

Fair Housing and Harassment Policy

The Twin Lakes Homeowners Association seeks to promote reasonable use and enjoyment of the community without discrimination, including harassment, because of one's race, sex (including gender identity or expression), sexual orientation, color, religion, marital status, familial status, ancestry, disability, age, HIV infection, national origin, or any other grounds protected by the Washington Law Against Discrimination ("WLAD" or RCW 49.60), the federal Fair Housing Act, and, applicable regulations, and executive orders. In particular, the Association as an entity, its agents and employees, will not treat any person unequally because of that person's protected status under the WLAD, the federal Fair Housing Act and applicable regulations and executive orders in violation of the law:

1. In granting or withholding any approval or consent required under the Association's rules.
2. In drafting or enforcing, the declaration, bylaws, house rules and regulations;
3. By discriminating against a person in the terms, conditions, or privileges of a real property transaction or in the furnishing of facilities or services in connection therewith;
4. Our policy also prohibits the Association, any director, manager, supervisor, or employee from retaliating in any way against an individual who reports discrimination or harassment to the Association under this policy, files a charge of discrimination/harassment or who cooperates with the investigation of such charge.
5. Any incident of discrimination or harassment should be reported by residents to the Managing Agent or Officer of the Board. The Association will make every effort to promptly investigate any allegations of discrimination or harassment in as confidential a manner as possible and to take appropriate corrective action, if warranted.
6. One aspect of our policy requires particular clarification: our prohibition against any form of sexual harassment. We have listed below examples of conduct that are prohibited as well as outlined procedures for addressing any complaints of sexual harassment that may arise.

Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and any other verbal, visual or physical conduct of a sexual nature. Sexual harassment also may include unwelcome sexual flirtations or propositions, verbal abuse of a sexual nature, subtle pressure or requests for sexual activities, unnecessary touching of an individual, graphic or verbal commentaries about an individual's body, sexually degrading words used to describe an individual, a display of sexually suggestive objects or pictures in the work place, sexually explicit or offensive jokes, or physical assault.

7. By printing, circulating, posting, mailing, or causing to be published a statement, advertisement, or sign, or to use a form of application for real property transaction, or to make a record or inquiry in connection with a prospective real property transaction, that indicates, directly or indirectly, an intent to prefer, limit, specify, or otherwise discriminate because of a protected basis;

8. By refusing to make reasonable accommodations to the Association's rules, policies, practices, or services when the accommodations may be necessary to afford a person with a disability equal opportunity to use and enjoy a housing accommodation;

9. By refusing to permit, at the expense of a person with a disability, reasonable modifications to existing premises occupied or to be occupied by the person if modifications may be necessary to afford the person full enjoyment of the premises;

10. In connection with requests of disabled occupants or visitor of the project to have animals that serve as reasonable accommodations. Reasonable restrictions or prohibitions may be imposed for controlling the animal;

11. By enforcing Association rules about occupancy restrictions or use of the recreational facilities which might unlawfully restrict disabled persons or families with children;

12. By soliciting or requiring as a condition of engaging in a real property transaction that the buyer, renter, or lessee be tested for human immunodeficiency virus infection, the causative agent of acquired immunodeficiency syndrome;

13. By refusing to engage in a real property transaction or denying equal opportunity to use and enjoy a housing accommodation because a person with a disability uses a guide, signal or other service animal;

14. By retaliating, threatening, intimidating, interfering, or otherwise obstructing or preventing persons in the enjoyment or exercise of full and equal rights to enjoy a housing accommodation; or to aiding, inciting, or coercing another person to engage in a discriminatory practice.

Our policy prohibits the Association, any director, manager, supervisor, or employee from retaliating in any way against an individual who reports discrimination or harassment to the Association under this policy, files a charge of discrimination/harassment or who cooperates with the investigation of such charge;

15. By aiding, abetting, inciting, or coercing a person to engage in a discriminatory practice. The Association also has a similar policy which prohibits discrimination or harassment of any of its employees. Specifically, the Association's policy prohibits discrimination or harassment of employees because of one's race, color, religion, sex (including gender identity or expression), sexual orientation, age, national origin, ancestry, marital status, arrest and court record, disability or handicapped status,

domestic or sexual violence victim status (with notice), arrest and court record (subject to exceptions available to condominium associations) or any other grounds protected under state and federal equal employment opportunity laws, regulations, and/or applicable executive orders.

Any resident who feels a target of sexual harassment, including but not limited to any of the conduct listed above, by an Association employee, vendor, or director should bring the matter to the immediate attention of the Managing Agent or an Officer of the Board. As an alternative, the resident may contact any other member of the Board of Directors. Every effort will be made to promptly investigate all allegations of harassment in as confidential a manner as possible and take appropriate corrective action, if warranted.

If you think you may have been subjected to discrimination or if you have any questions or concerns regarding any potential or known discriminatory practice, you may also contact:

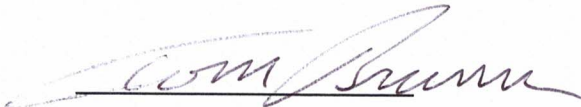
Washington State Human Rights Commission
1-800-233-3247
www.hum.wa.gov

You may file a complaint with the above agency and the civil rights enforcement agency will investigate your complaint.

Dated:

8/3/2022

Signed:



Tom Brunner

President

Twin Lakes Homeowner's Association, Inc.