

# Everyone's Harvest: Code of Conduct Policies

**A. Anti-Harassment Policy:** Participants, Contractors and any member of the Board of Directors at the Market(s), public events and meetings harassment will not be tolerated. This includes, but is not limited to, use of abusive, profane or demeaning language and sexual harassment to anyone. This also includes slandering language regarding others that may be heard by Customers or other Participants.

**B. Ethics Code:** Everyone's Harvest Board of Directors believes that a code of ethics is basic to the conduct of the Farmers' Market(s). All Participants, Everyone's Harvest Contractors and any Member of the Board of Directors shall conduct their professional lives in accordance with the ethics standards stated below:

*"Be civil and respectful in professional interactions, avoiding discrimination, based on race, gender, sexual orientation, religion, or age. Treat everyone fairly and with respect."*

**C. Standard of Conduct:** All Participants, Everyone's Harvest Contractors and all Members of the Board of Directors at the Market(s), public functions and meetings must be:

1. Knowledgeable about their products (how they are used, grown or produced) and clearly communicate this to Customers.
2. Courteous, professional and presentable.
3. Display products in a clean, presentable and attractive way.
4. Honest and conduct themselves at all times in a courteous and business-like manner.
5. Dress and behave in an appropriate manner. Everyone is expected to wear shirts and shoes or sandals.
6. Using illegal drugs, drinking alcoholic, yelling, hawking, swearing, name calling, slanderous remarks, throwing items, fighting and other offensive behavior will not be allowed.
7. Treat others, Staff, Customers and Officials with respect.
8. Customers are expected to be courteous. Any Participant having trouble with Customers in this regard are encouraged to refer the matter to Everyone's Harvest Market Manager or any Member of the Board of Directors.
9. Any complaints about other Participants, Market Manager or any Member of the Board of Directors or the Market(s) Rules and Regulations should be made to the Market Manager or Everyone's Harvest Board of Directors.
10. Slanderous or defamatory remarks made about anyone are subject to legal liability for damages caused.

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