



## Non-Discrimination Policy Letter

October 2021

Dear Ravalli County 4-H Club Organizational Leader,

The following policies are in effect for all persons 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 constituents colleges and program including the Montana State University Extension Service 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.

**Ravalli County  
Extension Office**

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 from the County Extension Agent.

Montana State University affords any participant, applicant for participation, or professional or volunteer staff member who believes he or she was discriminated against by the Extension Service 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.

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

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

Sincerely,

Annie Bauer, MSU Extension Agent

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215 S. 4th St., Suite G  
Hamilton, MT 59840-2853  
www.msueextension.org

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Fax (406) 375-6606  
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This is to certify that \_\_\_\_\_  
(Name of Club)

does not exclude any person from membership or participation because of race, color, national origin, gender, religion, age, disability, political beliefs, sexual orientation, or marital and family status.

**Mountains & Minds**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date