

Pennfield Homeowners Association

Abuse/Harassment Policy

PURPOSE OF THIS POLICY

The Board of Directors for Pennfield Homeowner's Association (the Association) adopts this Abuse/Harassment Policy to ensure courteous and respectful behavior and communications from Owners, residents, and guests toward each other and toward the Association, its employees, agents, contractors, representatives, and volunteers.

This policy is intended to provide guidance, and to deter disrespectful, racist, vulgar, and/or any other action used to disturb, intimidate, or threaten violence.

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:

VERBAL: Bullying or verbal abuse, including raised voices, emotionally charged language, and/or profanity.

NONVERBAL: 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, stalking, taking of photos or videos, or generally disrupting a person's peaceful enjoyment of their home and community and/or the performance of duties.

PHYSICAL: Physical aggression or threat thereof, placing someone in fear of their safety or causing emotional distress by putting them in fear of bodily harm.

PROPERTY: Vandalism or willful defacement of someone's property or the Community's property.

CAR: The use of vehicle noises (i.e., excessive revving of engine, honking of horn, etc.) directed at any person located within the Pennfield subdivision as an owner, resident, or guest.

The above Abuse/Harassment policy applies to the protection of Management and third-party vendors performing work for the Association, as well as the Owners, residents, and guests of Pennfield.

PROCEDURE TO BE FOLLOWED:

Any owner resident, guest, employee, agent, contractor, representative or volunteer of the Association who is subjected to any of the above behaviors shall report the incident to the Property Management company. The Association does not need to have incidents reported to it nor will it handle such incidents. Doing so is outside of the Association Board's authority.