



**RESOLUTION OF  
KING'S DEER HOMEOWNERS ASSOCIATION, INC.  
REGARDING HARASSMENT AND TREATMENT OF RESIDENTS, AGENTS AND  
CONTRACTORS**

**WHEREAS**, the Board of Directors of King's Deer Homeowners Association, Inc. ("Association") has the power to adopt rules and policies pursuant to: the Declaration of Covenants, Conditions and Restrictions for King's Deer Subdivision; the Declaration of Covenants, Conditions and Restrictions for King's Deer Highlands; and the Articles of Incorporation and Bylaws of the Association.

**WHEREAS**, the Board of Directors wishes to ensure that the King's Deer community is maintained as an environment free of harassment and that all residents and members of the Association maintain a high standard of courtesy and ethical conduct while residing in the community;

**NOW THEREFORE**, the Association Board of Directors hereby adopts the following policy, standards of behavior, code of civility, and enforcement procedures that are applicable to all Association members and residents of the community:

1. Anti-Harassment and Non-Discrimination Generally. It is the policy of the Association to create and maintain an environment free from all forms of discrimination and conduct that can be considered harassing, coercive, or unreasonably disruptive. The Association will not tolerate hostility or favoritism toward any individual on the basis of race, color, religion, creed, national origin/ancestry, sex, disability, sexual orientation, marital status, or familial status. Furthermore, actions, words, jokes, or comments based on an individual's race, color, religion, creed, national origin/ancestry, sex, disability, sexual orientation, marital status, or familial status, or any legally protected characteristic will not be tolerated. The Association will not condone such behavior by or from any member, resident, guest, or invitee (collectively, "Persons").

2. Definition of "Harassment". For purposes of this policy, "harass" or "harassment" includes, but is not limited to, the following:

- (a) Striking, shoving, kicking, or otherwise touching a person or subjecting such person to unwanted physical contact;
- (b) Directing obscene language or gestures to or at another person;
- (c) Following or stalking a person in or about the common areas;
- (d) Initiating communication with a person, anonymously or otherwise by phone, computer, computer network, or other electronic device in a manner intended to bully, harass or threaten bodily injury or property damage, or making any comment, request, suggestion or proposal by phone, computer, computer network, or other electronic device which is obscene;
- (e) Making phone calls or causing phones to ring repeatedly, whether or not a conversation ensues, with no purpose of legitimate conversation;

## Harassment Policy (continued)

(f) Making repeated communications at inconvenient hours that invades the privacy of another or interferes with the use and enjoyment of another's home or residence, or otherwise in a manner that is unreasonably disruptive;

(g) Posting hostile, abusive, inflammatory, private or confidential content on social media or other online communications;

(h) Sending excessive correspondence, including mail, emails, text messages or phone calls, beyond what is reasonable in the ordinary course of business;

(i) Refusing to resolve differences in good faith and in a reasonable manner; or

(j) Engaging in non-verbal forms of harassment such as physical intimidation, aggression, gesturing, failure to adhere to reasonable Board requests, belittling, or any other unreasonable form of non-verbal harassment.

### 3. Code of Conduct.

(a) All Persons will refrain from harassing other Persons, Board or committee members, management staff, and Association contractors and agents. Persons may not in any way harass, threaten, or otherwise attempt to intimidate any other Person, Board or committee members, or management staff. All Persons will refrain from any inappropriate or unwanted physical contact of other Persons, Board or committee members, or management staff. The Association may deem any Person who harasses, threatens or otherwise attempts to intimidate, or engaged in inappropriate physical contact without consent, other Persons, Board or committee members, or management staff, to be in violation of this policy.

(b) All Persons must conduct themselves in a civil and courteous manner at all times and must not jeopardize or interfere with the rights and privileges of others. Conduct is considered uncivil and discourteous if a person is visibly overly intoxicated, or engages in rudeness, personal attacks, insults, name-calling, or uses derogatory, vulgar, or profane language to another, or engages in aggressive behavior towards another, or engages in behavior that tends to cause embarrassment or discomfort to others.

(c) Loud, profane, indecent or abusive language is prohibited.

(d) All Persons must refrain from interfering with the duties of Board members, committee members, management staff and Association contractors and agents. No Person may interfere with the duties of management staff or any contractor. All communications with contractors must go through the Board of Directors or management.

(e) All Persons must show respect to fellow neighbors, Board and committee members, and management staff.

(f) Persons should report any inappropriate or discourteous conduct, or conduct believed to be in violation of this policy, to the Association's Board or management.

Harassment Policy (continued)

(g) Members are responsible for the conduct of their residents, tenants, family members, guests and invitees while within the King's Deer community. Members are responsible for ensuring that their residents, tenants, family members, guests and invitees comply with this policy and all governing documents for the community.

4. Violations of Policy / Enforcement. Any member or resident who is found to be in violation of this policy will be subject to appropriate remedial action and any and all enforcement rights of the Association including, but not limited to, fines (after notice and an opportunity for a hearing pursuant to the Association's covenant and rule enforcement policy), initiation of legal proceedings, reporting criminal acts to law enforcement, and requiring all further communications from the member or resident to be in writing. Such remedial actions will be at the sole discretion of the Board.

This policy was adopted by the Board of Directors this 19th day of October 2021.

**KING'S DEER HOMEOWNERS ASSOCIATION, INC.**  
a Colorado nonprofit corporation,

By: /signed/  
Its: President