



Thurston County Fair Superintendents Standards of Excellence

I. Purpose and Core Values

As the "heart" of the Thurston County Fair, Superintendents are primary representatives of Fair Management. The purpose of these standards is to ensure departmental operations reflect the Fair's goal of promoting agricultural, educational, and family-oriented excellence. Superintendents are expected to lead by example, and foster an environment rooted in Integrity, Safety, and Fairness.

II. Professionalism & Integrity

- **Representation:** Act as a courteous and competent ambassador for Thurston County. Your conduct should always reflect positively on the Fair Board and Management.
- **Neutrality:** Maintain a professional distance from exhibitors and judges during the evaluation process. Ensure communication with judges is handled only through official channels and that no person interferes with a judge's deliberation.
- **Honesty:** Provide truthful information to the Fair Office and the public. Do not incur any financial obligations against the Fair without express permission from Management.

III. Operational Duty & Compliance

- **Rule Enforcement:** Familiarize yourself with and consistently enforce all [General Rules and Regulations](#). This includes verifying that stalls are cleaned by 10:00 am, enforcing "no food in barns" and biosecurity policies, and ensuring all exhibits remain in place until the official release time.
- **Departmental Oversight:** Supervise the orderly check-in and check-out of exhibits. Ensure that all exhibitors have a valid exhibitor number and that animal health requirements (Vet Checks, Scrapies IDs, Pullorum testing) are strictly met before entry.
- **Facility Care:** Ensure your department and the surrounding premises are kept clean and hazard-free. It is important for people to be able to easily walk around in your barn. Animal departments must verify that all manure and bedding are properly pitched to aisles prior to Sunday departure.



IV. Safety & Respect

- **Public Protection:** Proactively identify and mitigate hazards within your department to protect the public, exhibitors, and property.
- **Zero Tolerance:** Enforce the Fair's strict prohibition on the use of controlled substances, alcohol, or disorderly conduct. Report violations to Management immediately for potential expulsion.
- **Respectful Environment:** Treat all volunteers, exhibitors, and attendees with dignity. Bullying, intimidation, or discriminatory behavior will not be tolerated.
- **Animal Welfare & Temperament:** Ensure all livestock are handled safely and humanely. Superintendents have the authority and responsibility to evaluate the behavior of any animal. Animals exhibiting aggressive, uncontrollable, or overly stressed behavior that poses a risk to the public or other exhibitors must be removed from the grounds immediately.

V. Animal Temperament & Public Safety

- **Behavioral Assessment:** Superintendents must proactively monitor all animals within their department for temperament issues. An animal is considered "unsuited for fair" if it displays persistent aggression, creates a safety hazard during handling, or cannot be safely managed by the exhibitor.
- **Removal Authority:** Superintendents must not allow animals that are not suited for the fair environment to remain on the premises. If an animal is deemed a safety risk, the Superintendent shall:
 1. Direct the exhibitor to secure the animal immediately.
 2. Consult with the Barn Vet if necessary.
 3. In coordination with the Fair Manager, oversee the orderly and immediate removal of the animal from the fairgrounds.
- **Public Interaction:** Because the Fair is a high-traffic, public-facing event, Superintendents must ensure that animals in "petting" areas or aisle-facing stalls maintain a calm demeanor. Any animal showing signs of extreme distress or "flight" behavior should be relocated to a quiet area or sent home to prevent incidents.



- **Exhibitor Capability:** Superintendents shall ensure that exhibitors (particularly youth) are physically capable of controlling their animals. If an exhibitor cannot maintain control, the Superintendent must intervene to ensure the safety of the barn.

VI. Fairness & Conflict Resolution

- **Impartiality:** Apply project guidelines and competition rules consistently. Your primary goal is to provide a level playing field for all participants.
- **Conflict of Interest:** Disclose any potential conflicts of interest to Management immediately, such as having a family member competing in the department you supervise.
- **Grievance Handling:** Address disputes professionally. Remind exhibitors that protests of a judge's decision must be submitted in writing to Management within 48 hours, accompanied by the required \$25.00 deposit.
- **Equal Treatment:** In accordance with Fair policy, ensure that all individuals—whether exhibitors or the general public—are treated respectfully, equally, and fairly.

VII. Ethical Conduct & Restrictions

- **Substance Policy:** Remain sober while representing the Fair.
- **Raffles & Awards:** Ensure any departmental raffles are pre-approved by the Board and do not include prohibited prizes such as animals, tobacco, weapons, or alcohol.
- **Property Rights:** Remember that any materials or services donated to your department become the property of Thurston County and the Fair.
- **Fair Hours:** Respect the official closing times (10:00 pm). Ensure only designated personnel remain with animals after 11:00 pm.