



RANCHO SANTA FE ASSOCIATION EMPLOYEE HARASSMENT REGULATION

Purpose and Intent. The purpose and intent of this Rancho Santa Fe Association regulation is to establish a rule prohibiting members from harassing Association employees and vendors.

Prohibition. Members and their guests may not abuse or harass an RSF Association employee or vendor, verbally or otherwise. All employees and vendors of the Association are under the supervision of the Manager, and no Member, guest, agent or representative shall reprimand or discipline any employee, nor shall a Member, guest, agent or representative attempt to provide supervisory direction to any employee or vendor. (Harassing or abusive behavior is behavior that is directed at an employee or vendor that a reasonable person would find hostile, offensive, intimidating, threatening or humiliating in public or in private, such as the use of derogatory remarks, insults, yelling, cursing, or undermining a person's work performance.)

Any employee not rendering courteous and prompt service may be reported to the Manager of the Association. Any complaints regarding the Manager's performance shall be directed in writing to the Board of Directors in care of the Association President.