

Colusa County 4-H News

February, 2014



University of California

Agriculture and Natural Resources ■ 4-H Youth Development Program

MONTHLY CLUB MEETINGS:

Arbuckle 4-H – 2nd Monday, 7:00pm, Arbuckle Elementary
 Colusa 4-H – 2nd Monday, 7:00pm, St. Bernadette's Hall, 745 Ware Ave, Colusa
 Maxwell 4-H – 1st Wednesday, 7:00pm, Maxwell Elementary multipurpose room
 Stonyford 4-H – 2nd Sunday, 4:00pm, City Hall
 Williams 4-H – 3rd Tuesday, 6:30pm, Williams Elementary Multipurpose Room
 4-H Council – 3rd Wednesday of every other month, 6:30pm, CIP room (begins Sept)

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CALENDAR:

FEBRUARY 2014

- 1 FFA Field Day, Pierce H.S., Arbuckle
- 1-2 Archery Leader Certification, Corralitos CA
- 4 Livestock entry deadline for Steers
- 4-6 Colusa Farm Show, Fairgrounds
- 5 Maxwell 4-H Meeting, 7:00pm, Maxwell Elementary
- 7 Deadline: Application for Beef Ambassador Contest
- 8 CSUChico Sheep and Meat Goat Educational Day, 9:30 – 11:30am
- 8 ~~Colusa County Presentation Day~~ Postponed until March 8th, Maxwell
- 9 Steer pre-weigh-in, 8-10am
- 9 Stonyford 4-H Meeting, 4:00pm, City Hall
- 10 Arbuckle 4-H Meeting, 7:00pm, Arbuckle Elementary
- 10 ~~No Colusa Club Meeting in February~~
- 12 Glenn-Colusa CattleWomen's Beef Ambassador Contest, 6pm, CIP conf. rm.
- 13-17 National Youth Summit Series, Robotics
- 14 DUE: Presentation Day and Home Ec Review entry forms to 4-H Office
- 17 Presidents Day – Cooperative Extension closed
- 18 Williams 4-H Meeting, 6:30pm, Williams Elementary
- 22 Due: Registration for Rifle Discipline Workshop, Auburn
- 24 Entries due to the Fairground Office for the Fair Logo Contest



MARCH 2014

- 7 Due: Applications for Livestock loans
- 7-8 Agricultural & Environmental Sciences Field Day, UC Davis
- 8 Presentation Day and Home Ec Review, Maxwell Elementary (see article)
- 15 North Coast Youth Summit "Envision your Impact", College of the Redwoods
- 15-16 Shooting Sports Workshop – Rifle Discipline, Auburn
- 17 Due: Applications and Interview appointment for 4-H Camp Counselor positions
http://cecolusa.ucanr.edu/4-H_Program/Forms/
- 26 Camp Counselor Interviews
- 28 Cooperative Extension office closed for Cesar Chavez

FOR STATE CALENDAR OF ACTIVITIES GO TO: <http://www.ca4h.org/News/Calendar/>

COUNTY PRESENTATION DAY/ HOME EC REVIEW

Saturday, March 8, 2014 check in times: 9:00am for Home Ec Review, 12:00pm for Presentation Day Maxwell Elementary School, Maxwell. **Registration deadline for both events: February 14, 2014.**

County Presentation Day place, date and time was moved because of a conflict time with CSUChico Sheep and Meat Goat Field Day. It will be on the same day as Home Ec Review. Adult and teen volunteers are needed to judge, tally and clean up. Livestock and Home Ec leaders and parents are needed to help in order to make this day a success. All presenters must pre-register. Registration forms for both Presentation Day and Home Ec Review are available at http://cecolusa.ucanr.edu/4-H_Program/Forms/.

Presentation Day: If you need information on giving presentations download the State 4-H Presentation Manual from <http://ca4h.org/leadership/spd/index.asp>. Also the 4-H Office has helpful printed information as well.

Gold medal winners at county proceed to Sectional, then State. Give your presentation to five different audiences, including County Presentation Day and earn a Super Presenter award.

Sectional Presentation Day will be held on Saturday, March 29 at Sutter Union High School (2665 Acacia Ave, Sutter, CA 95982). Check in will start at 9am. Registration forms and more specific information will be available in February.

Home Ec Review: Each club is to provide at least 2 pre-cooked, hot dishes and 2 salads for the Home Ec Review luncheon.

Our office will email the Display Cards to participants when we receive their registration. These cards and a letter explaining what they must do are posted to our website http://cecolusa.ucanr.edu/4-H_Program/Forms/) Members may now download, print the display cards onto white cardstock paper (or glue paper copy to cardstock) 4 ¼"x 11". If they are unable to do this, they may pick up at the UCCE Office or request these display cards be sent to them via mail.

Members may enter a table setting and a stand-alone entry in the same project. Table Settings will be judged as a table setting and not in the project category of the centerpiece item. Remember members must be enrolled in the project to exhibit in the category.

There will not be a crafts/activity room this year. All members and their parents are invited to participate in the fun, educational Home Ec Field Day. Displays of home ec related topics are judged and ranked best to least much like a livestock field day. Instructions are given at 9:30 for this to members and parents.

Schedule of events:

9:00 a.m.	Check in for Home Ec Review
9:30	Opening Assembly for Home Ec Review
9:45-11:00	Judging of Home Ec exhibits and Home Ec Field Day Judging
11:30	Lunch
12:00	Home Ec Review Awards and Check in for Presentation Day
12:30-1:30	Presentations given and judged
2:00	Presentation Awards



VOLUNTEERS ARE NEEDED! Please contact the 4-H office at 458-0570 if you are able to help out at these events!

2014 COLUSA COUNTY FAIR LOGO CONTEST

Contest consists of submitting a design or artwork of a LOGO to convey the theme of the 75th Colusa County Fair "Country Roots & Cowboy Boots".

Entries must be received at the fair office no later than Monday, February 24th by 4:00pm. For entry form, rules and details, contact the fair office at 458-2641 or the 4-H office at 458-0570.

LIVESTOCK PRE-WEIGH-IN AND ENTRY DATES

Important: Livestock entry deadlines are before pre-weigh-in.

All exhibitors must submit an entry online on or before the given deadline. For exhibitors not participating in the Rate of Gain and pre-weigh in, the required photo of Exhibitor with the animal and other information will be accepted electronically only at this dedicated email address: livestock@colusacountyfair.com. The exhibitor's name must be in the subject line and the 4-H leader's email must be in the second email address line to verify enrollment in the project. Recommended: Don't use the "quick entry" to enter online, the alternative uses dropdown boxes that make entering easier. Entering long before the deadline is better than doing it at the last minute.

The mandatory Entry Deadline (and electronic photo submission in lieu of attending pre-weigh in) will be:

- Beef: February 4th
- Sheep, hogs, goats: April 5th
- Rabbits, poultry: May 4th

The optional pre-weigh in dates as follows:

- Beef: February 9th, 8-10 a.m.
- Sheep, hogs, goats: April 7th, 3:30-5:00 p.m.
- Rabbits, poultry: May 5th, 3:30-5:00 p.m.

Important: online entries close BEFORE pre-weigh-in. Ear tags will be issued to project leaders the week AFTER weigh-in.

Please note that there will be a new fair policy prohibiting use of golf carts, bikes, ATV's, skateboards and all other off-road vehicles for exhibitors.

Dogs are also prohibited this year at fair.

The next Junior Livestock Committee meeting is scheduled for May 5, 2014 at 7:00 p.m.

4-H SUMMER CAMP DATES SET!!

Camp staff dates: July 17-21

Camper dates: July 18-21

Registration fees: Early bird - \$75 per camper/adult/counselor by fair entry deadline, \$100 May 16th - June 17th. No registrations taken after June 17, 2014. Completed registrations with money must be in the 4-H Office by 5:00, June 17, 2014 in order to be registered.

2014 GLENN-COLUSA CATTLEWOMEN'S BEEF AMBASSADOR CONTEST

Wednesday, February 12, 2014 at 6:00pm

Colusa County Cooperative Extension, 100 Sunrise Blvd, Suite E, Colusa

Deadline to enter is Friday, February 7th. For more information and entry form contact the 4-H office.



37TH ANNUAL AGRICULTURAL AND ENVIRONMENTAL SCIENCES FIELD DAY

This year's event will take place on March 7th and 8th at UC Davis. 4-H can participate in all 24 different contests! Registration must be printed and mailed after being completed online at: <http://calaged.csuchico.edu/registration/>.

After you register, we request that you submit a printed copy of your online registration along with your payment. Checks should be made payable to "UC Regents" and mailed to:

Attn: Courtney Rhodes
College of Agricultural & Environmental Sciences
One Shields Avenue
Davis, CA 95616

Deadlines:

- February 7: Agriscience Fair and Job Interview materials due and online Registration closed
- February 14: Payments must be postmarked – A \$25 late fee for payments postmarked after this date will be enforced.

Please register as soon as possible to ensure space for your teams. For more information contact: fieldday@caes.ucdavis.edu, or visit: <http://caes.ucdavis.edu/fieldday>

WASHINGTON FOCUS

The Colusa County 4-H chaperone to 2014 Washington Focus is unable to attend this year. Adrian Murphy will continue to chair the group's fundraising efforts through this year with plans to attend in 2015. She has invited all teens in the county to join the Arbuckle delegation to form a countywide group. Adult help is invited.

4-H/FFA/JUNIOR GRANGE MEMBERSHIP CLARIFIED

When a member maintains projects in 4-H, FFA and Junior Grange, the projects may not be in the same kind of livestock or crop. A member of an FFA chapter, Junior Grange or 4-H club may transfer projects from one organization to another only ONCE during a calendar year. To be able to show a project at a fair or show, it must be under the supervision of the organization under which it will be shown for at least 60 days prior to the fair or show (120 days for a market beef.) The complete agreement is available at the 4-H Office.

NORTHCOAST YOUTH SUMMIT, "ENVISION YOUR IMPACT"

Saturday, March 15, 2014

College of the Redwoods, Eureka

Registration information can be found at www.ysummit.org or contact Sandy Sathrum at 707-445-7351. All youth, grades 7th-12th and adults who work with youth are invited. Registration cost is \$15 by 2/14, \$20 by 2/28 and \$30 after 2/28.

GARDEN ENHANCED NUTRITION EDUCATION

Chico Eat Learn Grow

Where: 1238 Arbutus Ave., Chico, CA 95926

Date: March 1, 2014

Hours: 9:45a.m. - 4:00 p.m.

Focus on using the school garden to teach nutrition.

Activities include: Eating a rainbow, one-bite lessons, cooking with kids, and more. Take home resources for developing a school garden & workshop lesson plans/resources.

Trainers: Carol Hillhouse & Jeri Ohmart of UC Davis & Laurie Niles from Hooker Oak School garden program.

Audience: Educators, School Garden Coordinators, Parent Volunteers

Type of Event: Workshops and Seminars

Pre-registration required: Contact Laurie Niles, Phone: 530.342.1995, Web site: goo.gl/PHsX5g

Cost: Free



CSU CHICO SHEEP AND MEAT GOAT EDUCATIONAL DAY

February 8, 2014

There are various workshops all lasting about 20 minutes each and will start every 30 minutes from 9:30 a.m. to 11:30 a.m. Educational participants can pick 4 workshops to attend. Youth lamb and meat goat project members can learn about various aspects of their project! Topics will include nutrition, fitting and grooming, showmanship and selection. There is a \$5/person charge, those under 9 are free. Concession lunch will be provided by the Northern California Meat Goat Association Youth members. All paid participants in the Sheep & Goat Educational day will receive 2 raffle tickets for a raffle ewe. Additionally, if you need a project lamb or goat kid for May/June fairs, there is a sale of about 60 lambs and 15 goats that afternoon!

<http://www.chicostatesheepgoat.com/events.html>

SMALL ANIMAL FIELD DAY

The Small Animal Field Day is chaired by Cody Murphy and scheduled to take place on April 12, 2014 from 9am-12pm at Red Barn Feed & Supply on 6722 Harrington Ave, in Arbuckle. More information will follow.

NATIONAL YOUTH SUMMIT SERIES

The National Youth Summit Series brings together high school students from around the country to focus on specific issues. The three STEM and healthy living conference are held annually in Washington, D.C. for high school students, grades 9 through 12.

We believe that young people can change the world. When students learn to use impactful, transforming Science, Technology, Engineering and Math (STEM) and gain skills around healthy living, they become part of the solution. Robotics: February 13-17, 2014

Register now at: www.nationalyouthsummit.org



MERIT AWARD, ALL STAR & SCHOLARSHIP APPLICATIONS

DUE: APRIL 15, 2014

Merit Award – applicants must be 8th grade graduates by June 2014 or 14 years of age or older. A prime consideration in the selection will be how much work, assistance and cooperation the member has given to younger members, leaders, and the club program. The award is a full scholarship to the State 4-H Leadership Conference at UC Santa Cruz, August 14 - 17, 2014.

All Star – applicants must be 15 years of age as of January 2014, have a Gold Star or are eligible to attain a Gold Star this year. Up to 4 members may be chosen to serve as All Stars. Duties include attending State 4-H Leadership Conference, present at Achievement Night, other countywide events, represent 4-H at public events and be a counselor at 4-H summer camp.

College Scholarship – Any graduating senior that is a 4-H member should call the 4-H office and request an application to be sent to them.

There are 3 components to scholarship;

- 1) Enrollment award based on your years enrolled in 4-H
- 2) Merit based on your interview and record book
- 3) Renewable scholarship – for each scholarship awarded, Council will set aside \$1500. You can reapply for three additional years, and be awarded \$500 per year if you meet the requirements: Completion of application, full time student with passing grades, and your transcript from the previous year.

Parents: use any of these loan programs to teach your child a life skill. Even if you are able to loan your child the money for a project this is an opportunity for them to learn to borrow and pay back money from someone else.

YOUTH LENDING PROGRAM

Colusa-Glenn Farm Credit offers financing programs for 4-H livestock projects. If you are interested, contact Katie Grutter at 530-458-2163 or kgrutter@cgfc.net.

ED & JOSIE MATTINGLY MEMORIAL LIVESTOCK LOAN

Ed and Josie Mattingly were 4-H Leaders in Butte County for many years while 7 of their 9 children were in the Biggs 4-H Club. Both have passed away and their family and friends would like to memorialize them by helping 4-Hers in livestock projects. In this spirit their family would like to help 4-Hers who would have difficulty financing a livestock project without a loan. **The deadline to apply for this 0% interest loan is March 7th.** For further information please contact the 4-H Office at 458-0570. The loan may be used to purchase 4-H uniform items, feed, pen, tack or animal.

JOEL SHERER MEMORIAL LIVESTOCK LOAN

Mr. and Mrs. Joseph Sherer of Arbuckle established the Joel Sherer Memorial Fund in 1965 to memorialize their son Joel, who was “an energetic 4-Her during his lifetime”, and to assist 4-H members in establishing a degree of independence by allowing them the opportunity to finance their livestock projects. **The deadline to apply for this loan is March 7th.** For further information please contact the 4-H Office.

2ND ANNUAL STATE 4-H SHOOTING SPORTS ARCHERY

The 2nd Annual State 4-H Shooting Sports Archery Match Rules and Entry Form is now available on the State 4-H Shooting Sports website. Entry due date is April 1, 2014. Targets and scorecards will be mailed upon receipt. Individuals may enter traditional and/or compound and three shooting distances. The age categories are junior, intermediate and senior. Completed scorecards must be returned by June 16, 2014. If you have questions, contact Linda Edgington at 707-463-4495 or email lgedgington@ucanr.edu.

4-H RABBIT SHOW

The Humboldt County Rabbit show will be held at the Humboldt County Fairgrounds on Saturday, March 15th at 9am. It is an ARBA sanctioned show in conjunction with the Humboldt County Rabbit & Cavy Breeders Open show. There will be 4-H rabbit showmanship and a costume contest. Best of Show will be awarded a Rosette & Carry Cage, & Reserve Best of Show will be awarded a feeder & Rosette. Show superintendent is Abby Ziesak (442-6274 & lisejean@juno.com) & Show Secretary is Sarah Cox (sarahcox107@gmail.com & 707-497-6396). For more details and a copy of the show book contact Abby.

2013 STATE RECORD BOOK COMPETITION RESULTS

Congratulations to Arbuckle 4-H members for earning medals at the 2013 State Record Book Competition!

Jessica Croxson—Medalist

Cody Murphy—Medalist

4-H SHOOTING SPORTS WORKSHOP – RIFLE DISCIPLINE

Saturday, March 15, 2014 8:00a.m. – 4:00p.m.

Sunday, March 16, 2014 8:00a.m. – 12:00p.m.

Auburn, CA

A 4-H shooting sports workshop for the rifle discipline will be held near Auburn CA, official location TBD. Participants must attend both days of training to receive certification. Upon successful completion of the course, the participant will be certified as a volunteer and can lead a rifle project at the club level. The cost for this course is \$30.00 to cover the instruction binder that each participant will receive as well as lunch on Saturday. Teen leaders are invited but must attend with an adult. Participants are to bring their own eye and ear protection. To register for the course or receive more information, contact Eric Vander Linden at evl@cebridge.net or 916 257-4796 (This course is not open to 4-H leaders from Santa Cruz County). Please fill out and bring the documents listed below. The training request form will need to be signed by your county staff prior to participating in the training.

<http://4h.ucanr.edu/files/2123.pdf>, <http://4h.ucanr.edu/files/4758.pdf>, <http://4h.ucanr.edu/files/4726.pdf>

Registration is due Friday, February 22nd and space is limited.

STATE LEADERSHIP CONFERENCE ~ “RAIDERS OF THE LOST LEADERSHIP”

August 14-17, 2014 at U.C. Santa Cruz

The 4-H State Leadership Conference brings together high school youth (13-19 year olds – graduated from 8th grade) from across California in a four-day leadership training, networking, and learning experience. Check our website <http://4h.ucanr.edu/Programs/Conferences/SLC/> for updates and information.

CALIFORNIA 4-H UNIFORM CONTEST

If you've always complained about the uniform, now is your chance to have a voice in changing it!

In response to 4-H members' and volunteers' input and desire to explore options for a new uniform, the State 4-H Incentives and Recognition Advisory Committee is facilitating the process to adopt a new uniform. It is important to all that the new uniform maintains 4-H tradition but is an updated, comfortable, and easy uniform for today's youth. The new uniform should make 4-Hers recognizable. The new uniform must continue to allow 4-Hers to exhibit their recognition pins and emblems. The uniform must meet the needs of certain projects. For instance, certain animal projects require boots, long pants, and/or long sleeves. Uniforms should also be affordable for all members.

The policy on 4-H attire will remain the same and states that, "There is no uniform requirement in the 4-H YDP and a uniform cannot be required for participation in any 4-H YDP sponsored activity, event, meeting or occasion. 4-H YDP staff will inform other sponsoring organizations that the 4-H YDP does not require uniforms."

4-H Uniform Contest Rules

- 1) Currently enrolled 4-H members may enter the contest.
- 2) Proposals are due by **April 18, 2014, 9 pm**.
- 3) Multiple entries from one member are allowed.
- 4) Submissions will be evaluated by an ad hoc sub committee appointed by the State 4-H Incentives and Recognition Advisory (I & R) Committee. This committee will be comprised of three youth members, one adult volunteer and one staff member. The ad hoc group will make recommendations to the I & R Committee who will then prepare multiple uniform options for voting by all registered members and adults.
- 5) You do not need to be present at State Field Day for your uniform idea to be selected.
- 6) The evaluation committee and the I & R Committee reserve the right to take features of one uniform submission and combine it with features from another submission.

Members will be recognized for their selected and winning contributions in the Updates Newsletter, on the State 4-H Website and through our social media networking platforms.

How to Enter

- 1) Submit your proposal electronically by **9 pm, April 18, 2014**. A proposal must include a written description of the proposed uniform and may also include sketches and/or photos of the proposed uniform that can be uploaded onto the contest survey site. Submit your proposal here: <http://ucanr.edu/survey/survey.cfm?surveynumber=12195>
- 2) Submissions will be evaluated using the following criteria:
 - o **Affordability and Availability.** Uniforms have to be affordable to all members. The uniform pieces must be generally available or easily produced.
 - o **Serviceability and Comfortableness.** Uniforms need to be comfortable and functional for all 4-H activities, from showing livestock to giving presentations.
 - o **Adaptability.** Uniforms should be adaptable for weather and project needs. For instance, there could be long and short sleeve options. There could be different options for younger members (e.g., green hat) and older members (e.g., no hat, but need something else that displays pins and emblems).
 - o **Professional Appearance.** Uniforms should be easily recognizable and easy to keep clean.
 - o **Ability to Exhibit Recognition/Awards.** Uniforms should allow for the display of pins, emblems, etc.
 - o **Traditionalism.** Uniforms should incorporate the 4-H colors and the 4-H emblem. The 4-H colors are white, to symbolize purity, and green, to represent growth. The 4-H emblem is the green clover with four white Hs.

UC, ANR AND 4-H SMOKE AND TOBACCO FREE POLICY

On January 1, 2014, all UC campuses and facilities, including ANR, are completely smoke & tobacco-free, and the use of cigarettes and all tobacco products is no longer be permitted on any UC ANR property. This includes buildings and structures, grounds, parking structures, enclosed bridges and walkways, sidewalks, parking lots, and all property that is **owned, operated, leased, occupied, or controlled** by ANR. As well, smoking is prohibited in parked and moving vehicles while on grounds owned, leased, or under the control of ANR.

4-H had an existing policy prohibiting the use of tobacco for 4-H adult volunteers and youth members. The policy has been updated to include parents/guardians and other participants and to explicitly mention smokeless tobacco products, e-cigarettes and unregulated nicotine products.

Below is the current 4-H Policy on Alcohol, Drugs and Tobacco (Chapter 11, IX).

The following policy applies when youth, adult volunteers, parents/guardians and participants are participating in the 4-H YDP and while performing 4-H YDP duties at non-4-H events.

Participation in 4-H Activities and Non 4-H Events

1. Adult volunteers shall not consume or be under the influence of alcohol, illegal drugs or tobacco while performing their 4-H YDP duties.
2. Adult volunteers shall not be impaired by legal drugs while performing their 4-H YDP duties.
3. Adult volunteers and 4-H YDP staff will not allow alcohol, illegal drugs or tobacco use.
4. The use of alcohol, illegal drugs, smoking and the use of smokeless tobacco products, e-cigarettes and unregulated nicotine products is prohibited.

For the ANR Policy and associated FAQ go to: <http://ucanr.edu/sites/anrstaff/files/181051.pdf>

For the 4-H Policy and associate FAQ go to: <http://4h.ucanr.edu/Administration/Policies/Chapter11/>

YOUTH WATER EDUCATION RESOURCES

A few people have asked for youth water education resources to help educate Californians' about our drought. Here are a few recent resources:

There's No New Water! 4-H curriculum (6-10th grade)

\$16 | <http://www.4-h.org/resource-library/curriculum/4-h-theres-no-new-water/>

Includes a water usage assessment tool (attached)

4-H2O Curriculum: Water Quality Awareness in Urban Environments

<http://www.ca4h.org/files/14369.pdf>

2008 4-H National Youth Science Day: Helpful Hydrogels

http://4h.ucanr.edu/Projects/SET/NYSD/2008_4-H_NYSD/

4-H Project Sheet: Water Education

<http://4h.ucanr.edu/files/160007.pdf>

Sacramento 4-H Water Wizards curriculum (4-6th grade afterschool, 12-week curriculum)

Curriculum in draft form; for a copy, contact Marianne Bird at mbird@ucanr.edu.

4-H2Online from National 4-H Council

<http://www.4-h.org/youth-development-programs/4-h-science-programs/environmental-science-alternative-energy/4h2online/>

Who:

All teens, 9th grade (graduated from 8th grade) and older, as of June 1, 2014, are eligible to apply. Prior 4-H membership and camp experience is not required. All those applying for teen counselor positions **MUST** submit an application and attend an interview. These will be used to help make selections.



Applications Due: Monday, March 17, 2014, by 5:00 p.m.

Interviews must also be scheduled at this time. You may call 458-0570 (8:00 a.m. - 5:00 p.m.) or come by the office to do this.

Interviews: Wednesday, March 26, 2014 - by appointment only, bring your calendar as well as three new ideas for camp!

CIP Conference Room, 100 Sunrise Blvd., Colusa

Staff Training & Planning Meetings:

The date of the first planning/training meeting will be arranged after interviews. Subcommittee and main committee meetings will be arranged at this first meeting.

Adults are needed as staff and are encouraged to contact the office to volunteer. All adults and teens attending camp must attend the first staff meeting. Subcommittee assignments and meetings will be set at this time for planning camp activities. To attend camp, counselors **MUST ATTEND** three of the four scheduled meetings. These meetings are very important for a successful camp. **NO EXCEPTIONS!**

4-H Camp, Camp Tehama:

Camp will again be held at Camp Tehama, near Mineral. Camp dates are July 17-21, 2014. Your full time attendance at camp is required.

If you have any questions, please call Liz Dawley, 4-H Program Representative at 458-0579.

- Attach a letter of recommendation from non-family, preferably non 4-H source
- Complete attached Code of Conduct

COLUSA COUNTY CAMP "TEEN COUNSELOR" APPLICATION

Name: _____ 4-H Club: _____ Male Female

Address/City/Zip: _____

Telephone Number: _____ Email address: _____

Age: _____ Grade: _____ County: _____

(As of June 1, 2014)

1. Have you attended 4-H Camp or other camp in previous years? NO YES
If yes, please tell us what year(s) and whether you were a counselor or camper.

2. What previous experience do you have working with children? (i.e. babysitting, church, other?)

3. What do you believe the 4-H Camp's goal should be?

4. What ideas do you have for new program areas or camp activities?

5. Teen staff will be asked to pay approximately \$75.00 camp fee.
Will this be a hardship for you?

6. Please list 3 references that we may contact:

Name: _____ Phone: _____ Years known: _____
Relationship: _____

Name: _____ Phone: _____ Years known: _____
Relationship: _____

Name: _____ Phone: _____ Years known: _____
Relationship: _____

YOU MUST BRING YOUR APPOINTMENT BOOK/SOCIAL CALENDER TO THE INTERVIEW. IF YOU'RE UNABLE TO ATTEND DUE TO AN EMERGENCY, YOU MUST CONTACT THE COLUSA COUNTY 4-H OFFICE PRIOR TO THE INTERVIEW.

BE KIND

February 10-16 is Random Acts of Kindness Week

Start the good habit this week and continue it all through the year. When it comes to 4-H Volunteers there is a short supply, especially of the ones who are dedicated to the long term commitment. To keep these adult volunteers, members and parents can do their part by following one simple idea: be kind.

Being kind means:

- Rsvp to meeting notices
- Arriving on time to meetings
- Parents assist when needed, leave promptly after dropping members off when not needed
- Being prepared with supplies, ideas and a good attitude
- Paying attention and working diligently at the meeting
- Volunteering without being asked
- Be respectful of the leader's time, property and home
- Parents picking up members promptly from the meeting

If you are doing all of these things you are making the best better and not only is the leader grateful but so is the rest of their family, the other members and parents that are involved in the project. Please be kind.

FEBRUARY BIRTHDAYS

• AIDEN CHARTER • AUDREY WASHBURN • CHARLIE LAUX • COLE SIMMONS • EMILY PINGREY • ETHAN LAY • GRANT HARTILL • HALLE CHARTER • HANNAH AZEVEDO • JACK EHRKE • KENDALL WILSON • KENZIE WILSON • LACY MCGEHEE • LUKE CHARTER • MACEY MYERS • MAGDALENE AZEVEDO • MASON SMITH • MICHAELA CARVALHO • RYANN DENNIS • SAMUEL STOCKS • TAVIN CARTER • THOMAS HEIDRICK •

4-H INFORMATIONAL LINKS:

To view the 4-H State news, go to <http://www.ca4h.org/Administration/StateOffice>

To view the 4-H Science, Engineering, and Technology news, go to:

<http://www.ca4h.org/Projects/SET/>.

To view the National 4-H news, go to <http://4-h.org/news/4hnews.php>

To view the National 4-H news Healthy Living Program, go to <http://www.4-h.org/youth-development-programs/kids-health>

CA 4-H has a Facebook page. Like us at: <http://www.facebook.com/california4H>

4-H E-News Updates ~ February 2014

Disney Friends for Change U.S. Grants - Deadline: February 6

YSA and Disney Friends for Change are offering young change-makers an opportunity to receive a \$500 grant to help make a lasting, positive change in the world. Applicants leading high-impact and/or large-scale projects may also request an additional \$500 grant (up to \$1,000, total) to support their work. Grants support projects taking place on or around Global Youth Service Day, April 11-13, 2014, Learn more at <http://bit.ly/1bb9qLa>.

Opal Apple Youth Make a Difference Initiative Grants - Deadline: February 28

The Opal® Apple Youth Make a Difference Initiative will award \$75,000 in funding to youth-based initiatives serving their communities in the U.S. and Canada, where youth, ages 6 - 25, take leadership roles in addressing one or more of the issues of food security, nutrition, agriculture, or food politics and education. Grants will be awarded in the range of \$5,000 - \$20,000. More info: <http://bit.ly/1iWVayx>

Daisy/4-H Shooting Sports Scholarship - Deadline: April 1

Daisy Air Guns is offering two \$500 scholarships for graduating seniors who meet the academic criteria and who have been active in 4-H Shooting Sports. Applications must be received by the State 4-H Shooting Sports Coordinator by **April 1, 2014**. Apply [here](#).

2014 Milano Scholarship - Deadline: April 11

This scholarship is intended for 4-H Members who are well-rounded and are implementing the life skills they have learned throughout their daily lives. Up to five \$5,000 scholarships will be offered in 2014. Priority consideration will be given to youth enrolled in the Modoc County 4-H Program. However, youth enrolled in the Lassen or Siskiyou County 4-H Programs are encouraged to [apply](#).

Are you leading a Thrive project?

If so, you have a chance to win a **\$50 gift card!** Send in all 8 postcards following your Thrive project meeting and you will receive a gift card at the end of the program year.

Also, send in your Master Trainer or Project Leader survey to win a **\$20 gift card!** Survey links are below:

Master Trainer:

<http://ucanr.edu/survey/survey.cfm?surveynumber=11942>

Project Leader:

<http://ucanr.edu/survey/survey.cfm?surveynumber=11943>

2014 California Camping Conference - March 21 – 23, 2014 – Early Registration Due February 1st

Boulder Creek, CA

The California Camping Conference inspires ideas and innovation and helps camp administrators create fun, safe, and rich learning experiences for both campers and camp staff. Sponsored by the University of California 4-H Youth Development Program, the weekend offers staff, volunteers, and youth opportunities to develop their capacity as leaders in their local camp programs.

You will...

- Add new, fun, educational activities to your program
- Better understand how to work with campers, teen staff, and adult volunteers
- Learn how to market and recruit campers and teen staff
- Network with others who share your passion for camp
- Come away with practical tools to increase the safety, fun and growth for campers, and staff

Conference workshops include:

- Understanding and dealing with difficult behaviors
- New science, engineering and technology (SET) activities for camp: shelter building, first aid and safety, creating cookouts, and overnight adventures
- Working with chaperones and other adult volunteers
- Project Learning Tree and more “green” ideas
- Our campers Thrive activities
- Important steps for camp health and safety compliance
- Archery certification
- And more!

Registration fee by February 1st is \$140 per person (\$150 by March 7th) and includes meals, lodging, and all conference materials. The conference begins at 7:00 p.m. Friday, ending just before lunch on Sunday. Suggested participants include camp directors, youth leadership team, camp volunteers, and 4-H staff members. Archery Certification is an additional \$35 and the 12-hour course and precludes other workshop sessions. For a copy of the brochure or to register online, visit: <http://4h.ucanr.edu/Programs/Camps/Conference/>

30th Annual California State 4-H Shooting Match Entry Information

It is time to sharpen up your shooting skills and start preparing for the 30th Annual State 4-H Shooting Sports Match, sponsored by the Siskiyou County 4-H Council. Entries for the State 4-H Shooting Sports Match, must be postmarked by **March 10, 2014**. See information for rules and registration below:

[2014 Shooting Sports Certification-SOP](#)

[2014 Shooting Match Registration](#)

[2014 Shooting Sports Cover Letter](#)

2014 Ag Day We will be celebrating on the Capitol lawn on **Wednesday, March 19th, 2014!** More information: contact Sarah Watkins, spwatkins@ucanr.edu.

Western Region Leaders' Forum - March 27-30 at the Crowne Plaza located in downtown Billings, MT.

Join Montana 4-H as they welcome the Western Region Leaders' Forum to Billings in March 2014. Agents, staff, and volunteers are hard at work planning a conference that will help you to "Discover the Past. Present. Possibilities of 4-H". Participants will enjoy a first class conference facility and hotel accommodations, national speakers, local entertainment, and over 60 informational workshops. WRLF is an exciting time to network with peers from across the region sharing ideas and building relationships to carry 4-H into the future.

More info: <http://4h.ucanr.edu/files/175016.pdf> **Registration is now open!** <http://wrlf2014.com/registration>

American Youth Leadership Program for the Western Region

Talofa! The American Youth Leadership Program (AYLP) provides an opportunity for youth and adult participants to travel to Samoa. Learn about Samoan history, culture, traditions, and ways of life by staying with a host family during the three week program mid-December, 2014 to early January 2015. American and Samoan host siblings will also study cultural issues in the U.S. and Samoa around obesity and diabetes, marketing, and access to food.

Applications are due April 1st. See more detailed information in the documents below: [Promotional Article](#), [Samoa Brochure](#)

State Field Day - May 31, 2014 8:00am-6:00pm

UC Davis Campus-Wellman Hall

Participation opportunities:

MyPlate Challenge- <http://ucanr.edu/myplate>

New this year: 4-H Engineering and Technology Showcase

Have a 4-H Engineering or Technology project you will like to showcase or demonstrate? Apply here http://ucanr.edu/exhibit/display_application! Funding for supplies, materials or handouts is available, contact Steven Worker for more information, sworker@ucanr.edu.

Find more information here: <http://ucanr.edu/4hstatefieldday>.



2014 State Fashion Revue May 31, 2014

Theme: California Grown, California Sewn

The **State Fashion Revue** committee is hard at work planning our event for State Field Day on **May 31st**. It is time once again for us to seek volunteers to be judges and room monitors. Parents are welcome, however, not in the room of their own child/children. Past judges have stated how much they thoroughly enjoyed the experience. State Fashion Revue judges are adults who have an interest in fashion, current fashion trends, arts and crafts techniques, consumerism, and garment construction. Room Monitors are willing adults who will help with logistics in the judging rooms. We also need judges for the presentations that will take place in Olson Hall by members who are entered in both State Fashion Revue and State Presentation Day. These adults must have previous experience in judging presentations at the county or sectional level. Counties are responsible for providing a minimum of 1 judge for every 5 entries into State Fashion Revue. To register to be a judge or room monitor, complete the online survey at <http://ucanr.edu/sfr2014judges>. If you have any questions regarding judges or would like more information about these rewarding jobs, please contact Sue Moore, SFR Registrar, at 2moores@mlode.com or call 209.743.2020.

The SFR Committee has been answering questions about the new Upcycled category. This is not an alteration. It is taking one or more existing garments, deconstructing them, possibly adding other fabrics or materials, and ending up with a different garment. It is not a dress changed into a different dress. But it could be pants and a shirt changed into a dress. For more details about SFR, see the website at <http://www.ca4h.org/Programs/Events/SFD/SFR/> Don't forget to check out this year's service projects!

World Ag Expo - Feb 12, 2014

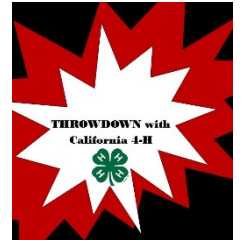
UCCE is celebrating 100 years this year!

4-H is joining the party and hosting an interactive display with UCCE at the World Ag Expo **on Feb 12th from 9am-5:00pm**. The Smoothie bike will be in tow along with other interactive activities. If you would like to participate or give a presentation or demonstration, contact Sarah Watkins, spwatkins@ucanr.edu.

2014 State Fair 4-H Throwdown

July 22nd and 24th, three teams compete each round with a secret ingredient in each round! A panel of judges, yet to be named, will judge the 3 course creations!

Registration opens in March! The daily schedule: Round One: 11am-1pm, Round Two: 1:30pm-3pm, Champion Round: 3:30pm-5pm. Start prepping now for the State Fair 4-H Throwdown!



State 4-H Leaders Forum 2014

The WoW Factor; the way you see California 4-H in 2014!!

Experience California 4-H in 2014 in many ways, in both traditional events and in special programs. All of these activities will culminate in the State 4-H Leaders' Forum, **Nov. 7 - 9, 2014** at the Crowne Plaza in Sacramento. As part of the theme "101 Ways 4-H Thrives", the SLF committee is searching for innovative projects, service learning, healthy living, partnerships, and leadership mythology workshops.

If you have innovative displays from your 4-H experience which you are willing to share with others we would like to hear from you, too. There is room for several displays to document the progression of innovative ideas to move 4-H into the next 100 years. Please share your "spark" to innovatively find, "101 Ways 4-H Thrives!" Please contact Cindy Dixon at: cin_mom@sbcglobal.net, or (530) 209-1576, for more information or to register your display. We are taking suggestions, applications for educational workshops. Please contact Sandy Cohen sandybear74@hotmail.com. Stay tuned for more updates!

iThrive Leadership Project Curriculum has a SET Focus for the 2013-14 Program Year

Are you looking for ways to continue to develop 4-H members ages 12 and up in effective leadership skills? iThrive takes the principles of positive youth development and organizes them in a fun and engaging way to develop the leadership skills of our 4-H youth. Each module of this year's curriculum links one or more scientific and engineering practices to a Thrive concept. These eight essential practices are those used every day by scientists and engineers in their work. The accompanying iChampion Adult Volunteer Leader Guide provides an easy to follow resource to make project leaders successful in using this curriculum. Using the experiential learning cycle, iThrive provides opportunities for youth to realize their true and full potential and shows them how they can help their peers do the same. The curriculum is free and available to any project leader of a leadership project. To find out more about Thrive, check out the state website at <http://4h.ucanr.edu/About/Thrive/>. **If you are interested in bringing Thrive into your leadership project for the 2013-2014 program year, contact your county office to find out how you can get started.**

4-H Online Record Book (ORB) Opportunities

Have you checked out the 4-H Online Record Book lately? Did you know that there are over 6000 users across the state using ORB to complete their record books? Did you know that 4-H members in EVERY county are using ORB? To find out what is fact and what is fiction about ORB, check out the ORB MythBusters on our website at <http://4h.ucanr.edu/files/176241.pdf>

ORB Internet Café

The ORB Internet Café is provided to give staff and volunteers both individualized and group instruction on using California 4-H's Online Record Book System. The café is designed as a 3-hour workshop that combines presentation, hands-on practice, and group discussion. Participants will need to bring a laptop or tablet with them to the café. The following topics will be covered:*

- Overview of the Features & Functions in the Online Record Book (Record Book, Social Media, Evaluation)
- Navigating the forms in the Online Record Book (PDR, APR, 4-H Story)
- Project & Club Leader Functions and Approving Forms
- Myth busters—unravelling some of the myths concerning ORB and its use

To bring this training to your county, please fill out the following request form.

<http://ucce.ucdavis.edu/survey/survey.cfm?surveynumber=9591>. Counties are responsible for covering the travel and lodging cost of the trainer for this event.

The Great American No Bull Challenge

4-H'ers are once again encouraged to promote the importance of being an up stander and creating a positive school culture to end cyber and all other forms of bullying on a global basis by entering the Great American No Bull Challenge. Take the Challenge and Just Say - No Bull!

The Great American NO BULL Challenge is a student-led National video contest and Teen Video Awards show dedicated to bullying prevention and promoting empathy, respect, and inclusive communities using the power of music and the magic of filmmaking. This year, the competition includes full length videos of 2 - 5 minutes as well as PSA's of 30 - 60 seconds.

Who's Eligible: U.S. students in middle or high school aged 13-18.

Video Upload Begins: NOW!

Video Upload Deadline: April 30, 2014

Public Voting Period: May 5 – May 16, 2014

Nominees Announced: June 6, 2014

August 8 - 9, 2014 - NO BULL Conference and Teen Video Awards

Download a one page flier and information using this link: <http://nobullchallenge.org/wp-content/uploads/2013/05/2014-NO-BULL-One-Sheet.pdf>

Also visit the campaign homepage and view the winning videos from last year at: <http://nobullchallenge.org/winning-films-2013>

Source: Cheryl Varnadoe, Extension 4-H Specialist in Georgia is representing 4-H on the National No Bull Challenge No Bull Advisory Committee.

Communication Skills Building helps community leaders who work with parents of pre-teen girls

Communication Skills Building helps community leaders strengthen the communication skills of parents and caregivers of preteen and teenage girls. Research shows that girls who have strong and open lines of communication with their parents and caregivers are more likely to finish school and less likely to get involved with drugs and alcohol or become teenage parents. Important conversations on hard topics should begin as early as possible, or between the ages of 9 and 11. Communication Skills Building helps community leaders work with parents and caregivers to address difficult topics, such as:

- Dating
- Appropriate dress
- Internet dangers
- Peer pressure (smoking, drugs, and alcohol)
- Time management

For more information: <http://womenshealth.gov/talking-to-preteens/>

Source: U.S. Department of Health and Human Services

#4hwaterwed

Start the New Year with a pledge to drink more water! Each Wednesday take a picture of yourself drinking water and post it to Facebook, Twitter, and Instagram. Be sure to #4hwaterwed to show your commitment to healthy living.

For more information on the importance of hydration and ideas for your club visit:

http://4h.ucanr.edu/Projects/HealthyLiving/Water_For_Better_Living/

Save the date! California Focus is June 13-17, 2014

California Focus is a unique citizenship educational experience that combines hands-on participation in workshops, debates and simulations with speakers, tours, fun activities and new friends from across California.

International World Water Day - March 22, 2014 <http://www.unwater.org/wwd2014.html>

World Water Day 2014 will address the nexus of water and energy.

Test your Science Knowledge!

From the Pew Research Center - Public's Knowledge of Science and Technology

<http://www.people-press.org/2013/04/22/publics-knowledge-of-science-and-technology/>

The public's knowledge of science and technology varies widely across a range of questions on current topics and basic scientific concepts, according to a new quiz by the Pew Research Center and Smithsonian magazine.

2014-2015 National 4-H GIS/GPS Leadership Team Application

Due to Steven Worker at smworker@ucanr.edu by **February 10, 2014**

<http://4h.ucanr.edu/files/179805.doc>

This is a national leadership opportunity for state 4-H youth-adult teams to support 4-H GIS and community mapping programs. Our leadership team is typically 20-40 teens and adults from 7-15 states. A state team is composed of one or two 4-H teens and one adult. The team attends the Esri International GIS Educator and User conferences in San Diego, actively participate in online community, conference calls and other team communications to collaborate, document and implement national leadership plan.

2014 4-H Junk Drawer Robotics Curriculum Workshop

April 5, 2014, 9:30am - 4:30pm, SCU Robotics Systems Lab, NASA AMES, Mountain View, CA

Register at <http://ucanr.edu/survey/survey.cfm?surveynumber=12051>

Junk Drawer Robotics engages middle school youth in engineering design through the use of common household items. The curriculum was developed to focus on scientific and engineering practices; frame activities in the experiential learning cycle; and promote small group collaborative learning. These workshops will help prepare 4-H project leaders and teen leaders to implement the curriculum. There is no cost to attend and lunch will be provided. Projects must purchase the curriculum, available at the 4-hmall.org.

Save the Date: UC Cooperative Extension - Day of Science and Service - May 8, 2014

UCCE and 4-H will be conducting 3 citizen science projects throughout the state in honor of the Cooperative Extension Centennial Celebration.

SET Activities at the State 4-H Field Day 2014

May 31, 2014 at UC Davis

- **4-H Engineering and Technology Showcase (a special 2014 theme)**

Proposals due by May 4, 2014 at <https://ucanr.edu/survey/survey.cfm?surveynumber=11856>

At the State 4-H Field Day, 4-H clubs, projects, and other groups are invited to setup displays to share information, conduct hands-on activities, and engage people in new topics. In 2014, a special theme will feature engineering and technology in 4-H, which could include robotics, woodworking, rocketry, gis/gps, engines, computers, automotive, farm machinery, and more. 4-H members part of an engineering/technology display are eligible for a "4-H engineering" pin (please include names in the comments box below). Limited funding is available for groups to exhibit, please contact Steven Worker at smworker@ucanr.edu to inquire.

- **2014 CA 4-H Photography Competition- State Field Day**

<http://4h.ucanr.edu/Programs/Events/SFD/Photo/>

The 5th Annual California 4-H Photography Competition is designed to provide an opportunity for 4-H members ages 9-19 to showcase their best photographs taken within the past 4-H year. Pre-registration is required to participate. Registration will be open from February to early May. If you have any questions, contact John Trammell at techdude4h@gmail.com.

- **California 4-H Film Festival**

Films due May 5, 2014

http://4h.ucanr.edu/Programs/Events/SFD/State_4-H_Film_Festival/

The 2014 themes are "Revolution of Responsibility" and "4-H, it's not just about animals."

Other activities are in the works:

- Science Fair
- Programmable robotics

2014 4-H Honey Bee Essay Contest

Each year the Foundation sponsors an essay writing contest for active (fees paid) members of 4-H clubs across the country. There are cash prizes for the national winners. National and state winners receive a book about honey bees, beekeeping, or honey. All essays must be submitted electronically to Eric Mussen, ecmussen@ucdavis.edu, and are due on or before **February 15, 2014**. More info and rules: <http://4h.ucanr.edu/files/176473.pdf>

Looking for a Qualifying Horse show for the 2014 California 4-H Horse Classic?

Visit http://4h.ucanr.edu/Programs/Events/Horse_Classic/Equine_Qualifier_Events/ to find a Horse Show near you!

Hosting a Qualifying show? Register your show here: <http://ucanr.edu/qualifying-shows> for it to be considered a qualifying show for the 2014 California Horse Classic.

Criteria for a Qualifying Show:

- Show verified by county
- Up to 3 shows per county
- Each horse show must be registered
- The Horse Show must offer the same classes that are offered at the State 4-H Classic (they may offer more if they choose too)
- Show must be before June 3rd, 2014
- Management of each show is required to send show results to Sarah Watkins at the State 4-H Office

Results can be sent via email to spwatkins@ucanr.edu.

California 4-H \$1,000 for 1,000 Service Learning Projects

<http://4h.ucanr.edu/Support/RofR/>

2013/2014 Revolution of Responsibility Application Deadlines:

March 15, 2014, May 15, 2014, July 15, 2014, September 15, 2014, November 15, 2014



Agricultural Innovation Prize <http://www.agprize.org>. Submission deadline is February 28th, 2014.

The contest was developed to encourage cutting-edge technology in agricultural and food systems. It strives to connect various sectors and disciplines in an effort to better address the challenges of the 21st century. These challenges include bringing our food, climate and social systems within a safe operating space. It hopes to identify ways to achieve food security while keeping us within sound environmental boundaries. The Ag Prize seeks students who are interested in transforming global food systems into one that facilitates sufficiency and resilience. This transformation will occur with the increased awareness and attention of the next generation of leaders, unbridled by any number of constraints.

4-H Million Trees <http://www.4milliontrees.org/>

The Eco-Company TV show segment on the 4-H Million Trees Project / Woodside High School Green Academy tree planting event at Huddart Park was aired nationally. It is now available to view online at <http://www.eco-company.tv/video/planting-redwoods>

New National 4-H Curricula: Exploring Beef Health and Husbandry

<http://www.4-hmall.org/Product/4-hcurriculum-beef/exploring-cattle-health-and-husbandry/08455.aspx>

This curriculum is designed as the guide for a project facilitator. The activities and background information in this curriculum will help youth develop the requisite knowledge and skills associated with raising and showing beef cattle.

DoSomething.org Seed Grants - Deadline: Rolling A \$500 Do Something Seed Grant is given out every week to help young people just like YOU! These grants can be used towards project ideas and programs that are just getting started, or to jump-start your program and realize your ideas for the first time. These grants can also be used towards projects that are already developed and sustainable, towards the next steps of your project and organization to help you as you look to expand your project and grow your impact. More info: <http://bit.ly/PQYfTr>

iDevelop Virtual Training Site

A new online training center for 4-H staff, volunteers and youth leaders is available now. The purpose of the site is to provide online access to high-quality trainings around positive youth development:

http://4h.ucanr.edu/Resources/Volunteers/4-H_Thrive_Resources/4-H_Thrive_Virtual_Trainings/

Chris Greer
County Director

Liz Dawley
4-H Program Representative



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 on the basis of race, color, national origin, religion, sex, gender, gender expression, 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 (USERRA), as well as state military and naval service. This policy is intended to be consistent with the provisions of applicable state and federal laws and University policies.

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. In addition, it is the policy of the University and ANR to undertake affirmative action, consistent with its obligations as a Federal contractor, for minorities and women, for persons with disabilities, and for covered veterans. The University commits itself to apply every good faith effort to achieve prompt and full utilization of minorities and women in all segments of its workforce where deficiencies exist. These efforts conform to all current legal and regulatory requirements, and are consistent with University standards of quality and excellence.

In conformance with Federal regulations, written affirmative action plans shall be prepared and maintained by each campus of the University, including the Division of Agriculture and Natural Resources. Such plans shall be reviewed and approved by the Office of the President and the Office of the General Counsel before they are officially promulgated. Inquiries regarding the University's nondiscrimination policies may be directed to Linda Marie Manton, Affirmative Action Contact, University of California, Davis, Agriculture and Natural Resources, 2801 Second Street, Davis, CA 95618, (530) 750-1318.