



Logan Square Farmers Market

Code of Conduct

The Logan Square Farmers Market (LSqFM) is an award winning community event, recognized for our success, scale, product offering, and **how we treat one another**. In order to continue to run one of the largest markets in the city we must hold firm to **our values of acting with kindness, integrity, respect and inclusivity**. In order to uphold the values of the LSqFM vendors must abide by the following code of conduct:

BE RESPECTFUL

All members of the LSqFM community should respect one another. We do not allow any kind of discriminatory behavior, harassment or victimization. Harassment includes bullying, intimidation, direct insults, malicious gossip, sexual comments, and victimization.

Here are some examples that we consider to be disrespectful behavior:

- Rude, impolite, or ill mannered attitude or actions toward others;
- Vulgar language including insults, swearing, name-calling, sexual remarks or slanderous remarks;
- Gossiping, or untruthful communication;
- Threats of violence;
- Discriminatory jokes and language;
- Personal insults and microaggressions, especially those using racist or sexist terms;
- Non-consensual touch;
- Unwelcome sexual attention; to include but not limited to sharing sexually explicit or violent material via electronic devices or other means;
- Advocating for, or encouraging, any of the above behavior.

BE INCLUSIVE

The LSqFM embraces and supports people of all backgrounds and identities. This includes, but is not limited to, members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, education level, color, immigration status, sex, age, size, family status, political belief, religion, and mental or physical ability. We ensure that our work is inclusive, approachable, and obtainable. We believe everyone has the right to nourishing local food — and work to provide access to everyone regardless of zip code or income level. We value diversity and are committed to listening, learning, examining, and acting on the ways we can ensure our work reflects the diversity of the communities that we serve.

BE COLLABORATIVE

One of the LSqFM's core values is to foster entrepreneurship and support small businesses. For some vendors this is an opportunity to test a new business model and see if what they create or grow is something the community finds value in. All market staff and vendors are encouraged to be supportive of each other. Share ideas, collaborate with your neighboring vendor, or help them out, if you can! Maybe you saw something cool at another market you'd like to share with the LSqFM staff to try out! Collaboration is truly the key to success.

COMPLIANCE POLICY

All vendors are expected to comply with the 2022 Code of Conduct. Any and all complaints that classify as a breach of our code of conduct will be taken very seriously and immediately reviewed by the LSqFM leadership team. In the event of a community member violates this code of conduct the following steps will be taken by the Logan Square Farmers Market leadership team

First offense warrants a verbal warning

Second offense warrants a written warning

Third offense results in suspension from the LSqFM for the remainder of the season

Retaliation, or intentional defamation of the market's mission, results in being removed from the market indefinitely, with no possibility of being considered for future markets

Suspension or termination from the LFSM due to policy violations will not render any refund of stall rental or other fees that have been paid in advance.

If you experience any violations of our code of conduct, please contact info@loganchamber.org or amanda@loganchamber.org.