

Harassment Policy
Canoa Seca Estates Homeowners Association
Rules and Policies Regarding Improper Treatment of Residents, Guests, Employees and Contractors

Date: September 24, 2024 – Version 4

WHEREAS, the Board of Directors (“Board”) of Canoa Seca Estates (“CSE”) has the power to adopt rules, as well as all powers reasonably necessary to exercise its rights and privileges under the Declaration;

WHEREAS, the Board wishes to ensure that CSE is maintained as an environment free of harassment and that all Owners, Residents, Neighbors & Guests of CSE maintain a high standard of ethical conduct while residing within CSE. Everyone should keep in mind that the CSE volunteers are unpaid and giving their time for the benefit of all residents.

IT IS RESOLVED THAT the Board of CSE hereby adopts the following harassment policy, standards and behavior, ethical rules, and enforcement procedures that are applicable to all Owners and Residents, as well as their visitors of CSE:

The mission of our Canoa Seca Estates community is to Socialize, Communicate, and Contribute to the safety and well-being of its Owners.

. We all should be cognizant of how we would like to be treated and strive to treat others in the same way.

It is the policy of the CSE to create and maintain an environment free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive, including sexual harassment. Sexual harassment is defined as unwanted sexual advances, or visual, verbal, or physical conduct of a sexual nature. CSE will not tolerate hostility or favoritism toward an individual based on race, color, creed, sex, national origin or age. Furthermore, actions, words, jokes, or comments based on an individual’s sex, race, color, national origin, age, religion, disability, or any legally protected characteristic will not be tolerated. The CSE will not condone such behavior by or from any Owner, Resident, Guest, Tenant, or Invitee (collectively “Persons”).

- All Persons shall refrain from harassing other Persons, Directors of the Board, Homeowners, Tenants, Guests, or Employees. All Persons shall refrain from any inappropriate or unwanted touching of other Persons, Directors of the Board, Committee Members, or Employees. CSE shall deem any Person who harasses, threatens or otherwise attempts to intimidate, or touches inappropriately or without consent, other Persons, the Board, or CSE committee members, to be in violation of this policy.


- 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 or uncourteous if a person is visibly intoxicated, or engages in rudeness, personal attacks, insults, name-calling, or uses derogatory language towards another, or engages in aggressive behavior towards another, or engages in behavior that tends to cause embarrassment or discomfort to others.
- Loud, profane, indecent or abusive language is prohibited.
- All Persons shall refrain from interfering with the duties of the Board, Committee Members, and Contractors. No Person shall interfere with the duties of any contractor executing a contract in process. All communications with contractors must go through the President of the Board or the appropriate committee chair.
- Persons shall report any inappropriate and discourteous conduct, or conduct believed to be in violation of this Policy, to the Board.
- All Owners shall be responsible for the conduct of their Family members, Guests and Invitees while within CSE. Homeowners shall be responsible for ensuring that their Family members, Guests, and Invitees comply with this Policy.

VIOLATIONS OF POLICY

Any Owner or Person who is found to be in violation of this policy will be subject to appropriate remedial action. Such remedial action shall include all remedies available at law or in equity, and may include, but not be limited to, injunctive relief being sought against him/her, fines, requiring all further communications from the Owner or Person to be in writing, and suspension of membership privileges. Such remedial action shall be at the sole discretion of the Board of Directors. The cost of enforcing this policy, whether or not suit is filed, including but not limited to, reasonable attorney's fees, court costs, out of pocket expenses, costs of investigation, and other expenses related to the enforcement, together with interest thereon from the date the costs are expended, shall be the personal obligation of the Resident.

Approved by the Board: September 24th, 2024

President: Gigi Weixler


Signature of President

Date Signed: 11/30/2024