

## **Violence-Free Environment**

It is the policy of the Dutch Hollow Lake Property Owners Association (the **Association**) to provide an environment that is safe and free from any threatening and/or intimidating conduct. Therefore, the Association will not tolerate violence or threats of violence of any form from any person at any time on Association property. This policy applies to Association employees, Association members and their families, guests, clients, customers, vendors, and persons doing business with the Association.

It will be a violation of this policy for any individual to engage in any conduct, verbal or physical, which intimidates, endangers, or creates the perception of intent to harm persons or property.

Examples include but are not limited to:

- Physical assaults or threats of physical assault, whether made in person or by other means (i.e., in writing, by phone, fax, or e-mail).
- Offensive or improper personal, physical and/or verbal conduct that is intimidating and has the purpose or effect of threatening the health, safety and/or security of persons and/or property.
- Possession of firearms or any other lethal weapon on Association property, in any vehicle on Association property, or at any Association facility or function.
- Any other conduct or acts which Association management believes represents an imminent or potential danger to the health, safety and/or security of persons and/or property.

Anyone with questions or complaints about behaviors which fall under this policy may discuss them with the General Manager. The Association will promptly and thoroughly investigate any reported occurrences or threats of violence.

Violations of this policy by employees will result in disciplinary action, up to and including immediate termination.

Where such actions involve non-employees, the Association will take action appropriate for the circumstances.

Where appropriate and/or necessary, the Association will also take whatever legal actions are available and necessary to stop the conduct and protect Association employees, Association members and their families, guests and property, including prosecution to the fullest extent of the law.