



CIVILITY & NON-HARASSMENT POLICY

1. Rule prohibiting harassment or interference.

The Association's professional management company ("sometimes referred to as "Manager"), including any on-site management personnel and staff, and the ASSOCIATION's vendors and contactors should be able to carry out their individual and collective duties, functions, work, and activities without interference or harassment from a Member, tenant, invitee or guest or family member of a Member or tenant. For purposes of these Rules and Regulations, "harass" or "harassment" shall mean and refer to any kind of repeated, persistent, or ongoing torment or intimidation directed to another person or persons. The terms "harass" or "harassment" may also include, but is not limited to, threatening behavior and/or subjecting the victim to verbal abuse. "threatening behavior" is intentional behavior which would cause a person of ordinary sensibilities fear of injury or harm. It can include verbal and non-verbal acts of aggression such as yelling at a person, pounding on countertops, slamming doors, blocking or cornering, and sending threatening voicemails, e-mails, or other written threats. "Verbal abuse" is the use of words to cause harm to the person being spoken to. Verbal abuse may consist of, but is not limited to, name-calling, shouting, insulting, intimidating, threatening, shaming, demeaning, or any other derogatory language directed at a person.

Accordingly, it is hereby made a violation of these Rules and Regulations for any Member of the Association, or a Member's tenants, other occupants, invitees, licensees, or guests (hereafter collectively referred to as "Person") to directly or indirectly engage in any of the following conduct:

(a) Harass, Verbally Abuse or otherwise interfere with the duties and responsibilities of any of the ASSOCIATION's vendors and contactors and/or the Association's professional management company, including any on-site management personnel and staff. No Person shall take any action to harass, whether verbally, in writing, physically, or to otherwise threaten or interfere with, the tasks and duties of any ASSOCIATION's vendors and contactors and/or the Association's professional management company, including any on-site management personnel and staff.

2. Rule prohibiting interference and/or Contact with Association Vendors or Contractors.

The Manager and the Board are the authorized contact representatives between the ASSOCIATION and a Contractor of the ASSOCIATION. No Person other than an authorized contact representative of the ASSOCIATION may communicate to direct work or complain to a Contractor of the ASSOCIATION in any manner while the Contractor is on ASSOCIATION property to perform any of its obligations/work for the ASSOCIATION, which results in the interference of the Contractors work. No Person shall direct any Contractor of the ASSOCIATION to perform additional services for Owner while the Contractor is on the Owner's property to perform services for the ASSOCIATION. Nothing herein shall prevent a Person from contacting a Contractor if the communication is solely related to work contracted by the Person and to be paid by the Person as a separate service and/or charge. In the event any Owner has a complaint regarding any Contractor of the ASSOCIATION, the complaint should be directed to the Manager in writing on a form prescribed by the ASSOCIATION.

3. Enforcement.

The Board of Directors shall determine in its sound business judgment whether any Person has

committed a violation of these Rules and Regulations. Should any Person commit a violation of these Rules and Regulations, then the Person committing the violation, as well as Member responsible for the Person's conduct, if applicable, will be notified in writing of said violation(s) as well as demanded to cease and desist from engaging in such behavior again in the future. Should a Person commit or be in violation of these Rules and Regulations at any point in time in the future or engage in behavior that would be considered a continuous or multiple violations of these Rules and Regulations, as determined by a majority of the Board of Directors at a duly noticed board meeting, a fine not to exceed the maximum amount allowed by law, a suspension of use rights of the common area facilities, including amenities, or both may be levied against the Person committing said violation(s). The Member responsible for the violation of these Rules and Regulations and the violator (if different from the Member) will then receive notice and an opportunity to be heard before the Association's Fining Committee who will conduct a hearing to determine whether or not to impose the fine in accordance with Section 720.305, Florida Statutes. The ASSOCIATION's right to fine a Person and/or suspend their use rights of common area facilities for any violation of these Rules and Regulations is not intended to be an exclusive remedy, but rather shall be in addition to all other rights and remedies the ASSOCIATION may have under its governing documents and applicable law, including the ASSOCIATION's right to institute a lawsuit against any Person the ASSOCIATION determines in its sound business judgment to have violated these Rules and Regulations, and/or the owner of the property where the Person resides, and seek injunctive relief and/or monetary damages.