

VENICE ACRES IMPROVEMENT ASSOCIATION, INC.

Anti-Harassment Policy

Purpose. The Venice Acres Improvement Association, Inc. (the "Association") is committed to fostering a safe, respectful, and harmonious community environment. This Anti-Harassment Policy (hereinafter referred to as "Policy") outlines the Association's commitment to preventing and addressing harassment of any kind within the community, in compliance with applicable laws, including Chapter 617, Florida Statutes.

Scope. This Policy applies to all residents, homeowners, tenants, guests, vendors, contractors, and members of the Association's Board of Directors and its Committees (collectively referred to as "Community Members"). It covers all interactions within the community, including in-person, written, electronic, or other forms of communication.

Definition of Harassment. Harassment is any conduct, verbal or physical, that is unwelcome and/or discriminatory or creates an intimidating, hostile, or offensive environment. Examples of harassment include but are not limited to:

- 1. Verbal Abuse:** Harmful use of language to control, intimidate or hurt someone, including bullying, accusations, threatening, yelling, belittling, and name calling; slurs or derogatory comments based on race, color, religion, gender, national origin, age, disability, sexual orientation, or other protected characteristics.
- 2. Physical Intimidation:** Gestures or entering another's proximity with the intent to intimidate or harm.
- 3. Non-Consensual Physical Contact:** Unwanted physical contact (for example: blowing smoke in someone's face, spitting on someone, grabbing someone, punching someone, etc.)
- 4. Written or Digital Harassment:** Inappropriate, derogatory, or abusive communication via emails, social media posts, or other written communications.
- 5. Stalking:** Repeated and unwanted surveillance or following of a Community Member, guest, or invitee.
- 6. Retaliation:** Any adverse action against a person for reporting harassment or participating in an investigation.

Prohibited Conduct. The Association prohibits harassment in any form, including:

- Harassment directed at Community Members during HOA meetings, community events, or while using shared facilities.
- Harassment involving vendors or contractors engaged by the Association.
- Harassment by or directed at Board Members, Board Committee Members, Board Advisory Committee Members, the Association Manager, or the Management Company.
- Harassment of Community Members, their tenants, or their guests/invitees.

Reporting Harassment. Community Members who believe they, their tenants, or their guests/invitees have been subjected to harassment are encouraged to report the incident promptly. Reports can be made to: the Association Manager or Management Company (if applicable).

Harassment Reports should include:

- The name(s) of the alleged harasser(s).
- A detailed description of the incident(s).
- Dates, times, and locations of the incident(s).
- Any supporting evidence (e.g., video/audio recordings, emails, texts, witness names, police reports, etc.).

Investigation Procedure. Upon receiving a harassment report, the Association will:

1. Acknowledge receipt of the report within 30 business days, in writing/email.
2. Conduct a prompt, thorough, and impartial investigation.
3. Maintain confidentiality to the extent possible while ensuring a fair investigation.
4. Take appropriate remedial action based on the findings, which may include mediation, warnings, suspension of privileges, or legal action as outlined in the Association's governing documents and Florida law.
5. Board Members shall recuse themselves if any conflicts of interest exist.

Non-Retaliation. The Association strictly prohibits retaliation against any person who, in good faith, reports harassment or participates in an investigation.

Enforcement. Violations of this policy may result in actions consistent with the Association's governing documents, this Policy, and Florida law, including:

- Written warnings.
- Suspension of community privileges (e.g., meeting attendance, voting).
- Legal proceedings, if necessary.
- Referring the matter to law enforcement.

Training and Awareness. The Association will provide periodic training to Board Members and its Committee Members to ensure understanding and enforcement of this Policy.

Policy Review. This policy will be reviewed annually and updated as needed to ensure compliance with applicable laws and best practices.

Adoption. This Anti-Harassment Policy was adopted by the Board of Directors on March 16, 2026 and is effective immediately. Copies of this policy are available to all Community Members upon request.

Acknowledgment. All Community Members are expected to acknowledge and adhere to this policy as part of fostering a respectful and inclusive community.