# 4-H Spirit



Mariposa County 4-H Youth Development Newsletter

January 2020



## 4-H Winter Fun Day

4-H Winter Fun Day, ice skating, will take place Saturday, February 1, 2020, the 1-3p session, at Tenaya Lodge in Fish Camp. Cost is \$7 for 4-H/youth and \$14 for adults which includes skates. Pay at the rink. 4-H Council will provide snacks. Registration and waivers now available on-line at http://cemariposa.ucanr.edu/?calitem=yes&calitem=473472 club meetings or at the office. Registrations due into office by January 30, 2020 by 4p. so we can contact rink manager with numbers. Invite a friend but their parents/guardian must

# Mariposa County 4-H "Camp Tweety"

'Camp Tweety' will take place on June 28-June 30, 2020 at Camp Oakhurst. The camp will begin Sunday morning and end on Tuesday afternoon. Activities the campers will be doing are crafts, educational workshops, campfire, shooting sports, climbing wall, giant swing and more. 4-H invites all 4<sup>th</sup>-8th grade 4-H members & non-4-Hers to come join the fun at Camp Tweety. Youth need to be age 9 by December 31, 2019.



- Early bird special paid by April 24th will be \$150 for 4-H members and \$165 for non-4-Hers so start saving.
- After April 24th, cost will be \$175 for 4-Hers and \$185 for non-4Hers.
- Non-members also need to pay the \$65 4-H enrollment fee.
- If necessary, we will be taking payment arrangements with full fee paid by May 22.

Registration fee includes two nights lodging, (7) meals, snacks, materials, and a camp souvenir. Registration forms are now available on-line at http://cemariposa.ucanr.edu/4-H Program/Camp Tweety/ and at the UCCE office. Registrations along with fee are due into office by May 22. Make checks payable to UC Regents. Credit cards are being taken for the early bird special at http://ucanr.edu/survey/survey.cfm?surveynumber=28977. Chaperones, teen counselors and nurse will need to be at camp on Saturday, June 27 by late afternoon.

If your child is interested in experiencing camp life, meeting new friends, or just having a great time, please contact 4-H Staff at (209) 966-4829 for more details.



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## RAISING FUNDS FOR 4-H CLUBS OR COUNCIL

Because the 4-H Youth
Development Program is a
public institution supported by
tax dollars, the raising of funds
for use by 4-H project groups, clubs, councils
or other groups using the 4-H name or
emblem must be done in accordance with
guidelines established by the University of
California Cooperative Extension.

'A group with a purpose' (clubs, council) usually needs funds to carry out its program. Fundraising should be limited to the budgeted needs of the group and the 4-H Coordinator should be consulted to find out what other local clubs are doing and how the County 4-H Council raises money to meet their budget.

4-H fundraising policy forbids gambling, wagering, and raffles of any kind.

Money making projects are valuable opportunities for members to learn-by-doing. 4-H members need to work together as a team to raise money and they need to learn to earn. They should be encouraged to raise funds that emphasize fair prices for needed services such as attending camps or conferences rather than asking parents or businesses for funds.

The club's treasurer should bank all funds in the club's name, and there should be signatures of two or three of the group's officers or community club leader on any check written against the account. No checks are to be made out to cash. In the memo section of the check, write down the purpose of the check (ex.: reimbursement for film)

Remember, to obtain the funds the club, project, or council must complete a check request and any receipts are to be attached for audit purposes.

#### The 4-H Creed

I believe in 4-H work for the opportunity it will give me to become a useful citizen.

I believe in the training of my head for the power it will give me to think, plan, and reason.

I believe in the training of my heart for the nobleness it will give me to become kind, sympathetic, and true.

I believe in the training of my hands for the ability it will give me to become helpful, useful, and skillful.

I believe in the training of my health for the strength it will give me to enjoy life, to resist disease, and to work efficiently.

I believe in my country, my state, and my community, and in my responsibility for their development. In all these things I believe, and I am willing to dedicate my efforts to their fulfillment.

#### TAX TIPS FOR 4-H VOLUNTEERS

4-H volunteers (leaders, parents, teens) who incur out-of-pocket expenses or make a direct contribution to 4-H may be able to claim income tax deductions for:

- The fair market value of property and materials donated to 4-H
- Cash contributions to 4-H
- Cost of raising a guide dog puppy
- Cost of travel while serving as a volunteer (consult a tax manual for actual allowances)
- Un-reimbursed out-of-pocket expenses for stationary, postage, telephone calls, refreshments, photocopying, etc. incurred in rendering volunteer service.

You *CANNOT* claim the value of your volunteer services, time, or costs of transporting or paying expenses for your own child.

Consult with your tax advisor if you have any questions. Be sure to keep complete records and receipts in case your contributions are ever questioned.

# KEEP SAFE

# Safety at 4-H Projects

4-H leaders serve an important role in assisting with the development of today's youth. Providing important building components for sound foundations through development of cooperation, leadership, citizenship skills, and

knowledge is critical to the success of today's youth. These skills and knowledge are gained through project work. Key to successful project work is *safety awareness*. The University of California is committed to providing safe environments in which programs are conducted.

Everyone has a specific role in promoting and maintaining safe environments for project work. What are the basic responsibilities of the 4-H leader?

- Upon initial sign-up as 4-H leader and annually thereafter, review safety rules.
- All project work topics will have a safety awareness/ training element. Project work will not begin until all safety issues have been determined and addressed. Training should include the following: Training specific to the project work to be done, including a discussion of identified safety concerns and information related to procedures to be followed in case of an accident, or emergency (including evacuation of the project work site).
- Prior to beginning project work, the immediate project work site is to be evaluated for potential hazards. Potential hazards should be corrected prior to beginning project work. Project participants are to be encouraged to identify potential hazards.
- Practice safety at all times.
- There should be one adult to 8 members per project.
   Please get another certified 4-H leader to assist you, and contact the office to add their names to that project.
   Junior/Teen leaders cannot be considered in the count.
   Leaders must be at least 18 years of age, enrolled in 4-H, and approved.
- Use Jr./Teen leaders or resource leaders for helpers.

#### \*\*4-H PROJECT LEADERS\*\*

There are 4-H Clover Safety Notes for 4-H project leaders to use. Visit http://safety.ucanr.org/4-H\_Resources/Clover\_Safe\_Notes\_by\_Project\_Area/ or come by the office to look through 4-H Staff's safety binder.

### **Attention Parents- Please Read!**

We are all very fortunate to have so many special leaders who spend hours upon hours with your children. They work with your children in projects and at community clubs; they take them on tours and county events. I have heard, however, time and again one complaint that is very real and needs pointing out. Many leaders are stuck, quite often, with one or two children who they must "baby -sit" after a meeting or event, sometimes for an hour or more because a parent did not pick their child up at the announced time. Although the majority of parents have no problem arriving on time, there are an inconsiderate few that can really turn a leader off to 4-H. Leaders are not paid for their service, and they too have obligations outside of 4-H.

We all enjoy children and would not be here if we didn't. To those of you who come on time to pick up your children, I thank you, you are wonderful! To you folks who are even occasionally late, I have this advice, find out what time each meeting or event is scheduled to adjourn. If you can't remember, write it down or ask when you drop your children off; or set a timer for when it is time to leave your home to pick up your children. It will benefit us all!!



#### INSURANCE COVERAGE

Unsure what's covered and what's not? There are three types of insurance through the 4-H program that come with payment of the enrollment fee.



#### 1. ACCIDENT INSURANCE

All members and volunteer leaders are covered under this policy when taking part in or attending an *approved*, *regularly supervised 4-H activity*.

They're also covered while traveling to or from a club activity and while traveling between home and a group meeting place for a *scheduled activity*. Note the words in italics: the activity must be an official 4-H project, club, or county activity.

Members and/or leaders getting together for a private gathering are not covered. Maximum coverage for accident insurance is \$10,000.00 There are some exclusions to the policy, so read the Hartford brochure

#### 2. SICKNESS INSURANCE

This covers a member or leader who becomes sick while attending a 4-H sponsored camp or other trip. The coverage is for payment of necessary medical or surgical treatment up to \$2,500.00

#### 3. LIABILITY INSURANCE

All volunteer leaders are recognized as agents of UCCE, which provides general and automobile liability insurance for its formal volunteers. See the brochure titled *RISK* for more information.

NOTE: The University does not provide insurance for livestock. Families are encouraged to purchase animal mortality insurance and to clarify with their insurance carrier the extent of their homeowner's liability insurance regarding livestock.

# LEADER TIPS FOR A SUCCESSFUL and EDUCATIONAL PROJECT

- A minimum of 6 hours of instruction or 6 one meetings are required. Leaders can add more requirements but need to let the members know on the Project Activity planner by the first meeting.
- Give members an opportunity to LEARN AND DO.
- 3. Share project goals at the beginning of the project year.
- 4. Encourage members to set personal goals in the project.
- 5. Enable members to demonstrate something they have learned in the project.
- 6. Provide opportunities for members to present talks, demonstrations, judge at events, tour, go on field trips.
- 7. Provide exposure to the community through consumer and career education.
- 8. Provide opportunities for leadership.
- 9. Provide opportunities for citizenship and community service.
- 10. Make or do something together as a group.
- 11. Encourage members to work at home between meetings.
- 12. Ensure that project records are kept up-todate
- 13. Use 4-H curriculum and give materials to members to keep in a folder.



## 4-H Judging & Presentation/Favorite Foods Day Saturday, February 22

It is now the time to start preparing for our county Presentation/Favorite Foods Day. This is scheduled for Saturday, February 22 at the New Life Christian Fellowship.

Presentation Day activities offer the member the opportunity to develop communication skills.

Demonstrations, illustrated talks, prepared speeches, impromptu speeches, and interpretive reading are a few ways 4-H teaches communication skills. Presentations are recommended to be related to 4-H project or activity. School projects <u>can not</u> be presented if going on further than County Presentation Day. Posters are still a county category, but this category does not go on to Regional or State 4-H Presentation Days. For more information on categories check out the revised 2016 Presentation Manual at <a href="http://4h.ucanr.edu/files/2193.pdf">http://4h.ucanr.edu/files/2193.pdf</a> Members can enter 2 presentations and one Favorite Foods OR 4-H Creed, one presentation and one Favorite Foods.

# 4-H Creed competition is back this year. Memorize the 4-H Creed and possibly win a medal. There will be a separate entry form for this competition.

Remember, you could earn a gold medal for your presentation. Only gold medal winners at Presentation Day are eligible to go on to Regional Presentation Day set for <u>April 4 in Merced County</u>. Primary members can also participate in County Presentation Day, but CANNOT receive judges' awards or medals. Per the UC Primary Member Policy, competitive events/activities are not appropriate for five to eight-year-old members. Primary members must each receive the same award for participation.

Favorite Foods Day is opened to all 4-H members. Complete the entry form which includes your favorite food recipe. The categories this year are Mexican, Italian, Asian, American & Healthy Living Entrees. No desserts. For this category the member must know the calorie count, nutritional value, and cost per serving. Dishes will be tasted by judges.

Entries are now available at the office, club meetings, and in the Spirit. All entries for Presentation/Favorite Foods Day and 4-H Creed will be due February 14 by 5:00pm in the UCCE office. (No exceptions!) Mark your calendars for this fun and educational day!!!! If you want to be a room monitor, 4th grade and up, please call 4-H Staff or add your name to entry form.

Regional Presentation Day will be hosted by Merced County 4-H on April 4th. <u>Only Gold Medal winners</u> will be eligible to go on to State 4-H Presentation Day. State 4-H Presentation Day TBA but will be at UC Davis.

# 4-H Judging Day- see page 10 for information about this event

Bootjack 49ers will be chairs for this event at New Life Christian Fellowship. All members, leaders and parents can participate on February 22.

# What is a Judging Event?

Making good choices is a skill which takes practice. A judging event contains classes set up to teach and test critical thinking skills for members, and to also use their decision-making abilities while defending them by giving their reasons to judges.

#### What are classes?

There are two components.

- Judging Class
- •Oral Reasons

# Photos of the 4-H Float, Christmas Party & Caroling



















Thank you to the Triangle

and Clover Pioneers Clubs in chairing the Christmas Float and Christmas Party. And thank you to all the members and parents who participated.





Jack Bertram "Field of Service"

# 4-H is not a vision, it's a trip!

# 4-H Council, Club & Project & State News

# **Attention 4-H Project Leaders**

Just a reminder your first project meeting must be held by January 31, 2020

4-H Project rosters were mailed out to leaders in December so please contact your members to introduce yourself and to let them know when your first meeting will be in January. If you are using the office meeting room in January please call the office to get a date for the room fills up fast.

# Upcoming Local 4-H Events Through April

Winter Fun Day- Feb. 1-Ice skating at Tenaya Lodge

4-H Fundraiser- Feb. 7 & 8 at Steve's Sportsman Cafe

**4-H Judging/Presentation/Favorite Foods/Creed Day** February 22– New Life Christian Fellowship

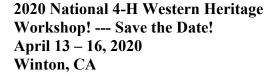
*Kid's Night*-March 27 (for K-6<sup>th</sup> graders)- Grace Church

Regional Presentation Day- April 4 Merced County

**Bike-a-thon-** April 26 Indian Gulch to Hornitos Park

For local 4-H event information and entries go to our http://cemariposa.ucanr.edu/then go to the calendar

For State 4-H Events and Activities go to http://4h.ucanr.edu/4-H\_Events/



The 4-H Western Heritage Project combines a comprehensive study of the Old West with the shooting sports discipline of western action shooting. The purpose of this project is to provide an avenue for 4-H members and adult leaders to experience the lifestyles and cultures of the Old West from the period of around 1860- 1900 through a living history approach to learning while instilling the concepts of gun safety and personal responsibility. Members dress in Old West clothing, shoot replica firearms of the frontier period, and expand their knowledge of U.S. history.

A National 4-H Western Heritage Workshop will be held in Winton, (Merced County) California in the spring of 2020. The training will start on Monday, April 13<sup>th</sup> at 6:30 p.m. and conclude Thursday, April 16<sup>th</sup> at 7:00 p.m. at the River Oaks Firearms Training Center <a href="https://safetyfirstshooting.net/">https://safetyfirstshooting.net/</a>. This is a National Level II training and requires attendees to be state certified and experienced in at least one 4-H shooting sports discipline. More details will be released in a few weeks. For now, mark your calendars and save the date!





### **PDR Corner**

Since the new year started on October 1 here are some activities which can be placed on your PDR if you attended or helped with. Work on your PDR monthly so you don't get behind.

National 4-H Week	
Club window display	4
Attended Board of Supervisor meet	ing in
uniform	3
Wore 4-H uniform to school	3
Achievement Night	
Attended	3
Decorated or clean-up	4
County Gold or Silver Medalist	7
100% attendance	7
MC	6
Presenter or gave speech	6
County record book winner	7
Presentation of Flags	6
Sang National Anthem	6
70th Anniversary Dinner	
Attended in uniform	3
Decorated or clean-up	4
Served	4

# Citizenship/Community Service \*\*need to include number of hours (ex: food baskets, Manna House, counts once for same activity) Chaired a service activity

• /	
Chaired a service activity	4
Volunteered at a community	5
holiday dinner	
Donated toys	5
Christmas Caroling	5
Attended Christmas Party	3

# **Christmas Caroling/Parade/Party**

Attended	3
Committee	4
Decorated float	4

# **4-H Service Learning**

The University of California 4-H Youth Development Program is dedicated to fostering an environment throughout our state in which youth and adults work together as equal partners in ways that result in acquisition of new skills and positive community change. A community service project becomes a service-learning project when the experiential learning process is used in conjunction with learning and service objectives.

# HERE ARE SOME 4-H COMMUNITY SERVICE IDEAS FOR CLUBS & PROJECTS-

RECYCLE, PLANT TREES, ASSIST WITH SENIORS, CLEAN-UP CEMETARY OR OTHER LOCATIONS IN NEED, MAKE CARDS FOR THE ELDERLY OR SICK, ORGANIZE A FOOD SCAVENGER HUNT AND GIVE TO THE NEEDY, VOLUNTEER AT THE SPECIAL OLYMPICS OR ADOPT A POTHOLE AND RAISE MONEY TO REPAIR IT.





# Favorite Foods Day-February 22 at New Life Christian Fellowship

## Entry Form

# Due to Mariposa 4-H Office by Friday, February 14, 2020

In the interest of fairness, late entries will not be accepted under any circumstances

It is recommended that you call the Mariposa 4-H office to confirm your entry has been received.

County:	4-H Club:		
Name:			_
	(use backside of form to w		
Mailing Address:	City:	ZIP:	
Phone: ()	E-Mail:		_
Favorite Food Catego	ories – Italian, Mexican, Asian, A	merican & Healthy Living en	ıtrees' -
	No desse	erts.	
Primary: (5-8 yr. old)	Junior: ages 9-10 Intermediate (Circle age y		14-19
Please bring a card tab	ole, table cloth, flowers, etc. to disp	olay your favorite dish.	
By signing this form, I signed forms will not be	state that the information on this fo e accepted.	rm is correct to the best of my	knowledge. Un-
Signature of Member:		Date:	
Signature of Project Le	ader		
or Club Leader:		Date:	_
□ I wish to be a Room	n Coordinator (4 <sup>th</sup> grade +)   □ Tal	lly Crew	
County:	4-H Club:		
	City:		_
Phone: ()	E-Mail:		
Send or FAX registration	on form to:		
	4-H Coordinator		
	4-H Office Mariposa County		
	5009 Fairgrounds Rd.		
	Mariposa, CA 95338		
	Fax 209/966-5321		

Phone 209/966-4829

# 4-H Judging Contest Slated for February 22 At New Life Christian Fellowship

## What is a Judging Event?

Making good choices is a skill which takes practice. A judging event contains classes set up to teach and test critical thinking skills for members, and to also use their decision-making abilities while defending them by giving their reasons to judges. The classes can be on any subject.

#### What are classes?

There are two components.

- Judging Class
- Oral Reasons

#### What are the rules?

- •This is an individual, not a team, activity.
- •No parent or leader help, to keep scores fair. Children with reading disabilities will, of course, be given assistance, but not by their own parents.
- Every member has a positive experience.

#### **Judging Class-**

- •Contains 4 items that are similar but different. They can be inanimate like 4 flower pots, 4 types of swine showing sticks, 4 of the same vegetable or 4 of the same live animals.
- •There are usually 9 classes in three areas: home economics, livestock, and general.
- •On your placing cards rank your 4 items, top to bottom. Let's use 3-2-4-1 as the correct order for a 4 chickens. Circle or check the correct numbers on your card.
- •Once you have finished judging a class, you wait until you have been excused to the next class. There is no talking between members, leaders, or parents.

# **Oral Reasons-**

It's one thing to think about your choices and list them on score sheets. Oral reasons take this process to the next level. This is where the participant tells someone else their reasons for their choices. Members should practice their oral report to themselves before saying it to the judge. Members should introduce themselves to the judge, state the class and how they placed the items before discussing their reasons. The reasons judge will give the member a score that is then combined with the placing score card.

See "Preparing and Presenting Oral Reasons" form and copy of placing card to be familiar before event.

#### Awards-

Primary members do not earn medals, but will receive a participation ribbon & same gift.

Regular members can earn a gold, silver, or bronze medal along with a ribbon. The high point winners in the three categories will receive a special award.

Parents and leaders can participate in this contest and will receive a ribbon.

	1234
	1243
PLACING CARD	1324
	1342
	1423
Class	1432
	2134
	2143
	2314
	2341
	2413
	2431
	3124
4-H JUDGING CONTEST	3142
	3214
	3241
	3412
	3421
Placing Score	4123
	4132
	4213
	4231
Contestant No.	4312
Contestant No	4321

#### Annual

# **Mariposa County 4-H Creed Competition**

Event Date: February 22 at the New Life Christian Fellowship Registration Forms are due to the 4-H Office by February 14, 2020

# **Registration Form**

NAME:	CLUB:	
ADDRESS:		
CITY:	ZIP:	
PHONE:	E-MAIL:	
Please check the Division in the Ca	ategory you are competing.	
C	ATEGORY 1 – Reciting the	4-H Creed using a written copy
	ade (9 years old) through 8 <sup>th</sup> 4 <sup>th</sup> Grade (9 years old) throu	
Division 2 - Senior High	School	
	CATEGORY 2 – Reciting t	ne 4-H Creed from memory
Division 1 – Novice 4 <sup>th</sup> Gr	ade (9 years old) through 8 <sup>th</sup>	Grade
Division 2- Intermediate	4 <sup>th</sup> Grade (9 years old) throu	gh 8 <sup>th</sup> Grade
Division 2 – Senior High	School	
CATEGOR	RY 3–Reciting the 4-H Creed	from memory or using a written Copy
Primary Member Grade F	K through 3 <sup>rd</sup>	

#### -The 4-H Creed -

- I believe in 4-H CLUB work for the opportunity it will give me to become a useful Citizen.
- I believe in the training of my HEAD for the power it will give me to think, plan and to reason.
- I believe in the training of my HEART for the nobleness it will give me to be kind, sympathetic and true.
- I believe in the training of my HANDS for the ability it will give me to be helpful, skillful and use ful.
- I believe in the training of my HEALTH for the strength it will give me to enjoy life, to resist dis ease, and to work efficiently.
- I believe in my country, my state and my community and in my responsibility for their development.
- In all these things I believe, and am willing to dedicate my efforts to their fulfillment.

# Presentation Day-February 22 at New Life Christian Fellowship

## **Entry Form**

Due to Mariposa 4-H Office by Friday, February 14, 2020

In the interest of fairness, late entries will not be accepted under any circumstances

It is recommended that you call the Mariposa 4-H office to confirm your entry has been received!

County:	4-H Club:
Name(s):	
	n to write names of all team categories such as Share the Fun, etc.)
Mailing Address:	City: ZIP:
Phone: ()	E-Mail:
Title: □	
Type: □ Demonstration □	□ Illustrated Talk □ Educational Display Talk
□ Informative Prepared	Speech □ Impromptu Speech □ Interpretive Reading
□ Share the Fun Skits (	team-limit 10) □ Cultural Arts □ Science or Engineering
□ Persuasive Prepared	Speech □ Poster (doesn't go forward to Regionals)
Primary: □ (5-8 yr. old) Ju	unior: ages 9-10 Intermediate: ages 11-13 Senior: ages 14-1
I need to give my presentation	outdoors (for large live animals, etc.): Yes No
By signing this form, I state that signed forms will not be accept	at the information on this form is correct to the best of my knowledge. Unled.
Signature of Member:	Date:
Signature of Project Leader	
or Club Leader:	Date:
	ator (4 <sup>th</sup> grade +) □Tally Crew □ Kitchen Helper
County:	4-H Club:
Name:	
Mailing Address:	City: ZIP:
	E-Mail:
Send/FAX registration form to:	4-H Coordinator Mariposa County 4-H 5009 Fairgrounds Rd.
	Mariposa, CA 95338
	209 966-4829

FAX 209 966-5321

# UNIVERSITY OF CALIFORNIA COOPERATIVE EXTENSION

The 4-H Spirit is published monthly for the Mariposa County 4-H Youth Development Program. University of California Cooperative Extension, U.S. Department of Agriculture and Mariposa County cooperating.

Articles or photographs for the 4-H Spirit are due into the UCCE Office by the <u>15th</u> of each month.

 Office Location
 UCCE Office

 5009 Fairgrounds Rd
 (209) 966-2417

 Mariposa, CA 95338
 (209) 966-5321 FAX

#### **4-H Contact:**

4-H Coordinator Telephone– (209) 966-4829

#### **Office Hours**

Monday– Friday 8-1p & 2-5p

Office website: http://cemariposa.ucdavis.edu

State 4-H website: http://www.ca4h.org





# **January Important Dates**

- 1 Office Closed-Holiday
- 6 4-H Council meeting at 6pm
- 9 Triangle 4-H meeting– 6p
- 12 Hornitos 4-H Club meeting
- Don Pedro 4-H meeting-6:30pm

Catheys Valley 4-H meeting-6pm

- 14 Bootjack 49ers-6:30p
- 16 Clover Pioneers 4-H Club meeting-6pm
- 20 Office Closed-Holiday
- 24-26 CYS-Wonder Valley Ranch

## **February**

- 1 Winter Fun Day-Ice Skating
- 3 4-H Council meeting 6p
- 17 Office closed-holiday
- 22 Judging/Presentation Day

#### 4-H Volunteer Leader Website

One of the most useful tools that have been developed at the State 4-H Office is the 4-H Volunteer Leader website. It is located on the State 4-H page under Volunteer Information. This web-page hosts volunteer voices to be updated monthly, a blog, on-line courses, and pointers to web-based curriculum resources. Check out the volunteer leader webpage at: <a href="http://4h.ucanr.edu/Resources/Volunteers/">http://4h.ucanr.edu/Resources/Volunteers/</a>

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 <a href="http://ucanr.edu/sites/anrstaff/files/215244.pdf">http://ucanr.edu/sites/anrstaff/files/215244.pdf</a>)