



2024 Calhoun County Fair

**DUE TO THE OFFICE ON OR BEFORE JUNE 14<sup>th</sup> 2024**

## Code of Conduct / Media Medical Release

Participant Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Organization: \_\_\_\_\_ Area of Participation: \_\_\_\_\_

### SECTION 1 – Code of Conduct

Calhoun County Fair offers many opportunities to the participants, parents, leaders and vendors. A code of conduct will be used, but has no meaning for the participants, their parents, or volunteers if it's not enforced.

Participation at the Calhoun County Fair is subject to the observance of the rules. Anyone who violates the Code of Conduct is subject to disciplinary action. Determination of discipline will be handled by the CCAIS Board of Directors and the Fair Manager.

Participants will:

- Show respect and cooperate with others.
- Follow the rules set forth in the Fair Book and the Youth Guidelines.
- Under no circumstance commit/threaten violence towards others.
- No illegal use of alcohol, drugs or smoking while at a youth event.
- Under no circumstance bring dangerous or unauthorized material to the fairgrounds (including explosives, weapons or similar items)
- Abstain from harassment or bullying of others (face to face interactions, social media, or other communication venues)
- Discrimination will not be tolerated (gender, race, age, sexual orientation, religion, national origin, disability or appearance)
- Not cheat or falsely represent the efforts related to fair activities.

**Exhibitors and guests acknowledge the contagious nature of COVID-19 and that many public health authorities still recommend practicing social distancing, and acknowledge that they are voluntarily choosing to attend event(s) at the Calhoun County Fairgrounds and assume the risk that they may be exposed to COVID-19. CCAIS cannot guarantee that event attendees will not become infected with COVID-19 and that attending events at the Calhoun County Fairgrounds could increase their risk.**

*I have read and understand the Code of Conduct and agree to abide by the rules stated above. I understand I may be removed as a participant of the Calhoun County Fair if I fail to follow the rules.*

Participant Signature \_\_\_\_\_ Date: \_\_\_\_\_

Parent/Guardian Signature \_\_\_\_\_ Date: \_\_\_\_\_

Parent or Guardian must sign if the participant is under the age of 18.

### SECTION 2 - Media Release

I authorize Calhoun County Fair to record my image and/or voice for use by the fairgrounds for promotional programs. I understand and agree that these images may be distributed, without payment or fees in perpetuity.

Participant Initial: \_\_\_\_\_

Parent/Guardian Initial: \_\_\_\_\_ Parent/Guardian must initial if participant is under the age of 18.

### SECTION 3 – Official Medical Treatment Release

I recognize that while attending Calhoun County Fair, medical treatment on an emergency basis may be necessary. I recognize that volunteers and staff overseeing the event may be unable to contact me for my consent in an emergency. I hereby give consent in advance for emergency care, as deemed necessary under the circumstances and assume the expense of such care. I also authorize that any/all information required to complete insurance claims and authorize insurance payment directly paid to the medical facility.

Emergency Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Participant Initial: \_\_\_\_\_ Parent/Guardian Initial: \_\_\_\_\_

Parent/Guardian must initial if participant is under 18.

**SUBJECT: CCAIS Sexual Harassment and Anti-Bullying Policy**

**DATE APPROVED: 10/18/23**

**EFFECTIVE: Immediately**

Calhoun County Agricultural and Industrial Society is committed to protecting individuals from sexual harassment and bullying. For this reason, the CCAIS board condemns all harassment and bullying.

**RESPONSIBILITY:** The CCAIS Board is responsible for the administration of this policy.

**SCOPE:** This policy applies to all employees, patrons, volunteers, exhibitors, vendors, guests, and any person(s) on the fairgrounds.

**DEFINITION:**

Sexual harassment includes, but is not limited to:

- Attempts to coerce an unwilling person into a sexual relationship.
- Repeatedly subjecting a person to unwelcome sexual or romantic attention.
- Punishing a person's refusal to comply with a request for sexual conduct; and
- Conditioning a benefit on submitting to sexual advances.

Bullying includes, but this policy is not limited to the following:

- health-harming mistreatment of one or more people by one or more perpetrators. It is abusive conduct that includes:
  - Threatening, humiliating, or intimidating behaviors.
  - Work interference/sabotage that prevents work from getting done.
  - Verbal abuse.

Such behavior will not be tolerated or accepted and will expect that all employees, patrons, volunteers, exhibitors, vendors, guests, and any person(s), to be treated with dignity and respect.

***Examples – Sexual Harassment and Bullying***

CCAIS considers the following types of behavior examples of sexual harassment and bullying:

- Unwelcome sexual advances, flirtations, or propositions, --whether they involve physical touching or not.
- Sexual "kidding" epithets, jokes, written or oral references to sexual conduct.
- Comment on an individual's body or on an individual's sexual activity, or deficiencies.
- Displaying sexually suggestive objects, pictures, posters, cartoons.
- Unwelcome leering or staring at a person.
- Sexual gestures and suggestive or insulting sounds such as whistling, or comments with sexual content or meaning.
- Uninvited sexual contact, such as touching, hugging, and purposely brushing against the body, patting or pinching.
- Indecent exposure.
- Inquiries into one's sexual experiences.
- Discussion of one's sexual activities.

- Sexual emails; and
- Sexting, sexual messages or images posted on social media, including but not limited to instant messages, Facebook posts, Tweets, Snapchat, Instagram, or blog entries.

Examples of bullying:

- **Verbal bullying.** Slandering, ridiculing or maligning a person or his or her family; persistent name-calling that is hurtful, insulting or humiliating; using a person as the butt of jokes; abusive and offensive remarks.
- **Physical bullying.** Pushing, shoving, kicking, poking, tripping, assault or threat of physical assault, damage to a person's work area or property.
- **Gesture bullying.** Nonverbal gestures that can convey threatening messages.
- **Exclusion.** Socially or physically excluding or disregarding a person in work-related activities.

In addition, the following examples may constitute or contribute to evidence of bullying and will not be tolerated:

- Shouting or raising one's voice at an individual in public or in private. Using obscene or intimidating gestures.
- Personal insults and use of offensive nicknames.
- Public humiliation in any form.
- Deliberately interfering with mail and other communications.
- Spreading rumors and gossip regarding individuals.
- Manipulating the ability of someone to do his or her work (e.g., overloading, underloading, withholding information, setting deadlines that cannot be met, giving deliberately ambiguous instructions).
- Deliberately excluding an individual or isolating him or her from work-related activities, such as meetings.
- Unwanted physical contact, physical abuse or threats of abuse to an individual or an individual's property (defacing or marking up property).

**COMPLAINT PROCESS:** Individuals who feel they have experienced bullying should report this to the Fairgrounds Manager or to a CCAIS board member to take appropriate action. The investigation findings and a recommendation shall be reported to the CCAIS Board, who will make a final decision on the appropriate course of action. This will include termination, resignation, banning or any legal action necessary.

Retaliation against an individual for reporting a claim or for participating in an investigation is also prohibited conduct under this policy. Acts of retaliation should be reported immediately to the Fairgrounds Manager or CCAIS Board. Substantiated claims of retaliation will be grounds for discipline deemed necessary.

I agree to all terms listed on this form.                      Date: \_\_\_\_\_

Participant Signature: \_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_ Parent/Guardian must sign if participant is under the age of 18