

## Screening Requirements Matrix for 4-H Ontario Volunteers

- All 4-H volunteers must be 18 years of age or older.
- An individual must complete the 4-H Ontario Volunteer Screening and Training process before they can officially hold status as a 4-H volunteer. 4-H volunteers are often in a “Position of Trust” with young people while carrying out their volunteer duties. Parents entrust their children with 4-H volunteers who are responsible for the supervision and safety of youth members. As such, they are obligated to practice “duty of care” to take reasonable measures to avoid causing foreseeable harm to a person.
- Volunteers uphold the values and policies of the 4-H program.
- Positions of trust involve ‘cash, keys or kids’ (youth).
- Screening Requirements are based on level of risk typically associated with the volunteer position

	New Club Leaders, Cloverbud Leaders and Volunteers at Large (new to 4-H)	New Chaperones/ Event Facilitators (new to 4-H)	Re-engaging Club Leaders, Cloverbud Leaders and Volunteers at Large, 3 <sup>rd</sup> Club Volunteer	Local Association Board Directors/ Association Representatives/ Appointed Positions/ Youth Directors	Current Chaperones/ Event Facilitators	Event volunteers (GFTG judges, adjudicators, COFS, IPM,)	Youth Advisory Council Rep, (4-H Canada) Director, Youth (Ontario 4-H Council)	4-H Ontario Ambassadors (over age of 18)	Ontario 4-H Council Board of Directors	Ontario 4-H Foundation Trustees
Application	x	x		x			x		x	X (new)
Reference Checks	x	x		x			x		x	X (new)
Interview	x	x		x			x		x	X (new)
Signed Participant Agreement Form/Code of Conduct	x	x	x	x	x	x	x	x	x	X (annually)
Vulnerable Sector (clean)	x	x		Only if working with ‘cash, kids, keys’				x		
Police Record Check (clean)			x	x	x		x		x	X
Declaration						x				X
Child Sexual Abuse Awareness Training	x	x	x	x	x		x	x	x	
New Volunteer Orientation	x	x		X (New volunteers only)						
Re-engagement Learning Opportunity			x	X (re-engaging volunteers)	x				x	X
Event/Position Orientation		x	x	X (Association board orientation)		x	x	x	X (new directors only)	X (new)