

Code of Conduct

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

Taken together, the CRCGS Bylaws, the Guidelines, and the Code of Conduct form 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 in a public park.

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, board members, neighbourhood reps, park staff and visitors to the park and gardens 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

- Be bear aware and follow wildlife safety guidelines.
- Keep pets on a leash.
- Keep children close-by and supervised.
- Remove any rocks, wire, string, netting, 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 own plot.
- Take only what is freely given to you by its owner.
- Keep pathways clear. Remove any rocks, wire, string, netting, or fabric that could damage the mower.

4. Be considerate of others

- Share garden tools, wheelbarrows and hoses.
- Respond appropriately to noise concerns.

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

- Organic practices apply.
- Compost organic materials on your plot.
- Remove all garbage, diseased plant material, from the park.

- Look after your soil. Soil must not be disposed of or removed.

Code of Conduct Processes

Reporting and Investigating Reports

1. Report infractions to a Board member or Neighbourhood Rep with the name, plot location or other way of identifying the person(s) involved.
2. Depending on the severity of the report, the situation will be referred to a board member, neighbourhood rep, or external authority for resolution.
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 an opportunity to respond.

Resolving Infractions

A process appropriate to the severity of the situation will be followed.
(i.e. the process may range from informal discussion to mediation or appearance before a panel of members)

Dealing with Repeat Situations

A second infraction could result in suspension from the waitlist. This would be lifted once a full season has passed with no further misconduct.

A third infraction could result in loss of membership in CRCGS.

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.