



CRESTMONT

**Homeowners'
Association**

Crestmont Homeowners' Association Anti-Harassment Policy

Revision 1: January 2024

The Association has adopted this policy to create and maintain an environment free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature.

The Association will not tolerate hostility or favoritism toward an individual based on race, color, creed, sex, national origin or age. Furthermore, actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, or any legally protected characteristic will not be tolerated. The Association will not condone such behavior by or from any Member, Resident, staff, volunteer, guest, or invitee (collectively "Persons").

All Persons shall refrain from harassing, threatening or otherwise attempting to intimidate any other Persons.

All Persons shall show respect to fellow Persons, conducting themselves in a civil and courteous manner at all times, not jeopardizing or interfering with the rights and privileges of others. Conduct is considered uncivil or uncourteous if a person is visibly intoxicated, or engages in rudeness, personal attacks, insults, name-calling, or uses derogatory language towards another, or engages in aggressive behavior towards another, or engages in behavior that causes embarrassment or discomfort to others. Loud, profane, indecent, or abusive language is prohibited.

All Persons shall refrain from interfering with the duties of directors of the Board, Association committee members, management, staff, and contractors. All communications with contractors must go through the President of the Board or management, or must otherwise be in accordance with Board policy.

Persons shall report any inappropriate and discourteous conduct, or conduct believed to be in violation of this Policy, to the appropriate CHOA management staff.

All Members are responsible for the conduct, and compliance with this and all other policies and documents governing the Association, of their Residents, family members, guests and invitees while within Crestmont.



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VIOLATIONS OF POLICY

Any Member or Resident who is found to be in violation of this policy will be subject to appropriate remedial action. Such remedial action shall include all remedies available, and may include, but not be limited to, fines, requiring all further communications from the Member or Resident to be in writing, and suspension of membership privileges and the Member will be deemed to be **NOT** in Good Standing. Such remedial action shall be at the sole discretion of the Board of Directors or their appointee.