

# Code of Conduct

## Missoula Community Food Co-op

### Core Values

Inclusivity, egalitarianism, compassion, accessibility, and intentionality.

### Mission

Guided by these core values, The Missoula Community Food Co-op's mission is to provide easy access to affordable, healthy food that is locally sourced whenever possible. In so doing, we create community around food, support the local economy, ensure food security, promote justice through accessibility to healthy food, and consume with intention.

### Code of Conduct

The following Code of Conduct is designed to preserve our mission and core values and to create an environment in which all people, whether they are owners or consumers or both, feel safe, welcome, and valued.

- Treat all with equality and dignity without regard to gender, race, color, creed, ancestry, place of origin, political beliefs, religion, marital status, ability, age, gender identity, or sexual orientation.
- Recognize that we are all equal owners of the Missoula Community Food Co-op. This cooperative is non-hierarchical; the Board and staff are managers, not figures of authority. In other words, no one is the boss. As such, take responsibility for your own actions and decisions.
- Act with fairness, honesty, kindness, and understanding in interactions with consumers and with fellow worker-owners.
- Promote and protect the Food Co-op's *zero-tolerance policy* regarding abuse, which is as follows: Physical, verbal, emotional, and sexual abuse or harassment of any kind are not tolerated at the Missoula Food Co-op. Abuse of or by a worker-owner is prohibited. A violation of this policy may be subject to criminal penalties, loss of ownership in the Co-op, and loss of an invitation to shop at the Co-op. If a worker-owner is charged with abuse off of the Co-op property, their rights as an owner and a shopper may still be revoked in order to preserve the Co-op as a safe space for all.

As an owner of the Missoula Food Co-op, I agree to abide by this Code of Conduct and understand that failure to do so may be grounds for termination as an owner of this business. This Code is put down to ensure the safety and comfort of all owners and shoppers, as well as to ensure that our mission and core values are understood and practiced by all.

---

*Owner Name*

---

*Owner Signature*

---

*Date*