

Eldorado Community Improvement Association

Rules and Policies Regarding Civil Conduct

WHEREAS, the Board of Directors (“Board”) of the Eldorado Community Improvement Association (“Association”) has the power to adopt rules, regulations or policies regulating the use and enjoyment of the Common Area, as well as all powers reasonably necessary to exercise its rights and privileges under Article IV, Section 3(c) of the Declaration of Covenants dated July 10, 1972, the Amended and Restated Declaration of Covenants dated April 24, 1996, and the Fifth Amended and Restated Bylaws dated May 7, 2018

WHEREAS, the Board wishes to ensure that Eldorado Community Center is maintained as an environment where all persons are treated civilly in an atmosphere free of harassment, and that all Members of the Association maintain a high standard of ethical, civil conduct while residing on the property.

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the Association hereby adopts the following civil conduct, anti-harassment policy, standards and behavior, ethical rules, and enforcement procedures that are applicable to all members and residents of the Association:

It is the policy of the Association to create and maintain a civil environment free of harassment. The Association will not tolerate hostility toward any individual based on race, color, creed, gender, sexual preference or identity, national origin, age, political affiliation, or point of view. The Association will not condone such behavior by or from any Member, Resident, Guest, Invitee, Board Member, or ECIA/HOAMCO Staff personnel in any form.

- All Members shall refrain from harassing Members, Residents, Committee Members, Board Members, or Management Staff. Members shall not in any way harass, threaten, or otherwise attempt to intimidate any Board Member, Committee Member, Association Member, Resident, or Management Staff. The Association shall deem any Member, who harasses, threatens or otherwise attempts to intimidate other Association members or residents, to be in violation of this Resolution.
- All Members shall refrain from interfering with the duties of Board Members, Committee Members, Management staff and contractors. No Member shall interfere with the duties of the Management Staff or any contractor executing a contract in process. All communications with contractors must go through the President of the Board or management, or must otherwise be in accordance with Board policy.

- All Members shall show respect to fellow Members, Residents, Board of Directors, Committee members and Management Staff in accordance with the attached Code of Civil Conduct. Disruptive, uncivil conduct will not be tolerated on the Common Areas of the Association or at any location where official Association business is being conducted.
- Members shall report any inappropriate and discourteous conduct, or conduct believed to be in violation of this Policy, to the appropriate manager or Board Member. Members shall also make any complaints concerning the conduct of a Board Member to the Association's General Manager and Management Staff.
- All Members shall be responsible for the conduct of their residents, family members, guests and invitees while on the Property. Members shall be responsible for ensuring that their residents, family members, guests and invitees comply with this Policy and all governing documents.

VIOLATIONS OF POLICY

Any Member who is found to be in violation of this Civil Conduct Policy will be subject to appropriate remedial action, as set forth in the Guidelines for Civil Conduct and the Civil Conduct Enforcement Procedure attached hereto and made part hereof. Such remedial action shall be at the sole discretion of the Board of Directors. Further, a Member found to be in violation must pay the attorney's fees incurred by the Association in any enforcement effort.

The President certifies that this Board Resolution was adopted by the Board of Directors at the Board meeting held on September 27, 2018.

Eldorado Community Improvement Association

By: _____

David McDonald, Board President