



Common Good City Farm

Growing Food. Cultivating Community.

Common Good City Farm Non-Discrimination Policy

Common Good City Farm prohibits discrimination in all its programs and activities on the basis of race, color, national origin, age, disability, gender, gender identity and expression, marital status, familial status, parental status, religion, sexual orientation, genetic information, political beliefs, veteran status, or because all or part of an individual's income is derived from any public assistance program. (Not all prohibited bases apply to all programs.)

Common Good City Farm is committed to providing a balanced, safe and educational environment for all program participants, visitors and volunteers. Common Good City Farm firmly believes that everyone should be treated equally and fairly. Persons with disabilities who require accessibility modifications should be in touch with the relevant program staff.

In addition, please reference Common Good's Employee handbook for policies related to anti-discrimination and anti-harrassment in the workplace.

Excerpted from Common Good City Farm Employee Handbook:

Common Good City Farm is committed to extending equal employment opportunities to all applicants and employees on the basis of individual merit and qualifications. An employee's or applicant's protected characteristic(s) or activities (as discussed below) shall not adversely affect the individual's employment opportunities with Common Good City Farm. All employment-related decisions, including hiring, firing, promotion, demotion, job assignment, training, scheduling, transfer and compensation, shall be made without regard to an employee's protected status or activities. Discrimination is strictly prohibited!

With regard to compensation, Common Good City Farm is committed to fairness in compensation between men and women. Any difference in compensation for substantially similar work (as defined by law) will be justified by seniority, merit, quantity or quality of production, and/or bona fide factors other than sex (such as education and experience) that are directly related to the position in question and consistent with a business necessity.

In addition, it is the policy of Common Good City Farm to provide reasonable accommodations to the extent required by law to qualified individuals with disabilities who are employees or applicants for employment unless such an accommodation would cause Common Good City Farm an undue hardship, or cause a direct threat to the safety of others in the workplace. If you believe that you require a reasonable accommodation to allow you to perform the essential functions of your position, please notify the Executive Director. Common Good City Farm's commitment to providing reasonable accommodations include, but are not limited to, those set forth under the District of Columbia Human Rights Act of 1977, the Protecting Pregnant Workers Fairness Act, and all other state and federal law for pregnant and/or breastfeeding employees.

Managers are required to convey all accommodation requests to the Executive Director for prompt resolution.

Overview of Protected Categories and Activities Common Good City Farm is committed to providing a work environment that is free from harassment, discrimination and retaliation based on characteristics or activities that are protected by law.

Legally protected characteristics include:

- Race
- color
- national origin—including language use restrictions ancestry religion—including religious dress and grooming practices
- marital status
- sex—including pregnancy, breastfeeding and related medical conditions
- sexual orientation
- gender
- gender identity—meaning a person's identification as male, female, a gender different from the person's sex at birth, or transgender
- gender expression—meaning a person's gender-related appearance or behavior, whether or not stereotypically associated with the person's sex at birth

- disability—including mental and physical conditions, including but not limited to HIV and AIDS medical condition—including cancer and genetic characteristics genetic information – including one’s DNA or family history which may provide information as to a person’s predisposition or likely to come down with a disease or illness age (over 18)
- military and veteran status
- personal appearance – outward appearance, but subject to business requirements or standards
- family responsibilities – supporting a person in a dependent relationship, which includes, but is not limited to, children, grandchildren and parents
- political affiliation – belonging to or supporting a political party
- matriculation – meaning being enrolled in a college, university or some type of secondary school

Legally protected activities include:

- reporting a complaint or concern with regard to potential violations of this policy, regardless of whether the complaint or concern is raised internally or to a government agency
- resisting or opposing practices or conduct that contradicts this policy participating in an investigation into possible violations of this policy requesting the use of sick days or other protected time off (such as pregnancy disability leave, and where applicable, family and medical leave)
- other activities as may be protected by law

You should also know that Common Good City Farm policy prohibits discrimination, harassment and retaliation against an individual because he or she is perceived as being in a protected group or having engaged in protected activity, even if that perception is wrong. By way of example, if you make a demeaning remark about a coworker who appears to have a medical condition, but later learn the person has no such medical condition, you have nonetheless violated Common Good City Farm policy and will face disciplinary action. Our policy also prohibits discrimination, harassment and retaliation against individuals due to their association with others who belong to protected groups.

Consistent with our commitment to maintaining a fair and comfortable work environment in all respects, Common Good City Farm maintains a strict policy prohibiting discriminatory, harassing, and retaliatory conduct in any form. As a condition of your employment or continued employment, you are required to read this policy, ask questions if you do not understand it, and adhere to its terms at all times.