

POUDRE OVERLOOK HOMEOWNERS ASSOCIATION OF FORT COLLINS
ANTI-HARASSMENT POLICY
Effective: _____, 2021

1. Introduction.

The Board of Directors ("Board") of Poudre Overlook Homeowners Association of Fort Collins, a Colorado non-profit corporation ("Association"), acting pursuant to the powers set forth in the Association's Bylaws, Articles of Incorporation, the Declaration of Covenants, Conditions, and Restrictions for Poudre Overlook, as amended ("Declaration") (such documents being collectively referred to as the "Association Documents"), and applicable local, state and federal law, has enacted the following Policy effective as of the date set forth above. Unless the context otherwise indicates, capitalized words and terms shall have the meanings set forth in the Association Documents and, if not defined in the Association Documents, then as set forth in CCIOA. This Policy supersedes any previously adopted Policy on the same subject matter.

2. Policy Purposes.

Article X, Section 20 ("Nuisance"), of the Declaration provides, in pertinent part, that "Nothing shall be done or permitted on any Lot which is or may become a nuisance. No obnoxious or offensive activities . . . shall be conducted on any Lot." Additionally, Article X, Section 24 ("Disturbing the Peace"), of the Declaration provides "No person shall disturb, tend to disturb, or aid in disturbing the peace of others by violent, tumultuous, offensive, disorderly, or obstreperous conduct, and no Owner shall knowingly permit such conduct upon any Lot owned by such Owner."

In keeping with the above provisions of the Declaration, the Association has adopted a policy of "no-tolerance" with respect to unlawful harassment of Association members. In this connection, the Association expressly prohibits any form of unlawful harassment of Association members based on race, color, religion, sex, gender identification, national origin, age, disability, or status in any group protected by state, local or federal law by another member of the Association. Improper interference with any member's quiet enjoyment of Association amenities or their homes or personal property will not be tolerated. Harassment via email, phone, text, written communication or another form of communication will not be tolerated.

3. Anti-Harassment Policy.

It is not possible to describe or define all types of harassment. However, harassment includes verbal or physical conduct that belittles or shows hostility or aversion toward an individual because of his/her race, color, religion, sex, gender identification, national origin, age or disability, and that (i) has the purpose or effect of creating an intimidating, hostile, or offensive environment, (ii) has the purpose or effect of unreasonably interfering with an individual's quiet enjoyment, or (iii) otherwise adversely affects an individual. Harassing conduct includes, but it is not limited to, (i) epithets, slurs, negative stereotyping or threatening, intimidating or hostile acts that relate to race, color, religion, sex, gender identification, national origin, age or disability, (ii) written or graphic material that belittles or shows hostility or aversion toward an individual or group because of race, color, religion, sex, gender identification, national origin, age, or disability and that is placed in public areas or on social

media and (iii) sexual advances, requests for sexual favors, unwelcome or offensive touching, and other verbal, graphic or physical conduct of a sexual nature.

Any member of the Association that feels he or she has been harassed, or that witnesses the harassment of another Association member should report the harassment to the Association's Community Association Manager ("CAM"). All allegations of harassment shall be fully investigated by the Association's CAM. Violations of this Anti-Harassment Policy will be addressed pursuant to the Association's Enforcement Policy. Violations may be dealt with as follows: sending a cease and desist letter to the violating member; holding a hearing before the Association's Board of Directors and/or mediation; fines; and appropriate legal action to ensure that the harassment ceases.

4. Variations.

The Board may from time to time vary from the requirements set forth in this Policy if the Board determines in its sole discretion that such variance is reasonable under the circumstances.

5. Amendment.

This Policy may be amended from time to time by the Board.

CERTIFICATION

The undersigned, being the duly elected and acting Secretary of the Poudre Overlook Homeowners Association of Fort Collins ("Association") certifies that the foregoing Anti-Harassment Policy was approved by the vote of at least a majority of the Association's directors at a meeting of the Association's Board of Directors held on _____, 2021.

**POUDRE OVERLOOK HOMEOWNERS
ASSOCIATION OF FORT COLLINS**

By: _____, Secretary