



ANTI-HARASSMENT & NON-DISCRIMINATION POLICY

Effective: September 15, 2026

1. BACKGROUND

King's Deer HOA is committed to providing a welcoming, respectful community for all residents, guests, and visitors. The Board of Directors recognizes that a safe and civil environment is essential to the well-being of our community. This policy establishes clear expectations for respectful conduct and outlines the process for addressing harassment.

2. ANTI-HARASSMENT AND NON-DISCRIMINATION POLICY STATEMENT

King's Deer HOA prohibits harassment of any kind and all forms of discrimination (a form of harassment) directed at residents, guests, Board members, committee members, HOA employees, vendors, or contractors (collectively, "Persons"). All Persons are expected to treat one another with dignity and respect. This policy applies to all HOA-related interactions, including community meetings, common areas, electronic communications, and any other HOA-sponsored activities.

3. HARASSMENT DEFINED

Harassment includes any unwelcome conduct — verbal, written, physical, or electronic — that creates a hostile, intimidating, or offensive environment. Examples include, but are not limited to:

- Threatening, abusive, or demeaning language or behavior (e.g. striking, shoving, kicking, or otherwise unwanted physical contact; obscene language or gestures, etc.)
- Repeated unwanted contact or communication, anonymously or otherwise
- Discriminatory remarks based on race, color, religion, sex, national origin, disability, familial status, or any other legally protected characteristic
- Intimidation, bullying, or interference with another person's peaceful enjoyment of the community (e.g. obscene gestures, stalking a person in or about the common areas, etc.)

4. GENERAL CODE OF CONDUCT

All Persons are expected to:

- Communicate respectfully in all community interactions
- Refrain from conduct that intimidates, threatens, or demeans others
- Follow the rules and directives of the Board and HOA management in a civil manner
- Report observed harassment to the Board or HOA management promptly

Members of the community are responsible for the conduct of their residents, tenants, family, guests and invitees while within the King's Deer community.

5. ENFORCEMENT

Complaints of harassment should be submitted in writing to the Board of Directors or HOA management. All complaints will be reviewed promptly and handled with appropriate confidentiality. Retaliation against any person who reports harassment in good faith is strictly prohibited. If harassment or retaliation is substantiated, the Board may impose corrective measures in accordance with the HOA's governing documents, including written warnings, fines, suspension of community privileges, or referral to legal authorities as appropriate.