

## 4-H Protest (Grievance) Policy



1. A grievance shall be filed by a 4-H member within 24 hours of the incident. The 24-hour guideline pertains to fair-related issues where timing is an issue. In all other grievances, there will be a 14-day limit in which the grievance must be filed.
2. The grievance must state the exhibitor, class, and specific reason for ineligibility. The grievance will be filed with the respective superintendent, the 4-H Extension Educator, or the 4-H Council President. In the event a grievance is presented after the judging has begun on the activity in question, the judge will proceed and the grievance will be handled as if it followed the judging. The Grievance Committee will review all grievances filed in the above manner.
3. The burden of proof shall reside with the party filing the grievance.
4. The person filing a grievance must complete the Grievance/Appeal Form.
5. The right of an exhibitor to appeal the decision of a judge will exist only when it is charged that the award has been made in violation of the terms and conditions governing the exhibit, or when it is charged that the decision of the judge has been influenced or interfered with by another.
6. A grievance sub-committee will be called together to act within 24 hours of a filed grievance, or in a more timely manner, if the situation warrants. 4-H Council president or their designee shall chair this committee. No one may serve on the grievance committee who is personally involved with the grievance filed.
7. The Project Superintendent will notify the exhibitor of the protested animal or project of said protest.
8. Both sides will be heard before a decision is made. Parents will be invited to attend but will not be allowed to speak. The burden of proof lies with the 4-H'er filing the protest.
9. The grievance committee will render a decision.
10. The person filing the grievance may appeal the decision to the 4-H Council. The 4-H Council will review the facts in evidence and render a decision.
11. The person filing a grievance may appeal the decision to the County Extension Board. The Extension Board will review the facts in evidence and render a decision. **This is the final level in the appeal process.**
12. **Note:** The above procedure will also be followed for program Issues. Time constraints of the above procedure are not as crucial in most instances for programmatic concerns. However, there will be a 14-day limit on the part of the person filing a grievance. The Extension Educator does have the obligation to inform all parties that there is a grievance procedure if there are disagreements with policies.
13. The Superintendent, Extension Educator, and/or Grievance committee may choose to impose any or all of the following penalties for any rule violation:
  - Verbal warning
  - Forfeiture of ribbon and/or any awards (i.e. show for completion only)
  - Loss of eligibility in all showmanship classes
  - Denial of right to sell in 4-H livestock auction
  - Removal from fairgrounds
  - Any other penalty deemed appropriate.