



Waterleaf Homeowners' Association Inc.

12234 Waterleaf Boulevard, Jacksonville FL 32225

Phone: 904-642-7547

www.waterleafhoa.com

HARASSMENT POLICY

1. PURPOSE

Waterleaf Homeowners' Association, Inc. (the "Association") is committed to providing an environment for its members, residents, directors, officers, committee members, management, employees or vendors that is comfortable, safe and free from harassment of any kind. Any type of harassment is a violation of this Policy and may be illegal.

2. DEFINITIONS

Owner – the record owner, whether one or more persons or entities, of the fee simple title to any lot or unit situated within the Property.

Member – owner who is a member of the Association.

Member's permittees – the following persons and such persons' families: (i) an individual owner(s), (ii) an officer, director, stockholder or employee of a corporate owner, (iii) a partner in or employee of a partnership owner, (iv) a fiduciary or beneficiary of an ownership in trust, or (v) occupants named and described in a lease or sublease.

Harassment - a course of conduct directed at a specific person that causes substantial emotional distress and serves no legitimate purpose.

Verbal abuse – the repeated improper and excessive use of language to humiliate someone, or to undermine someone's dignity including, but not limited to shouting, name-calling, insulting, intimidating, threatening, shaming, demeaning or derogatory language, profanity, obscenity and defamation.

Physical harassment – the act of subjecting another to striking, kicking, shoving or other offensive touching, or threats to do so; stalking and cyberstalking.

Stalking – the act of willfully and repeatedly following another person in circumstances that would cause a reasonable person to fear for his or her safety.

Cyberstalking - the repeated use of Internet, email, text messaging and other telecommunication technologies to harass or frighten another person.

Discriminatory harassment - verbal or physical conduct that denigrates or shows hostility toward an individual on the basis of race, color, gender, national origin, religion, age, physical or mental disability, and sexual orientation



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Defamation - the phrase that describes the slander or libel that has been printed or spoken with malicious intent that hurts a person's reputation and character.

Libel - defamatory statement published through any manner or media.

Slander - the speaking of false and malicious words concerning another, whereby injury results to his reputation.

3. PROHIBITED CONDUCT

Members and member's permittees shall not engage in any abusive or harassing behavior, either verbal or physical, or any form of intimidation or aggression directed at other members, residents, guests, directors and officers, committee members or directed at management, its agents, its employees, or vendors.

Additionally, a member or member's permittee commits harassment by failing to come to order when requested at a Board or member meeting. Attendees may not engage in obscene gestures, shouting, profanity, or other disruptive behavior.

4. ENFORCEMENT

Failure of a member or member's permittees to comply with this Policy shall be grounds for immediate action which may include, without limitation, an action to recover sums due for damages, injunctive relief, or any combination thereof. The Association shall have the right to suspend the rights of use of Common Property of the offending members. The offending member shall be responsible for all costs of enforcement including attorney's fees incurred and court costs.

In addition to all other remedies, and to the maximum extent lawful, the Association may levy fines against a member for failure of the member or member's permittees to comply with this Policy.

Attendees of the Board or member meeting who become disruptive will be expelled from the meeting and may be subject to fines and suspension of rights of use of Common Property.