

21-06-01

Policy of the

Board of Directors

Glenhaven Lakes Club, Inc

Anti-Harassment/bullying on GLC common areas

DEFINITION: For the purpose of providing protection to the Glenhaven Lakes Club, community members and to foster a positive community environment.

A member is defined as an owner, their immediate family, their guests, their tenants, and their tenants' guests.

Common Areas are defined as, that term used here in, which means all real and personal property owned by GLC for the common use and enjoyment of the owners.

An owner is defined as, an owner of a lot in GLC.

PURPOSE: The purpose of this policy is to specify the course of action to be taken if, and when any community member their immediate family, their guests, their tenants, and their tenants' guests are subjected to any form of harassment, intimidation or bullying while using GLC common areas.

POLICY: Glenhaven Lakes Club places a high value on the safety and wellbeing of the members who live in the community and prohibits bullying, intimidation, and harassment of any kind, including sexual harassment, on all GLC common areas and will take immediate and appropriate action in responding to any complaint regarding a GLC community member their immediate family, their guests, their tenants, or their tenants' guests.

By way of definition,

BULLYING is any unwanted behavior that makes someone feel intimidated, degraded, humiliated or offended.

INTIMIDATION means to make fearful for one's safety or the safety of one's family.

HARASSMENT is behavior, whether verbal or physical, that unreasonably interferes with your wellbeing or creates an intimidating, hostile or offensive environment.

SEXUAL HARASSMENT-VERBAL, includes innuendoes, suggestive comments, jokes of a sexual nature, lewd remarks and threats.

SEXUAL HARASSMENT-NON-VERBAL, includes the distribution, display or discussion of any written material, such as calendars, posters or cartoons that are sexually suggestive. It also includes stalking, obscene gestures, e-mails, photos, text messages, tweets and internet postings.

SEXUAL HARASSMENT-PHYSICAL, includes unwelcome, unwanted physical contact of any type.

Any Glenhaven Lakes Club, community member their immediate family, their guests, their tenants, and their tenants' guests found to be in violation of this policy against a Glenhaven Lakes club community member their immediate family, their guests, their tenants, and their tenants' guests will be trespassed from all GLC common areas for a period to be determined by the Board of Directors and or staff and could be subject to a fine.