



**Reminder: Certification Monitoring Visits have begun in flue-cured tobacco regions. Auditors will be reaching out to growers two weeks prior to schedule a date and time for the monitoring visit. It is important to check your phone, voicemails, emails and texts during this time to make sure the auditor can reach you.**

**Please note that all auditors will be taking proper precautions including but not limited to wearing PPE, taking temperatures daily, proper social distancing, and sanitizing devices between uses. We also ask that growers maintain proper social distancing and notify the auditor if someone on the operation is ill. All auditors will be following CDC, state, federal, and local guidelines pertaining to COVID-19.**

**Don't forget to complete your self-assessment prior to your monitoring visit!**

## This week: Forced Labor and Human Trafficking, Freedom of Association, and Harassment and Discrimination

### 1. Forced Labor and Human Trafficking

#### GAPC Critical Standards:

- Workers shall be allowed to terminate their commitment at any time, without the threat of intimidation, coercion, blacklisting, or any other type of discrimination or retaliation.
- Growers are prohibited from employing compulsory or prison labor.
- All work must be voluntary and shall not be carried out under threat or duress. Growers must not recruit, transport, or receive workers using threats, force, coercion, abduction, fraud, or deceit or abuse of their power or the vulnerability of workers.
- Workers shall not be charged any fees for their recruitment or transport to their place of work, by the grower.
- Growers are prohibited from retaining workers' personal identity documents, visas, money, valuables, paychecks, debit or credit cards, or return tickets. Growers may provide, upon request, workers with safe place to store these items, but these items must be accessible to the workers upon request.
- There shall be no restrictions on workers' freedom of movement, and workers shall be permitted to enter and exit their place of work.

Auditors will verify the standards by grower interview and worker interview.

### 2. Freedom of Association:

Definition: the right to join or leave groups of a person's own choosing, and for the group to take collective action to pursue the interests of members.

Example: labor union

#### GAPC Critical Standards:

- Respect the legal rights of workers to, or not to, associate, organize, and bargain collectively. Do you allow workers freedom of association with organized groups?
- Do not interfere in union activities. Do you allow reasonable access during non-work hours to your workers from organized groups?
- Do not discriminate nor retaliate against workers for such activities. Do you discriminate against workers who associate with organized groups?

Auditors will verify the standards by grower interview and worker interview.

### 3. Harassment and Discrimination

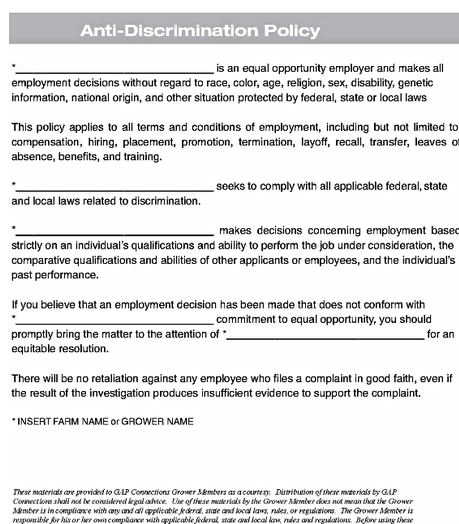
#### GAPC Critical Standards:

- All workers must be treated with dignity and respect and not be threatened with or subjected to verbal, physical, sexual or mental harassment or abuse, coercion, or corporal punishment during employment or recruitment.
- Workers must not be subject to discrimination based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, political affiliation, union membership, veteran status, or marital status.

#### GAPC Additional Standard:

- Have a documented Anti-Discrimination Policy.

Auditors will be looking for a written policy to verify. Growers may use our template provided in the [record packet](#) (Tab 8, pages 4-5). Simply fill in the blanks, communicate the policy with your workers, and keep in your GAP records. The template is in English and Spanish so it can be easily shared with the workforce.



## COVID-19 Resources

GAPC has compiled resources in English and Spanish to help inform, educate, and train growers, workers, and family members on topics related to COVID-19. The resource pages provide information for planning, educating and preventing the spread of COVID-19 as well as H2-A Visa concerns and the Families First Coronavirus Reponse Act (FFCRA). Includes: training videos, posters, fact sheets, FAQ's, webinars and links to other resources. For information on a state by state level, visit the COVID-19 Resource Page by State.



[Visit COVID-19 Resource Page](#)

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info@gapconnections.com | 865.622.4606 | 2450 EJ Chapman Drive Knoxville TN 37996

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