



Community Gardens of Tucson

Garden Guidelines and Policies

Revised January 2023

To foster community spaces where all people are welcome to grow, share, and learn together

Welcome to Community Gardens of Tucson

Introduction - Gardening with Community Gardens of Tucson (CGT)

Land Acknowledgment: *Community Gardens of Tucson recognizes the historical injustices perpetrated upon the Indigenous people of the Tucson Basin. We honor and celebrate the cultures and contributions of those on whose land we now garden.*

The following sections describe the general management and operations of CGT and what to expect at your community garden. Before exploring that, however, we'd first like to provide some background on our organization (much of which can be found on our website at communitygardens.org) and introduce you to our values. CGT's vision is "to create a stronger, healthier, more vibrant Tucson by building community gardens where Tucsonans from many backgrounds and cultures grow food, work and learn together, and nurture wellbeing in our communities."

CGT's network of 17 gardens across Tucson is a place of community, connection and sharing. Many gardeners tell us that they've met people from a diversity of backgrounds and neighborhoods at their garden who they otherwise would never have met. Our gardeners aspire to a number of different activities: some join our community to grow organic food, others want to raise flowers and create pollinator gardens, while some love just being outside, even if it means getting a bit dirty and sweaty. What bonds us all is a shared love of gardening. To get the most from your community gardening experience be sure to attend regular garden meetings and participate in related activities. Talk to your garden neighbors, ask for and share gardening ideas, seeds, plants, and volunteer to work on shared tasks. Help your garden to be a cohesive and inclusive community by volunteering, by taking or leading classes and by sharing your wisdom – and curiosity – with those around you. Most of all, have fun and enjoy!

About CGT

Community Gardens of Tucson is a 501(c)(3) non-profit charitable organization that was founded by George Brookbank and Darlene Schact in 1990. Since those earliest days, CGT has grown to now include 17 community gardens in neighborhoods across Tucson, each unique and special in its own way. Each community garden includes anywhere from 15 to 30 individual gardening plots and are managed and cared for by our staff, Board and volunteers. At least five gardens have several plots dedicated to our Kids in Gardens program, which provides educational gardening opportunities for children, many who reside in poorer and underserved communities. CGT also offers ongoing classes, instruction and workshops for gardeners interested to learn more about desert gardening, seed selection and cultivation, harvesting, preparing and preserving produce, and other relevant gardening-related topics.

CGT's Values

CGT's mission and all activities and projects are guided by six intrinsic values which define our culture and inspire our work.

- **Everyone is welcome** -- We commit to community gardening that is diverse, equitable, inclusive, and accessible to all people regardless, yet inclusive of race, color, ethnicity, national origin, religion, sexual orientation, gender, gender identity, family status, or ability. We are equally committed to doing everything we can to help expose and eliminate bias, discrimination, and intolerance in our gardens.
- **Better together** -- We create shared gardening experiences that bring enjoyment, friendships, and a greater sense of community.
- **Improving food resilience** -- We empower Tucsonans and their families to increase access to healthy food by growing and producing food together.
- **Always learning** -- We share, learn about, support, and grow with one another: this is the heart of community gardening.
- **Sustaining our environment** -- We use natural methods that help protect and preserve our environment and benefit ecosystems through organic gardening practices, creating pollinator habitats, and conserving water.
- **Generation to generation** -- We create a space for sharing knowledge, cultures, and traditions between generations of gardeners.

Operation of CGT's Gardens

CGT's 17 community gardens are located on privately-owned lands and generously provided to us by individuals, schools, centers of worship, and other institutions. While each garden is unique, all follow the same guidelines, policies and protocols. Our gardens have one or more volunteer Site Coordinators who assist in managing and administering the garden and serve as intermediaries between the landowner, CGT Contractors, and the gardeners.

The most important individual who ensures the successful management of our gardens is, however, you, the gardener. When you become a CGT gardener, you are given the opportunity to tend for and steward a plot of land but, more than that, you become part of a community garden. Ultimately, we depend deeply on our gardeners to help care for, maintain, and oversee the site. Volunteering for workdays (fondly called "work parties") is certainly part of this, but more importantly is to become part of the site's community of gardeners by getting to know your neighbors, sharing knowledge, and being a good steward of this space - keeping weeds down in and around the perimeter of your plot, and helping others whenever you see the opportunity.

CGT's Site Coordinators

Site Coordinators are caring, dedicated, seasoned gardeners of CGT who give generously of their time by volunteering to help manage the site. These individuals oversee the garden's day-to-day activities, schedule and notify gardeners of site meetings and work parties and ensure that our Contractors are kept apprised of any problems or issues that may arise at the site. Site Coordinators can also answer questions specific to their garden site, gardening in general, and the responsibilities and expectations of individual gardeners. Be sure to let your Site Coordinator know of any problems or issues in the garden so that they can be timely addressed and resolved by either our Contractors or, if necessary, the Board of Directors. Finally, please be sure to let your Site Coordinator know the best way to reach you, especially if your contact information ever changes.

CGT's Finances

CGT has a very small annual operating budget that is approved each December by the Board of Directors and based on the calendar year. Although we raise funds to support our programs and operations in a variety of ways, one of the largest – and most reliable - sources of income is the plot fees we charge our

gardeners. Importantly, plot fees only partially cover the costs of running CGT, which include, but are not limited to:

- Water
- Gardening tools, equipment, compost, fencing, mulch and other supplies
- Salaries for Contractors
- Insurance and accounting services
- Transportation
- Information technology (website, e-mail, Zoom, telephone, etc.)
- Office supplies

While grants help support a portion of our operations, including our Kids in Garden Program, we rely heavily on generous donations of time and money from our gardeners and supporters to help cover the considerable costs required to keep CGT financially healthy and its gardens thriving.

CGT's Volunteers

Volunteers play an essential role in fulfilling our mission, from garden support and management to special events planning, and program facilitation, and we are forever grateful for their contributions to CGT. If you are interested in volunteering with CGT, please email admin@communitygardensoftucson.org to find out how you can help. Everyone of all skill levels and interests is welcome, including both individuals and groups, particularly those who represent culturally rich, but historically underrepresented communities, seeking a one-time community service experience, as well as those who want to be involved in an ongoing way. Volunteering at your garden and at CGT events is to everyone's benefit and serves your community. CGT belongs to you, its community – so please get involved!

CGT's Communications

Email: CGT announces important events and information via email. We send CGT gardeners our [bi-monthly newsletter](#), *The Seedling*, well as special announcements such as reminders to renew your plot fee payments and notices of events. If you do not have access to email or a computer, your local library can help by allowing you to use their public access computers and assisting you in setting up an email account. Please ensure your email is functioning well and that you check it regularly so that you receive and do not miss these important CGT announcements. *The Seedling* and many other organizational announcements are sent using our Mailchimp account, so please be aware that, by unsubscribing to Mailchimp, you will stop receiving all of CGT's announcements.

Social Media: CGT shares information, events, and resources frequently on our social media channel, and we encourage you to follow us and share your garden photos! Gardeners are expected to ask for consent before taking photos of others in the garden for posting publicly. If you prefer to not have your picture taken or to have a photo of yourself removed from our social media accounts, please let us know and we will respect your privacy.

Facebook: [@communitygardensoftucson](#)

Instagram: [communitygardenstucson](#)

Website: An important resource for gardeners and others alike is CGT's website - (communitygardensoftucson.org). The website not only contains all of gardening policies, protocols and forms necessary to join our community, but it also is regularly updated with news and current events. Take a moment and check it out!

Translation Support: CGT's Translator and Community Outreach Assistant may be able to accommodate you with interpretation and translation needs for your community garden's communications and can be contacted at interpretation@communitygardensoftucson.org.

Community Garden Guidelines

A community is defined as a **group of people who share something in common**. Community involves people who are alike in some way, who feel some sense of belonging, share a culture, have an interpersonal connection, and have shared norms, rules, and standards regarding behavior. This is exactly what CGT's community gardens are – a living community. CGT's 17 community gardens consist of individual plots that are available for rent by individuals and households, as well as including communal and educational plots.

Because our gardens include both individual gardening plots as well as common spaces, it is important that everyone understand and agree to CGT's Community Garden Guidelines for how to maintain the garden and its shared areas, as well as how to cultivate positive relationships between community members. Gardening with us is a privilege, and we expect you, as a community member, to respect the land, your fellow gardeners, and our neighbors. We expect gardeners to always demonstrate civility, cross-cultural understanding, friendliness, caring, acceptance, and inclusion of other gardeners. We do not tolerate any form of discrimination, bullying, harassment, bigotry, or other disrespectful behaviors. Violation of these standards can be grounds for dismissal from the CGT program. (See **Non-discrimination Policy and Code of Conduct below**). CGT's Community Garden Guidelines, and any future revisions, will be reviewed and agreed to by each gardener every 12 months.

Provided at CGT Gardens

Although there may be some exceptions, in general CGT provides the following resources at each of our community gardens.

- Plot rentals: generally, 3' x 20' garden plots with a drip irrigation system.
- Orientation to the garden and assistance from the Site Coordinator and CGT Contractors.
- Access to the community garden (all gardens are fenced and secured with locks) and all common areas.
- Compost, mulch, and seeds (when available).
- A secure storage shed with community tools, including shovels, rakes, hoes, wheelbarrows, and other gardening equipment.
- Access to a composting area and hand watering hose for use in the garden.
- Gardening advice and educational support (e.g., garden meetings, training and information sessions, resources posted on CGT's website and social media, and CGT's newsletter *The Seedling*).

Application Process and Payment of Fees

- The current plot fee rate is \$22/month. These fees will be reassessed every 12 months to ensure that they cover the cost of water, materials and supplies and other operational expenses. CGT will provide advance notice to gardeners of any changes made to the plot fee rate.
- **Renewal payments are made bi-annually in conjunction with the planting seasons: October 1st and April 1st.**
- Plot fee payments are non-refundable and are not tax deductible.

- CGT accepts online payments at communitygardensoftucson.org. Alternative payment methods, such as check, cash, and money orders, are available. Please contact us for more information or if you are having trouble paying your plot fee.
- Plot fee assistance and scholarships are available. Click [Here](#) to view our Plot Fee Assistance Application.
- Prorated payments are available for gardeners who join CGT between the two 6-month enrollment periods.

Gardening Plots

- Gardening plots are assigned by our Site Coordinators on a first-come, first-served basis (taking into consideration equity, accessibility, and inclusiveness). If all garden plots are occupied, you can be placed on a waiting list maintained by CGT and the Site Coordinator.
- Gardeners may not sublease their plot(s) without prior approval by CGT.
- Gardeners may not give or assign plot(s) to another person without prior approval of the Site Coordinator or Garden Operations Manager.
- Plots may be “on hold pending payment” for a maximum of 2 weeks.
- Groups and organizations may secure group plots but MUST assign an individual as the primary plot owner to serve as lead contact, facilitate plot payments, and require that all participating gardeners sign the necessary garden enrollment forms. At times, gardeners pool their resources to grow a large single crop or to create a shared herb garden; these are considered a group plot and the above guidelines would apply.
- Renewal is automatic, provided gardeners are current on their dues. Plots will be available to gardeners so long as they remain in good standing or until CGT is notified by email or in writing that they are terminating their enrollment.
- Individuals may occupy up to three garden plots in a single garden and up to six garden plots across all of CGT’s 17 community gardens. If there are no available plots in a garden and a waitlist at the beginning of the next growing season, those gardeners will be asked to decrease to two plots.

Children

Children aged 16 or under are welcome in the garden but must be accompanied by an adult and must be supervised at all times.

Dogs and Other Pets

Pets, other than service dogs, are not allowed in the garden without the approval of the Site Coordinator or Garden Operations Manager. Dogs must be supervised and kept on a leash, and all dog poop must be cleaned up and removed from the site. CGT does not provide poop bags, so please bring your own.

Garden Meetings

As a responsible member of the gardening community, and to the maximum extent practicable, gardeners are expected to attend and participate in garden meetings held in their garden. These meetings are scheduled by the Site Coordinator and may be monthly, quarterly, or at whatever frequency the gardeners decide. If you are unable to attend, please let your Site Coordinator know the reason so we can try to make arrangements (for example, changing the date or time) in order to be responsive to your needs and to increase the attendance and usefulness of these meetings. Notes are usually taken at these meetings and distributed to all gardeners.

Maintenance of Gardens and Pathways

The following guidelines apply to our all of our community gardens and are established to ensure that everyone has a safe, positive, and enjoyable gardening experience.

- All plots must be kept weeded and maintained year-round. Gardeners are responsible for weeding their own plots and for maintaining the surrounding area. Weeds, such as Bermuda grass, are particularly invasive and spread rapidly, especially after rains, so it is important to remove them as soon as they emerge.
- All gardeners are expected to remove any diseased or infested plants IMMEDIATELY. If the problem cannot be contained using organic gardening methods (e.g., without the use of herbicides, pesticides, and rodenticides), the diseased or infested plant(s) should be bagged and removed from the garden.
- Pathways adjoining plots should be kept neat, weed-free, and clear of all debris and tools for the consideration, care, and safety of all gardeners and for the beauty of the garden.
- In order to prevent and deter pests, disease, and unwanted animals, gardeners are expected to keep their plots harvested and free of overripe or rotting vegetation. Be sure to speak with your Site Coordinator if you will be out of town for an extended period or are unable to harvest your produce. If you cannot recover your harvest, your produce will be donated to local food banks to help families in need.
- Individual plot boundaries are clearly defined and may not be expanded.
- Gardeners are expected to participate as a community and assist in work parties, garden clean-ups, maintain their plots as well as shared areas of the garden, and provide support in other ways that foster community cohesiveness.
- In general, gardeners are expected to tend to their plots at least once every 10 to 15 days. We expect gardeners to actively garden during the fall, winter, and spring growing seasons, but understand that summer can be challenging. Please discuss your gardening plans with your Site Coordinator.
- Gardeners are encouraged to share their surplus produce and plants with others. Arrangements to do so can be made by CGT in partnership with other local nonprofits (e.g., Iskashitaa, Tucson Food Share, Community Food Bank of Southern Arizona).
- Gardeners must not take food, plants, or materials from other gardeners' plots unless they have been given permission to do so by those gardeners or through the Site Coordinator.

Use of Garden Tools

- CGT's gardens include a tool shed that is accessible to all members and which contains the tools and equipment necessary for personal gardening and maintenance of the common areas.
- Tools are the property of CGT and are not allowed for personal offsite use.
- Tools should be thoroughly cleaned after use and returned to the shed. Gardeners should make every effort to keep the tool sheds neat, orderly, and clean.
- CGT is not responsible for a gardener's personal tools left in the garden or shed. Please label your personal tools with your name.
- If a tool is missing, damaged, or broken, gardeners are to inform the Site Coordinator.
- Gardeners are responsible for either disposing any personal trash or recyclables in the bins and waste cans provided, or taking these items home

Water Usage

Dripline irrigation water is furnished at every CGT garden site, the cost of which is included in your plot fee. CGT is committed to conserving our precious water resources in the desert environment and, as

such, uses an automated watering system scheduled according to the season which is posted at each garden.

The following guidelines and practices are intended to carefully manage water use at our gardens and to conserve water resources for the larger Tucson community.

- Gardeners are expected to repair minor leaks in their plot(s). If necessary, Site Coordinators can provide assistance, support and can training. Irrigation repair information sheets are also available at each garden shed as well as videos on the CGT website.
- Any major leaks or other problems with the irrigation system should be immediately reported to that plot's gardener and the Site Coordinator. Lines with major leaks should be shut off at the junction of the drip line and main water line. The garden's irrigation system must never be modified, extended, or altered.
- Hoses are available for occasional hand watering, but gardeners are asked to conserve their use of water.
- It is each gardener's responsibility to turn the water off at the spigot after hand watering. Flood irrigation is strictly prohibited.
- Some hoses have nozzles that stop water flowing from the hose without turning off the spigot. Please be sure to turn off both spigot and nozzle before you leave.
- Please handle hose nozzles and spigots with care and notify your Site Coordinator if they need repair.
- Tampering with or reprogramming irrigation controllers and water boxes is strictly prohibited.
- Help conserve our vital water resources by hand watering judiciously and mulching thoroughly!
- Please check with your Site Coordinator to learn of any special circumstances or unique aspects of your garden's watering setup.

Composting and Garden Refuse

Gardens inevitably are homes to weeds and organic materials that need disposal. We ask that gardeners assist and help maintain their garden's composting system.

The five main waste streams listed below must be managed as follows:

- Soft plant materials (those without woody parts, such as flowers, grass, leaves, and vegetables) are to be placed in the designated composting chambers.
- Woody plant materials (tree and shrub trunks, limbs, and branches) are to be placed in designated wood piles in the compost areas.
- Diseased, infested or invasive plants should be removed from the garden immediately by bagging and taking off premises. These materials must not be placed in the composting bins.
- Recyclable materials should either be disposed of in the bins provided for the garden or else taken home.
- Trash (none of the above) should either be disposed of in the bins provided for the garden or else taken home.

Gardening Organically

CGT is committed to gardening in socially and environmentally responsible ways and, as such, is dedicated to organic gardening practices. Soil fertility and health is maintained or enhanced by creating optimal conditions for biological activity through crop rotation, the addition of organic material, and the judicious use of organic and natural mineral amendments. Guidelines that support these gardening practices are listed below. However, we are always eager to learn, so please share any additional knowledge you may have on natural, cultural, Indigenous, or any other gardening methods. If you have

specific questions about these guidelines please contact your Site Coordinator, consult the gardening resources on our website, or email the Garden Operations Manager.

Weed Control

- Gardeners are expected to control weeds in and around the perimeter of their plot.
- Use of synthetic herbicides or weedkillers of any kind is strictly prohibited.
- Best practices for controlling weeds are hoeing and hand weeding. Far and away the most effective method of weed control is mulching, which comes with the added bonus of increasing moisture retention in the soil. A variety of materials can effectively be used for mulch, including leaves and pine needles, layers of cardboard, or multiple layers of newspaper unlaidd under other mulches.

Pest Control

- Gardeners may not apply any synthetic pesticides, rodenticides, or insecticides.
- Preferred methods for controlling garden pests include crop rotation, hand picking, introduction of predator species, such as ladybugs or lacewings, biological controls, such as *Bacillus thuringiensis*, companion planting, soil solarization, and row covers. Row covers work best with vegetables that don't require fertilization, such as lettuce, arugula, spinach, beets, and chard, by preventing insects from getting to them to lay eggs or feed.

Fertilizers and Soil Amendments

Fertilizers and other soil amendments are permitted, provided they conform to the garden's organic guidelines and requirements. If you are uncertain about whether a substance is organic, contact CGT's Garden Operations Manager.

In general, well-maintained soil should not require fertilizers or amendments. Rather, efforts should be directed to improving soil quality by the addition of organic material of plant or animal origin, such as compost, leaf mold, aged livestock manure, blood and bone meal, and fish or plant meals. Natural mineral amendments, such as greensand, granite dust, ground limestone, or rock phosphate are also effective in improving soil quality. Should other fertilizers be required, we recommend the use of liquidized seaweed, fish emulsions, and commercially prepared organic fertilizer blends.

Pollinators

Pollinators, such as bees and butterflies, are critical to healthy ecosystems, vital to successful gardening, and essential for fruit and vegetable production. For this reason, we welcome gardeners who elect to dedicate a portion or all of their plots to pollinator plants. There are a number of online resources for selecting the most appropriate pollinator plants for your plot. In addition, many CGT gardens have established pollinator plants on the perimeter of the garden to help attract and support attract pollinators.

Tilling

CGT recommends that gardeners practice the no-till method for maintaining healthy soils. No-till gardening helps develop soil structure by protecting organic matter and mycorrhizomes (mycelium) from being disrupted and ground up. Instead of pulverizing the soil, this method relies on adding two to four inches of compost and then gently working it into the top layer of soil. Old plants should be cut off at soil level, and not pulled out so that their roots bind with the soil and create water pathways as they decompose. Using this gardening technique, the soil just keeps getting better with age!

Safety and Security

- Guests and visitors may enter our community gardens, but only if accompanied by an enrolled gardener. Guests and visitors must follow all of CGT rules, terms, and conditions as set out in these policy guidelines.
- Gardeners have full access to their garden at any time. However, CGT recommends visiting the garden during daylight hours, using a buddy system if arriving or departing at dusk or early morning, and, if possible, carrying a cell phone when visiting the garden.
- For security purposes, locks and padlocks are used on garden gates, tool sheds, and, in some cases water spigots. New members will be provided access keys and codes, which are strictly for personal use and must not be shared with others.
- Gardeners are responsible for locking gates and tool sheds behind them when leaving the premises to ensure the safety and security of the garden.

Theft and Vandalism

- Theft and vandalism unfortunately sometimes occur in the gardens.
- Gardeners witnessing suspicious or illegal activity should report this immediately to the authorities, the Site Coordinator, and the Garden Operations Manager.
- In case of fire or another emergency, call 911.

Restricted Plants

- No planting of trees or other woody vegetation is allowed in community garden plots.
- The planting of shrubs, mint, ivy, or other aggressive plants, plants deemed illegal by state or federal law, or any genetically modified organisms is prohibited.

Allowable Structures and Furnishings

To maintain the safety and the beauty of our gardens, reduce the frequency of animal nesting, and maintain an overall orderly appearance, the following standards must be observed.

- The use of bird netting is prohibited because it traps and kills lizards, birds, and other beneficial animals. Chicken wire, hardware cloth, shade cloth, and tulle are permissible alternatives as secondary lower fencing to exclude pests and unwanted animals.
- Trellises, pergolas, and arbors must be open on at least two sides.
- The following structures and furnishings are not permitted in our gardens:
 - Indoor furnishings (e.g., sofas) and decorative items
 - Soft furnishings and other items that provide homes for rodents
 - Decks
 - Solid gates and roofing
 - Carpeting
 - Concrete or asphalt foundations or pavement

Accessibility to our Gardens

- Garden accessibility varies between sites, although every garden has a picnic table for use by gardeners and guests.
- Gardeners are allowed to bring lawn chairs or other portable modes of sitting so long as they do not block pathways and are put away or taken home after use.
- The majority of our gardens have one or more raised beds of various heights for gardeners with limited mobility.

- Pathways between plots vary in width from two to four feet and are normally covered with wood chips, gravel, or grass.
- Although some tool sheds have ramps leading to their entrance, most do not and require taking a small step to gain access.
- With the exception of Blue Moon Community Garden, none of our sites have bathroom facilities.
- Some gardens have shade structures and trees that provide shade at different times during the day.
- Nighttime lighting is unavailable at most gardens.
- Please contact your Site Coordinator if you have questions or requests about accessibility in a specific garden.

Termination of Enrollment and Temporary Leave

- Gardeners must notify CGT by email or in writing when electing to terminate their enrollment.
- Gardeners terminating their enrollment with CGT are required to vacate their plot(s) weeded and to properly dispose of plant debris and gardening materials and structures. Gardeners who leave for travel or other reasons must turn off the water for their plot(s) and notify the Site Coordinator that their plot(s) will be temporarily unused.
- Gardeners unable to tend their plot(s) due to illness or other personal circumstances must notify the Site Coordinator of their situation. If possible, gardeners should arrange for someone else to tend their plot(s) during their absence and provide that person's contact information to the Site Coordinator.
- Plots are deemed abandoned due to unpaid fees, inactive gardening, and lack of communication with the Site Coordinator. Unless remedied within 30 days, such plots will be reassigned, and the gardener notified by letter or email that their gardening privileges have been terminated.

Failure to Comply with CGT's Guidelines and Policies

Gardeners are expected to know and adhere to CGT's Guidelines and Policies. These Guidelines and Policies were developed to ensure everyone feels safe, welcome, and able to garden in a safe and supportive environment. Failure to abide by CGT's Guidelines and Policies will result in a warning communicated to the gardener in writing. Additionally, the gardener may receive a phone call or in-person meeting to address the issue(s). After two warnings notifying the gardener of their continued failure to comply with CGT's Guidelines and Policies, their privileges will be revoked and their access to CGT's gardens discontinued. The Site Coordinator and CGT's administration will make every reasonable effort to address and resolve a gardener's failure to comply issues. If terminated, plot fees will not be refunded, and gardeners will be required leave their plot(s) in clean, good condition.



Community Gardens of Tucson Gardener Agreement Form

*To foster community spaces where all people are welcome to
grow, share, and learn together*

You will also be asked to complete this Agreement and any future versions of this Agreement in our e-form to assist us with tracking memberships. Thank you!

CGT Expectations

The community garden is a shared space, so it is important that everyone adhere to CGT's Guidelines and Policies for maintaining the garden and its shared areas, as well as cultivating positive relationships between community members. Gardening with us is a privilege and we expect you to respect the land, your fellow gardeners, and our neighbors.

Community Gardens Non-discrimination Policy and Code of Conduct

Non-Discrimination Policy

Community Gardens of Tucson is committed to providing a safe, enjoyable, inclusive, and healthy learning environment for everyone involved in its programs, activities, and events. It is the policy of CGT to maintain gardens free of discrimination and harassment. CGT prohibits discrimination and harassment of any kind against any person because of economic background, age, ancestry, color, disability or handicap, national origin, race, religion, gender, gender identity, sex, sexual orientation, political affiliation, or veteran status. Discrimination or harassment against CGT gardeners, guests, volunteers, or staff will not be tolerated.

Code of Conduct

It is the policy of CGT that all individuals are treated with respect and dignity and in a manner that honors the core values that define our organization. All CGT gardeners agree to the following:

- Gardeners, co-gardeners, and guests are expected to work with others in an ethical, responsible, courteous, cooperative, and respectful manner.
- Gardeners will observe Guidelines and Policies at all times.
- Gardeners must not disturb adjacent property owners or fellow gardeners with excessive noise, music, or in any other way.
- Alcohol, tobacco, and illegal drugs are prohibited in CGT's community gardens. Anyone under the influence of alcohol or illegal drugs will be asked to immediately leave the garden.
- Possession of dangerous chemicals, harmful substances, and firearms is prohibited.
- No harassment or abuse of any kind is permitted or tolerated including, but not limited to,
 - Laying a hand upon, striking, or threatening another gardener, CGT Contractor, Board member, volunteer, partner representative, or community member.
 - Engaging in obscene gestures or objectionable demonstrations.
 - Engaging in abusive written communications including those online.
 - Engaging in disruptive or disorderly behavior or conduct that endangers self or others and damages or defaces property.

- Using profanity or demeaning language, intimidation, taunting, teasing, ridiculing, or any other abusive language or behavior.

CGT reserves the right to take immediate disciplinary action up to removal and termination for violation(s) of the Code of Conduct. Some Code of Conduct violations may also subject to criminal prosecution.

Gardener Release and Waiver of Liability

Waiver of Liability: I am aware that in connection with activities associated gardening in a community garden, I may be exposed to personal or bodily injury or damage to my property. With full knowledge of the risks and potential dangers involved, including the risks of exposure or infection by COVID-19, I, on behalf of myself, my assignees, heirs, guardians and legal representatives, hereby assume any and all risks of property damage, personal injury or death, and voluntarily and fully waive, relinquish and release any and all rights, claims and causes of action against Community Gardens of Tucson, its Contractors, volunteers, partners, collectively and individually, and acknowledge the foregoing by my signature below.

Photography Release I consent to the unrestricted use of my image by Community Gardens of Tucson, and/or any person authorized by them including, but not limited to, any photographs, audio or video recordings, interviews, videotapes, motion pictures of me or my family, or the use of my name in connection with television, radio or print media, and the Internet. Photographers are expected to ask for consent before taking photos of others in the garden for posting publicly. If you prefer to not have your picture taken or to have a photo of yourself removed from any promotional materials, please let us know and we will respect your privacy.

Agreement

I, the undersigned, have carefully read the Waiver of Liability, Guidelines and Policies, Non-Discrimination Policy, and Code of Conduct, stated above. I fully understand its contents and am aware that this is a legally binding document and a release of any and all liability for me, family members, and visitors for participation in garden activities and I sign it of my own free will.

Name (Printed) _____ Signature _____

Date _____