



MSU Extension programs and material are open to all without regard to race, color, national origin, gender, gender identity, religion, age, height, weight, disability, political beliefs, sexual orientation, marital status, family status, or Veteran status.



4. IF functional limitations limit or prevent the 4-H member's participation, are there any reasonable accommodations that will allow the 4-H member to participate?

a. If yes, please describe the accommodation(s) that are being requested.

b. If no, or if you have questions, please contact MSU's DEI Specialist, Imelda Galdamez at [galdamez@msu.edu](mailto:galdamez@msu.edu).

**Key points to consider:**

- We will not alter the fundamental nature of the program or the essential criteria for participation.
- Participants with disabilities will be judged by the same rules as other participants, however we can allow for modifications on how each species is shown.
- Modifications and rules will vary by species and will be reviewed by the species superintendents.
- Functional limitations with or without reasonable accommodations, should not pose a direct threat to the person with disabilities or others.
- Direct threat = significant risk of substantial harm. There must be evidence that an actual threat exists; the concern for direct threat cannot be based on speculative or hypothetical threats.
- Must consider whether direct threat can be eliminated or reduced below the level of "direct threat" by "reasonable accommodation".

If an accommodation is needed in order to be successful at a 4-H program or event, please contact the Montcalm County MSU Extension Office at (989) 831-7500. Requests should be made as far in advance as reasonably possible. Please know that we will do our best to provide all requested accommodations.

Request submitted by (print): \_\_\_\_\_

Request submitted by (sign): \_\_\_\_\_

Relationship: \_\_\_\_\_

Phone: (\_\_\_\_) \_\_\_\_ - \_\_\_\_\_ Email: \_\_\_\_\_

Request received by (print): \_\_\_\_\_

Date: \_\_\_\_\_ Accommodation review sheet attached? \_\_\_\_\_

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