

Hu'elani AOA Policy
Anti-Harassment
Adopted February 19, 2025 , Effective February 20, 2025
Reference House Rules, XX – Anti-Harassment

(1) The Association seeks to promote reasonable use and enjoyment of the Hu'elani Community without discrimination or harassment because of one's race, sex (including gender identity or expression), sexual orientation, color, religion, marital status, familial status, ancestry, disability, age, HIV infection, national origin, or disability status, or any other grounds protected under state and federal fair housing laws, regulations, and/or applicable executive orders.

(2) Any incident of discrimination or harassment should be reported to the Site Manager or Managing Agent or any Board of Director. The Association will make every effort to promptly investigate any allegation of discrimination or harassment in as confidential a manner as possible and to take appropriate corrective action if warranted.

(3) A person should call the police if the person fears for his or her safety. The person may also seek a Temporary Restraining Order ("TRO") with the appropriate court. After the TRO has been obtained, the person can call the police if the harassing conduct happens again.

(4) One aspect of our policy requires clarification: our prohibition against any form of sexual harassment. We have listed below examples of conduct that are prohibited as well as outlined procedures for addressing any complaints of sexual harassment that may arise.

(5) Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and any other verbal, visual or physical conduct of a sexual nature. Sexual harassment also may include unwelcome sexual flirtations or propositions, verbal abuse of a sexual nature, subtle pressure or request for sexual activities, unnecessary touching of any individual, graphic or verbal commentaries about an individual's body, sexually degrading words used to describe an individual, a display of sexually suggestive objects or pictures in the workplace, sexually explicit or offensive jokes, or physical assault.

(6) Any resident or employee who feels a target of sexual harassment, including but not limited to any of the conduct listed above, by an Association employee, vendor, or director should bring the matter to the immediate attention of the Site Manager, Managing Agent, or a Board member. Every effort will be made to promptly investigate all allegations of harassment in as confidential a manner as possible and take appropriate corrective action if warranted.

(7) The Association and its Board of Directors expressly prohibit and do not condone any form of retaliation against any individual who has complained of harassment, cooperated with the investigation of a complaint, or functioned as a witness during the investigation of a complaint.