

MEADOWS AT MORRIS FARM COMMUNITY ASSOCIATION

POLICY RESOLUTION NO. 20-3

Anti-Discrimination Policy

WHEREAS, Title VIII of the Civil Rights Act of 1968, as amended, (42 U.S.C. 3601 *et seq.*) (Fair Housing Act or Act) prohibits harassment in housing and housing-related transactions because of race, color, religion, sex, national origin, disability and familial status; and

WHEREAS, the Fair Housing Act and its implementing federal regulations, define “quid pro quo harassment” and “hostile environment harassment” as conduct prohibited under the Fair Housing Act, and specify the standards to be used to evaluate whether particular conduct creates a quid pro quo or hostile environment in violation of the Act; and

WHEREAS, the Meadows at Morris Farm Community Association (“Association”) is considered a housing provider covered by the Act and Article 8, § 8.2(b) of the Declaration provides that all valid laws and regulations of all governmental agencies shall be observed; and

WHEREAS, the Association’s Board of Directors (“Board”) has concluded that it would be in the best interest of the Association to confirm its long-standing informal policy against discrimination against residents and employees/agents of the Association, as prohibited by the Act and Virginia Fair Housing Act (hereinafter referred to collectively as “Fair Housing Act Laws”);

NOW, THEREFORE, the Board adopts the following policy:

Anti-Discrimination Policy.

This Association wishes to promote a peaceful, productive, and non-hostile environment for all persons who live and come to the Association. In addition, the Association hereby makes clear that it has an anti-discrimination policy regarding the treatment of all residents, employees, staff, agents, committee members, directors, officers and guests of the Association. Via this resolution, among other ways, the Association pronounces its commitment and adherence to all applicable Fair Housing Act Laws which relate to the operations and affairs of the Association.

All residents, employees, staff, agents, committee members, directors, officers and guests of the Association are expected to, and must refrain from, discriminatory conduct against anyone based on a person’s age, sex, race, color, national origin, disability, religion, marital status, pregnancy, gender identity, sexual orientation, status as a parent, veteran status, or any other basis prohibited by law. Discriminatory conduct includes but is not necessarily limited to quid pro quo harassment, hostile environment harassment, coercion, intimidation, threats, or violence.

The Association desires to foster an inclusionary environment for all residents, employees, staff, agents, committee members, directors, officers and guests. The Board intends to take appropriate and required steps to address violations of Fair Housing Act Laws related to discriminatory acts and/or conduct that is reported to the Board as provided under the Association's Declaration to include reports of a (1) person's right to fair housing being interfered with in a pervasive, severe way, and (2) nexus between the interference and the person's membership to a protected class. The Board may issue a notice of violation, which could result in a hearing and fine, or to relay such information to the Association's legal counsel for guidance and legal action or appropriate law enforcement agency.

**MEADOWS AT MORRIS
FARM COMMUNITY
ASSOCIATION**

By _____
Dana Alexy, President

ENACTED ON: October 29, _____, 2020.

**MEADOWS AT MORRIS FARM COMMUNITY ASSOCIATION
RESOLUTION ACTION RECORD
ASSOCIATION RECORD**

Resolution Type: Policy No. 20-3

Pertaining to: Anti-Discrimination Policy

Duly adopted by the Board of Directors of the Association on October 29,, 2020.

Motion by: Kim Sullins Seconded by: Tim Kirkpatrick

NAME	TITLE	YES	NO	ABSTAIN	ABSENT
Dana Alexy	President	X			
Kristy Byrd	Director	X			
Tim Kirkpatrick	Secretary	X			
Kimiko Sullins	Treasurer	X			

Resolution effective as of date of distribution/publication.

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