

UGrow Community Gardens

Code of Conduct

"A garden in the community, a community in the garden."

Taken together, the UGROW COMMUNITY GARDEN Bylaws, the Guidelines, and the Code of Conduct forms the basis of how we govern ourselves and how we relate to others and the environment.

Introduction

Garden members work together to provide a living demonstration of organic gardening. The code guides the way we achieve a peaceful, healthy environment and a strong inclusive community where members feel valued. The primary goal of adopting a code is to build a common understanding of community expectations. The Code is an opportunity to educate, orient and support gardeners as they join our community. It also provides for clarity, consistency and fairness in any disciplinary process resulting from breaches of the code.

CODE OF CONDUCT

1. Be respectful of others

- Treat all fellow members and visitors to the garden with Respect.
- Control your emotions, use respectful language in communication with others, both in-person and in writing (emails, and social media). Examples of disrespect include the use of foul, degrading, threatening and/or discriminatory language and racial slurs.

2. Safety: do not put yourself or others at risk

- Keep children close by and supervised.
- Remove any rocks, wire, string, netting, or fabric in the pathway, that could be a tripping hazard or damage the mower.
- Use tools safely and appropriately.

3. Respect of Property

- Clean and return common tools to the tool shed.
- Respect plot boundaries: ask permission to enter another member's plot.
- Do not plant or alter any part of the landscape outside your plot borders.
- Do not dispose of or store any materials outside your plot.
- Take only what is freely given to you by its owner.
- Keep pathways clear.

4. Be considerate of others

- Respond appropriately to noise concerns.

5. Stewardship: take care of your plot(s) and the garden site

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- Organic practices apply.
- Compost organic materials on your plot.
- Remove all garbage, and diseased plant material, from the garden.
- Look after your soil. Soil must not be disposed of or removed.
- It ought to become better over time through good practices.

Code of Conduct Processes

Reporting and Investigating Reports

1. Report infractions to the manager or Stuart with the name, plot location or other way of identifying the person(s) involved.
2. Depending on the severity of the report, the situation may be referred to an external authority for resolution (police services).
3. Once the matter has been delegated, inquiries to verify the report will be initiated, usually within 3 days. The gardener (respondent) will be notified and given 7 days to respond.

Resolving Infractions

A process appropriate to the severity of the situation will be followed.

Dealing with Repeat Situations and Non-Compliance

- A first infraction will result in a warning. Instructions will be provided, if appropriate, to rectify the infraction. The gardener will have 7 days, from the date the warning is delivered to the gardener, to correct the situation causing the warning to be issued.
- Failure to respond to the first infraction within the specified time of 7 days will result in a second warning and a provision for a further 7 days to rectify the infraction.
- Failure to respond to the first infraction within 14 days results in loss of membership.
- Repeated infractions, regardless of if the infractions are remedied within the 14-day remediation period will result in loss of membership.
- If you have been notified during the growing season of mature weeds, and /or prohibited/invasive/noxious being present in your garden, the return of your deposit may be delayed until the following Spring at the manager's discretion.

Evaluation Reports

The usefulness of Code of Conduct will be monitored. Records will be gathered as follows:

- the number & nature of complaints
- the processes used to seek resolution
- the remedies agreed on and their successful completion
- the level of satisfaction of the participants with the process

A report will be made to the members annually, with recommendations for amendments.