

**Resolution of
Beaver Bench Condominium Association
Regarding Harassment and Code of Conduct**

SUBJECT: Prohibition of harassment and establishment of general code of conduct.

PUPROSE: To provide notice of the Association's adoption of a resolution that defines and prohibits harassment in the Beaver Bench Condominium Association community and establishes certain codes of conduct.

AUTHORITY: The Declaration, Bylaws, Articles of Incorporation, and Colorado law.

EFFECTIVE

DATE:

October 28, 2020

RESOLUTION: The Association hereby gives notice of its adoption of a resolution prohibiting harassment in the community and establishing certain codes of conduct. The Resolution adopted is as follows:

Harassment: It is a violation for an Owner, resident, tenant or guest to harass other residents, owners, managers, staff, guests, contractors (and their employees), the Association's directors or any agent of the Association. Harassment shall include one or more of the following actions, whether in person, by phone, via form of electronic media or other communication or correspondence:

- a. repeatedly insulting, taunting, challenging, or making communication in offensive language to another in a manner likely to provoke a violent or disorderly response or
- b. sending excessive correspondence, including mail, e-mails or phone calls, beyond what is reasonable in the ordinary course of business; or
- c. refusing to resolve differences in good faith and in reasonable manner; or
- d. making repeated communication without allowing a reasonable amount of time to allow for adequate research, verification and transmitted response to be prepared; or
- e. making degrading, disrespectful, demeaning or other hostile comments towards Bard members, committee members, management or other owners; or
- f. making insulting, patronizing, belittling, "name-calling", condescending comments towards any person.

Code of Conduct:

The Association's attorney represents the Association as an entity and corresponds with the Association through the Board, as the Association's elected representatives. The Association's attorney does not represent individual Owners, resident, tenants, or guests. As such, Owners, resident, tenants, or guests shall not provide direction to the Association's attorney.

No Owner, resident, tenant, or guest shall interfere with a contractor engaged by the Association while a contract is in progress. No Owner, resident, tenant, or guest shall provide direction to the Association's contractors or vendors, including the Association's manager or attorney. All communications with the

Association's contractors or vendors (other than the Association's manager) shall go through the Association's manager and/or Board President.

Owners have the right to attend Board and Owner meetings, as permitted by Colorado law, and subject to any meeting policies and procedures adopted by the Board. Should an Owner wish to raise a discussion item at a Board or Owner meeting the Owner may do so in a civil manner, without the use of profanity, physical or verbal threats, or derogatory or hurtful comments. Any issue raised will be responded to in a civil manner, and resolved in a fair and equitable manner, either at the meeting at which the issue was raised, or with a reasonable period thereafter depending on the issue raised.

Any other communication to any agent of the Association, including the Association's directors, officers, volunteers, employees, and manager, whether verbally or in writing, shall be done in a civil manner, without the use of profanity, physical or verbal threats, or derogatory or hurtful comments.

Violation of Law:

The following may be a violation of law. Any of the following behaviors should be reported to the policy or appropriate law enforcement authorities for enforcement:

- a. striking, shoving, kicking, or otherwise touching a person or subjecting such person to physical contact; or
- b. in a public place, directing obscene language or making an obscene gesture to or at another person; or
- c. following a person in or about a public place; or
- d. initiating communication with a person, anonymously or otherwise by telephone, computer, computer network or computer system in a manner intended to harass or threaten bodily injury or property damage, or making any comment, request, suggestion or proposal by telephone, computer, computer network or computer system which is obscene; or
- e. making a telephone call or causing a telephone to ring repeatedly, whether or not a conversation ensues, with no purpose of legitimate conversation or intent to resolve; or
- f. making repeated communications, including but not limited to via mail, e-mail, text or telephone, that invade the privacy of another or interfere in the use and enjoyment of another's home, private residence, work place or other private property.

Enforcement:

Violators of this Resolution shall be subject to any and all enforcement rights of the Association pursuant to the Governing Documents and any resolution regarding covenant and rule enforcement, including but not limited to fines (after notice and opportunity for hearing), initiation of legal proceedings, and any other terms and provisions of the Governing Documents and the law of the State of Colorado governing the community.

In addition, if an Owner, resident, tenant, or guest is found to be in violation of this Resolution, the Board may require any and all future communications from such Owner to any agent of the Association, including the Association's directors, officers, volunteers, employees, and manager to be only in writing and sent by U.S. Mail. If an Owner refuses to comply with such a demand, the matter may be referred to the Association's attorney and the Association may thereafter require that all correspondence be sent by U.S. Mail to the Association's attorney. Pursuant to Governing Documents, all attorney fees incurred will be responsibility of Owner.

PRESIDENTS

CERTIFICATION: The undersigned, being the President of Beaver Bench Condominium Association, a Colorado nonprofit corporation, certifies the foregoing Resolution was approved and adopted by the Board of Directors of

the Association, at a duly called and held meeting of the Board of Directors on October 28, 2020 and in witness thereof the undersigned has subscribed her name.

BEAVER BENCH CONDOMINIUM ASSOCIATION, a Colorado nonprofit corporation

By: Reganus Rummage

Its: President