



October 1<sup>st</sup>, 2018

Re: Civil Rights Compliancy Notification

Dear Flathead County 4-H Volunteer Leader,

The following policies are in effect for all associated with the Montana State University Extension Service 4-H/Youth Program. The purpose of this policy statement is to ensure that the Montana 4-H Program is inclusive rather than exclusive.

Montana State University and its constituent colleges and programs, including the Montana State University Extension 4-H/Youth program do not discriminate on the basis of race, color, national origin, sex, sexual preference, marital or parental status, age, religion, creed or political belief, mental or physical handicap or disability, or status as a Vietnam era or disabled veteran in admission, access to, or conduct of its educational programs and activities nor in its employment policies and practices. Discrimination in the 4-H/Youth programs is contrary to the purposes and policies of the Extension Service, Montana State University, the State of Montana, and the United States Department of Agriculture and is prohibited.

Participation in Montana 4-H and its programs is open to all interested youth regardless of race, color, national origin, sex, sexual preference, religion, creed, political belief, marital or parental status or disability. Participation in some programs or aspects of 4-H may be subject to certain age requirements, specific enrollment deadlines, or specific ownership deadlines. A participant, applicant for participation, professional or volunteer staff member, or any person needing accommodation because of a disability should request accommodation form the County Extension Agent.

Montana State University afford any participant, applicant for participation, or professional or volunteer staff member who believes he or she was discriminated against by the Extension 4-H/Youth program has the right to file a grievance on grounds of discrimination. Complaints of discrimination should be reported to the Human Resources/Affirmative Action Office, Box 172430, MSU-Bozeman, Bozeman, MT 59717-2430. TDD (text telephone): (406) 994-4191 Phone (406) 994-2042.

Please be aware of these policies. For our records, sign the certification statement at the bottom of this letter and return it to the Extension Office.

Sincerely,

Ben Frentsos  
Flathead County Extension Agent

Montana State University,  
U.S. Department of  
Agriculture and Montana  
Counties Cooperating.  
MSU Extension is an equal  
opportunity/affirmative  
action provider of  
educational outreach.

This is to certify that \_\_\_\_\_  
Printed Name of Volunteer

will not exclude any person from membership or participation because of race, color, creed, age, national origin, religion, sex, or handicap.

1108 South Main Street, Ste. 4  
Kalispell, MT 59901  
<http://flathead.mt.gov/extension>

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

Tel (406) 758-5553  
Fax (406) 758-5881  
E-mail [extension@flathead.mt.gov](mailto:extension@flathead.mt.gov)