

BOARD RESOLUTION

North Point Condominium Association Rules and Policies Regarding

Improper Treatment of Residents, Employees and Contractors

WHEREAS, the Board of Directors (“Board”) of the North Point Condominium Association (“Association”) has the power to adopt rules, as well as all powers reasonably necessary to exercise its rights and privileges under the Declaration of the North Point Condominium Association including all listed in this policy; while subject to change at the boards discretion;

WHEREAS, the Board wishes to ensure that North Point Condominiums is maintained as an environment free of harassment and that all Owners and Residents of the Association maintain a high standard of ethical conduct while residing within North Point Condominiums and that Guest and invitees are held to the same standards while on the premises .

NOW, THEREFORE, BE IT RESOLVED THAT the Board of the Association hereby adopts the following anti-harassment policy, standards and behavior, definitions, ethical rules, and enforcement procedures that are applicable to all Owners, Residents and, Guests/Invitee of the Association:

DEFINITIONS

The following terms are defined for the purpose of enforcing this Policy, but are not limited to the following:

Harassment: Unwanted conduct—whether verbal, physical, written, or digital—that demeans, threatens, bullies, coerces, or creates an intimidating, hostile, or offensive environment for another person. This includes, but is not limited to, offensive jokes or slurs; intimidation; threats; yelling; unwanted touching; and inappropriate or excessive communications. Harassment may occur through in-person actions or through electronic communications, including emails, text messages, and social media posts.

Uncivil or Uncourteous Behavior: Conduct is considered uncivil or discourteous if it includes visible intoxication, personal attacks, insults, name-calling, derogatory or profane language, loud or aggressive behavior, or actions that are likely to cause embarrassment, discomfort, or fear.

Disruptive Conduct: Any behavior that interferes with the peaceful enjoyment, health, safety, or security of others in the community, including actions that interrupt meetings, obstruct Association business, or cause unnecessary disturbance.

Resident: Any individual who lives at North Point Condominiums on a full- or part-time basis, including Owners, tenants, and household members.

Guest/Invitee: Any person who is visiting a Resident, including family members, friends, service providers, delivery persons, or other individuals who do not permanently reside at North Point.

Defiant Trespasser: Any Guest/Invitee or other non-resident individual who refuses to leave the premises after being lawfully directed to do so, and may be subject to arrest and prosecution under 18 Pa.C.S.A. §3503(b).

It is the policy of the Association to create and maintain an environment free from all forms of discrimination and conduct that can be considered harassing, coercive, or disruptive. The Association will not tolerate hostility or favoritism toward an individual based on race, color, creed, sex, national origin or age. Furthermore, actions, words, jokes, or comments based on an individual's sex, race, color, national origin, age, religion, disability, or any legally protected characteristic will not be tolerated. The Association will not condone such behavior by or from any Owner, Resident, guest, or invitee (collectively "Persons").

All Persons shall refrain from harassing other Persons, directors of the Board, or Association committee members. Persons shall not in any way harass, threaten, or otherwise attempt to intimidate any other Persons, directors of the Board, or Association committee members. All Persons shall refrain from any inappropriate or unwanted touching of other Persons, directors of the Board, Association committee members, or management staff. The Association shall deem any Person who harasses, threatens, or otherwise attempts to intimidate, or touches inappropriately or without consent, other Persons, directors of the Board, Association committee members, to be in violation of this resolution.

All Persons must conduct themselves in a civil and courteous manner at all times and must not jeopardize or interfere with the rights and privileges of others. Conduct is considered uncivil or uncourteous if a person is visibly intoxicated, or engages in rudeness, personal attacks, insults, name-calling, or uses derogatory language towards another, or engages in aggressive behavior towards another, or engages in behavior that tends to cause embarrassment or discomfort to others.

Loud, profane, indecent or abusive language is prohibited.

All Persons shall refrain from interfering with the duties of directors of the Board, or Association committee members. No Person shall interfere with the duties of any contractor executing a contract in process. All communications with contractors must go through the President of the Board or another Board member and must otherwise be in accordance with Board policy. This includes all verbal, written, and electronic communications, such as email, text, or social media. All Persons shall show respect to fellow Persons, directors of the Board, Association

committee members. Persons shall report any inappropriate and discourteous conduct, or conduct believed to be in violation of this Policy, to the appropriate Board member.

All Owners shall be responsible for the conduct of their Residents, family members, guests and invitees while within North Point Condominiums. Owners shall be responsible for ensuring that their Residents, family members, guests and invitees comply with this Policy and all documents governing the Association.

VIOLATIONS OF POLICY

Any violation of this Policy will be subject to enforcement as determined by the type of individual involved. The Association's enforcement procedures are as follows:

Any Owner or Resident who is found to be in violation of this policy will be subject to the appropriate remedial action. Such remedial action shall include all remedies available at law or in equity, and may include, but not be limited to, injunctive relief being sought against him/her, and fines. Fine schedule is \$30 for the first violation.

If an Owner or Resident continues violating these rules, each time is a separate offense. A second and third offense will be a fine of \$50 for each offense. A fourth or subsequent offense will be a fine of \$300 for each offense. Such remedial action shall be at the sole discretion of the Board of Directors. Whether or not suit is filed, the Association is entitled to, but not limited to, reasonable attorneys fees, court costs, out of pocket expenses, costs of investigation, and other expenses related to the enforcement, together with 15% interest thereon from the date the costs are expended, and constitute a lien on the Condominium owned by the Owner against whom action is taken, and shall also be the personal obligation of the Owner, Guests, Invitees, and Other Non-Residents

Guests, Invitees, or other non-residents who violate this Policy may be immediately removed from the premises. If a non-resident fails to comply with a removal request, the Association may refer the matter to law enforcement, and the individual may be subject to arrest and criminal prosecution as a defiant trespasser under 18 Pa.C.S.A. §3503(b). Owners shall remain responsible for all misconduct committed by their Guests and Invitees.

IN WITNESS WHEREOF, the Board of the North Point Condominium Association has caused this Resolution to be executed and made into effect on this 5th day of September 2025.