



CODE OF CONDUCT

CODE OF CONDUCT

It is of the utmost importance that everyone feels welcome at the farm. Our Code of Conduct embodies the mission and values of Farm in the Dell and is intended to help everyone feel safe and comfortable within our spaces and facilities. The following activities are prohibited on Farm in the Dell property:

- **INAPPROPRIATE LANGUAGE:** Using or displaying obscene language, gestures, or slurs of any kind (including racial, religious, ethnic, or other slurs) is prohibited. Aggressive or vulgar language in any form, including swearing, name-calling or shouting will not be tolerated.
- **VIOLENCE:** Any forms of violence or threats of violence are prohibited – including fighting, physical abuse, harassment, intimidation, physical or verbal threats, hostility of any kind, or any actions that threaten the physical, mental, or emotional well-being of farm visitors, volunteers, and/or staff.
- **THEFT/PROPERTY DAMAGE:** Defacing, damaging, destroying, or theft of the property of Farm in the Dell or the personal property of farm visitors, volunteers, and/or staff will not be tolerated.
- **SEXUAL LANGUAGE/CONDUCT:** Using or displaying sexually explicit language of any kind or engaging in sexual activity or conduct in any form will not be tolerated.
- **ILLEGAL ACTIVITY:** Engaging in any activity which violates city, county, state, or federal laws, rules, or ordinances is prohibited.
- **WEAPONS:** Carrying or displaying weapons of any kind is prohibited. Farm in the Dell bans all weapons on the premises, with or without a permit.
- **ALCOHOL/DRUG USE:** The possession or usage of drugs or alcohol on Farm in the Dell property is not allowed. This includes the odor of drugs or alcohol (ex. smelling like alcohol or marijuana) and being under the influence of drugs or alcohol.
- **TOBACCO USE:** Tobacco usage or paraphernalia of any kind (cigarettes, chew, vapor, e-cigarettes, etc.) is not permitted. Farm in the Dell property, facilities, and vehicles are tobacco-free environments.
- **PETS/ANIMALS:** Due to food safety regulations, bringing pets/animals on to Farm in the Dell property is prohibited, with the exception of service animals.
- **PHOTO/VIDEO:** We encourage farm volunteers and visitors to share their experiences on the farm, however, taking photos/videos of others without their consent is not allowed.
- **DISRUPTIVE CONDUCT:** Any behavior that is disruptive to others, including loud music, disruptive phone calls, fighting/arguing, etc. will not be tolerated.
- ***We simply ask – please be courteous, kind, and mindful of those around you.***



FARM SAFETY RULES

FARM SAFETY RULES

Farm in the Dell takes safety very seriously. We work to provide safe conditions for employees, volunteers, and all farm visitors, consistent with operating in a farm environment that includes outdoor work, large equipment, wildlife, and extreme weather.

- **VISITOR CHECK-IN:** All farm visitors, including volunteers, tour groups, etc. must visit the Check-In Station before entering the garden and before engaging in any farm-related activities. *While encouraged, shareholders visiting the farm to pick up their CSA and individuals visiting the Market at Farm in the Dell are not required to visit the Check-In Station.*
- **HAND-WASHING:** In accordance with food safety regulations, individuals must thoroughly wash hands before working in the garden, before handling produce/produce containers, and after using the restroom.
- **FOOTWEAR:** Everyone entering the garden/barn areas must be wearing closed-toe footwear. *While encouraged, individuals are not required to wear closed-toe footwear to pick up their CSA or to visit the Market at Farm in the Dell.*
- **TOOLS/EQUIPMENT:** Do not touch or use any tools/equipment without proper authorization, instruction, and supervision from a Farm in the Dell supervisor. This includes farm equipment like tractors, mowers, and four-wheelers, as well as garden tools like snippers, hoes, etc. Additionally, do not walk within five feet of any parked equipment or within 50 feet of running/moving equipment.
- **PROHIBITED AREAS/SPACES:** Do not enter any area that is designated for “authorized personnel” only. Do not enter any spaces or open any containers/cabinets/etc. that are labeled with a “keep out” sign.
- **SAFETY GEAR:** When participating in an activity that requires it, individuals must wear all necessary safety gear as instructed by a Farm in the Dell supervisor, including gloves, goggles, knee pads, etc.
- **PRODUCE CONSUMPTION:** Do not eat produce directly from the field. All produce must be washed before consumption – *AND* may only be consumed with the permission of a Farm in the Dell supervisor.
- **WEATHER/STORMS:** If lightning becomes present, immediately move into the barn for further instruction from a Farm in the Dell supervisor. Additionally, please note that Farm in the Dell may cancel/postpone activities (*work shifts, volunteer shifts, events, etc.*) due to dangerous weather conditions, including storms, excessive heat, air quality, etc.
- **AGE RULES:** All ages are welcome at the farm! However, children ages 13 and under must be supervised at all times by a direct caregiver age 16 and above.
- ***Farm in the Dell is a working farm, and we are successful when everyone works together to ensure a safe and effective working environment for all.***