



VHA Policy 3.2 Sexual Harrassment

Authorization: Bylaws of The Villages Homeowners Advocates, Inc., (The VHA)

Policy Statement: It is the policy of The VHA to promote an organizational environment that is free of sexual harassment. Sexual harassment of VHA members or volunteers in VHA settings or during VHA functions is unlawful and will not be tolerated by The VHA.

VHA Response: Because The VHA takes allegations of sexual harassment very seriously, The VHA Board shall respond promptly to complaints of sexual harassment. Where, *after due process*, it is determined that such inappropriate conduct has occurred, prompt action to eliminate the conduct shall be undertaken and such corrective action imposed as necessary, including disciplinary action up to and including termination of any positions held and membership in The VHA, where appropriate.