

ASSOCIATION OF UNIT OWNERS OF GLENWOOD PLACE, INC.

RESOLUTION

HARASSMENT & INTIMIDATION POLICY

A. Association of Unit Owners of Glenwood Place, Inc. ("Association") is a homeowners association subject to the Oregon Condominium Act (ORS Chapter 100).

B. The Association is governed by the Declarations Submitting Glenwood Place Condominium Phase 1 to the Oregon Condominium Act ("Declaration"), which was recorded on November 22, 1983, in book 1707, page 1914 in the records of Multnomah County.

C. The Association is also governed by Restated Bylaws of the Association of Unit Owners of Glenwood Place Condominium ("Bylaws"), which was recorded January 27, 2012, as document number 2012-008897 in the records of Multnomah County.

D. ORS 100.405 authorizes the Association to adopt rules and regulations. Article IX, Section 6 of the Bylaws authorizes the Board of Directors to adopt rules and regulations governing the conduct of persons as it may deem necessary or appropriate in order to assure the peaceful and orderly use and enjoyment of the condominium.

E. Article V, Section 2(e) of the Bylaws authorizes the Board to hire personnel necessary for the maintenance, upkeep, and repair of the common elements.

F. The Board of the Association finds that some Members of the Association engage in activities for the purpose of harassing or intimidating any Director, Owner, guest, occupant, vendor, contractor, or service provider engaged by the Association.

G. The Board has faced difficulty on account of some owners interrupting and interfering with the work of vendors and other service providers hired by the Association to perform work in the community.

H. Owner interference with these vendors and the provision of their services can delay scheduled maintenance and cause the Association to incur additional, unnecessary expenses.

I. The Board has determined that to assure the peaceful and orderly use and enjoyment of the condominium, it is necessary to adopt a specific written and uniform policy for prohibited conduct.

J. ORS 100.530(6) grants the Board authority to assess an Owner for any costs relating to or arising from a violation of this Resolution.

Resolution

1. Owners, guests, and occupants are prohibited from engaging in any of the following conduct towards any Director, owner, vendor, contractor, or service provider engaged by the Association within Glenwood Place:

(a) Harassment or any unwelcome conduct that a reasonable person would find intimidating, threatening, hostile, discriminatory, or abusive. Prohibited conduct includes, but is not limited to:

(i) Verbal abuse, including yelling and profanity, or repeated confrontational remarks, including mocking, demeaning, or degrading statements;

(ii) Slurs, epithets, or derogatory comments based on race, color, religion, sex, sexual orientation, gender identity, national origin, disability, age, or any other protected status;

(iii) Threats of physical harm, property damage, or retaliation;

(iv) Intimidation, including aggressive physical posturing, following, blocking movement, or invading personal space; and

(v) Repeated unwanted communication after being asked to stop the conduct.

(b) Interference, obstruction, or an attempt to control the work of any vendor, contractor, or service provider engaged by the Association. Prohibited conduct includes, but is not limited to:

(i) Blocking access to work areas, equipment, or materials;

(ii) Interrupting work in a manner that delays completion;

(iii) Giving directions, instructions, or demands to vendors that conflict with the scope of work approved by the Association;

(iv) Demanding or requesting changes, additional work, or prioritization outside of authorized instructions from the Association or its management; and

(v) Tampering with tools, equipment, signage, or safety barriers.

(c) Video recording or photography of any vendor, contractor, or service provider engaged by the Association when done not for legitimate documentation purposes, but that a reasonable person would find intimidating, harassing, or disruptive to the performance of their work. Prohibited conduct includes, but is not limited to:

(i) Recording in a way that obstructs work or creates a confrontational situation;

(ii) Filming or photographing at close range after being asked to stop; and

(iii) Posting recordings or photographs with the intent to shame, threaten, or harass the vendor, contractor, or service provider.

(d) Any other conduct that creates an objectively unsafe or unreasonably disruptive environment.

2. Enforcement Procedures and Remedies:

2.1. This Resolution shall be enforced by the Board of Directors. A violation occurs when the Board of Directors, at its sole discretion, determines that a reasonable person under similar circumstances would find the conduct in question to be inappropriate, intimidating, obstructive, or unsafe, regardless of the intent of the individual engaging in the conduct. If the Board determines that a violation has occurred, the Board may levy a corresponding fine as set forth in the duly adopted Schedule of Fines.

2.2. In determining whether a violation has occurred, the burden of proof shall be a "preponderance of the evidence" standard. If the only evidence of a violation is the accusation of a single individual, and the accused denies the alleged conduct, the Board may consider the credibility of the conflicting statements in making its determination. Anonymous complaints may be investigated, but no fine shall be levied solely on account of an anonymous complaint, unless there is corroborating evidence to support the allegation. If the Board votes to levy a fine, notice shall be given and the violating Member shall have the opportunity to be heard by submitting in writing the reasons why a fine should not be levied. If the violating Member submits a written response, the Board shall review it at the next regular or special Board meeting and vote to either affirm or rescind the fine. Nothing in this Resolution will be deemed to limit the Board of Directors' discretion to take

enforcement action in accordance with the Association's governing documents.

2.3. In addition to fines, in the event that any owner's conduct in violation of Section 1 of this Resolution necessitates involving the Association's legal counsel, all legal costs related to or arising from the violation shall be assessed against the violating owner's unit.

2.4. In the event that any owner's conduct in violation of Section 1 of this Resolution causes the Association to incur additional expenses, all costs related to or arising from the violation shall be assessed against the violating owner's unit.

2.5. In the event that any resident, guest, or invitee within the community who is not an owner violates Section 1 of this Resolution, the remedies set forth in this Section 2 shall apply to the lot with which the violator is associated, and shall also be the personal obligation of the owner of such unit.

3. A copy of this Resolution shall be distributed to all Owners.

Judith Row
Chair

5/8/2026
Date

Ann Larson
Secretary

May 8, 2026
Date