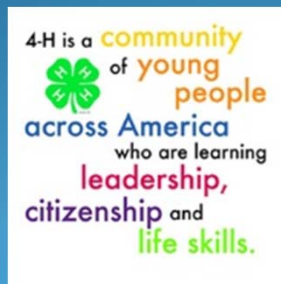


University of Wyoming 4-H New Volunteer Leader Orientation



Volunteer Protections

You are granted immunity from civil liability under the Volunteer Protection Act of 1997 if:

- Volunteer was acting within the scope of his/her responsibilities
- Volunteer was properly licensed
- Harm was not caused by willful or criminal misconduct, gross negligence, reckless misconduct, or a conscious, flagrant indifference to the rights or safety of the individual harmed

Liability protection for volunteers does not include:

- Liability protection does not include:
 - Crime of violence, terrorism, or hate crime
 - Violation of civil rights or sexual abuse
 - Misconduct while under the influence of drugs/alcohol
- Negligence is defined as:
 - Unintentional failure to exercise the care that a prudent or reasonable person usually exercises.

Sexual Harassment

- Sexual Harassment includes:
 - Unwelcome solicitation of sexual activity or other sex-linked behavior by promise of rewards
 - Inappropriate and offensive sexual remarks or behavior
 - Coercion of sexual activity by threat of punishment
 - Physical or verbal conduct of a sexual nature that interferes with and individual's work performance or creates an intimidating, hostile or offensive working environment
 - Sexual assaults

Sexual Harassment

- 4-H leaders are protected by University UniRegs 42 which deal with Sexual Harassment
- If a 4-H leader feels they are a victim of sexual harassment or suspects instances of harassment, the leader should report the incident(s) to the appropriate UW Extension Employee.
- This is a personal issue so everyone concerned must maintain confidentiality.

Thanks for completing this orientation. Please remember...

- complete the **evaluation** on the State 4-H Web Site, and
- **set up an appointment** to meet with your County 4-H Educator

