February 2020



Happy 2020!

Monthly Features:

County News	page 2-8
Volunteer Info	
Steps to Success	
County Calendar	page 19

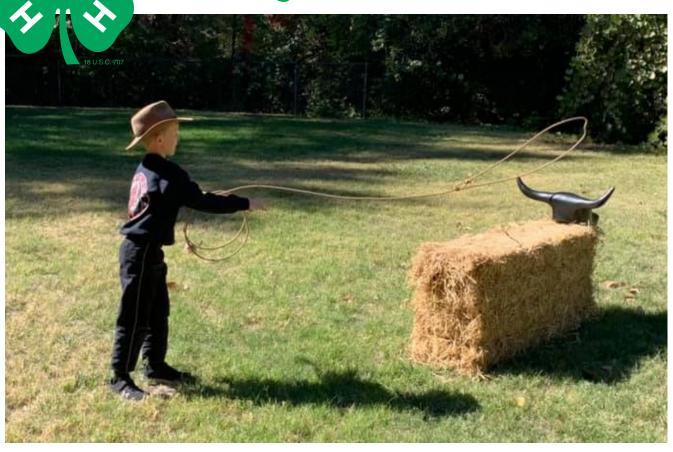
Want to get more involved? Join Tuolumne Council on Feb. 5, 2020. County council meetings are important for county wide decisions. Continued on page 2

Summer Camp: JC Applications are available now! Application date has been extended to **Feb. 28.** Be apart of this awesome summer program, apply today! *Continued on page* 3-5

Presentation Day: Mark your calendar for **Feb. 29!** Presentation Day is open to all 4-H members. Continued on page 7

Scholarship Info: Five scholarships are available for graduating seniors who are 4-H members! *Continued on page* 6

County 4-H News



Want to get more involved? Join Tuolumne Council on Feb. 5, 2020.

County council meetings are important for county wide decisions. Come and represent your club in person or virtually from home! All leaders and teen members have equal voting rights. We need attendance from all clubs to have a successful year! We meet each month at the UCCE office at 52 N. Washington St. Sonora CA









2020 Central Sierra 4-H Summer Camp Junior Counselor Application July 13-17

Applications Due: Feb. 28, 2020



Name	County			
Gender: Female Male Yout	h age on 12/31/2019 Birthdate/			
/				
Address	City			
Zip E-mail address that is checked regularly:				
Telephone: ()	Can you receive texts? Yes No			
Are you currently enrolled in 4-H? Yes	No If Yes, what club?			

Please submit an additional piece of paper with the follow questions being answered (it can be typed or hand written, but must be legible)

- 1) What Experience do you have working with youth aging from 9-19 years old?
- 2) What experience do you have with camp programs?
- 3) Why do you want to be a Junior Counselor at 4-H Camp?
- 4) What do you feel you will get out of being a Junior Counselor at 4-H Camp?
- 5) If you wish to be a Youth Director, please tell why you would like this roll, what experiences you have that would make you qualified for this role, and how much additional time you have to give to meet the requirements of having this role.

There will be monthly meetings to plan camp and allow for training. Please **circle** the date that works best for you for each month. We will try to accommodate all Junior Counselor Schedules. Being a J.C. is a time commitment, please make sure you can commit before signing up. Official meeting dates will be announced after the interview process based on general consensus. All meetings will be from 6:30pm-8:00pm and meet at the UCCE/4-H Office in Sonora.

March: Monday 2nd Tuesday 3rd Thursday 5th

April: Monday 6th Tuesday 7th Thursday 9th (Subject to change)

Camp Retreat TBA, Make up meeting will be held in June

For more information: Rosemary Giannini, 4-H Program Representative 209-533-6990

Central Sierra Tuolumne 4-H Summer Camp

July 13 - 17, 2020

What is a Junior Counselor?

JCs are 4-H youth leaders who have been selected to participate in the camp program. They must be at least 14 years as of December 31st, 2019. Their responsibilities include planning camp, teaching activities, organizing and hosting events during camp, serving as camp program staff and as a cabin counselor for a group of campers. Junior counselors are mentors, teachers and role models. They work in teams to help with logistics, activity planning, evening programs, traditions, enrichment activities, and group challenges.

What is the time commitment?

There will be three planning meetings and a day retreat prior to camp. If you cannot make one of these meetings, there will be a make up meeting in June. In your application, you can vote for the dates that work best for your schedule. We try to accommodate all busy schedules. At our first meeting, we will decide what date works best for the retreat. There may be additional meetings or tasks that you will complete at home that arise as camp planning progresses. You will be required to come to camp early and leave late in order to help with set up and clean up.

What do I have to do to become a Junior Counselor?

Turn in the attached application to the 4-H Office by January 31, 2020. You will then be contacted for an interview in February. The interview is an opportunity for a few of the adult volunteers and the 4-H program staff to get to know you. Interviews are a big part of life as we get older, the Camp committee finds this to be a good opportunity for you to practice these skills as well as get to know you better.

What if I am not a 4-H member?

You do not have to be part of the 4-H Club program in order to be part of Camp. You will be enrolled as a Camp Committee member and only have to attend the requirements listed above. However, you are also able to participate in any 4-H function.

Applications Due February 28, 2020

Submit at rIgiannini@ucanr.edu or 52 N. Washington St. Sonora CA 95370

2020 Tuolumne 4-H Summer Camp

July 13-17

Follow this link to register today: http://ucanr.edu/2020campregistration Space is limited, first come first serve. Ages 9-19 years.







Join our Junior Counselors for 5 days and 4 nights of fun, laughter, and so much more at Three Links in Mi-Wuk Village!

Payment now open!

Early Bird (Feb. 1 - Feb. 28) \$200

March 1 - March 31 - \$250 for first child,
\$200 for each child after

April 1 - June 15 - \$300 for first child,
\$200 for each child after

\$50 non-refundable deposit holds your spot.

Pay with check or cash to "UC Regents" or online at http://ucanr.edu/2020camppayment

Chaperones needed! If interested in being a camp chaperone, please contact the 4-H office.
rlgiannini@ucanr.edu
(209) 533-6990

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/215244.pdf) Inquiries regarding ANR's nondis-crimination policies may be directed to John I. Sims, Affirmative Action Compliance Officer/Title IX Officer, University of California, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1397.

SCHOLARSHIPS FOR GRADUATING SENIORS

Five scholarships are available for graduating seniors who are 4-H members! Tuolumne County 4-H Council offers 3 scholarships and 2 are offered by the Tuolumne County Small Livestock Exhibitors' Association. The 4-H scholarships are for members who have gained life skills, participated in community service, and provided leadership. They are \$500 each and are named after Ros Roberts, Bonnie Scroggs, and Jeanne Thompson. Ros was a longtime Tuolumne County Farm Advisor. Bonnie and Jeanne were both 4-H community club leaders.

The SLA scholarships are \$1000 each, for youth who have exhibited small livestock at the Mother Lode Fair within 4 years of graduation. The Bob & Joan Miller Memorial Scholarship is for 4-H and FFA members and focuses on leadership and academics. The Sue Griffiths Small Livestock Scholarship is open to 4-H, FFA, and Independent exhibitors graduating or receiving a GED. Applications for all 5 scholarships are due April 1, 2020 and can be found at https://ucanr.edu/sites/Tuolumne_4-H/Scholarships/





Presentation Day



What

Presentation Day is open to all 4-H members. Primary members may enter the county level only. Juniors, Intermediates and Seniors may advance to the sectional level with a gold award at county level. Sectional gold awards may advance to State Presentation Day.

Sign up today: http://ucanr.edu/tcpresentationday

When

Saturday, February 29 1:00pm-3:00pm

Where

Gold Rush Charter School. 16331 Hidden Valley Sonora, CA 95370



University of California

Agriculture and Natural Resources 4-H Youth Development Program



UCCE Tuolumne County 4-H Office | (209) 533-6990 | rigiannini@ucanr.edu | http://ucanr.edu/sites/Tuolumne_4-H/

Tuolumne

April 18, 2020

Sonora Elementary School

Join us for a fun filled day showcasing all the unique opportunities 4-H has to offer!

There are multiple parts to Tuolumne 4-H Fest:

- 1. Hands on Experiential Learning Workshops
- 2. Judging Contest and Skillathon
- Foods Contest Share your favorite recipe involving strawberries.

Food must be in individual servings and dropped off by 12:30.

4. Fashion Revue Competition - must sign up by April 8 at http://ucanr.edu/tcfashionrevue20

Set up & FR Participant Arrival 11:30am

FR Judging: 12:15pm

4-H Fest Foods Contest: 1:30pm

4-H Fest Workshops: 1pm - 2:30pm

Fashion Show: 2:45pm | Awards: 3pm





For more information:

rlgiannini@ucanr.edu or (209) 533-6990



Natural Resources not to engage in discrimination against or harassment of any person in any of its programs or activities (Complete nondiscrimination policy state-



Volunteer Information

Thank you for your support! As a volunteer, you play an important role in the development of young people, helping them to identify their spark and develop the skills and positive outcomes that lead to thriving. **Below are important resources for your success!**

Steps to become a Volunteer

Returning Volunteers

- 1. Enroll through 4hOnline.
- 2. Pay \$26 Enrollment Fee.
- Watch 2019-2020 Returning Volunteer eXtension Online Courses.

New Volunteers

- 1. Complete online interest survey
- 2. Enroll through 4hOnline
- 3. Pay \$26 Enrollment Fee
- Watch 2019-20 California New Volunteer eXtension <u>Online Courses</u>

(takes approximately 2.5 hours and can be broken up into 20 minute sections)

- 5. Complete DOJ fingerprinting
- 6. Attend two hour in person orientation

Important: All returning volunteers must complete their enrollment by Dec. 31. If not finished, your enrollment will be sent back and you will not be eligible to lead a project for the 2019-2020 Program Year.







Learn more about how we're empowering young people in yo community with skills to lead for a lifetime. Visit 4-H.org

eXtension

All volunteers must complete online training through eXtension.

https://campus.extension.org/login/index.php

If you are having trouble with this process, please contact Rosemary at the 4-H Office at (209) 533 - 6990 or rlgiannini@ucanr.edu

County Wide Projects

County Wide Poultry:

Poultry will be meeting again on **Thursday, February 13**, 6 pm in the Blake Elliot Building (Creekside) at the Mother Lode Fairgrounds. Please make sure to bring a notebook and writing utensil. If you have questions please contact **De Danicourt, 209.770.6279, or Jodi Hembree, 209.743.9492.**

County Wide Gardening:

Gardening will be meeting again on **Saturday, February 15**, from 10am-11:30am at the Liljedahl Farm. For more information please contact **Annette Pleis at (916) 337-3030.**

County Wide Dairy Goats & More:

Gardening will be meeting again on **Sunday, February 16**, from 1pm - 2:30pm at the Liljedahl Farm. For more information please contact **Annette Pleis at** (916) 337-3030.



Community Club News

Sonora Cloverleafs:

The Sonora Cloverleafs will be meeting again on Tuesday, **February 11**. Our meeting will begin at 6:30 pm at the Sonora Youth Center. Officers meeting will be held prior to our meeting at 6 pm. We will be ordering club shirts! If you cannot make this meeting please contact our club leader, **De Danicourt**, 209.770.6279.

Hi 4-H:

Hi 4-H will meet again on Wednesday, February 12. Our meeting will begin at 7 pm at the Sonora Youth Center. Please make sure to bring your sold Placemat Ads to turn in. We will be placing our final club shirt order at this meeting. All members who are planning to attend the Disneyland trip need to be at all meetings. If you cannot make a meeting please contact our club leaders: Jodi Hembree, 209.743.9492, De Danicourt, 209.770.6279, or Linda Mager, 209.743.0544.

Groveland Highlanders:

At our January meeting, we had the Groveland Christmas Baskets Chairman speak to us so we know where our donated stuffing boxes are going. Our February meeting will be on **Tuesday the 11**th – we will begin presentations and practice judging.

Foothill 4-H:

Foothill 4-H will be meeting Wednesday, Feb. 12 at 7 pm at the Posse Grounds in Jamestown. Sharon Smales at 532-5036 or Ida Ponder at 984-5515.

Tuolumne Pioneers:

Happy New Year Pioneers!
Our next club meeting is next Monday
February 10. For more information
please contact Maria Hines at (209)
533-8771.



2019-2020 TUOLUMNE COUNTY 4-H PDR CORNER

Part 2: September – January

Ironstone Concours d'Elegance, September 28, 2019

Attended #3

Assembled gift bags #4

Baked cookies for gift bags #4

Gave planned demonstration or presentation #6 (4-H presentation)

Gave impromptu speech for contest #6 (4-H presentation)

Brought display #2

Represented 4-H #6: Ambassador or Leadership Team in uniform who presented awards, assisted with lunch. Live Auction. Silent Auction, etc.

Greeted people at the gate #6 (communications skills)

Led Pledge of Allegiance #6 (communication skills)

Sang National Anthem #6 (communication skills)

Livestock Field Day, October 5, 2019

Attended #3

Project display #2

Gave demonstration prepared & practiced ahead #6 (4-H presentation)

Gave short talk or impromptu talk #6 (communication skill)

Completed judging classes #2. Oral reasons counts as part of the #2 credit.

Received a medal for judging #7

Committee: set up, clean up, supervised classes #4

Donation of supplies for FOAC, community service #5

Emcee, presented awards #6

Achievement Night, October 6, 2019

Attended #3

Committee: brought refreshments, decorated, clean up #4

Presented or gave speech #6 (communication skills)

Entered 4-H Week poster in contest #2

Received award #7. Included:

Poster contest medalist #7 (gold, silver, bronze)

Record Book Medalist or County Winner

State Medalist or State Winner

Kiwanis Medalist or Winner

Outstanding First Year Member

100% Attendance

Star Rank
Officer medalist
Outstanding 1st year record book
Sue Moore Young Leader Award or Runner-up
Harry Hinkley Award or Runner-up

Record book Honorable Mention or Certificate is listed on your Project Report (APR). Harry Hinkley or Sue Moore Young Leader Honorable Mention, write in your 4-H story Horse Level Testing #7 when passed (cannot also take credit for receiving the pin)

4-H Week, October 6- 12, 2019

Wore uniform or club T-shirt on 4-H Spirit Day 10/8, #6 (counts once in communication skills)

Submitted picture of you on 4-H Spirit Day for drawing #2

Gave talk about 4-H #6 (communication skills)

Created 4-H Week poster and displayed it in the community #2

Passed out 4-H flyers #4

Donated to 4-H Week First Baby Basket #5

Interview with media #6 (communication skills)

Tractor Supply Paper Clover (2x per year) October 9-20, 2019, April 8-19, 2020 Brought display #2

Spoke to customers about purchasing clovers #6 (communication skills)

Teen Retreat, November, 9-10, 2019

Attended #3

Planning Team #4

Taught Session, planned ahead & practiced #6 (4-H presentation)

Gave impromptu speech or participated in skit #6 (communication skill)

Committee: decorations, clean up, etc. #4
Participated in community service activity #5

Christmas Parades

Decorated/assembled a club/project entry #4
Rode or walked with your project or club #6 (communication skills)
Rode horse in Columbia Equestrian Parade with your 4-H Horse project #2
The Christmas Parades are not 4-H events so they don't count in #3

Adventist Health Sonora Dinner, December 11, 2019

Served/cleaned #5

Club & Project Fundraising activities

These include activities like a car wash, selling holiday wreaths, candles, poinsettias, baked goods

Participating in these counts in #4

If it is an actual event like the Hi 4-H Car Wash at Tractor Supply (10/12/19) or the combined Hi 4-H & Tuolumne Pioneers wreath & poinsettia sale at Tractor Supply (12/7/19) then it can count as an event attended #3

4-H Drive Thru Dinner, January 20, 2020

Sold tickets to other than immediate family #4

Committee: Count each task you worked on for at least 1 hour: Set up, trim meat, food prep, assembled bags, delivered bags to cars, clean up, barbecue, etc. #4

OR count as Event Attended #3 (if you do this, do not take committee credits for work done the day of the dinner)

Ticket contest overall award #7

Ticket contest movie ticket, write in your 4-H Story

Gave talk at club meeting about dinner #6 (communication skills)

Central Area Youth Summit (CAYS) January 24-26, 2020

Attended #3

Participated in community service activity #5

Part 3 will cover February - May, 2020



This document accompanies the STEPS TO SUCCCESS IN 4-H effective 7/1/2015 for California 4-H, located at http://4h.ucanr.edu/files/210544.pdf. Each section below contains the California 4-H standards, followed by the policies of Tuolumne County 4-H.

1. MEMBER IN GOOD STANDING

For California: Complete the enrollment process and be enrolled in at least one project. Comply with 4-H Member Code of Conduct.

For Tuolumne County: The policy for a Member in Good Standing is the same as California 4-H

A member in good standing may participate in all 4-H activities unless the project, event, or competition has rules announced in advance that may limit participation. For example, some events and leadership opportunities may have age limitations, some projects may have a limit on numbers of members or require purchase of supplies, and some competitive events require pre-qualification. See the handout or description for the specific activity for participation rules.

2. PROJECT COMPLETION

For California:

Be a member in good standing.

Complete a minimum of 6 hours of project instruction or more as required by the project leader.

Complete the Annual Project Report (APR) form.

Annually receive a year stripe and pin.

Primary members: youth aged 5 to 8 years, do not complete the APR. Record keeping is not required for project completion. Primary members receive a year stripe and pin for participation in a project. Project completion is not required

For Tuolumne County:

To receive project completion credit, a Junior, Intermediate or Senior Member (age 9-18) must be a member is good standing, compete a minimum of 6 hours of project instruction or more as required by the project leader, and complete the Annual Project Report (APR) form. The APR must be signed by the project leader and turned in to either the Community Club leader or the 4-H office by June 15. A member who satisfies the requirements for completion of at least one project receives an annual year stripe and pin, awarded at Achievement Night.

Per state policy, a member is not required to attend Community Club meetings to receive project completion credit.

A Primary Member, age 5-8, receives a Primary stripe and year pin for being a member in good standing and participating in a project. Completion of the Primary Member Report Form is optional and not required.

A project leader may determine how many hours are required to complete the project depending on the goals of the project and skills taught. For example, learning how to care for an animal, work with it and show it (if that is the project goal) likely requires substantially more than 6 hours. However, if a youth is learning how to bake and decorate a cake this may only take 6 hours of project instruction. If the project leader requires more than 6 hours of instruction to complete the project, this shall be communicated to project members at or before the first project meeting

To enroll in a project that is offered in a different club other than the member's primary (home) club, the member must complete a "Project Sharing Form" and turn it into the 4-H Office by the first project meeting.

3. CLUB PARTICIPATION

For California: Be a member in good standing. No attendance requirement.

100% attendance pin for perfect club meeting attendance.

For Tuolumne County:

To participate in a Community club, the 4-H member must be in good standing (enrolled in 4-H, enrolled in at least one project, and comply with the code of conduct), and enrolled in the Community Club. There is no attendance requirement to participate in club meetings. There may be additional requirements to participate in club events or trips, which shall be announced at club meetings.

A member meeting the requirements above who attends all club meetings held during the program year is eligible to receive the 100% Attendance pin.

Community club attendance provides members with the opportunity to participate in leadership, community service, team building, citizenship, achieve personal growth, and serve on committees.

4. REQUIREMENTS TO EXHIBIT AT FAIR

For California: Complete Project Completion requirements.

Meet requirements as set by the county or fair.

For Tuolumne County:

To qualify to exhibit at the Mother Lode Fair or any other county, district, or state fair as a 4-H member, a member must:

Be a member in good standing. A returning member must be enrolled by October 15 and a new member must be enrolled by December 1.

Satisfy the project completion requirement of that project as determined by their project leader with at least 80% attendance at the project meetings. The project leader's signature on the APR verifies this.

Meet the following minimum written record keeping requirements:

Page 1 of the PDR is completed, all sections, with all signatures in place.

The 4-H Story is written describing the member's year in 4-H, minimum length one page.

All sections of the APR are completed and the form is signed by the member and proiect leader.

Expression page and photo with project animal is required.

The 4-H Story and APR are written by the member in the member's own words. Another member or an adult may assist a member with special needs but this must be documented in the record book.

If the member is entering a market animal, the record book must include one photograph of the member with the animal.

The club and project leader must both the sign the minimum record book before the member's fair entry form is signed.

Meet the following minimum meeting attendance requirements:

The member must attend 80% of all club meetings held during the program year. A new member must attend 80% of all club meetings held after the member enrolls.

To meet the 80% attendance requirements, 20% of club meetings may be missed without an excuse and 20% of club meetings may be missed with an accepted excuse. An excused absence must be requested prior to the meeting to the club leader or designee.

A member may make up an unexcused club meeting absence by attending another club's meeting, having a note signed by that club's leader verifying attendance, and returning the note to the member's club at the next club meeting.

The club leader's signature on page 1 of the PDR verifies the member has met the required club meeting attendance.

Meet the following event attendance requirement:

Attend a Tuolumne County 4-H event during the 4-H program year, other than the Mother Lode Fair. The member must sign in for attendance credit. Some events meeting these criteria are but are not limited to: Livestock Field Day, Achievement Night, Teen Retreat, Everything but Animals Field Day/Fashion Revue, County Presentation Day, and Horse Level Testing. Working in the Hi 4-H Haunted House for a complete performance also counts. Some of these events may not occur every year and additional events may be added during the year.

5. EVENT PARTICIPATION

For California:

Participation in county, sectional, state and national 4-H events is open to all 4-H members in good standing. There may be eligibility requirements established by the event planning committee.

For Tuolumne County:

All members in good standing are eligible to participate in any 4-H event unless there are

additional requirements announced by the event committee or Tuolumne County 4-H Council.

Participation in Horse Level Testing requires horse project leader approval.

6. INCENTIVES AND RECOGNITON

For California:

There are many ways to earn recognition in 4-H. Awards can be earned based on project and club attendance and work. Awards can be earned for participating at county, sectional, state and national

4-H levels. Awards earned will be governed by county and state 4-H Incentives and Recognition Committees.

For Tuolumne County: The policies for California 4-H Incentives and Recognition apply.

Awards may be earned by members participating in many different Tuolumne County 4-H events such as the 4-H Community Dinner poster, decorated cake, and ticket contests; judging contests at Livestock Field Day, Everything but Animals Field Day (EbA Day), and Fashion Revue; the food contest at EbA Day; Horse Level Testing; County Presentation Day; County Fashion Revue; and others as announced. In addition, awards may be earned for members completing Club Officer books and Record Books.

Tuolumne County 4-H members participating in sectional and state events may be eligible for awards at events such as Sectional and State Presentation Days, State Postal Shoot, and State Fashion Revue.

Star Ranks: The Bronze, Silver, Gold and Platinum Stars are awarded based on the "points" or numbers recorded on the member's PDR and supported by documentation. 80% attendance of club meeting is required for any achievement rank. Star ranks are awarded annually at Achievement Night. See specific rules for the Emerald Star and the All Star, both awarded at the county level.

Record Book Awards are for complete record books submitted by Junior, Intermediate and Senior members by the deadline established by the member's club. See the California 4-H Record Book Handbook for information about the complete book at http://4h.ucanr.edu/Resources/Members/RecordBook/RBResources/

Record books must receive a gold seal at club judging to advance to county judging. Books entered in county judging are also eligible for additional awards such as Kiwanis Livestock awards and the Harry Hinkley Award for the best Tuolumne County record book. Senior members may submit their books to state judging.

Tuolumne County 4-H Council offers scholarships to graduating high school seniors who are 4-H members. See the scholarship information for specific requirements.

CALENDAR OF EVENTS

February	March	April
 New Volunteer Orient. County Council March News Due JC Applications Due County Presentation Day 	 Hi 4-H Pancake Breakfast Tentative Beef Weigh in County Council April News Due Area Presentation Day 	1 - County Council1 - Scholarship Apps Due18 - EBAD20 - May News Due

May	Julic	July
 1-County Ambassador Apps. Due 3 - Mandatory Pre-Weigh for fair 6 - County Council 8-19 - Paper Clovers 24 - Horse Level Testing 31 - Close of 19-20 Record Books 	3 - County Council 20 - July News Due 30 - Last day of program year	No Council Meeting 13-17 - Summer Camp
August	September	October
5 - County Council	2 - County Council	7 - County Council

UCCE OFFICE LOCATION

52 N. Washington St. Sonora, CA 95370

The **Tooter** is published monthly for the Tuolumne County 4-H program. University of California, U.S. Department of Agriculture and Calaveras County, cooperating.

CONTACTS

Rosemary Giannini, 4-H Program Representative rlgiannini@ucanr.edu or (209) 533 - 6990

JoLynn Miller, 4-H YD Advisor Central Sierra MCP ilmiller@ucanr.edu or (209) 533-5686

UCCE Office 209-533-5695 888-764-9669

Website: http://ucanr.edu/sites/Tuolumne_4-H_Program/

State 4-H: http://www.ca4h.org National 4-H: http://www.4husa.org

The University of California) Division of Agriculture & Natural Resources (ANR) prohibits 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 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: service in the uniformed services includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services).

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.

The University is an affirmative action/equal opportunity employer. The University undertakes affirmative action to assure equal employment opportunity for minorities and women, for persons with disabilities, and for covered veterans (including veterans with disabilities, recently separated veterans, Vietnam era veterans, veterans who served on active duty in the U.S. Military, Ground, Naval or Air Service during a war or in a campaign or

expedition for which a campaign badge has been authorized, or Armed Forces service medal veterans). For special assistance University policy is intended to be consistent with the provisions of applicable State and Federal laws. Inquiries regarding the University's equal employment opportunity policies may be directed to Linda Marie Manton, Affirmative Action Contact, University of California, Davis, Agriculture and Natural Resources, One Shields Avenue, Davis, CA 95616, (530) 752-0495.

regarding our programs please contact us

