

Food Co-Op of Indiana PA Core Values, Ethical Agreement, and Rights and Responsibilities

Core values of the Food Co-Op of Indiana PA include:

- Open community membership and democratic decision making
- Commitment to local, fresh, healthy food
- Transparency, democracy, honesty, and social responsibility
- Respect in all forms of communication

To promote healthy dialog and constructive action, members and volunteers agree to conduct themselves in an ethical manner. This includes:

- Committing to democratic values and consensus building
- Speaking and acting in a manner that represents the core values of the co-op
- Engaging in free and open discussions
- Steering clear of conflicts of interest and the appearance of conflict of interest
- Avoiding any form of harassment, bullying or discrimination in word or deed

Members and volunteers have the right to:

1. Feel safe and to engage in behavior that is safe
2. Be active in duties that match personal interests and vocational goals
3. Be free of harassment, bullying, or any discourse meant to inflict harm.
4. Have free discussion of matters affecting the co-op
5. Request information regarding any matters pertaining to co-op
6. Respectfully disagree with actions taken at meetings

Members and volunteers have the responsibility to:

1. Follow guidelines and principles established by group leadership
2. Provide information regarding all matters that relate to the co-op
3. Be cognizant of safety regarding all matters that relate to the co-op
4. Engage in all discussions with respectful discourse
5. Follow through on obligations to the best of their ability
6. Act as an ambassador for this organization at all times

These policies are designed as guidelines. Future references may be included in the volunteer handbook, bylaws, and other policies as they are adopted. This organization remains free to terminate membership/volunteer agreements for unprofessional or unethical conduct.

Sources:

A bill of rights for members. (2015). *Energize.com*. <https://www.energizeinc.com/art/bill-rights-members>
A volunteer's bill of rights and responsibilities. (2016). *Idealist.org*. <http://www.idealists.org/info/Volunteer/Rights>

Drafted May 2016
Revised July 2016