

Eau Claire County Fair MUTUAL RESPECT AND TRUST POLICY

Policy: It is the policy of the Eau Claire County Fair (hereinafter "Fair") that all individuals, youth and adults, be treated fairly, respectfully and with dignity. The mission of the Fair is to effectively support and build a community of youth learning leadership, citizenship, and life skills. All youth organizations which participate in the Fair have similar missions to accomplish this positive youth development.

Scope: This policy pertains to ALL individuals, youth and adults, who participate in the Fair activities, regardless of membership. This includes the members of all youth organizations who are eligible to enter the county fair, including FFA, 4-H, scouting organizations, breed organizations, etc. This applies to all types of interactions including those that are face-to-face, electronic, across all social media platforms, and written.

Objective: To promote a safe, cooperative, and enjoyable environment that supports the growth and mentorship of youth and adults alike. This means:

1. Supporting the missions of the Fair.
2. Creating positive, fun environments for all.
3. Developing policies and procedures that are ALWAYS for the good of the youth.
4. Focusing on future solutions, rather than past blame.
5. Looking for solutions that meet everyone's needs.

Procedure: Everyone is expected to adhere to the Mutual Respect and Trust Standards demonstrating mutual respect toward youth and adults alike.

Always Demonstrating proper manners and common courtesy.

Using respectful language in all verbal, written and electronic communication.

Being open and attentive to the point of view of others.

Listening actively and effectively to understand others.

Using input and feedback in a respectful manner.

Expressing disagreements tactfully and respectfully.

Respecting the ideas, values, and traditions of others.

Maintaining composure under stress or pressure.

Following the ground rules established for committees and other groups.

Empowering and trusting individuals and committees to do the tasks they have been charged with.

Everyone has the responsibility to support an organization free from all forms of disrespectful behavior. Disrespectful behavior can be directed at or instigated by anyone having an interaction whether youth or adults.

Disrespectful behavior includes ignoring, condescending, sarcastic, rude or any other ill-mannered language or conduct such as disrespectful tone of voice or body language, mimicry, sexual harassment, or any other form of disrespectful behavior directed towards others, whether verbal, written, visual or using electronic communications, and across all social media platforms.

Disrespectful behavior of any kind, ranging from subtle hints or conduct to overt acts, is not acceptable.

How to respond to an offender:

A. Anyone who is treated disrespectfully is encouraged to make it known to the offending individual that the behavior is offensive. Whenever possible, the recipient should make a direct attempt at resolution by informing the offending individual, either verbally or in writing that the conduct is considered disrespectful and must stop immediately.

B. If the response of the offender is unsatisfactory, or the recipient feels uncomfortable confronting the offender, a grievance can be submitted to the Fair Committee Chair. The Fair Committee Chair will attempt to mediate with both parties seeking a resolution. If there is a conflict of interest between the Chair and the person(s) involved, the Vice chair will mediate. If the vice chair has a conflict of interest, the secretary will mediate. If the Secretary has a conflict of interest, the matter will be taken to the Fair Committee at a publicly noticed meeting to address the concerns. Conflict of interest is defined as family member involvement in the complaint or if the mediator or the mediator's family stand to gain personally or financially and as defined in the EC county code and the Wisconsin state statutes.

C. If resolution is not accomplished, this grievance shall be presented to the Fair Committee at a publicly noticed meeting. Grievances shall be responded to within 60 days. Upon creation of the EC county ethics board the FC would be subject to rules created therein.

D. A formal meeting will occur between the parties involved, the leadership team of the Fair Committee and Fair Coordinator. The Fair Committee and Fair Coordinator have the right to request separate or joint meetings between parties. If reconciliation cannot be accomplished, it will remain the right of the Fair Committee and Fair Coordinator to make final recommendations to all parties involved following mediation. Based on the severity of the violation in mutual respect, actions may include requesting those youth or adults involved to abstain from attending any Eau Claire County Fair events. In severe cases, exploring termination of participation in any future Fair may be suggested.

At all times, mediation and resolution will be done respectfully between all parties involved.

Mutual Respect and Trust Standards

How we treat and communicate with each other drives the success and enjoyment of everyone's involvement in the Fair. This applies to all types of interactions including those that are face-to-face, electronic, written, and across all social media platforms.

Respect: Everyone shall always be treated with respect. Listening until the speaker is finished, use of appropriate tone of language, positive nonverbal behavior and gestures, positive attitudes, all shall reflect this respect and dignity of the individual especially during times of disagreement. Examples of disrespectful behavior would also include gossiping, negative labeling, questioning someone's decisions or actions in a public forum and ignoring an individual.

Language: Everyone is expected to be courteous and professional in communicating with others. No one shall use language that is profane, vulgar, condescending, demeaning, degrading, sarcastic, sexually suggestive or explicit, or intimidating, racially/ethnically/religiously slurring in any setting when communicating with or about others.

Behavior: Everyone is expected to refrain from any behavior that is deemed to be disrespectful, harassing, or intimidating to another individual.

Confidentiality: Protecting the privacy of individuals during mediation/reconciliation is the responsibility of the Fair Committee and Fair Coordinator. Everyone has the right to have issues dealt with in a confidential manner.

Feedback: Everyone will strive to give others prompt, direct and constructive feedback when concerns or disagreements arise. Feedback should be given objectively, respectfully, and directly to the person(s) involved in a confidential, private setting.

The Eau Claire County Fair Equity, Social Justice, Diversity and Inclusion (ESDI) Policy. The Fair will work within the guidelines set forth by the Eau Claire County policy. Definitions of the ESDI:

Equity: Conditions that support fairness and justness based on individual needs and circumstances where all members have opportunities to thrive and realize their best within the community

Social Justice: The objective of creating a fair and equal society in which each individual matters, their rights are recognized and protected, and decisions are made in ways that are fair and honest.

Diversity: Both observable and non-observable individual differences (life experiences, work context, learning and working styles, personality types among others) and group/social differences (race, gender identity and expression, age, social class, country of origin, ability, beliefs, intellectual and cultural perspectives, among others) that can contribute to organizational vibrancy and a dynamic community

Inclusion: Proactive, intentional, and thoughtful engagement with diversity to the extent that all feel welcome and have the ability to contribute fully and effectively throughout the community as authentically as each individual chooses to present themselves, with room to grow.

FINAL APPROVAL Eau Claire County Fair Committee - February 8, 2023

FINAL APPROVAL Eau Claire County, Eau Claire County Education Extension Committee –February 15, 2023