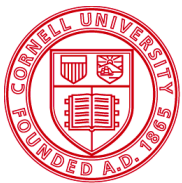




Crop Update October 3, 2019



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The Lake Erie Regional Grape Program is a Cornell Cooperative Extension partnership between Cornell University and the Cornell Cooperative Extensions in Chautauqua, Erie and Niagara county NY and in Erie County PA.

IPM

Tim Weigle, NYSIPM, Cornell University, LERGP Team Leader

It has Been a Pleasure

Hard to believe that it has been almost thirty years since I started working with Cornell as the Statewide Grape IPM Specialist. I still remember the position being funded by a member appropriation through Assemblyman William Parment as the Grape Entomologist at Fredonia. This position was refunded on an annual basis and once made the New York Times as an example of the “pork” that was included in the annual New York State budget.

Thirty years is a long time and as many of you may have heard, I have decided to retire on November 1 of this year. I will take a great deal of good memories with me as I start my new job as a full time grandpa and dog walker. I cannot express my appreciation enough to the growers who showed me the ropes of grape production. Coming from Iowa, I had more experience in dealing with 2,4-D injury and vine death from below zero temperatures (yep, we could actually kill Concords) than I did with actually producing a commercial crop of juice or wine grapes.

There are far too many people to individually thank for all they have done for me in my career, from participating in the grape berry moth risk assessment protocol implementation projects, working together on developing the original NEWA (Northeast Weather Network), hosting Coffee Pot meetings and providing countless hours as members of project teams and advisory committees. I would like to thank the staff and growers of National Grape Cooperative, Constellation Brands, and Walkers Fruit Basket, as well as, the New York Wine & Grape Foundation for their continued support over the 30 years of both my extension and applied research efforts. The Grape IPM Program would not be where it is without the outstanding individuals who have made up the grape research and extension components at both Cornell and Penn State. The research produced over the years has led the way for growers to increase yields, quality and profitability over the years while the camaraderie and cooperation amongst the grape extension programs across New York and Pennsylvania produce nationally recognized educational programming. I would not have enjoyed work nearly as much as I have without the shared expertise and friendship of Andy Muza and Ted Taft Jr. during what seems like years spent together evaluating grape berry moth damage.

I would like to thank Bob and Dawn Betts specifically as they have willingly allowed me access to their vineyards year after year to conduct demonstrations and applied research. I'm not even going to try to calculate the amount of crop loss they have endured while providing “no spray” control blocks for the grape berry moth and rootworm management projects. And they are always willing to take the time to help train up the new kids (including me) that come onto the team.

My wife and I plan on staying in the area. When we pulled into town 30 years ago after spending 10 months in the Hudson Valley, my wife said it was like coming home – except with grape vines rather than rows of corn. I want to take this last opportunity to thank you all for everything over the years. I can't imagine working with a better group of people, having a job that kept getting more interesting by the year, or the fact that thirty years have already gone by. Good luck with harvest and best wishes in the future.



Viticulture

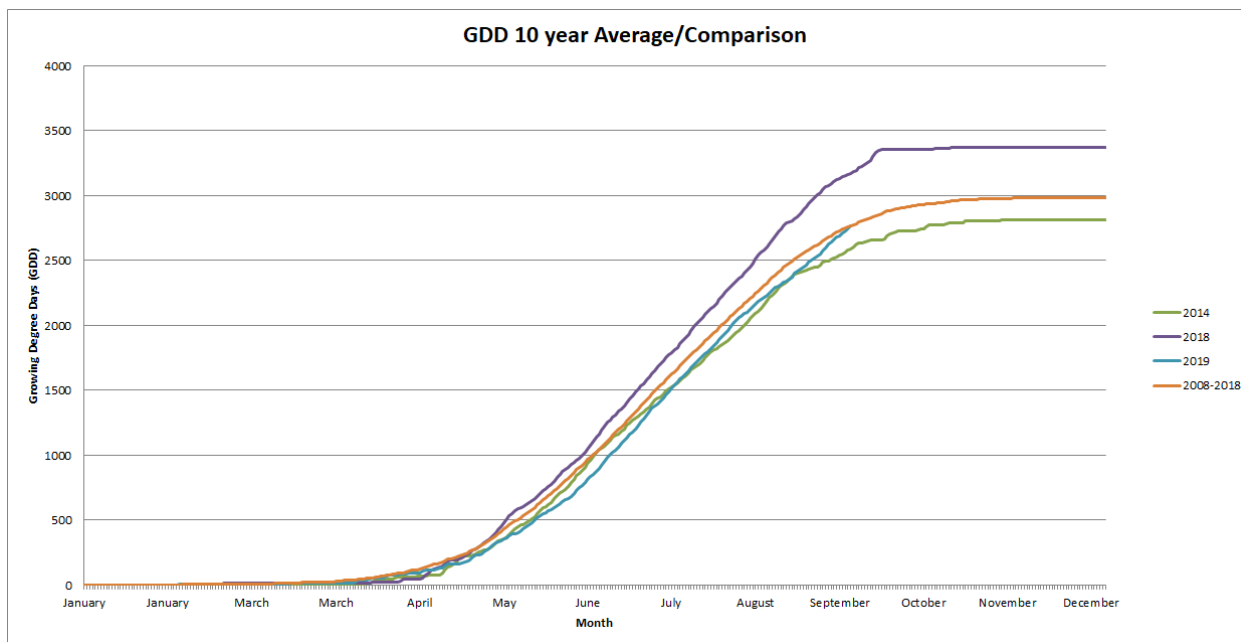
Jennifer Russo, Viticulture Extension Specialist, LERGP

What's Happening This Week

Going into the first week of Concord harvest, we are seeing sugar levels normally found at the end of the season. The weather in the Lake Erie region shifted from a very long stretch of warm sunny days to cool wet conditions. The change in weather has not slowed sugar accumulation as we have seen another jump this week. Finding Concords that meet the minimum 15 °Brix standard has been easy for most growers.

This week the 'berry curve' shows this week's samples ranged between 16.4-17.2 °Brix in our phenology block, which were gains ranging from 0.5-1.2 in °Brix accumulation over last week. Here at CLEREL the Concord harvest is underway as we are picking our first load of the year. Area processors are reporting final Niagara averages ranging from 15.0-15.54 °Brix and Concord average sugar solids thus far around 16.54°. Berry Curve: Recent rains have contributed to another jump in berry size.

The Growing Degree Days this season has been tracking lower than the average of the past ten years, however, weather in our area last week has helped close the gap on the GDD deficit.



The past week's weather for CLEREL as of nine am on Thursday, October 3rd, had an average air temp of 64.0 °F, average max temperature of 70.7°F, which is 0.90 degrees lower on average than the beginning of the month. The average minimum temp of 56.8 °F was only 0.10 degrees lower than the first week of September. The most precipitation occurred on September 26th recording 0.25 inches, however, as of nine am this morning we have already accumulated 0.20 inches. See the Table below for daily figures.

Date	Ave Air Temp (°F)	Max Air Temp (°F)	Min Air Temp (°F)	Total Precip (inches)	Leaf Wetness Hours	RH Hrs ≥ 90%	Ave Wind Spd (mph)
9/26/19	65.5	69.7	62.8	0.25	3	3	4.4
9/27/19	64.7	75.9	50.1	0.00	0	3	4.4
9/28/19	68.3	73.8	62.2	0.02	9	11	5.2
9/29/19	60.3	64.9	56.5	0.01	4	13	4.4
9/30/19	64.4	72.0	55.3	0.01	20	11	2.8
10/1/19	74.7	83.4	68.9	0.18	17	9	6.1
10/2/19	64.3	71.4	54.2	0.12	19	24	4.2
10/3/19	51.3	53.6	50.2	0.20	6	9	4.1
Weekly Summary	64.0	70.7	56.8	0.54	11	11	4.5

I traveled down to southeast Pennsylvania this week to see the Spotted Lanternfly quarantine zone in person and talk to researchers and growers about their experience and what they have learned thus far. LERGP will be posting my experience in podcast form so you can see the struggles this invasive species is presenting to our industry and research that is happening to aid all of our efforts. We will update you as they become available.

To keep abreast with what is happening in the Lake Erie region, check out the Lake Erie Regional Grape Program Extension team's weekly podcasts at <http://lergp.com/podcasts/>. This week's podcast covers how the CLEREL staff is manually building a spatial Brix map to validate a sensor we developed.

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PA Update

Andy Muza, LERGP Extension Educator, Penn State University

In the Vineyard (10 - 3 -19)

Concord harvest is under way and growers are preoccupied with the most important job of the season – getting their crop successfully to their processors. However, I would like to remind growers to take the time, before harvesting certain blocks, to conduct 2 *TASKS* (if this applies) that may make harvest a little more hassle free.

Grape Berry Moth – This week I checked at least 5 High/Severe Risk sites in Erie County, PA. and each site had high levels of GBM injury. Every season, at this time of the year, I also hear from growers about the excessive amount of GBM injury at High and Severe Risk sites. This year is no exception.

TASK 1 - So, once again, I am reminding growers to check their High/Severe Risk sites before harvesting to determine if injury/rot levels are too severe in sections of blocks to potentially result in load rejections. Instead of dumping berries from these areas on the vineyard floor during harvest, as often occurs, another option is harvesting infested areas **now** and dumping berries in a location away from vineyards. (Ideally, berries should be buried or at least covered with soil to prevent GBM from emerging next season). This could be done in the down time between loads and before the problem areas are scheduled for delivery to the processor.

Considering the hectic pace of harvest and extra effort this will require, chances are slim that growers will choose this option. However, dropping infested berries in the vineyard only ensures that GBM population levels will remain high in the same areas again next season.

Honeyvine Milkweed (HvM) - HvM, also known as climbing milkweed, is a twining, perennial vine which grows rapidly and can reach lengths greater than 10 feet. It reproduces both vegetatively (by sprouting shoots from buds on lateral roots) and by wind disseminated seed dispersal. An HvM vine produces pods which are 3-6 inches long with as many as 50 pods per plant each containing numerous seeds.

TASK 2 - Growers that have vineyard blocks where honeyvine milkweed (HvM) has been found in the past should check these sites before harvest. If found, pull HvM from the trellis and place the live vine mass in the vineyard row (Figure 1). Collect the seed pods into a plastic garbage bag and discard in the trash. HvM vines placed in the row should then be sprayed with a high rate of a postemergent herbicide product containing the active ingredient, glyphosate or glufosinate. **Be aware that products containing glyphosate or glufosinate have a 14 day preharvest interval (check the product label) so this task may have to be completed after the block is harvested. Also, avoid spray drift onto vines.**



Figure 1. Honeyvine milkweed pulled from the trellis and placed in vineyard row. Photo – Andy Muza, Penn State.



*Figure 2. Young honeyvine milkweed growing in area spot sprayed throughout the season.
Photo – Andy Muza, Penn State.*

Some growers have spot sprayed for HvM throughout the season and have successfully prevented this weedy vine from establishing in the trellis. However, this week, I have seen new growth in areas around sprayed HvM plants (Figure 2). Take the time to return to areas that have been spot sprayed and check for any new HvM vines. After harvest, spray any HvM vines with a high rate of a postemergent herbicide product containing the active ingredient glyphosate or glufosinate. Again, **avoid spray drift onto vines.**



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PA Update

Bryan Hed, Research Technologist, Lake Erie Grape Research and Extension Center

Weather: September was basically warmer and dryer than average. For example, we finished up September with 2.04" rainfall at our location, which is less than half of our long term average for the month, and about 2" below our seasonal average (May through September). On the other hand, we accumulated 517 growing degree days (gdds) during September, making this September a bit warmer than average and pushing us just a few days ahead of average for the season. So, even though 2019 started off wetter and cooler than usual, we ended up warmer and dryer. On Tuesday (October 1) we broke a record for heat and we currently have about 2697 gdds since April 1, accumulating almost 46 gdds in the first 2 days of October. The short-term forecast looks to be more in line with average temperatures however, with highs in the 60s and rain on Sunday, October 6.

Diseases: Here's a brief review of the results of some of our powdery mildew trials on Concord this year. First, we compared a couple standard fungicides (Quintec (4 fl oz) and Vivando (10.3 and 15.4 fl oz)) with a couple of the succinate dehydrogenase inhibitors or SDHIs (Endura (4.5 oz) and Luna Experience (6 fl oz)) for fruit protection. Basically, the SDHIs performed best, Quintec fell in the middle, and both rates of Vivando were at the bottom, being significantly less effective than the SDHIs, Endura and Luna. However, disease pressure was relatively low this year, and overall, the practical differences between treatments were rather small.

In other trials, we evaluated Harvestmore Ureamate - a popular foliar fertilizer - for its value as a suppressor of powdery mildew. Over three years, we compared a solo program of (1) Harvestmore Ureamate (5 lbs/A), with (2) a conventional rotational program of Quintec (4 fl oz), Vivando (10.3 fl oz), and Tebustar (4 oz), and (3) a combination of 1 + 2 (the conventional program tank mixed with Harvestmore). It came as no surprise that combining a conventional rotation with Harvestmore was the most effective for controlling fruit infections in every year. Harvestmore alone provided an annual average of about 27% control, whereas the conventional program doubled that to 55%, and the combination improved control to an average of 65% over three years, when compared to an unsprayed check. Control on Concord leaves followed a very similar pattern.

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NY, 2019

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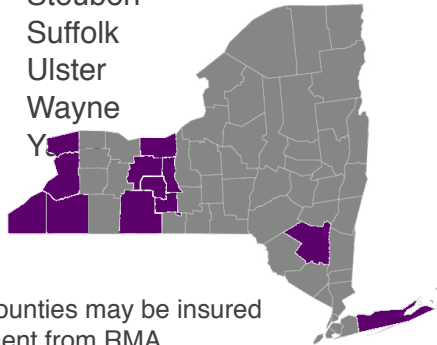
Important Insurance Deadlines

- **Aug. 15, 2018:** Premium Billing Date
- **Nov. 20, 2018:** Sales Closing, Policy Change, Cancellation, Termination Date
- **Nov. 20, 2019:** End of Insurance Period
- **Jan. 15, 2019:** Acreage / Production Report Date



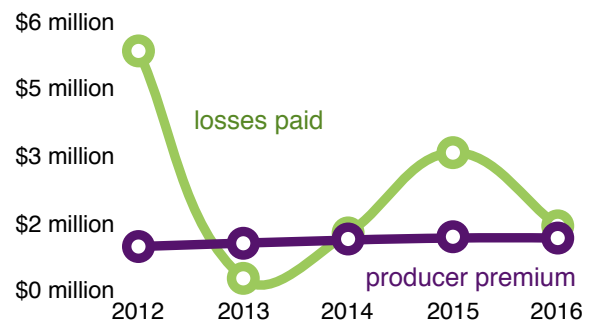
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NYS Grape Crop Insurance



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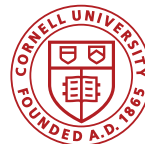
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Business Management

Kevin Martin, Penn State University, LERGP, Business Management Educator

Brix Update

September came through the best that anyone could expect. We are seeing smaller berry size and higher brix. Based on preliminary numbers, Brix used in grape juice should average more than 16.0. The quality should help average price and forecasted revenue to tick up a bit higher than expected. If growers end up not struggling with ripeness harvest efficiency should also be improved. Hopefully a higher percentage of acreage is harvested before October 30th than was originally scheduled. We will know quite a bit more about how the season will progress by next week.

NYS Labor Law Update

We have known for quite a while that NYS was going to require sexual harassment training for all employees. There are basically no exceptions to this requirement. While the requirement for annual training was announced, employers had a lot of questions about compliance. Frequently asked questions were posted online, with answers in August of 2018. Final guidance was issued October 1, 2018. Sexual harassment policies had to be in place in October of 2018. Here we are in the middle of harvest and coincidentally employees must be trained by October 9th.

Richard Stup, director of the Ag Workforce Development program, has a great summary of these requirements. With this and other changes in NY labor law we will be hosting Richard Stup at the conference this year. With his insight growers can be up to speed on all of these changes. Please read the article beginning on the following pages for details.



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Sexual Harassment Prevention Required for All New York Employers

 agworkforce.cals.cornell.edu/regulations/sexual-harassment-prevention/

August 16,
2018

The 2018 New York State budget included new regulations addressing sexual harassment in the workplace that became effective on October 9, 2018 for all New York employers, including agricultural employers. All employers are required to have a sexual harassment prevention policy and to provide annual, interactive sexual harassment prevention training for all employees.



Sexual harassment is a horrible thing, no one should have to work in a threatening and unsafe atmosphere. Prevention is the best medicine, so farms and other agricultural employers should get a strong sexual harassment prevention policy and training in place. That policy should define sexual harassment, provide a means for reporting it, and let victims know that they will be protected when they report harassment. Business owners should act quickly and decisively to investigate and solve any sexual harassment situations. Owners should be further advised that if any managers know about sexual harassment and do nothing about it, that can expose the business to even more legal risk.

Resources

- **New York State Department of Labor (NYDSOL)** provides important resources in a special website for employers: <https://www.ny.gov/combating-sexual-harassment-workplace/employers>. There you will find: Model Sexual Harassment Policy, Model Complaint Form, Training Requirements, Training Videos, Overview Webinar, Frequently Asked Questions (FAQ) Page. The state's materials can be found translated into 8 other languages when you scroll to the bottom of this page: <https://www.ny.gov/programs/combating-sexual-harassment-workplace>.
- **Preventing Sexual Harassment on Farms: Tools for Employers Webinar now available.** In August 2019 Cornell Cooperative Extension Regional Ag Teams and Ag Workforce Development staff presented a statewide training on preventing sexual harassment training requirements on farms. This [Preventing Sexual Harassment on Farms: Tools for Employers](#) webinar was recorded and is available to view for free.

- **NEW! Farm-Focused Sexual Harassment Prevention Materials and Videos.** Cornell Cooperative Extension educators adapted the state's materials to be more relevant for the farm workplace. Find links to English and Spanish presentation materials and downloadable videos under Step 5 below.

Seven Steps to Preventing Sexual Harassment

1. Put your policy in place now.

All New York employers are required to have a written sexual harassment prevention policy in place beginning October 9, 2018. Your policy must meet or exceed all of New York's requirements in the model policy. Most farms don't currently have a policy so it's OK to just use the state's model policy. There are a couple of things your should do to customize it for your farm:

- Download the policy from the [state's website](#) in either PDF or Microsoft Word format.
- Change the yellow highlighted "Employer Name" text to your farm or business name.
- Designate a contact person. On pages 1, 2, 5, and 6 of the model policy there is yellow highlighted text that refers to the "person or office designated." You are supposed to insert the name or office of the person to whom any harassment complaints should be reported. In most farms this will be the owner, ideally you should list two people here so that the employee has an option of at least two people they could go to. (This is to avoid the situation where the person doing the harassing is the same person designated to receive harassment complaints.)

2. Provide the policy in writing to employees.

A policy isn't worth much unless employees know about it. The new law requires employers to provide employees with a written copy of the sexual harassment policy. Print copies and provide to your employees or inform employees and give them electronic access to your new policy. Management must also be familiar with the policy and plan to carry out the action steps it describes in a consistent and unbiased way.

3. Provide the "Combat Harassment Complaint Form."

Scroll down the [state's website](#) to find the model complaint form, also in PDF and Word format. Incorporate this form into your handbook right after the sexual harassment policy or print copies and provide it to your employees.

4. Use the Sexual Harassment Prevention Poster

Customize and post the [“Sexual Harassment Prevention Poster”](#) in your break room or office. Provide this same poster/notice to each employee when you use the “farm focused” sexual harassment training resources from Cornell Agricultural Workforce Development.

5. Train everyone at hiring and annually.

Just giving employees a policy isn’t good enough. Training is needed to be sure that employees understand sexual harassment and how they can prevent and report it. Training is also important to send the message that the employer takes sexual harassment seriously and will not tolerate it. You should plan to conduct sexual harassment prevention training each year for all employees. New employees should have a brief review of your sexual harassment policy within a week of their start date, you don’t want someone working for you for six months until they learn about sexual harassment at the annual training.

The new law put some specific requirements about sexual harassment prevention training. It must:

- be interactive (for live training, interactive means participants have opportunities to ask questions, and the trainer may ask questions to engage with participants)
- include an explanation of sexual harassment consistent with guidance issued by the Department of Labor in consultation with the Division of Human Rights
- include examples of conduct that would constitute unlawful sexual harassment
- include information concerning the federal and state statutory provisions concerning sexual harassment and remedies available to victims of sexual harassment
- include information concerning employees’ rights of redress and all available forums for adjudicating complaints
- include information addressing conduct by supervisors and any additional responsibilities for such supervisors

NEW! Farm-Focused Sexual Harassment Prevention Materials and Videos

Cornell Cooperative Extension educators adapted the state’s model training and case studies to be more “farm focused.” We simplified some of the language in the training and adapted the examples to typical farm workplaces rather than office settings. The NY State Department of Labor reviewed our adapted training to be sure we met all of the requirements listed above. You can use the PowerPoints as visual aids if you or another farm manager choose to do the presentation and review the case studies yourself. Or, you can show the video recordings of the presentation and case studies to train your farm employees. Be sure that you include an interactive portion such as a question and answer session, or brief feedback survey with your employees. You can pause the videos to create

opportunities for interactive questions and discussion. We recommend that you use both the presentation and case studies with your employees, and that you document your training activities.

Training Presentations:

- [English Presentation in PowerPoint.](#)
- [Spanish Presentation in PowerPoint](#)
- [English Presentation Video](#)
- [Spanish Presentation Video](#)

Case Studies:

- [English Case Studies in PowerPoint](#)
 - [Spanish Case Studies in PowerPoint](#)
 - [English Case Studies Video](#)
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-

6. Act immediately when there is a complaint of sexual harassment or management becomes aware of a harassing situation.

No employee should have to work in a stressful and threatening environment caused by sexual harassment. Management needs to take action immediately in response to a complaint of harassment. Depending on the situation, these actions will include:

1. Listen carefully to the complaint and be sure to take any complaints of harassment seriously. Make sure that the person making the complaint is safe. For serious situations such as sexual assault, farm management should consider contacting the local police to investigate.
2. Contact an employment law attorney for advice when serious allegations are involved.
3. Assign a responsible person to confidentially investigate the situation including talking with the accused person and any witnesses. In small businesses, without a designated HR person, the investigator will often be an owner. Small businesses should consider hiring an outside person to investigate, such as an attorney or human resources professional, especially when the harassment allegations are serious or the relationships involved are very close and likely to appear to bias an investigation.
4. Decide whether the behavior is sexual harassment.
5. Plan and carry out discipline and/or assignment changes as needed. Communicate your decision and action plan clearly with the accused and the accuser.
6. Document everything.

Read more in this post: [How to Handle Sexual Harassment Complaints: A Primer for Small Businesses.](#)

7. Document every action you take.

As an employer, it is wise to begin documenting all of your employee-related actions. You should keep a paper or electronic file (or both) for each employee and diligently record all significant actions or events that take place. In the context of sexual harassment prevention, consider recording the following items:

- The date on which you provided the policy to your employee. You might also have your employee sign an acknowledgement that the policy was received and understood.
- The date at new hire and in each subsequent year on which your employee was trained in sexual harassment prevention.
- Carefully document any sexual harassment incidents involving an employee, even minor ones. For example, an employee might tell an offensive joke that another employee considers sexual harassment. Management follows up, addresses the problem, and everything is resolved. Keep track of every action that was taken in the resolution procedure, record who, what, where, when, why, and how. You might need this information when another incident occurs later with the same employee, or if you need to defend your actions in court against a claim of not dealing with sexual harassment appropriately. Detailed, written records that demonstrate management's good faith efforts are much better than faulty memories in a court of law.

Other References

Widmar, N. and E. Bird (2014). Understanding Sexual Harassment for the On-Farm Workplace. Pork Information Gateway. Includes relevant discussion of sexual harassment in the farm setting but the example policy may not be strong enough to meet current requirements.