

## RIVER PLACE NORTH HOUSING CORPORATION

Policy Resolution No. 2024-01

Behavior of Shareholders and Residents Toward Corporation Board and Committee Members, and Corporation Employees and Contractors

Whereas:

- a. Section 3.8(a) of the Bylaws RIVER PLACE NORTH HOUSING CORPORATION, (the "Corporation") states that the Board of Directors of the Corporation shall have all of the powers and duties necessary for the administration of the affairs of the Corporation as are not required to be exercised and done by the Shareholders and such other powers as are conferred on the Board of Directors by the Virginia Stock Corporation Act and the Articles of Incorporation but subject to any limitation created by these Bylaws. In particular, the Board shall have the power: (1) to regulate, and adopt, amend and repeal Rules and Regulations governing the use and operation of the Common Elements and any portions thereof and the use and occupancy of the Apartments;
- b. It is essential to the operations of the Corporation, and to the maintenance of the Property, that interactions between Shareholders and residents and employees of the Managing Agent and employees of other contractors engaged by the Corporation, be civil and respectful so as not to create a hostile environment for them and so as not to discourage persons from working for the Corporation;
- c. It is also essential that communications between Shareholders and residents and the Board of Directors be civil and respectful so that Shareholders are not discouraged from rendering essential service to the Corporation (without compensation) by acting as Board members;
- d. The Community Association Institute recommends that communities commit to fostering a climate of open discussion and debate, mutual respect, and tolerance between all who live in, work in, and visit the community and has recommended standards of civility to be adopted by associations;
- e. The Corporation is committed to maintaining a safe, respectful, and inclusive environment for all its members. By adopting this policy, the Board of Directors seeks to create a cooperative living environment that promotes respect, understanding, and the well-being of all our members; and
- f. The Board of Directors finds and concludes that it is in the best interests of the Corporation to adopt a policy prohibiting certain conduct toward Corporation Board members, employees and contractors so that they can accomplish their work – which benefits all Shareholders and residents of apartments that are part of the Corporation -- in an environment that is free of hostility and discrimination;

It is therefore hereby RESOLVED as follows:

1. When used herein, the term “harassment” is defined as repeatedly annoying or attacking a person or group in such a way as to cause anxiety or fear for safety including, but not limited to, any unwelcome verbal, written, visual, or physical conduct that denigrates or shows hostility or aversion towards an individual or group based on their race, color, national origin, religion, gender, sexual orientation, age, disability, marital status, or any other protected characteristic under applicable laws. Harassment may include but is not limited to offensive jokes, slurs, derogatory comments, intimidation, threats, or any action that creates an intimidating, hostile, or offensive living environment.

2. No Shareholder or resident of a River Place North apartment or commercial space, or any guest or invitee of a Shareholder or resident of a Corporation apartment or commercial space, or any Shareholders with commercial units or any of their tenants and their clients, guests, contractors, etc., or any tenant or guest of an apartment owned by the Corporation (any of whom being hereinafter referred to as “Individual”), shall interfere with the duties of any Corporation employee or contractor, nor shall any Shareholder resident, guest or invitee harass, threaten or attempt through any means to individually control or intimidate a Corporation Board member, Committee member, employee or contractor. Harassment, in any form, is strictly prohibited within the community.

3. All communication with by any Shareholder or resident with a Corporation Board member, employee or contractor, including any employee of a Managing Agent should RPNHC use one, shall be made in a civil, respectful and nondiscriminatory manner, and honestly, fairly, respectfully and courteously so as to maintain the employee’s or contractor’s work environment free of hostility or comments of a discriminatory or harassing nature.

4. No Individual may abuse another Individual by word or act or use offensive or derogatory language when addressing another Individual. No individual may harass, abuse, or use offensive or derogatory language and hostility in person, on the telephone, via written and electronic communication, or on social media, apps, websites, or other means of electronic communication.

5. Individuals should communicate comments, questions and concerns on Board policies and community issues in a constructive and productive manner.

6. No Individual may harass another Individual or unlawfully discriminate against another Individual.

7. Shareholders, residents and guests are not authorized to give direction to Corporation employees or the Corporation managing agent.

8. No Shareholder, resident, guest or director may abuse or attack Corporation employees or agents for decisions and actions dictated by existing Board policies or practices.

9. No Individual may interfere with an Corporation employee, agent or contractor in the performance of duties.

10. All individuals must allow directors personal privacy at home and during leisure time in the community.

11. All Shareholders must ensure that their family members, guests and tenants abide by all Corporation rules and regulations.

12. Enforcement:

a. Any complaints about employee or contractor performance shall be forwarded in a civil manner to the Manager or to the Board of Directors. Anyone who experiences or witnesses harassment is encouraged to report the incident immediately. Reports can be made to the Board of Directors or the Manager. The complainant's identity will be kept confidential to the extent possible, consistent with the need to conduct a fair investigation.

b. The Board of Directors may enforce this Resolution by any method authorized by the governing documents of the Corporation and applicable law, including by suspension of any rights permitted by the Bylaws. For purposes of this rule, a Shareholder is responsible for any resident of his/her apartment, for any guest or invitee of the Shareholder, or for any guest or invitee of a resident or occupant of his/her apartment. In addition, the Board of Directors may take such other action to enforce this Rule as is permitted by the Bylaws or applicable law.

c. Upon receiving a harassment complaint, the board may conduct a thorough and impartial investigation. The investigation will be completed promptly and will involve interviewing relevant parties and gathering any necessary evidence. All parties involved will be treated with respect and fairness throughout the process.

d. If a violation of the anti-harassment policy is substantiated after the investigation, the board may impose appropriate disciplinary actions based on the severity and frequency of the offense. Potential consequences may include written warnings, suspension of privileges, and any other remedy permitted by the governing documents of the Corporation and by applicable law.

e. Retaliation against individuals who report harassment or participate in an investigation is strictly prohibited and will not be tolerated. Anyone found to be engaging in retaliation will be subject to disciplinary action. Retaliation includes but is not limited to vandalism of Corporation of individual property, intimidation tactics, slander, posting negative information about the Corporation or an individual on a website, in an app, in emails, or in any other form of written, verbal, audio, or video communication.

g. The Board of Directors will reasonable efforts to maintain the confidentiality of the individuals who reported the harassment while enforcing the restraining order. All Shareholders and staff will be informed of the existence and terms of any restraining order issued on a need-to-know basis to ensure its effective implementation.

h. In cases where harassment allegations have been substantiated, the Board of Directors acknowledges the importance of providing a safe environment for the individuals who reported the harassment. To ensure their safety and well-being, the following provision may be implemented:

(1) Upon the determination of harassment and in consideration of the safety and comfort of the individuals affected, the Board of Directors may require the harasser limit his/her contact with the person found to have been harassed. The limitation will require the harasser to maintain a minimum distance from the individuals found to have been harassed. The specifics of the limitation, including the distance and

duration, will be determined based on the circumstances of the case and may be subject to applicable laws and regulations.

(2) The person subject to the limitation shall be obligated to fully comply with the terms of the limitation. Failure to abide by the limitation may result in further disciplinary actions, including but not limited to suspension or any other remedy permitted by the governing documents of the Corporation and by applicable law.

(3) The limitation requirement will be reviewed periodically to assess its necessity and continued relevance. If the circumstances change, or if the parties involved request a modification, the Board of Directors will conduct a thorough review and, if deemed appropriate, may amend the requirement accordingly.

- i. The violation of this policy, and/or the violation of any limitation issued by the Corporation, may result in legal action seeking an injunction and assessment against the violator of attorney's fees incurred by the Corporation and any other remedy authorized by the governing documents of the Corporation and applicable law.

13. The Corporation encourages and supports any board member, shareholder, resident, employee of the Managing Agent, and employee of other contractors engaged in the Corporation in protecting themselves from harassment (as defined in this document) by exercising their rights to the fullest extent of the law. The Corporation will also take action(s) to protect these individuals (and prosecute the perpetrators ) to the fullest extent of the law.

14. Review and Amendment: This policy may be reviewed periodically in efforts to improve its effectiveness and relevance. Amendments may be made as needed to adapt to changing circumstances and comply with applicable laws and regulations.

**Name of Resolution:**

Resolution Regarding Anti-Harassment

Date of Adoption: Aug 9, 2023

The above-referenced Resolution was adopted by the Board of Directors as of the date set forth.

Name	Vote (Y/N)
Director: Andrew Spell <u>Andrew Spell</u> Andrew Spell (Aug 10, 2023 12:18 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 10, 2023
Director: Alis Marachelian <u>Alis Marachelian</u> Alis Marachelian (Aug 10, 2023 00:23 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 10, 2023
Director: Liza Albright <u>Liza Albright</u> Liza Albright (Aug 9, 2023 19:45 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 9, 2023
Director: Rudaina Mitman <u>Rudaina Mitman</u> Rudaina Mitman (Aug 9, 2023 19:40 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 9, 2023
Director: Kelly Saghafi <u>Kelly Saghafi</u> Kelly Saghafi (Aug 10, 2023 00:38 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 10, 2023
Director: Hashmat Ali <u>Hashmat Ali</u> Hashmat Ali (Aug 9, 2023 21:34 EDT)	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Aug 9, 2023

ATTEST:

[Signature]  
Secretary

08/10/2023  
Date: \_\_\_\_\_