FHCA MEMBERSHIP CODE OF CONDUCT

The Forest Hill Community Association (the "Association") is committed to providing a safe, productive, and welcoming environment for all Association members and event attendees. All members are expected to comply with this Code. This Code applies to all Association events, including those sponsored by companies and firms held in conjunction with the Association, in public or private facilities (i.e., Porch Fest).

I. UNACCEPTABLE BEHAVIOR

All Association members* shall refrain from unacceptable behavior while participating in or attending any Association event, meeting (whether in-person or virtual), and/or e-mail communication.

"Unacceptable behavior" is defined to include:

Harassment or discrimination, as defined in Section II.

Physical or verbal abuse.

Intimidation.

Stalking.

Unwanted touching, unwanted remarks of a sexual nature, unwelcome comments about someone's body or personal appearance, and unwelcome attention.

Unsafe behavior.

Irresponsible drinking at an event.

Illegal drug use or attendance at an event while under the influence of illegal drugs.

In response to any incident of unacceptable behavior, the Association reserves the right to take any immediate action deemed necessary and appropriate, including without limitation, member's removal from the meeting or event (without refund—if appliable) where the incident took place.

II. ANTI-HARASSMENT AND DISCRIMINATION CODE

The Association does not tolerate **any** form of harassment or discrimination.

"Harassment" includes, but is not limited to, foul language, excessive communications, unwanted remarks of a sexual nature, unwelcome comments about someone's body or personal appearance, and unwelcome attention; physical contact that is unwelcome or uninvited; stalking; threats; or any conduct that is hostile, discriminatory, intimidating, or abusive.

"Discrimination" is conduct motivated by bias towards, or containing a negative reference to: race, ethnicity, national origin, religion or creed, age, pregnancy, gender, gender identity or expression, sex, body shape, personal appearance, sexual orientation, disability or handicap, marital status, parental status, familial status, civil union or domestic partnership status, past or

present military service, genetic or cellular traits, or any person's real or perceived connection to another's status regarding one of these protected characteristics.

If you experience harassment or discrimination, or notice that someone else is the victim of harassment or discrimination, please immediately contact Tasha Garcia, the Association's Vice President, at fhcavicepresident@gmail.com so that we can investigate and take appropriate action. If he/she cannot be immediately contacted, please find an Association Trustee. The complaint may be made anonymously, though the Association encourages any person(s) making a complaint to trust the process and not make the complaint anonymously, since the Association's ability to investigate may be compromised without all pertinent information. There is no guarantee that anonymous complaints will be investigated as it compromises the due process rights of the person named in the complaint.

III. COMPLAINTS & CONSEQUENCES

If a complaint is reported against another Association member, then the Association has an obligation, and retains the right, to conduct its own investigation into the matter and undertake any action it deems appropriate, including without limitation, membership suspension or cancellation.

The Association shall have sole discretion as to whether or not to impose consequences in the event that the complaint is substantiated or partially substantiated. This discretion shall be exercised with full faith and allegiance to the Code, to the Association's Statement of Mission and Values, and with a sense of fundamental fairness.

* Association Member shall be defined as an individual or household member that is current on membership fees and eligible to vote in the general elections.