



## Fairfield Oaks Homeowners Association

**DATE:** September 17, 2021  
**TO:** FFO HOA Board and Management  
**FROM:** FFO HOA President  
**SUBJECT:** Harassment Policy

**BACKGROUND:** FFO is committed to providing an environment free of harassment of any kind for our owners, tenants, guests, employees, contractors, volunteers, and board members.

**DISCUSSION:** Harassment could be defined as words, gestures, or actions which tend to annoy, harm, disturb, irritate, intimidate, cause discomfort, fear of safety, or reprisal. Our language, actions and behavior matter; in that regard, we must be sensitive to how they are received by others. Harassing behavior could be either verbal, physical, electronic, or any other form of intimidation or aggression.

**WAY-FORWARD:** The rights of confidentiality will be respected; therefore all complaints shall remain confidential to provide privacy and recourse to individuals involved. Harassing behavior should be reported to HOA President, HOA Vice President, and/or proper authorities.

**BOTTOM LINE:** We shall continue to use the FFO Rules & Regulations along with this policy as a guide for zero tolerance against harassment and must follow Louisiana state laws.

*Respectfully,*

MARILYN ROUNTREE

FFO HOA, Board President