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