

Legal

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Purchasing Requirements

1. You must be 21 years of age or older, to order or receive alcoholic beverages from PRIE.
2. All payments (cash, credit card, check, or other) must be by a person 21 years of age or older
3. We do not accept mail or phone orders.

4. We reserve the right to hold or delay shipments due to extreme weather conditions.

Winery Ethics and Rights

We are committed to adherence to the letter and spirit of the laws that define equal employment opportunity along with the right to be who you are. We are pledged to affirmative action applied to both volunteers, the workforce, and visitors. Therefore, PRIE believes all visitors, volunteers, and those of our workforce (contract, recruit, hire, promote and transfer qualified persons into all job classifications) are treated without regard to race, color, religion, national origin or citizenship status, sex, gender identity or expression, pregnancy, sexual orientation, age, disability, military status, source of income, or any other protected status. Furthermore, all volunteers, visitors, and workforce are free from harassment, bullying, and discrimination. We call this our Ethics Contract.

The continued success of PRIE depends heavily on its interaction with you, the community, volunteers, and the workforce. Whether volunteering or working with PRIE, we will effectively utilize the talents of all qualified people. Therefore, PRIE prohibits contracted work and employment decisions based on our Ethics Contract. All workforce decisions are based on 1) individual merit, qualifications, and competence as they relate to a particular position and 2) promotion of the principle of equal employment opportunity and affirmative action.

The fair treatment of visitors like our volunteers and workforce is very important to PRIE. We prohibit visitors from treating other visitors, volunteers or our workforce in ways that create a hostile, dangerous, or moral distress environment. All visitors while on winery property are required to follow the Ethics Contract. Visitor violations of the Ethics Contract can be subject to being escorted from the winery property, having their club status revoked, banned permanently from the winery, or have criminal or civil charges filed.

Example violations of the Ethics Contract but, not limited to include:

- Excluding or isolating someone socially based on the Ethics Contract or any other protected status.
- Intimidating or bullying another visitor or staff. This includes non-consensual physical contact, non-consensual suggestive behavior, and threatening social media retaliation.
- Displaying, speaking, or other broadcasting of material relating to groups that promote violence or terrorism. Our assessments under this policy are informed by national and international terrorism designations, as well as our violent extremist group and violent organizations criteria (see ref. below).
- Glorifying violent acts or events where people were targeted based on their protected characteristics (including race, ethnicity, national origin, sexual orientation, gender, gender identity, religious affiliation, age, disability, or serious disease) could incite or lead to further violence motivated by hatred and intolerance.

- Displaying or verbalizing profanity, abusive content, slurs, epithets, racist, or sexist tropes.
- Undermining or deliberately impeding a person's work or visitation.
- Physically abusing or threatening violence against staff or guesses.

Ref: www.adl.org and PRIE's Workplace Anti-Violence Plan