

Orcas Island Farmers Market

Sexual Harassment and Third Party Discrimination Policies

Please note: Vendors who participate in Orcas Island Farmers Market activities, unless specifically so identified, are not employees of the Orcas Island Farmers Market and therefore are not bound by the policies stated here. Vendors are independent businesses and/or community organizations which may have their own policies regarding these topics.

Non-Discrimination Policy

The Orcas Island Farmers Market (OIFM) will not discriminate against, otherwise unfairly treat, or refuse service to any customer, vendor, independent contractor, visitor, resident, participant or any other individual who attends an OIFM event based on such factors as race, sex, religion, national origin, creed, age, disability, or other protected class or characteristic established under any applicable federal state or local statute or ordinance.

Sexual Harassment Policy

The Orcas Island Farmers Market (OIFM) will not tolerate, by its employees or agents, any form of sexual harassment of customers, vendors, independent contractors, visitors, residents, participants or any other individual who attends an OIFM event nor will OIFM tolerate harassment based on opposition to discrimination or participation in complaint proceedings. Sexual harassment refers to unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature that are personally offensive or interfere with standard OIFM event activities. The Orcas Island Farmers Market will not retaliate against any employee or agent who complains of harassment or who participates in an investigation.

Employees may go to someone other than their supervisor with their complaint; all OIFM board members are accessible.

OIFM pledges to perform prompt, thorough, and impartial investigations of any alleged complaint. Any alleged harasser will not have any direct or indirect control over the investigation. OIFM investigators will interview the employee who complained of harassment, the alleged harasser, and others who could reasonably be expected to have relevant information. The EEOC website: www.eeoc.gov/docs/harassment.html. will be used to guide OIFM's investigation process.

OIFM recognizes that there are no "safe harbors" for OIFM based on the written content of policies and procedures. OIFM acknowledges in this policy its understanding that even the best policy and complaint procedure will not serve as a defense if it fails to implement its harassment process effectively.