

Grand Rapids Farmers' Market, a 501(c)6 Non-profit Corporation

Code of Conduct for Members

1. All members and their representatives are expected to be respectful and courteous at all times. Use of profanity or vulgar language or gestures will not be tolerated.
2. Physical conflict will result in immediate termination of membership.
3. Members and their representatives shall not use abusive or threatening language, circulate rumors, or file false or frivolous reports that affect the reputation, integrity, or smooth operation of the market.
4. The safety and actions of minor children are the responsibility of the parents or guardians at the market. The parents or guardians are held accountable for minor children.
5. Problems arising at the Market should be immediately relayed to the Market Manager. The Market Manager will resolve the issue by the end of the market day, or forward the matter to the Board of Directors. It is at the discretion of the Market Manager to involve the available Board members at the Market to resolve a conflict or answer questions that may arise.
6. The Market Manager cannot effectively act on hearsay, anonymous, vague or untimely complaints about the conduct of vendors. Grievances not immediately reported to and handled by the Market Manager as per #5 above, must be submitted in writing to the Market Manager or to any Board member by a first-hand observer within 14 days of the incident. The written grievance must provide specific details about the alleged violator's actions, and the complainant(s) must sign the report. All grievances thus submitted will be addressed by the Board of Directors in a timely manner.
7. Any or all of the following disciplinary actions may be taken by the Market Manager as a result of a Code of Conduct violation:
 - a. Verbal warning
 - b. Written warning
 - c. Require a letter of apology to the injured party
 - d. Repair of or restitution for property damage
 - e. Probation for a specified period of time with the understanding that another violation will lead to more serious disciplinary action
 - f. Suspension from the Market for a period of time
 - g. Expulsion from the market
 - h. Referral to appropriate law enforcement agency or other authority
8. Any member who disputes a disciplinary action may appeal to the Board of Directors.

Rules and regulations shall be consistently applied to all members.

Member Code of Conduct Signature Page

(to be submitted to Market Manager by June 1 or first day of attendance at the Market, whichever is earlier)

As a Grand Rapids Farmers' Market member and/or their representative, I will:

- Demonstrate the highest standards of personal behavior and integrity at all times
- Conduct myself in a courteous and respectful manner and serve as a positive role model for others
- Treat everyone with respect
- Abstain from physical and verbal abuse and not tolerate it from others
- Comply with equal opportunity and anti-discrimination laws
- Under no circumstance, attend or participate in the Grand Rapids Farmers' Market while under the influence of alcohol and/or controlled substances
- Under no circumstance possess, sell, or consume alcohol or controlled substances at the Grand Rapids Farmers' Market
- Operate vehicles and other equipment in a responsible manner
- Abstain from any criminal activity
- Respect and adhere to all rules established by the Grand Rapids Farmers' Market

I understand that failure to comply with any part of the Code of Conduct; or participation in other inappropriate conduct as determined by the Market Manager or Board of Directors; may lead to my dismissal as a vendor at the Grand Rapids Farmers' Market.

Name:

Business Name:

Signature:

Date: