GrowNYC's FARMroots provides aspiring and established farmers with business technical assistance and training designed to ensure the long-term viability of farms and farmland.

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**Sexual Harassment Policy and Training Required for All New York State Employers** by Jack Hornickel

As of October 2018, all employers in New York State are required to adopt a sexual harassment policy for their workplace and hold annual training for their employees. The New York State Department of Labor and Division of Human Rights have crafted a model sexual harassment policy and training materials, along with informative posters, complaint forms, and employer guidance, available [here](#).

While farms are exempted from certain aspects of labor law, here they are required [here](#). Although statistics are sparse, a survey conducted by the California Rural Legal Aid discovered that 80% of female farmworkers had experienced sexual harassment. Likewise, the Restaurant Opportunities Center reports that a majority of food service workers consider sexual harassment a common, if uncomfortable aspect of their worklife.

Direct-market farmers should take note that their workplace is both on the farm and at the market. Sexual harassment can occur in the field, the wash/pack, the market van, and- not surprisingly -on the streets of New York City. It can come from supervisors, coworkers, other market vendors, or the public. It can be directed at any expression of gender, and although commonly thought of as a means of seduction, sexual harassment is also a tool of intimidation and hostility.

Because sexual harassment can take so many forms, farm employers should view this new legal requirement as an opportunity to take a hard look at the culture of their workplace.

- Do all employees feel welcome, safe, and valued as individuals, regardless of their identity?
- Where on the farm, and when in the weekly workflow, is sexual harassment likely to occur?
- If an employee did experience harassment, would s/he know where to turn for help?

Adopting the New York State model policy and training materials is the minimum requirement for farm employers, but ensuring a safe and equitable workplace is their highest responsibility.

References: [CRLA](#), [ROC United](#)

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**Got salad?** by Catherine Crawford

From November 1st through the end of December, sweetgreen will donate a portion of proceeds from purchases of any Robin’s Koginut squash dish sold in their New York City restaurants--
including all bowls, side dishes, and whole squash--
to GrowNYC's FARMroots program.

For 18 years, FARMroots has assisted and helped train
a new generation of beginning farmers through its
Beginning Farmer Program.

Earlier this year, GrowNYC learned that a key funding opportunity had been denied, meaning we
could no longer offer critical support to the gritty, aspirational individuals who maintain our agricultural
land base and bring diversity to our food system.

Through this initiative sweetgreen is helping to fund our Beginning Farmer Program, including
FARMroots' nine-week Farm Beginnings training course, our Shoulder-to-Shoulder mentorship
program, and ongoing one-on-one business technical assistance to more than 50 beginning farmers
each year.

Resources

Our Podcast recommendation goes to the series "Contextualizing Textile", produced by our
FARMroots' Beginner Farmer LaChaun Moore.

Contextualizing Textile is a podcast series that focuses on interviewing and discussing agriculturally
based textile producers, artisans, and makers, with a focus on how these systems affect their
surrounding communities as well as the overall textile community.

Conference/Events

Nov, 8 Woods Forum, Otisville, NY

Nov, 15-16 Northeast Cover Crop Council Conference, State College, PA

Nov, 14 A Meet + Eat with Local Farmers, organized by the Carrot Project, 5:30 PM -
8:00 PM, Boston, MA

Dec 3, Annual Farmland Access & Transfer Conference, 8 AM- 4 PM, Augusta, ME

December, Young Farmers Conference, Date and Time TBA, Stone Barns Center for Food and Agriculture

April 2019, New England Farm to Institution Summit, UMass Amherst, Amherst, MA

Reads/Webinars

Nov, 28 Creating Cash Flow Budget, 4 PM- 5 PM by Julia Shanks

Farmer-to Farmer Vegetable Yield and Production Data by Practical Farmers of Iowa

Building a Stronger Food System: The Blueprint by The Carrot Project

Learn to Control Squirrels and Other Pest by ATTRA

Guidance for Farmers to comply with FSMA Produce Rule by FDA

Potting Mixes for Certified Organic Production by ATTRA

Workshops/Courses

Nov, 11 Introduction to Farm and Farmland Succession, 9:30 AM to 12:00 PM, Enfield Grange, Ithaca, NY

Nov 14 Cooperatives in Conversation, 12:00 PM -
2:00 PM Project Farmhouse 76 East 13th Street, New York, NY

Nov, 15-18 Low Impact Forestry Workshop, MOFGA's Common Ground Education Center, Unity, ME

Nov, 17 Introduction to Farm and Farmland Succession, 9:30 AM to 12:00 PM, Dryden, NY

Nov, 27 Adaptation and Mitigation Strategies on Farms for Extreme Weather, 10 AM- 3 PM, Kingston, NY
Support GrowNYC

FARMroots is a program of GrowNYC, a 501(c)3 environmental nonprofit organization.

When you donate to GrowNYC you support FARMroots, neighborhood Greenmarkets, small family farms, community gardens, recycling and hands-on education programs for youth.

Please donate to GrowNYC today.

GrowNYC | FARMroots | (212) 788.7900 | grownyc.org/farmroots

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