

**RESOLUTION OF
REDHILL FOREST PROPERTY OWNERS, MUTUAL WATER AND CATTLE ASSOCIATION
REGARDING HARASSMENT AND TREATMENT OF
RESIDENTS, MEMBERS, AND CONTRACTORS**

WHEREAS, the Board of Managers of Redhill Forest Property Owners, Mutual Water and Cattle Association (“Association”) has the power to adopt rules and policies pursuant to the Association’s governing documents and Colorado law.

WHEREAS, the Board of Directors wishes to ensure that the Redhill Forest community is maintained as an environment free of harassment and that all residents and Members of the Association maintain a high standard of courtesy and ethical conduct while residing in the community;

NOW THEREFORE, the Association Board of Directors hereby adopts the following policy, standards of behavior, code of civility, and enforcement procedures that are applicable to all Association Members and residents of the community:

1. Anti-Harassment and Non-Discrimination Generally. 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 unreasonably disruptive. The Association will not tolerate hostility or favoritism toward any individual on the basis of race, color, religion, creed, national origin/ancestry, sex, disability, sexual orientation, marital status, or familial status. Furthermore, actions, words, jokes, or comments based on an individual’s race, color, religion, creed, national origin/ancestry, sex, disability, sexual orientation, marital status, or familial status, or any legally protected characteristic will not be tolerated. The Association will not condone such behavior by or from any Member, resident, guest, or invitee (collectively, “Persons”).

2. Definition of “Harassment”. For purposes of this policy, “harass” or “harassment” includes, but is not limited to, the following:

(a) Striking, shoving, kicking, or otherwise touching a person or subjecting such person to unwanted physical contact;

(b) Directing obscene language or gestures to or at another person;

(c) Following or stalking a person in or about the common areas;

(d) Initiating communication with a person intended to bully, harass or threaten bodily injury or property damage, or making any comment, request, suggestion or proposal which is obscene;

(e) Making repeated communications or engaging in conduct that interferes with the use and enjoyment of another’s home or residence, or otherwise in a manner that is unreasonably disruptive;

(f) Posting hostile, abusive, inflammatory, private or confidential content on the Association’s website, Facebook page, or other social media or other online communications, if any;

(g) Sending excessive correspondence, including mail, emails, text messages or phone calls, beyond what is reasonable in the ordinary course of business;

(h) Refusing to resolve differences in good faith and in a reasonable manner; or

(i) Engaging in non-verbal forms of harassment such as physical intimidation, aggression, gesturing, failure to adhere to reasonable Board requests, belittling, or any other unreasonable form of non-verbal harassment.

3. Code of Conduct.

(a) All Persons will refrain from harassing other Persons, Board or Committee Members, and Association contractors and agents, including management. Persons may not in any way harass, threaten, or otherwise attempt to intimidate any other Person, Board or Committee Members, or Association contractors or agents. All Persons will refrain from any inappropriate or unwanted physical contact of other Persons, Board or Committee Members, or Association contractors or agents. The Association may deem any Person who harasses, threatens or otherwise attempts to intimidate, or engage in inappropriate physical contact without consent to be in violation of this policy.

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

(c) Loud, profane, indecent or abusive language is prohibited.

(d) All Persons must refrain from interfering with the duties of Board Members, Committee Members, and Association contractors and agents. No Person may interfere with the duties of management staff or any contractor. All communications with contractors must go through the Board of Directors.

(e) All Persons must show respect to fellow neighbors, Board and Committee Members.

(f) Persons should report any inappropriate or discourteous conduct, or conduct believed to be in violation of this policy, to the Association's Board.

(g) Members are responsible for the conduct of their residents, tenants, family members, guests and invitees while within the Redhill Forest Community. Members are responsible for ensuring that their residents, tenants, family members, guests and invitees comply with this policy and all governing documents for the community.

4. Violations of Policy / Enforcement. Any Member or resident who is found to be in violation of this policy will be subject to appropriate remedial action and any and all enforcement rights of the Association including, but not limited to, fines, suspension of voting rights, initiation of legal proceedings, involvement of law enforcement, and requiring all further communications from the Member or resident to be in writing. Such remedial actions will be at the sole discretion of the Board.

The Board will enforce violations of this Policy in accordance with its Covenant and Rule Enforcement Policy, as may be amended. Upon receiving a complaint, the Board may provide a warning

notice to the offending party; provided, however, the Board may treat the violation as a first violation subject to fines, suspension of rights or other remedies if it determines the conduct rises to the level of a public safety concern or it is a repeat offense. Fines and any suspension of voting rights will not occur unless the offending party has been given notice and an opportunity for a hearing. At the Board's discretion, the Board may suspend voting rights up to 30 days for a first offense and may extend the suspension up to 90 days for any repeated violations occurring during the suspension period.

If a Member is experiencing harassment from another Member or resident, they are encouraged to inform the Board, in addition to taking such steps they deem appropriate to stop the behavior, including, but not limited to, consulting with their own attorney, contacting law enforcement, and/or pursuing a protection/restraining order against the offending party.

This policy was adopted by the Board of Directors this 7 day of August, 2025.

**REDHILL FOREST PROPERTY OWNERS,
MUTUAL WATER AND CATTLE ASSOCIATION,**
a Colorado nonprofit corporation,

By: W. J. Rausch
Its: President **Wayne J Rausch**

By: Joan Moore
Its: Vice President Joan Moore