

**IVEY RIDGE HOMEOWNERS ASSOCIATION
COMMUNITY ASSOCIATION NONDISCRIMINATION POLICY**

The following resolution is adopted by the community association board of directors:

1 The officers, directors, committee members, and any agent of the association, including, but not limited to, management, shall not discriminate in the enjoyment of services, amenities, privileges, and other conditions against any member, resident, or guest on the basis of race, color, religion, sex, sexual orientation, gender identity, national origin, familial status, or disability in connection with Ivey Ridge Homeowners Association.

2 The association is committed to providing an inclusive and welcome environment for all members, residents, and guests. The association shall demonstrate inclusivity at its meetings, in its communications, in providing services and amenities, and at its community events and activities. The association shall foster an environment of diversity throughout the community.

3 The association shall respond to requests for reasonable modifications and reasonable accommodations for members and residents who have a disability in a prompt and timely manner.

4 If someone feels that he or she has been discriminated against or harassed on the basis of his or her race, color, religion, sex, sexual orientation, gender identity, national origin, familial status, or disability, he or she should immediately report the matter to the association, preferably in writing addressed to the Board of Directors or the Association Manager. If that person is not available or the individual feels that it would be unproductive to inform that person, he or she should immediately contact the president or member of the board of directors. Once the matter has been reported, it will be promptly investigated and any action will be taken where appropriate.

Complaints of unlawful discrimination or harassment cannot necessarily be kept strictly confidential and the complaint may well be disclosed to those who need to know, but the association will attempt to handle the complaint discreetly. Please recognize that the association may well be required to disclose the complaint.

5 This resolution shall not affect any other covenant, condition, restriction, or other rule set forth in the association's governing documents.

This policy is effective on 11/4/2021].

Adopted by the board of directors at a duly called meeting at which a quorum was present.

Dated: 11/8/2021

Signed: Pam Dufek