

RESOLUTION OF THE BOARD OF DIRECTORS
SIERRA RANCHOS PROPERTY OWNERS ASSOCIATION

WHEREAS, the Board of Directors is authorized under the Association's Third Amended and Restated Declaration of Covenants, Conditions and Restrictions of Sierra Ranchos Property Owners Association and all amendments thereto ("CC&Rs"), Bylaws, and NRS 116 to do any and all things that a corporation may lawfully do which are necessary or proper, in operating for the peace, comfort and general welfare of the members, subject to the limitations therein. This power includes the right to promulgate rules and regulations to address the conduct of its members and occupants in the Sierra Ranchos Property Owners Association ("Association"). *See* NRS 116.3102, 116.31031, 116.31065; and

WHEREAS, the Board of Directors has consulted with the Association's legal counsel in order to establish an anti-bullying/harassment policy which complies with the requirements for rules adopted by community associations pursuant to NRS 116.31065 and other applicable law and the Association's CC&Rs and Bylaws; and

WHEREAS, the Board of Directors resolved that the adoption and imposition of an anti-bullying/harassment policy proposed by this resolution is in the best interest of the Association and its members.

NOW, THEREFORE, IT IS HEREBY RESOLVED, that the Board of Directors of the Association adopts the following rules setting forth anti-bullying/harassment and/or health, safety, and welfare provisions within the Association as specifically set forth below in their entirety:

1. Individuals within the Association shall not Threaten the Health, Safety, and Welfare of Owners, members or occupants, the Association and Individuals or Otherwise Create a Hostile Environment in the Association: A member of the Board of Directors, an officer of the Association, a unit's owner, resident, tenant, guest or invitee of the unit owner, resident, or tenant shall not, without legal authority, be permitted by any act, omission, conduct, or by any other means, to threaten the health, safety, and welfare or otherwise engage in a course of conduct which causes harm or creates a hostile environment for any other person who is the community manager; an agent or employee of that community manager; a member of the executive board; an officer, an employee, or agent of the Association; another unit's owner or resident; a guest or tenant of a unit's owner; a vendor; a contractor; or employees or a vendor or contractor [NRS 116.3102, 116.31031, 116.31065, 116.31184].
2. Violent and/or Abusive Misconduct Within the Association is Prohibited and, in Most Cases, Shall be Considered to Pose a Threat to the Health, Welfare, and Safety of the Association and its Occupants: Misconduct by any member of the Board of Directors, an officer of the Association, a unit's owner, resident, tenant, guest or invitee of the unit owner

who violates this section may be deemed a threat to the health, safety, and welfare of the Association, its members, and/or employees/agents. Such a violation may subject the violator to a fine commensurate with the severity of the violation and any other appropriate remedies available to the Association. The amount of a fine imposed pursuant to this Section shall be determined at the discretion of the Board of Directors and shall be commensurate with the severity of the violation. Harassment or other conduct which may create a hostile or unacceptable environment shall include, but not be limited to:

- a. threats of physical violence or other harm;
- b. verbal abuse;
- c. intimidation;
- d. bullying;
- e. physical abuse;
- f. committing any tortious acts;
- g. committing any criminal acts;
- h. using profane language;
- i. yelling or screaming in a manner to offend or intimidate individuals within the community;
- j. cyber threats or harassment;
- k. unreasonably interfering with the business of the Association;
- l. stalking or surveillance;
- m. sexual harassment;
- n. disseminating false information; or
- o. interfering in the work of a vendor.

The Board shall determine, in its sole discretion, whether acts occurring within the Association create a hostile environment, constitute harassment, or constitutes unacceptable conduct. Acts are considered to be a violation of this rule regardless of whether they occur in person or through other communication mediums. The Board of Directors shall determine, in its sole discretion, looking at the totality of the circumstances, whether a violation of this resolution rises to the level of constituting a health, safety, and welfare violation to members of the Association or employees and/or agents of the Association. If any member(s) of the Board is accused of any harassment or other conduct in violation of this policy, the Board member(s) so accused shall recuse themselves from any discussions and determinations regarding whether conduct constitutes harassment or whether a violation exists and whether to impose sanctions. *See* NRS 116.3102, 116.31031, 116.31065, 116.31184.

EFFECTIVE DATE, the Secretary or another officer of the Association shall ensure this Resolution to be either hand-delivered or mailed, via United States mail, to the mailing address of each Unit or to any other mailing address designated in writing by the Unit's owner or sent via email as approved by a Member within thirty (30) days of the date of execution below. This resolution shall be effective thirty (30) days after the date of delivery.

INCORPORATION INTO OMNIBUS RULE DOCUMENT, subsequent to and in accordance with this Resolution, the Association may incorporate the rules and regulations established within this Resolution into a single, omnibus, document containing other rules and regulations for the Association. The language of the Resolution must be incorporated into such an omnibus document in the same manner as it is set forth herein. Incorporation of the language of this Resolution into an omnibus document shall be considered a courtesy or convenience to residents and shall in no way be construed to require the delivery or mailing of identical health, safety, and welfare rules for such rules to remain effective. The rules established by this Resolution shall be effective and remain effective from the date set forth herein until such time as they may be amended, abolished, changed, or otherwise eliminated by the Association's Board of Directors.

RESOLUTION TO CONFORM WITH NRS 116, this resolution was drafted in conformance with Nevada and Federal law, including, but not limited to, Chapter 116 of the Nevada Revised Statutes, as of the date of execution of this document. Further, pursuant to this statement of conformance within this Resolution and NRS 116.1206, this Resolution and the rules and regulations established hereby shall be deemed and read to conform to and/or be superseded by Chapter 116 of the Nevada Revised Statutes and any future amendments to such Chapter and no amendment to this Resolution shall be necessary for such conformance.

IN WITNESS WHEREOF, the Association has approved, adopted, and executed this Resolution as of the 21 day of May, 2019.

SIERRA RANCHOS PROPERTY OWNERS ASSOCIATION

By: [Signature]

Its: President

On 21, May, 2019, the undersigned delivered as allowed by NRS 116 this Resolution to all Owners of record in the Association.

[Signature]