

**RESOLUTION ADOPTING RULE PROHIBITING
DISCRIMINATION AND HARASSMENT WITHIN COMMON PROPERTIES**

WHEREAS, section 8.4 of the Declaration of Covenants, Conditions and Restrictions for Highcroft Homeowners Association ("Declaration") vest authority in the Board of Directors to adopt rules and regulations governing the use and operation of the Common Properties; and

WHEREAS, the Board of Directors desires to the extent possible to provide an environment within its Common Properties that is comfortable and free from intimidation, hostility, and harassment and enables all residents an equal opportunity to enjoy the Common Properties; and

WHEREAS, the Board deems it appropriate to adopt the below resolution in furtherance of this goal;

NOW THEREFORE BE IT RESOLVED that the Board of Directors adopts the following rule prohibiting discrimination and harassment within the Common Properties:

The Association prohibits harassment and discrimination within the Common Properties based on race, color, national origin, religion, sex, familial status, and disability. Please note that harassment can take many forms, and includes, but is not limited to, words, intimidation, physical contact, violence, or any other behavior intended to intimidate, demean or marginalize another resident based on the above characteristics.

Owners or residents who feel that they have been subjected to harassment or discrimination within the Common Properties based on race, color, national origin, religion, sex, familial status, or disability may file a complaint with the Board of Directors or the management company. If the Board is able to substantiate a violation following an investigation, the violating owners and/or residents may be subject to corrective measures including, but not limited to, warning letters, written reprimands, or following notice and an opportunity to be heard, the suspension of privileges.

The Board of Directors shall cause this Resolution to be published to all of the members of the Association, and this policy shall be effective upon publication.

The undersigned certifies that the foregoing resolution was adopted by a majority of the members of the Board of Directors at a duly called meeting of the Board held on 29 AUGUST 2018 2018, as reflected in the minutes of that meeting.

HIGHCROFT HOMEOWNERS
ASSOCIATION, INC.

By:  _____
President

ATTEST:

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Secretary