

## ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION POLICY

The Lesner Pointe Condominium Association (“Association”) is committed to maintaining a welcoming, inclusive, and respectful community free from unlawful discrimination, harassment, or retaliation. This policy affirms the Association’s compliance with all applicable federal, state, and local anti-discrimination laws and its expectation that all owners, residents, guests, contractors, and staff conduct themselves accordingly.

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### Policy Statement

The Association prohibits discrimination in any of its activities, services, or governance on the basis of:

- Race
- Color
- Religion or creed
- National origin or ancestry
- Sex, gender, or gender identity
- Sexual orientation
- Age (as protected by law)
- Marital status
- Familial status
- Disability or handicap
- Military or veteran status
- Any other status protected under applicable federal, state, or local laws

This prohibition applies to:

1. **Access to Housing** – including the sale, lease, or occupancy of units.
  2. **Use of Common Elements** – including pools, fitness rooms, meeting spaces, and parking areas.
  3. **Association Services** – including rule enforcement, maintenance, communications, and event participation.
  4. **Board and Committee Practices** – including elections, appointments, and decision-making.
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### Harassment

Harassment, whether verbal, physical, or visual, that is based on a protected characteristic is strictly prohibited. Harassment includes unwelcome conduct that creates a hostile, intimidating, or offensive living environment or that interferes with an individual’s ability to use and enjoy their home or the common areas.

## Retaliation

The Association prohibits retaliation against anyone who, in good faith, reports discrimination or harassment, or participates in an investigation related to this policy.

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## Reporting and Enforcement

- Complaints may be made **in writing** to the Association's Board of Directors or its designated management company.
  - Complaints will be addressed promptly, confidentially, and in accordance with applicable law.
  - Confirmed violations of this policy may result in corrective action, which may include warnings, fines, suspension of privileges, or legal action, consistent with the Association's governing documents and the law.
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## Legal Compliance

This policy is intended to be consistent with:

- **Federal Fair Housing Act (42 U.S.C. §§ 3601-3619)**
- **Virginia Fair Housing Law** (if your condo is in VA — substitute your state's statute as applicable)
- Any relevant local anti-discrimination ordinances.

If any part of this policy conflicts with applicable law, the law will control.

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## Adoption

Adopted by the Board of Directors of Lesner Pointe Condominium Association on \_\_\_\_\_

Signed: \_\_\_\_\_ (Board President)

\_\_\_\_\_ (Board Secretary)