



Haymaker Farmers' Market Anti-Harassment & Discrimination Policy

Adopted February 2024

Commitment and Intent

Haymaker Farmers' Market is committed to providing a safe, enjoyable, and respectful community that is free of harassment, discrimination, intimidation, and inappropriate behavior among all who participate in Market activities. This includes vendors, customers, visitors, Market personnel, volunteers, and contractors, that are engaged in Market-related activities on- or off-premises. By establishing and adhering to this Policy, we entrust that the larger community will commit to, and uphold this policy during all Market-related events and activities.

Anti-Harassment & Discrimination Policy

Haymaker Farmers Market is a safe community space where all individuals are treated with dignity, courtesy, and respect. Anyone working, volunteering, selling, and/or attending the Market is required to sustain our commitment and expected to comply with this policy.

Haymaker Farmers' Market will comply with all applicable laws and regulations where we conduct Market activities, to ensure that no person shall, on the grounds of race, color, national origin, religion, age, sex, gender, sexual orientation, or ability, be excluded from participation in, be denied benefits of, or be otherwise subjected to discrimination or harassment, regardless of intent, through the Market's activities. HFM prohibits all forms of inappropriate behaviors, sexual harassment, discriminatory harassment, as defined below, as well as retaliation against individuals who report allegations of suspected violations of this Policy in good faith.

Anyone who violates this Policy is subject to disciplinary actions, including verbal counseling, written warning, and/or other corrective actions including exclusion from the Market, as decided by the Market Director, the HFM Board of Trustees, and/or assigned entity.

Any person participating in Market-related activities is encouraged to report suspected violations of this Policy. Market personnel, volunteers, and vendors have an obligation to report suspected violations of this Policy that they personally experience, witness, or learn of directly from a person who experienced the behavior in question. However, failure or delay of reporting an incident does not excuse harassment or discrimination.

Reports can be made directly to Market personnel, Board Members, volunteers, or vendors. Info for Market personnel, Board Members and vendors be found on haymakermarket.com. Reports can also be submitted on our website, or through email info@haymakermarket.com or haymakerfmboard@gmail.com.

Definitions

"Market" is used to include the entire entity of Haymaker Farmers' Market (HFM), the spaces through which the Market and any Market-related events or activities take place and include any location where our staff or volunteers perform work in relation to HFM. This includes any other location on- or off-premises with relationship to the Market as well as those places where staff and volunteers attend

in representation of the Market such as retreats, meetings, correspondence, social interactions, and professional conferences.

"Behavior" may include reference to inappropriate behavior, sexual harassment, discriminatory harassment, or any other action that threatens HFM from maintaining a safe environment for all.

"Inappropriate behavior" includes unwelcome physical, verbal, or non-verbal conduct that causes a reasonable person to feel intimidated, threatened, humiliated, harassed, bullied, or demeaned. A person may experience inappropriate behavior even if the behavior is not directly aimed at them. If a person does not object to inappropriate behavior at the time it occurs, it does not mean that they consent to the behavior within an interaction in question.

"Sexual harassment" is any unwanted comment, gesture, or action that is sexual in nature, that makes someone feel afraid, embarrassed, uncomfortable, or ashamed. The intention of the person doing the action does not matter, it is the negative impact the action has that makes something sexual harassment. It may include a range of subtle or overt behaviors, it may be a single significant incident or repeated incidents, it may take different forms depending on the circumstances, and it may involve individuals of the same or different sex or gender. A critical issue as a part of this definition is not to limit all conduct which is motivated by sexual desire, but to limit unwanted sexual conduct which is motivated by the targeted individuals' sex or gender and hurtful to others, including Market staff, vendors, customers, or visitors.

"Discriminatory Harassment" is behavior that is related to a person's race, color, ancestry, national origin, religion, creed, age, ability (mental or physical), sex or gender (including pregnancy, childbirth, breastfeeding, or related health conditions), sexual orientation, gender identity, gender expression, medical condition, genetic information, marital status, military or veteran status, or any additional status protected by applicable law.