and Employees and the quality of 4-H programming at Camp, the highest standards of conduct and performance shall be required of all Employees. Employees shall agree that while participating in Camp program they shall adjust their personal habits and actions to the policies, ideals and traditions of 4-H and Camp Marshall. The conduct of all Employees, both in and out of Camp, shall be professional and their role an exemplary model for campers; be non-discriminatory toward, but not limited to, race, color, age, religion, sex, national origin, sexual orientation, gender identity, marital status, learning, physical or mental disabilities, ancestry, genetic information, and any other protected class; and shall exhibit respect for the environment and world. Employees shall be prohibited from promoting their personal life styles, political views, or religious preferences to other Employees, participants, parents, campers or other volunteers.

In the interests of the health, safety and total welfare of every camper, and the quality of 4-H programming at Camp, the highest standards of conduct shall be required of all campers. Campers shall agree that while participating in Camp program they shall adjust their personal habits and actions to the policies, ideals and traditions of 4-H and Camp Marshall.

Campers shall agree that while participating in Camp program they shall adjust their personal habits and actions to the policies, ideals and traditions of 4-H and Camp Howe. The conduct of all campers, while at Camp, are expected to be , non-discriminatory toward, but not limited to, race, color, age, religion, sex, national origin, sexual orientation, gender identity, marital status, learning, physical or mental disabilities, ancestry, genetic information, and any other protected class; and shall exhibit respect for the environment and world.

Campers and or Staff that do not uphold these expectations while at Camp Marshall will adhere to our Discipline policies. This can be found in the Discipline Policy in this handbook.

The Worcester County 4-H Center, Inc shall not tolerate, under any circumstances, without exception, any form of discrimination based on race, creed, religion, color, age disability, pregnancy, marital status, veteran status, military status,

domestic violence victim status, national origin, political affiliation, sex, predisposing genetic characteristics and any other status protected by law.

“Our” Camp, Camp Marshall is a ZERO TOLERANCE Facility