

**THE BRITTANY UNIT OWNERS ASSOCIATION
POLICY RESOLUTION NO. 01-2020
DECORUM POLICY**

WHEREAS, Article V, Section 5.1(5) of The Brittany Unit Owners Association’s (“Association”) Bylaws provides that the Board of Directors maintains the power to make and amend Rules and Regulations respecting the Use of the Condominium; and

WHEREAS, Article VIII, Section 8.4 of the Association’s Declaration provides that the Board of Directors may suspend or limit the right of any Unit Owner or other person to use any part of the Common Elements upon failure of such Unit Owner or other person to observe the provisions of the Condominium Instruments and the Rules and Regulations governing the use of the Common Elements; and

WHEREAS, Article IX, Section 9.10 of the Association’s Bylaws provides that no unit owner, resident or lessee shall direct or engage any employee of the Condominium on any private business of such Unit Owner, resident or lessee, nor shall he direct, supervise or in any manner attempt to assert control over any such employee or over any contractor acting under a contract or arrangement with the Association;

WHEREAS, Article IX, Section 9.6 of the Association’s Bylaws provides that no nuisance or use or practice which is a source of annoyance to the Condominium residents or which interferes with the peaceful possession or proper use of the Condominium by its residents shall be allowed in the Condominium; and

WHEREAS, the Board of Directors believes it is in the best interest of the Association to adopt a set of reasonable procedures relating to decorum with respect to interactions between the members and the Association, including the Association’s staff, the Board of Directors, and other members.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors adopts the attached Decorum Policy with respect to interactions between the members and the Association, including the Association’s staff, the Board of Directors, and other members:

THE BRITTANY UNIT OWNERS ASSOCIATION

DECORUM POLICY

1. Management and Staff

Management and staff are to be courteous at all time to Owners, Residents, and Visitors and to exhibit proper decorum. Use of profanity by any Association contractor or employee shall be grounds for discipline.

2. Owners, Residents and Guests

Owners, Residents, and their Guests are to be courteous at all times to Management, staff, Association's contractors, and other Residents and Visitors and to exhibit proper decorum. Use of profanity, derogatory comments, or racial or ethnic epithets toward any employee or contractor of the Association is prohibited. Owners will also be held responsible for the conduct of their Tenants, Guests and Contractors.

No Owner, Resident, Guest, or Director acting without the approval of the Board of Directors shall:

- a) Disrupt the work of any employee, staff or contractor of the Association, or
- b) Direct any employee, staff or contractor of the Association on the work to be performed or not to be performed; or
- c) Retain an Employee/Contractor of the Association to perform work in the Owner, Resident, or Guest's home during the Employee/Contractor's working hours for the Association; or
- d) Interfere with any aspect of the Employer-Employee relationship between the Association and an Employee/Contractor of the Association, including, but not limited to, the disciplining of an Employee/Contractor by the Association

If an Owner or Resident has a concern about Management, such concern should be addressed in writing to the Board of Directors. Concerns about staff or contractors are to be addressed in writing to Management.

3. Verbal and Physical Abuse

Verbal abuse, physical acts of violence, intimidation, or threats thereof toward Management, staff, or a contractor by any individual are prohibited. Any such activity will be reported to the Police immediately and may subject to enforcement action.

4. Conduct at Board Meetings

Board meetings are the business meeting of the Association. Owners are welcome to attend. An Open Forum will be scheduled at each meeting to allow Owners to advise the Board of Directors with issues of interest. Owner participation is limited to the Open Forum of the meeting only, unless otherwise decided by the Meeting Chair. The Board will determine in its sole discretion the length of the open forum and how long each Unit Owner may have to speak.

Notwithstanding the remedies permitted under this Resolution, the Declaration, and the Bylaws, if an Owner fails to comply with the above requirements or disturbs the progress of the meeting, the Meeting Chair may demand that the violating Owner remove himself/herself from the meeting.

5. Violations

Any individual violating these Rules will be subject to enforcement action. In addition to the foregoing, any individual who violates these Rules may, at the discretion of the Board of Directors, be fined and/or denied in-unit services, except for emergencies. Further, any individual's right to use of the Common Elements may be suspended or limited, in addition to any other remedies providing in the Association's governing documents or the D.C. Condominium Act, for violation of these Rules.

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The foregoing Policy Resolution No. 01-2020 was duly adopted by the Board of Directors of The Brittany Unit Owners Association, at a meeting of the Board of Directors held September 28, 2020.

Motion by: T. Southall

Seconded by: R. Brim

| VOTE: | YES | NO | ABSTAIN | ABSENT |
|--|----------|-------------------|-------------------|-------------------|
| <u>/s/ Remy Brim, President</u> <i>Director</i> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| <u>/s/ Kathleen MacDonald, Vice President</u> <i>Director</i> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| <u>/s/ William Williams, Treasurer</u> <i>Director</i> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| <u>/s/ Thomas Southall, Secretary</u> <i>Director</i> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |
| <u>/s/ Karen Felzener, At-Large</u> <i>Director</i> | <u>X</u> | <u> </u> | <u> </u> | <u> </u> |

ATTEST:

Thomas Southall
Secretary

September 28, 2020
Date