

PAGOSA LAKES PROPERTY OWNERS ASSOCIATION
RESOLUTION 99-10
ESTABLISHING A SEXUAL HARASSMENT POLICY FOR PLPOA BOARD
MEMBERS AND ASSOCIATION VOLUNTEERS

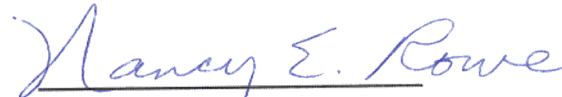
WHEREAS; the Rules Committee has recommended that the Association establish a sexual harassment policy for PLPOA Board members and Association volunteers, now

THEREFORE; BE IT RESOLVED that harassment of employees, applicants, residents and guests by Board Member(s) or other Association volunteers is prohibited.

WHEREAS; Harassment includes, but is not limited to, verbal harassment (epithets, derogatory statements, slurs, racial, sexual, gender or dirty jokes), physical harassment (assault, physical interference with normal work), visual harassment (posters, cartoons, drawings, gestures, electronic mail) and innuendo.


FURTHER; any employee who feels harassed by a Board Member or other volunteer must immediately report the incident(s) to the General Manager. The General Manager is required to immediately report the circumstances to the Board in Executive Session.

ADOPTED, this 11th day of February, 1999 by the PLPOA Board.



Nancy E. Rowe, President

ATTEST:



Roy K. Boutwell, Secretary

SEAL