

ANTI-HARASSMENT POLICY

General Conduct (see Page 4 of Rules Book)

All unit Owners and Occupants must treat each other and all Association employees with appropriate civility, courtesy and respect.

Addition:

Unit Owners and Occupants shall not engage in any abusive or harassing behavior, either verbal or physical, or engage in any form of intimidation or aggressive conduct directed at other owners, occupants, invitees, members of the Board of Director, or Management, its agents, its employees or vendors.

NEW POLICY to be added to Rules Book: Harassment

Moreland Courts is a diverse, multi-generational housing community made up of occupants who come from a variety of backgrounds and cultures. As members of the Association, we seek to live peacefully with our neighbors in an atmosphere of mutual respect. Our Rules Book states: All Unit Owners and Occupants must treat each other and all Association employees with appropriate civility, courtesy and respect.

Harassment of owners, occupants, invitees, members of the Board of Directors, or Management, its agents or employees is unacceptable behavior at MCCA. Harassment based upon race, color, religion, national origin, disability, gender, sexual orientation or marital status, or sexual harassment and/or behavior that creates a hostile environment, violates the law and the values of the Association and will not be tolerated.

A written allegation of harassment will be investigated and documented by the Board, General Manager and/or the Rules Committee as specified in the Rules Book, p. 34 under Complaints.

If a finding of harassment is made, a letter from the Board or the Association's attorney will be sent to the offending individual which:

- Describes the behavior
- Notes how it violates our rules pertaining to appropriate conduct
- Demands that the behavior stop immediately, and
- Describes what fines or other specified sanctions may be applicable, including legal action if behavior persists.

If the behavior persists, the Board will:

- Continue to document all intervention measures
- Impose sanctions and/or enforcement assessment as necessary, including a substantial assessment to be determined by the Board of Directors.

In case of non-compliance, the Board may take the following action and/or advise the complainant Unit Owner or Occupant to do so:

- Seek a civil restraining order against the offending Unit Owner or Occupant
- In the event of criminal behavior pursue charges against the offending Unit Owner or Occupant through law enforcement.