**West Bend Farmers’ Market Community Commitment**

**What makes West Bend Farmers Market #1 in the State of Wisconsin? It is not just the success and scale of our market. It is also how we do our work, how we treat one another, and how we live up to our organization’s values.**

**All members of the West Bend Farmers’ Market community are expected to:**

* Be sustainable – In addition to our commitment to environmental sustainability, we make decisions that are future-focused and strengthen our resources and our communities for generations to come. All are expected to participate in our community in ways that complement this forward-thinking approach to securing the future of food.
* Be connected – Participation and connectedness is centered in the approach to our work. We are community-minded and understand that our connected actions need to work together for the success of our organization. The results of our work are strengthened by listening to our community’s experiences.
* Be respectful – All of our vendors of the West Bend Farmers’ Market should respect one another. We do not allow any kind of discriminatory behavior, harassment, or victimization. Harassment includes bullying, intimidation, direct insults, malicious gossip, and victimization.

**We cannot provide an exhaustive list of disrespectful behavior, but here are some examples of disrespectful behavior:**

* + Rude, impolite, or ill-mannered attitude or actions towards others;
	+ Vulgar language including insults, swearing, name-calling, 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 knowledgeable – We continue to educate ourselves on concepts, ideas and issues that have importance to the communities we serve. We seek to be well-informed and to share our knowledge in obtainable ways. We recognize not everyone possesses our knowledge and that we do not possess all of the knowledge of others. We respect where others are in their own valuable experiences.
* Be communicative – Constructive, timely, solution-orientated communication is the backbone of understanding and the first step toward action. WBFM expects everyone to manage positive intent in any given situation. We call each other into conversation rather than calling one another out.

Our work extends beyond our physical farmers’ market. As valued members of the WBFM community, all are expected to act in coordination with this community commitment whenever engaged with or representing the organization. If a member of the WBFM community has experienced a violation of this community commitment, please contact the Downtown West Bend Association events@downtownwestbend.com.

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