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October 2, 2024

GREEN RIVER HOMEOWNERS ASSOCIATION

RE: NONDISCRIMINATION & WORKPLACE ANTI-HARASSMENT POLICY

Dear Member

The Association's proposed Anti-Discrimination and Harassment policy is submitted herewith for your review and comment. The purpose and intended effect of the policy is to reduce incidents of discrimination or harassment within the community and provide members and residents that might suffer discrimination or harassment in connection with the Association a process to enlist the Association's aid in attempting to halt the conduct. This policy has not yet been adopted by the Association Board.

The Association Board is soliciting member input and comments about the policy. The Board anticipates making a decision on whether to adopt the policy during the Board's November 20, 2024 open session Board meeting. Members are invited to submit their written comments and feedback to the Association to GreenRiver@avalonweb.com so that they are received prior to that meeting. Members may also provide their comments and feedback directly to the Board during that open session Board meeting. That Board meeting is scheduled to start at 7:00 p.m. and members can attend in person at the community clubhouse located at 11350 Crestridge Drive Corona, CA 92878, or via Zoom utilizing the information below.

<https://us06web.zoom.us/j/91945849441?pwd=YjhpYml4RDBTRzJZVk43bFBDMHJCUT09>

Meeting ID: 919 4584 9441

Passcode: 460908

Sincerely

Avalon Management
As Agent for Board of Directors
Green River Homeowners Association

GREEN RIVER HOMEOWNERS ASSOCIATION
NONDISCRIMINATION POLICY AND WORKPLACE ANTI-HARASSMENT POLICY

Workplace Anti-Harassment Policy

Green River has on-site staff, agents and volunteers. They are entitled to work in an environment free from discrimination and harassment. Discrimination or harassment of any staff, agent or volunteer serving the Association is strictly prohibited.

Each Association volunteer, agent or employee is required to comply with the policy. Members, residents and guests must also comply with this policy in their interactions with staff, agents and volunteers. Failure to comply can lead to disciplinary action up to and including employment termination for staff, agents and volunteers. Failure to comply by a member, resident or guest can lead to disciplinary and/or legal action against the responsible owner.

The Association prohibits discrimination or harassment based on race, color, caste, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic conditions), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), gender, gender identity, gender expression, reproductive health decision making, age (40 years and over), sexual orientation, veteran or military status, domestic violence victim status, political affiliation, and any other characteristic protected by state or federal anti-discrimination law.

Harassment includes any verbal or physical conduct intended to (or which causes despite lack of intent) threaten, intimidate, coerce or demean any Association staff, agent or volunteer. This includes, but is not limited to, sexual harassment, bullying, hazing, threats, unlawful violence and stalking. Harassment also includes unwelcome behavior that creates a hostile or offensive work environment for staff, agent or a volunteer. The victim need not be the intended target of the harassment.

Reporting. Staff, agents or volunteers who experience or witness behavior they believe constitutes harassment or discrimination are encouraged to report it immediately. Staff, agents or volunteers who feel safe enough to do so should inform the harasser directly that the conduct is unwelcome and must stop. Staff, agents and volunteers can report harassment to their supervisors, a human resources representative, any member of management or to the Association's President or Vice President. Staff, agents or volunteers may also report harassment anonymously to the Association's Manager or Board President.

Investigation and Response. Reports of harassment are taken seriously and will be investigated promptly. If it is determined that harassment has occurred, the Association will take appropriate action to address the situation which may include disciplinary action up to and including termination of the harassing employee or volunteer or, in the case of a harassing member or the member's co-residents, tenants or guests, fines, suspension of privileges and/or taking legal action against the responsible member.

All complaints will be treated as confidential to the extent possible and information disclosed on a need-to-know basis. Although the identity of the complainant may need to be revealed during the course of the investigation, the person responsible for investigating on behalf of the Association will take reasonable steps to ensure the complainant is protected from retaliation during and after the investigation. If appropriate, the complaint will be referred to law enforcement for further investigation.

The Association encourages any staff, agent or volunteer who has suffered discrimination or harassment to report such behavior immediately. Retaliation for reporting discrimination or harassment is prohibited. Retaliation against a staff, agent or volunteer who reports harassment or discrimination will not be tolerated and will be investigated and appropriate action taken.

The Association is committed to maintaining a harassment-free workplace. We expect staff, agents and volunteers to act with respect and professionalism. Further, we expect all members, their co-residents, tenants and guests to refrain from any harassment of Association staff, agents or volunteers.

NONDISCRIMINATION POLICY

The volunteer officers, directors, committee members and other Association volunteers and the Association agents and employees, including management company representatives, shall not discriminate in the provisions or enjoyment of services, amenities, privileges and other conditions against any Association member, resident or guest on the basis of any protected characteristic, including, but not limited to, race, color, religion, sex, sexual orientation, gender identity, gender expression, marital status, veteran or military status, genetic information ancestry, national origin, familial status or disability. (See page 1, paragraph 3 above for a full list of protected characteristics.)

The Association shall consider and respond to requests for disability accommodations in a prompt and reasonable manner.

If an Association member, resident or their guest feels that they have been discriminated against or harassed on the basis of a protected characteristic or on any other unlawful basis, they should immediately report the matter to Association management. If the Association manager is not available or the reporting individual feels that it would be unproductive to inform that person, the reporter should immediately contact the Association President or Vice President. Once the matter has been reported, it will be promptly investigated, and any necessary corrective action will be taken where appropriate.

Complaints of unlawful discrimination/harassment will be handled in as discrete and confidential manner as possible under the circumstances.

These policies shall be effective on the date of adoption by the Board of Directors.

The undersigned Secretary of Green River Homeowners Association hereby certifies the foregoing Workplace Anti-Harassment Policy and Nondiscrimination Policy was adopted by the Board at a duly noticed and agendaized open Board meeting held on _____, 2024, after the proposed policy was distributed by general notice for members to review and comment for not less than 28 days and after the Board considered any such member comments.

Dated:

Secretary, Green River Homeowners Association