

This is the Sunshine Community Gardens' Slack. This Slack workspace is for current Sunshine Community Garden members to connect with other current Sunshine Community Garden members.

The current admin(s) are:

* Marsha Riti

We want this to be a fun, pleasant, and harassment-free experience for everyone, regardless of gender, gender identity and expression, sexual orientation, disability, physical appearance, body size, race, or religion. We do not tolerate harassment of participants in any form. Participants asked to stop any harassing behavior are expected to comply immediately.

Logs and Records:

****Please be mindful that things you say here may at some point become public**.** We cannot prevent people from screencapping or otherwise logging this slack. We also can't guarantee that every member's login credentials and logged-in devices are secure. Files uploaded here can be downloaded by anyone with a login. Please exercise caution and refrain from sharing sensitive information that could harm you or others if it became public.

Message Retention:

Because this is a free slack account, we have restricted scrollback, but Slack--the company--retains complete logs of all channels and direct messages back to the creation of sunshinegardens.slack.com. Slack is a U.S. company and therefore subject to subpoenas from U.S. courts. Our logs may be subject to subpoena and could become public as part of legal proceedings.

Common Courtesy:

This Slack group is not the place to air grievances you have with fellow gardener(s). If you have an issue regarding a fellow gardener(s) contact your Zone Coordinator about the issue. If you are complaining on Slack about fellow gardener(s) your posts pertaining to the gardener(s) will be removed. If this becomes a persistent issue you will be removed from the Garden Slack group. If the grievances you have with a fellow gardener(s) are

issues regarding harassment please contact the Garden Board of Directors, President, or Vice President.

Harassment:

Harassment includes:

- * Offensive comments related to gender, gender identity and expression, sexual orientation, disability, mental illness, neuro(a)typicality, physical appearance, body size, race, or religion
- * Unwelcome comments regarding a person's lifestyle choices and practices, including those related to food, health, parenting, drugs, and employment.
- * Deliberate misgendering or use of 'dead' or rejected names
- * Gratuitous or off-topic sexual images or behavior in spaces where they're not appropriate
- * Simulated physical contact (e.g. textual descriptions like "*hug*" or "*backrub*") without consent or after a request to stop.
- * Threats of violence
- * Incitement of violence towards any individual, including encouraging a person to commit suicide or to engage in self-harm
- * Deliberate intimidation
- * Sustained disruption of discussion
- * Unwelcome sexual attention
- * Continued one-on-one communication after requests to cease
- * Publication of non-harassing private communication

Reporting

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact the admin(s). They'll respond as promptly as they can.

We will respect confidentiality requests for the purpose of protecting victims of abuse. We will not name harassment victims without their affirmative consent.

Consequences

Participants asked to stop any harassing behavior are expected to comply immediately.

If a participant engages in harassing behavior, the admins may take any action they deem appropriate, up to and including expulsion from this slack and referring to the Garden Board of Directors.