

Subject: Harassment Policy

Purpose: To Preclude Harassment among residents and guests

Rossmoor residents and visitors are entitled to be free from harassment and arbitrary discrimination pursuant to all federal, state, and local laws, while on GRF property.

Rossmoor residents and their guests may not harass other residents or guests, staff or vendors.

For purposes of this Policy, "Harassment" means unreasonable threatening behavior including and of like character to the following:

- physical intimidation
- undesired/offensive physical contact
- threatening bodily harm
- threatening harm to one's property
- stalking, or following someone to intimidate
- unreasonably disrupting organized activities in progress
- unreasonably interfering, obstructing or otherwise disrupting the work of vendors or staff
- unreasonable, hostile and excessive telephone calls to a resident, staff or vendor
- other behavior which an ordinary reasonable person would find unreasonable and/or threatening.

Harassment may arise from a course of repeated conduct or incidents which, by themselves, might not seem serious or unreasonable until examined as a whole course of conduct, or may arise from even a single serious unreasonable and hostile incident.

Members found to have willfully and/or habitually violated this Policy may be subject to discipline pursuant to GRF policy.

Persons subjected to Harassment as defined herein should report such incidents to a Member of GRF Senior Staff, and/or the GRF Board of Directors. All such incidents will be reviewed by the GRF Board for a determination whether to pursue an investigation, and how to respond based on the results of such investigation. Serious and potentially unlawful conduct may be investigated by legal counsel or referred to law enforcement.

Authority: Policy

10/29/20