

## CAUGHLIN RANCH HOMEOWNERS ASSOCIATION

### ANTI-VIOLENCE/HARASSMENT POLICY FOR THE HEALTH, WELFARE AND SAFETY OF THE BOARD OF DIRECTORS, COMMITTEES, COMMUNITY MANAGER, AGENTS AND RESIDENTS

Members of the Caughlin Ranch Homeowners Association (the "Association") Board of Directors of a Common Interest Community volunteer their services to the Association for numerous reasons ranging from a desire to participate more closely in making decisions that affect the community to a desire to undertake a significant challenge. Occasionally, the volunteers, owners and Community Manager or other agents, get threats that threaten the health, safety, and welfare of the same. This policy applies to volunteers, owners, Community Manager, other agents and all residents in the community including tenants. This policy details how these threats will be handled.

This Anti-Violence and Harassment Policy (the "Policy") complies with the requirements for rules to be adopted by community associations in Nevada pursuant to NRS 116.31065 and other applicable laws along with the governing documents.

The aim of this Policy is to ensure that any complaint of harassment or violence is effectively and speedily dealt with and that appropriate action is taken to ensure that it does not occur again. It is important that the rights of both the complainant and the alleged harasser are protected throughout the process.

**The Association has zero tolerance when it comes to violent and/or abusive behavior within the Association.** Misconduct by any member of the Board of Directors, an Officer of the Association, a unit's owner, resident, tenant, guest or invitee of the unit owner who violates this section may be deemed a threat to the health, safety and welfare of the Association, its members, and/or employees/agents. Such a violation may subject the violator to a fine commensurate with the severity of the violation and any other appropriate remedies available to the Association. For purposes of this policy harassment shall include, but not be limited to, the following:

1. Threats of physical violence;
2. Verbal abuse which causes serious emotional distress or the reasonable apprehension thereof;
3. Intimidation;
4. Physical abuse or violence;
5. Yelling or screaming in a manner that is intended to intimidate individuals within the community;
6. Cyber threats;
7. Stalking or surveillance;
8. Sexual harassment, as defined by the Illegal Harassment Policy located in the Employee Handbook; or
9. Disseminating false information knowing it to be false or with reckless disregard for whether it is truthful.
10. Cyber crime

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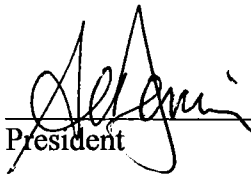
**ANTI-VIOLENCE/HARASSMENT POLICY FOR THE HEALTH, WELFARE  
AND SAFETY OF THE BOARD OF DIRECTORS, COMMITTEES,  
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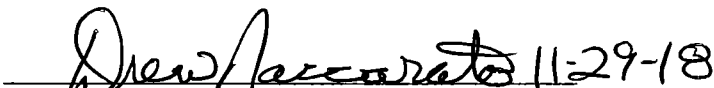
Please remember that any/all of these actions, or behaviors, may be reported to the authorities.

The Board shall determine, in its sole discretion, whether acts occurring within the Association create a hostile work environment or constitute harassment. Acts may be considered to create a hostile work environment regardless of whether they occur in person or through other communication mediums. The Board of Directors shall determine, in its sole discretion, looking at the totality of the circumstances, whether an act rises to the level of violating this Policy. If any member(s) of the Board is accused of any harassment or other conduct in violation of this Policy, the Board member(s) so accused shall recuse themselves from any discussions and determinations regarding whether conduct constitutes harassment or whether a violation exists and whether to impose sanctions [NRS 116.3102, 116.21031, 116.31065 and 116.33184]

Pursuant to NRS 116.1206, this Policy and the rules and regulations established hereby shall be deemed and read to conform to and/or be superseded by Chapter 116 of the Nevada Revised Statute and any further amendments to such above Chapter and no amendment to this Policy shall be necessary for such conformance.

Duly adopted by the Caughlin Ranch Board of Directors at a properly noticed meeting on November 14, 2018.

 11/19/18  
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President

 11-29-18  
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Secretary