

## **OAK RIDGE MEADOWS TOWNHOUSES HOMEOWNERS ASSOCIATION, INC. ABUSE/HARASSMENT POLICY**

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### **PURPOSE OF THIS POLICY:**

The Board of Directors for Oak Ridge Meadows Townhouses Homeowners Association, Inc. (the "Association") adopts this Abuse/Harassment Policy to ensure courteous and respectful behavior and communications from Owners, residents and guests towards each other and towards the Association, its employees, agents, contractors, representatives, and volunteers.

This policy is intended to provide guidance and to deter disrespectful, vulgar, racist or other means used to incite violence or tumultuous conduct.

This policy is not intended to prevent anyone from notifying the law enforcement when someone feels their personal safety may be at risk.

### **"ABUSE/HARASSMENT" DEFINED:**

**The incidents covered by this policy include, but are not exclusively limited to, the following:**

- Bullying or verbal abuse, including raised voices, emotionally charged language/profanity and/or physical aggression or the threat thereof;
- Non-verbal gestures of a threatening, vulgar, or obscene nature, including use of objects that could be perceived as dangerous. Annoyance of others by such means as prolonged staring, taking of photos or videos or generally disrupting performance of duties and/or a person's peaceful enjoyment of their home and community;
- Vandalism;
- Use of vehicle noises (i.e., excessive revving of engine, honking of horn, etc.) directed at any person located within the Oak Ridge Meadows subdivision as an Owner, resident, guest or at the direction of the Association; and
- Direct communication, including on site communication or at the place of employment, with third party vendors performing work for the Association.

### **PROCEDURE TO BE FOLLOWED:**

Any Owner, resident, guest, employee, agent, contractor, representative or volunteer of the Association who are subjected to any of the above behaviors shall immediately report the incident to the Property Management Company and/or the Board of Directors immediately. The incident will be reviewed and responded to as deemed appropriate by the Association.

**VIOLATIONS OF THIS POLICY:**

Any violation of this Policy will be deemed a nuisance under Article VI, Section 3 of the Declaration of Covenants, Conditions and Restrictions Oak Ridge Meadows Townhouses. All Owners shall also be held responsible for any violation of this Policy by their residents and guests.

This policy was adopted by the Board of Directors on the 22 day of September, 2020.

**OAK RIDGE MEADOWS TOWNHOUSES  
HOMEOWNERS ASSOCIATION, INC.**

DocuSigned by: \_\_\_\_\_ (Seal)  
*Janeann Armbuster* \_\_\_\_\_, President  
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