# UNIVERSITY OF MARYLAN EXTENSION



# March 2022



## Frederick County 4-H Spring Family Night—April 11 Frederick County 4-H Achievement Night—April 12 At the 4-H Camp and Activities Center

Activities for 4-H members and Clubs include:

- ICE CREAM MAKING CONTEST sponsored by South Mountain Creamery
- **CAMPFIRE**
- **CLUB BOOTHS**
- and More!

See all the Details at <a href="https://go.umd.edu/familynight">https://go.umd.edu/familynight</a>

Registrations due April 1, 2022 for:

Club Registrations: <a href="https://go.umd.edu/familynightclubs">https://go.umd.edu/familynightclubs</a>

### Who's excited for 4-H CAMP? WE ARE!!!

Plan to join in the FUN! Save the dates:

> 4-H Day Camp: July 11—15 4-H Resident Camp: July 18—22

4-H Camp registration will open soon via 4-H Online! For more information go to the Frederick County 4-H website at: <a href="https://extension.umd.edu/locations/">https://extension.umd.edu/locations/</a>

frederick-county/local-4-h-vouth-education/camp





Questions about

4-H Camp? Reach out to Sara Goodman at sarnold2@umd.edu

# Frederick County Newsletter

#### Inside this issue:

Achievement Night Nominations	2
Public Speaking Contest	3
Breakfast with the Easter Bunny	4
Activities and Events, Website	5-6
4-H Calendar	7
Great Frederick Fair News & Notes	8
Scholarships	9
4-H Certified Volunteer Info	10
Club News	11—17

**Club Leader's Meeting** Tuesday, March 22 6:30pm—8:30pm Dinner 6:00pm—6:30pm @ 4-H Camp Center Register at:

https://go.umd.edu/march2022leader



### Frederick County 4-H Office

330 Montevue Lane (3rd Floor) Frederick, MD 21702 301-600-1589

Jennie Schiazzi schiazzi@umd.edu

Erin Kline <a href="mailto:erkline@umd.edu">erkline@umd.edu</a>





## Nominate your favorite 4-H Alumni, Friend of 4-H and 4-H Family of the Year!

Nominations close April 1, 2022.

Awards will be presented at the Frederick County 4-H Achievement Night April 12, 2022 @ 6:30 pm, 4-H Camp Center

#### 4-H Alumni: <a href="https://go.umd.edu/4halumni">https://go.umd.edu/4halumni</a>

- Recognize an adult who was a member of 4-H as a youth and has continued to carry their love and support for 4-H into their adult life.
- They have returned to 4-H in the role of parent, project/activity leader or club leader.
- The alumni upholds the values of the 4-H program and supports a safe positive learning environment for 4-H members which can be attributed to 4-H ideals that were learned while a member of 4-H.
- Individual could have been a 4-H member in any place in the United States.

#### Friend of 4-H: https://go.umd.edu/4hfriend

- Recognize an individual, organization, or business that has provided support to your club, or project group such as, making donations to your club, teaching project information, helping grow your local club program, etc.
- A friend of 4-H upholds the values of the 4-H program and supports a safe positive learning environment for 4-H members.

#### 4-H Family of the Year: <a href="https://go.umd.edu/4hfamily">https://go.umd.edu/4hfamily</a>

- Recognize a 4-H family with a minimum of 5 years service and active participation in club, county and state events.
- The 4-H Family of the Year upholds the values of the 4-H program and supports a safe positive learning environment for 4-H members.

# 4-H Public Speaking Contest

ERUCC @ 15 W. Church St. Frederick, MD 21701

March 19, 2022

Open to 4-H'ers in Frederick, Howard & Montgomery Counties.

Registration is Available Online: www.go.umd.edu/publicspeakingcontest

Need help with your Speech?
Check out our Help Page:
www.go.umd.edu/speechhelp



# 2022 Public Speaking Contest Information

Registration Deadline: March 7, 2022

Registrations must be done online at <a href="https://forms.gle/5LmhrJCa2UzgPgtE8">https://forms.gle/5LmhrJCa2UzgPgtE8</a>

**Contest Date**: Saturday, March 19, 2022

**Location:** Downtown Community Room 15 West Church Street Frederick, MD, 21701

**<u>Time:</u>** Details regarding your presentation time will be sent to you.

## **Public Speaking Contest Details**

One of the most valuable skills youth learn during their time in 4-H is public speaking. Each year, 4-H'ers participate in a Public Speaking Contest where they are able to practice and improve their public speaking skills.

The categories for the Public Speaking Contest are: Extemporaneous, Interpretation, Prepared and Radio Spot. Clovers can participate as well by reciting the 4-H Pledge or the American Pledge.

- Extemporaneous: Participants will draw 3 topics at the contest and select a favorite from the 3. Then given an allotted amount of time, a participant will write the speech and practice prior to presenting to judges. Extemporaneous presenters will draw for their speaking topics upon arrival at their scheduled time. Juniors and Intermediates have 30 minutes of preparation time and seniors will have 15 minutes preparation time.
- **Interpretations:** Youth memorize an oral presentation of a selected narrative from a published work. Permitted works include dramatic or humorous plays, books or poetry. A television script or show or any unpublished source is not acceptable.
- **Prepared:** Write a speech prior to the contest and bring the day of. The topic is the participants choice and is presented to judges during the allotted time slot. Juniors may use a complete script. Note cards containing key word outlines are permitted for intermediates and seniors.
- **Radio Spot:** Create a 30 second radio commercial prior to the contest. Present to the judges as if it is being broad cast over the radio. Musical or sound effect introductions and/or backgrounds may be use.
- **Clovers:** Clovers are welcome to participate in Prepared Speech area only, reciting the American or 4-H pledge.
- Ribbons will be given in each of the age categories for each county.

This is an excellent opportunity, whether a 4-Her carries a public speaking project or not, to receive valuable tips and learn tips to enhance public speaking abilities. Champions will have the opportunity to participate in the State 4-H Communications Contest

Check out our *Public Speaking: Making a Great Speech* handbook for more information regarding the competition and worksheets to help plan your speech. <a href="https://drive.google.com/file/d/15B-mNF2asW">https://drive.google.com/file/d/15B-mNF2asW</a> rWpeqen30KWrLOQjs484c/view? <a href="https://drive.google.com/file/d/15B-mNF2asW">usp=sharing</a>



#### **4-H Camp Center Event:**

Breakfast with the Easter Bunny
7-11 am Saturday April 16, 2022
Crafts, Photos and A Free Egg Hunt
Tickets Available the day of at the Camp Center or online at:

https://www.eventbrite.com/e/breakfast-with-the-easter-bunny-tickets-264736272317



### Frederick County 4-H Dairy Bowl Team

Interested in participating on the Frederick County 4-H Dairy Bowl team? We will be starting practices on **Sunday, March 6th at 6:30** at the Pleasant View Church of the Brethren. The church is located at 6213 Picnic Woods Road, Jefferson, MD 21755. Please contact Dee Shafer at 301-401-0646 or <a href="mailto:shafdon@aol.com">shafdon@aol.com</a> with any questions.



#### **Livestock Exhibitors:**



Are you planning to show livestock in 2022? Check out the MDA Livestock Requirements for Shows online.

The resource includes informationRegarding CVIs (Health Papers, RFID Tags and Testing Requirements)

https://mda.marvland.gov/AnimalHealth/Documents/MD-Fair-Show-Requirements 2022.pdf



# National 4-H Poultry & Egg Judging Contest Results Congratulations to Dalena and the Maryland State Team!

**Dalena B.** from Urbana, MD represented Maryland at the National 4-H Poultry & Egg Judging Contest held in Louisville, Ky. At the National 4-H Contest, the team judged & placed classes of Production Hens, gave reasons, judged & graded various classes of eggs, graded market poultry, and other classes of poultry products. During the week the team did some sightseeing, visiting the Louisville Bat Factory/Museum, Churchill Downs (home of the Kentucky Derby), and an upscale Horse Farm. Many friendships were made with 4-Hers from across the United States. **Dalena B.** placed 6<sup>th</sup> in market eggs (team placed 2<sup>nd</sup>) and the team placed 7<sup>th</sup> overall in the contest.







<u>Left:</u> **Dalena B.** receiving her pin at the Banquet from **Barbara Jenkins** of U S Poultry.

<u>Middle:</u> MD State Team **Anthony R.** (Montgomery Co), **Lillian L.** (Carroll Co), **Dalena B.** (Frederick Co) and MD State

Coach Angelique Livezey.

Right: Lisa and Anthony R., Lillian L., Dalena B., and Coach Angelique Livezey sightseeing in the area.



# The 4-H team has been working hard to update and improve our website, and we are so excited to finally get to reveal it to you!

Our hope is that this new format should make it quicker and easier for new and experienced 4-H families to find everything they need!

We are still updating a few of our pages, but feel free to explore the site at <a href="https://extension.umd.edu/locations/frederick-county/local-4-h-youth-education">https://extension.umd.edu/locations/frederick-county/local-4-h-youth-education</a>

We care about what you think of the website! If you wish to give us your feedback, you can do so by filling out this google form.



## **Diamond Clover Projects**

Perfect time to start the process for your Diamond Clover Levels One—Four

The first four levels are listed below. Click on the Word file to begin the process for the level that you are on. Starting with Level One and working your way up each year.

For more information on ALL Diamond Clover Award levels, please visit the

Maryland 4-H website for Diamond Clover Awards Program page.

Please send completed projects to Jennie at <a href="mailto:schiazzi@umd.edu">schiazzi@umd.edu</a>



# 4-H CALENDAR

Date	Time	Event	Description	Location
March 7		DEADLINE: Public Speaking Registration	www.go.umd.edu/ publicspeakingcontest	online
March 19	Beginning at 9:00am	Public Speaking Contest in Frederick County	See page 3 for more information	Downtown Community Room 15 West Church Street Frederick, MD, 21701
March 22	Dinner @ 6:00pm Meeting @ 6:30pm	Club Leader's Meeting	RSVP: by March 18th https://www.signupgenius.com/go/10C0445AAAC2EA1FA7-leader1	4-H Camp Center
April 1		DEADLINE: Family Night registration and Achieve- ment Night Nominations	Club Registrations Available at: https://go.umd.edu/familynightclubs Member Registrations Available at: https://go.umd.edu/familynightmembers	See page 1-2 for more information
April 11	Team Check in at 6:00pm Begins at 6:30pm	4-H Family Night	See all the Details at https://go.umd.edu/familynight	4-H Camp Center
April 12	Doors open at 6:00pm Begins at 6:00pm	4-H Achievement Night	See all the Details at <a href="https://go.umd.edu/familynight">https://go.umd.edu/familynight</a>	4-H Camp Center
April 16	7:00am—11:00am	Breakfast with the Easter Bunny	Tickets Available: https://www.eventbrite.com/e/breakfast-with-the-easter-bunny-tickets-	4-H Camp Center
May 7	Morning	4-H Presents & Talent in Frederick County	https:// go.umd.edu/4hpresents202 2	ТВА
May 7	Evening	Fashion Revue in Frederick County	https://go.umd.edu/ fashion2022	TBA
June 11 & 12		Central MD Spring Livestock Show	Registration opening in April.	Montgomery County Fairgrounds
July 11-15		4-H Day Camp	Registration opening in 4-H Online in March.	4-H Camp Center
July 18-22		4-H Residential Camp	Registration opening in 4-H Online in March.	4-H Camp Center
July 25-27		4-H Clover Camp	Registration opening in 4-H Online in March.	4-H Camp Center

#### News and Notes from the Great Frederick Fair:

#### **NEW UPDATES:**

#### **TURKEY PROJECT SIGN-UP**

Sign-ups for the Southern States Youth Turkey Project are now open! Please use the link below to register for turkeys. Each member interested may be eligible to receive up to 3 free turkeys from Southern States. Registrations will close March 31st.

https://docs.google.com/forms/d/

e/1FAIpQLSd3TxLkg g 0JQ9UttdlJevLqwcH8hJV494nCHsMvcc0 gSfQ/viewform? usp=sf link



#### **REMINDERS:**

#### **ELIGIBILITY FOR GREAT FREDERICK FAIR:**

Members in good standing of 4-H and/or FFA in Frederick County OR participant in GFF offered educational workshops and recordkeeping (more info on this tba)

#### LIVESTOCK SALE POLICIES:

Youth members are only eligible to participate in one County Youth Livestock Sale regardless of organization affiliation. For example, a youth member may not sell in the Carroll County Livestock Sale as a 4-her and sell at The Great Frederick Fair Youth Livestock Sale as a GFF youth participant. Please visit <a href="www.gffair.com/youthshow">www.gffair.com/youthshow</a> for a full list of rules and regulations.

#### **IMPORTANT DATES:**

- May 7<sup>th</sup> Workshops for Beef, Sheep, Swine, Meat Goats, Rabbits and Poultry. A detailed day-of schedule will be released in April for species specific times.
- **June 1**st Proof of ownership is due for market Swine, Sheep and Goats. Registration papers must be filled out and submitted directly to The GFF. You can download registration forms from the website listed above.
- **June 4**th & 5th Show Like A Pro Dairy Workshop. Registration opens February 15th, 2022. Please visit <a href="https://www.facebook.com/showlikeapro/">https://www.facebook.com/showlikeapro/</a> for more information.

	Proof of Ownership Dates	Weigh-in Dates
Swine	June 1st	6/4/2022
Sheep	June 1st	6/6/2022
Goat	June 1st * must be born after January 1st of	6/6/2022
Rabbits	August 1st	n/a
Turkeys	Must sign up by March 31st to receive turkeys from Southern States. Registration is	n/a

If you are not currently receiving emails from The Great Frederick Fair and would like to, please email <a href="mailto:Entries@thegreatfrederickfair.com">Entries@thegreatfrederickfair.com</a> to be added to the listserv.



## **Scholarship Opportunities**



Since 1986, the Community Foundation has been the leading source for post-secondary scholarship funding in Frederick County. Their program supports nearly every area of study

imaginable, with scholarships funded by generous donors who believe in the value of education.

Online Scholarship application will open on March 1. <a href="https://www.frederickcountygives.org/Grants-Scholarships/Scholarships">https://www.frederickcountygives.org/Grants-Scholarships/Scholarships</a>

### Maryland Sheep Breeders Association Scholarship

The Maryland Sheep Breeders Association in conjunction with the Maryland Sheep and Wool Festival is offering a scholarship in the amount of \$1,000.00 to a student who has been accepted or in is the process of applying for continuing education at a college or university, technical school, or vocational school. Preference will be given to those applicants who are members or who's families are members of the Maryland Sheep Breeders Association.

**The application is open now through April 15, 2022.** For more information and the application go to:

https://marylandsheepbreeders.org/awards/scholarships/

## Maryland Farm Bureau Scholarships

Available to Maryland Farm Bureau student members or children of members.



Maryland Farm Bureau in Frederick County awards both agriculture majors and non-agriculture majors scholarships. For more information, including deadlines and applications, go to:

https://www.mdfarmbureau.com/scholarships/

### 4-H Scholarship Opportunities

- The application for the 2022-23 Maryland 4-H Foundation Scholarships will open on March 15, 2022. Applications will be due by June 15, 2022. More details to come. <a href="https://www.mymaryland4hfoundation.com/how-we-give/scholarships">https://www.mymaryland4hfoundation.com/how-we-give/scholarships</a>
- Applications for Frederick County 4-H
   Scholarships are available at: <a href="https://extension.umd.edu/locations/frederick-county/local-4-h-youth-education/forms">https://extension.umd.edu/locations/frederick-county/local-4-h-youth-education/forms</a>
   and then under 4-H Member Forms click on the Scholarships tab
- Frederick County applications are due **April 1st by 4:00 p.m.** to the 4-H Office.
- The Frederick County 4-H Camp Center Scholarship applications are to be postmarked by **April 1** and mailed to the address listed on the application.
- Darren S. Kennedy application is due April 30th to the address listed on the application available at the above Frederick County 4-H website.





# Become a 4-H Volunteer today and help create life-changing experiences for youth in your community!

4-H Volunteers are a key component of the 4-H program. No matter your background or expertise, as a parent, a project leader, or any other leadership capacity, you can offer your unique talents,

perspectives, and guidance.

- Lead community clubs, school-based or after-school programs, and camp settings
- Create community service opportunities for youth in your area
- Work with other adults to create fun and exciting programs



#### What are the steps to becoming a 4-H volunteer?

- 1. **Enroll in 4-HOnline:** Please go to <a href="https://v2.4honline.com/">https://v2.4honline.com/</a> If you already have a family profile, while in your "Member List" click on "Add Member" and then complete "New Volunteer" as your Volunteer position. If you are brand new to 4-H please create a new account.
- 2. After you complete your enrollment in 4-HOnline, you will receive an email from Erin Kline with the following:
  - ⇒ **Volunteer Application :** Please fill out the application and send to me via email, mail or drop off in the "After Hours" mailbox on the porch at the Frederick County UME office at 330 Montevue Lane, Frederick MD 21702.
  - ⇒ **References:** Please send the Reference sheet to 3 friends or acquaintances. Please have them send to me via email, mail or drop off in the "After Hours" mailbox on the porch at: Frederick County UME, 330 Montevue Lane, Frederick MD 21702.
  - ⇒ **Background Check:** You will receive an email from vendor "Sterling Volunteers" for an online portal that will run a Commercial Criminal Background Check, a data driven check using your social security number. There is a \$15.00 fee for this service, paid for by the volunteer online through vendor "Sterling Volunteers." This background check will be required every three(3) years.
  - ⇒ **Volunteer Orientation Training -Please watch** this 4-H Volunteer Orientation Video and then complete the Orientation Survey. I will automatically receive a notification of your completion of the 4-H Volunteer Orientation Training Survey.
  - ⇒ **Phone Interview** To select a sign up time please go to: <a href="https://www.signupgenius.com/go/10C0445AAAC2EA1FA7-volunteer">https://www.signupgenius.com/go/10C0445AAAC2EA1FA7-volunteer</a>
  - ⇒ Signing an **Appointment Agreement and Position Description** via an Adobe Sign email that will be sent to you after Steps 1-7 are completed.

\*\* A 4-H Volunteer cannot work with 4-H Youth until ALL the above steps are completed and the 4-HOnline record is approved by both the State office and our local Frederick County office. The volunteer will receive a Welcome email after all steps and approvals are completed and they are cleared to work with 4-H youth.

If you have any questions at all, please reach out to Erin Kline at <a href="mailto:erkline@umd.edu">erkline@umd.edu</a> or 301-600-1595.



#### **Robo Rangers**

This summer the Robo Rangers competed in the 4-H Robotics Challenge at the Maryland State Fair. We had teams that competed in both the 4-H Lego Robotics Challenge and the 4-H Robotics Engineering Challenge. Even though there were fewer counties to compete against overall the 4-H Robo Rangers enjoyed competing.

In October the Robo Rangers participated in STEM Night at the 4-H Show case. We helped kids build Lego robots. Then, we showed them how to battle with the SUGO bots. The team members had a fun time interacting with and teaching the public.

For December instead of having a business meeting we had our Christmas party at Spinners Arcade. They had all types of games from pinball, air hockey, skee ball to video games. The club voted to rent a party room where we enjoyed drinks, pizza and cupcakes. The club liked being able to come into the party room rest and recharge and then go back out to play the games again. To sum it up the club members had a blast at Spinners Arcade!

The Robo Rangers FTC team (First Tech Challenge) competed at the Mc Henry, MD qualifier on January, 15<sup>th</sup>. They placed 5<sup>th</sup> out of 17.

Desmond G., Reporter









### **Middletown Valley Dairy**

The Middletown Valley 4-H Dairy Club has been very busy lately! One of our recent activities was helping a local family by buying Christmas gifts for them. The 4-H families each bought gifts and food to give to the local family.

As a new year comes, there are new 4-H officers as well. The newly elected officers are as listed: President – **Kelsey B**.; Vice-president- **Carleigh S**.; Secretary – **Dakota F**.; Treasurer – **Jamie G**.; Reporter – **Atley S**.; Sergeant At Arms – **Lane R**. and **Noah U**.; and Historians – **Aubree S**. and **Jollene D**.

One of the club demonstrations in January, **Lane R.** taught us how to properly address thank you notes and letters. We are very excited for the New Year and hope to continue activities as a club.



#### Walkersville

Happy New Year from the Walkersville 4-H Club. We are excited to grow our projects and see what is in store for the Walkersville Club in 2022!

The club did not have a meeting in January, but Record books were due and collected by **Mrs. Christy** on Thursday, January 20<sup>th</sup>.

Our club is now open for all our members to re-enroll in the 4-H online for 2022.

Our next meeting will be held via zoom on Monday, February 7th.

Submitted by Club Vice President and Historian, Emma G.

#### **Calico Clovers**



The Calico Clovers of Jefferson, Maryland, participated in the 89th Brunswick Veteran's Day parade Nov. 7. More than two dozen members designed this year's wagon, which featured a patriotic theme.



The Calico Clovers of Jefferson, Maryland, assemble Thanksgiving baskets filled with donated food to support local families.



The Calico Clovers of Jefferson, Maryland, went holiday shopping Dec. 9 and purchased 25 holiday gifts for local children in need.

#### **Shookstown**

The Shookstown 4-H Club met December 20, 2021 at the Mt Pleasant Ruritan Hall. We held a short meeting to elect next year's officers. They are:

President—Colton B.

Vice President—Collan W.

Secretary—Jessie R.

Treasurer—Madison O.

Recorder/Historian—Triston H.

After the meeting we enjoyed pizza and exchanged Christmas gifts. We played a game where you had to ring the antlers on a deer head that was worn by Tim W. After ringing an antler we could pick a price bag. We also collected Christmas cards we made to five to Heartfields Assisted Living patients which leader **Ruby Watkins** will deliver since they are on COVID lockdown. Group picture below: **Colton B., Collan W., Jessie R., Madison O., Dakota B., Blake W., Triston H., Jayce O., Rylee O., Aaron O.** 

Submitted by Triston H.





### Libertytown









On behalf of Secretary/Reporter of the Libertytown 4H club, Cash R.:

In December, the Libertytown 4H club gathered for a holiday celebration. It was great to be together to end a year of ups and downs. We started with our official meeting and elections for the upcoming year's officers. We were excited to have many nominations and members interested in serving in leadership roles in the club. Congratulations to the 2022 officers: **Josie R.**—President, **London T.**—Vice President, **Beckett C.**—Treasurer, **Cash R.**—Secretary/Reporter. **Brenna M** will also support the club by being our official photographer. We started to plan out the new year and many members signed up to lead crafts and present on a topic of their choice. We safely enjoyed holiday snacks, made a holiday ornament led by **Brenna M.** and played holiday games led by **Josie R.** Members laughed at the Christmas Carol Game, tried their luck at guessing jars and played a fun gift exchange game. It was a great way to end the year.

In January, our meeting was canceled due to snow, but we're excited to meet for an extended meeting in February and get all of our year planned! 2022 is going to be a great year for Libertytown 4H!

### Kaleidoscope

At our meeting in December we made pipe cleaner Christmas trees. The Christmas trees were for people at a nursing home. I hope they like them, we also wrapped Christmas tissue boxes for the nursing home

Also at the December meeting we voted on members that would be in offices for the upcoming year. Isaac **O.** as president, **Eva O.** as Vice President, **Ainsley H.** as Secretary, **Kylee M.** as Historian, **Leah C.** is still serving her two year sentence as treasurer.

At our January meeting we made Valentines for the nursing home. We also played a fun game where you put a plate on your head and draw a snow-

man step by step.

Reported by: Isaac O. & Luke S.

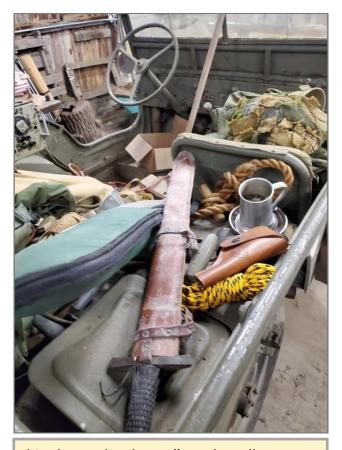


#### **Shutter Speed**

In December, the club had their annual Christmas meeting where secret Santa gifts were exchanged. Due to the nature of this meeting, our photography project was postponed to the January meeting. This activity focused on utilizing the positive and negative space in a photograph to tell a story. In a photograph, the positive space is the space which contains the subject, and the negative space contains the background and other relatively empty areas. In photography, every picture tells a story. This is why telling an immensely interesting story will not only captivate your audience, but will also please the author upon viewing their own improvement. Over the course of this assignment, the club learned the importance of framing a picture with a story in mind, which helps greatly in developing special awareness and improvement in one's photographic prowess overall.



This photo taken by **Cory M.** tells a very somber story. The positive space is framed very well and the negative space provides much needed atmos-



This photo taken by **Wally L.** also tells a very interesting story. The positive and negative space mesh together very nicely.

UNIVERSITY OF MARYLAND EXTENSION FREDERICK COUNTY OFFICE 330 MONTEVUE LANE FREDERICK, MARYLAND 21702





Frederick County 4-H website: <a href="https://go.umd.edu/4HFrederick">https://go.umd.edu/4HFrederick</a>

Donielle Axline
4-H Educator
301-600-1590
dinskeep@umd.edu



University of Maryland Extension programs, activities, and facilities are available to all without regard to race, color, sex, gender identity or expression, sexual orientation, marital status, age, national origin, political affiliation, physical or mental disability, religion, protected veteran status, genetic information, personal appearance, or any other legally protected class.