

Sunland Owners Association

Harassment Policy

Adopted by the Board of Directors in open meeting and approval of a majority of the Board of Directors members.

Our Association has adopted a zero-tolerance policy toward discrimination and all forms of unlawful harassment, including but not limited to sexual harassment. This zero-tolerance policy means that no form of unlawful discriminatory or harassing conduct by or towards any employee, Association member, vendor, or other person in our workplace, on jobsites or anywhere within the Association development will be tolerated. The Association is committed to enforcing its policy at all levels within the Association. Any officer, director, manager, supervisor, employee or member of the Association who engages in prohibited discrimination or harassment will be subject to disciplinary action as set forth in the By-Laws and Rules and Regulations of the Association. For Director or employee this mean up to and including immediate discharge from employment, removal from any leadership position including from the Board of Directors if a Board member for a proven first offense.

Conduct Covered by this Policy: This policy applies to and prohibits all forms of illegal harassment and discrimination, not only sexual harassment. Accordingly, the Association absolutely prohibits harassment or discrimination based on sex, age, disability, perceived disability, marital status personal appearance, sexual orientation, race, color, religion, national origin, veteran status or any other legally protected characteristic. Sexual Harassment: Because confusion often arises concerning the meaning of sexual harassment in particular, it deserves special mention. Sexual harassment may take many forms, including the following:

- Offensive and unwelcome sexual invitations, whether or not the employee submits to the invitation, and particularly when a spoken or implied quid pro quo for sexual favors is a benefit of employment or continued employment;
- Offensive and unwelcome conduct of a sexual nature, including sexually graphic spoken comments; offensive comments transmitted by e-mail or another messaging system; offensive or suggestive images or graphics whether physically present in the workplace or accessed over the Internet; or the possession of or use of sexually suggestive objects; and
- Offensive and unwelcome physical contact of a sexual nature, including the touching of another's body; the touching or display of one's own body, or any similar contact.

Computer Messaging and Information Systems: Employees are particularly cautioned that the use of e-mail, voice mail, or other electronic messaging systems, or the Internet, may give rise to liability for harassment. Employees may not generate, should not receive, and must not forward, any message or graphic that might be taken as offensive based on sex, gender, or other protected characteristic. This includes, for example, the generation or forwarding of offensive "humor" which contains offensive terms. Employees receiving offensive messages over the Association's computer equipment, or receiving other unlawfully offensive messages or graphics over the Association's computer equipment, should report those messages to the Board of Directors and SLOA Office immediately. Employees are reminded that the Association's computers and the data generated on, stored in, or transmitted to or from the Association's computers remain the property of the Association for all purposes. The Association retains

the right to monitor its computers, computer systems, and networks to ensure compliance with this requirement.

Procedures in Cases of Harassment: Any Association employee, Director or member who believes that she or he has been subjected to unlawful harassment of any kind has the responsibility to report the harassment immediately to the Board of Directors and SLOA Offices. If the employee is uncomfortable reporting the harassment to the SLOA Office or Board of Directors for any reason whatsoever, the complaint should be directed to the President or Vice-President of the Association. The Association is committed to taking all reasonable steps to prevent harassment, and will make every reasonable effort promptly and completely to address and correct any harassment that may occur. However, the Association cannot take prompt and effective remedial action unless each Association member or employee assumes the responsibility of reporting any incident of harassment immediately to the Board of Directors and/or the SLOA Offices. Every report of harassment will be investigated promptly and impartially, with every effort to maintain confidentiality of both the complainant and accused. The complainant and the accused will be informed of the results of the investigation. If the Association finds that its policy has been violated, it will take appropriate corrective and remedial action, up to and including discharge of offending officers or employees, and/or similarly appropriate action towards offending vendors, contractors, or members.

Reporting Without Fear of Retaliation: No Association member or employee will be retaliated against for reporting harassment. This no-retaliation policy applies whether a good faith complaint of harassment is well founded or ultimately determined to be unfounded. No Association officer, director, administrator is authorized, or permitted, to retaliate or to take any adverse action whatsoever against anyone for reporting unlawful harassment, or for opposing any other discriminatory practice in the Association or Association office.