

**COUNCIL OF UNIT OWNERS OF KING FARM CONDOMINIUM, INC.**

**POLICY RESOLUTION NO. 23-02**

**Anti-Discrimination Policy**

**WHEREAS**, Section 2.2.4 of the Bylaws of the Council of Unit Owners of King Farm Condominium, Inc., (hereinafter, “the Council”) states that the Board of Directors (“Board”) shall have all the powers and duties necessary to govern and administer the affairs of the Council;

**WHEREAS**, Section 2.4.10(b)(xiii) of the Bylaws further empowers the Board to make and amend rules and regulations as the Board deems appropriate;

**WHEREAS**, Section 11-109(d)(2) of the Maryland Condominium Act (“the Act”) authorizes the Board to enforce the provisions of the Act, the Declaration, Bylaws, and rules and regulations of the Council against any unit owner or occupant;

**WHEREAS**, Title VIII of the Civil Rights Act of 1968, as amended, (42 U.S.C. 3601 *et seq.*) prohibits discrimination in housing and housing-related transactions on the basis of race, color, religion, sex (which includes sexual orientation and gender identity), national origin, disability, and familial status;

**WHEREAS**, Chapter 27 of the Code of Montgomery County, Maryland, as amended, prohibits the discrimination in housing and housing-related transactions on the basis of race, color, religious creed, ancestry, national origin, sex, marital status, physical or mental disability, presence of children, family responsibilities, source of income, sexual orientation, gender identity, or age;

**WHEREAS**, the Association will not tolerate any form of discrimination or harassment as prohibited by applicable fair housing laws; and

**WHEREAS**, the Board intends by this resolution to ratify the Association’s established policy against discrimination and harassment in its operations or affairs by any person.

**NOW THEREFORE**, be it resolved the Board formally adopts the following anti-discrimination policy.

**A. General Rules.**

- a. The Association is committed to strict adherence of all applicable fair housing laws, and to providing an inclusive and welcoming environment for all its members and residents, and their guests.
- b. Officers, directors, committee members, employees, and/or agents of the Association shall not discriminate in the provision or enjoyment of any owner/resident’s unit, the Condominium, or any service, amenities, privileges provided by the Association, or in the enforcement of any covenants or

rules/regulations on the basis of a person's race, color, religious creed, ancestry, national origin, sex, marital status, physical or mental disability, presence of children, family responsibilities, source of income, sexual orientation, gender identity, or age.

- c. Officers, directors, committee members, employees, agents, members, residents, and guests of the Association are prohibited from and must refrain from discriminatory conduct and harassment on the basis of a person's race, color, religious creed, ancestry, national origin, sex, marital status, physical or mental disability, presence of children, family responsibilities, source of income, sexual orientation, gender identity, or age.
- d. Discriminatory and harassing conduct includes, but is not limited to: unwelcome verbal or physical conduct; reciting, gesturing, or displaying obscene sexual content; threatening or demanding special services or treatment in exchange for sexual favors; using, demonstrating, or displaying derogatory words, phrases, epithets, or images; making or expressing negative comments; or other acts meant to intimidate, coerce, or annoy.

## **B. Complaints.**

- a. The Association is dedicated to providing a peaceful environment that is free of discrimination and harassment and is determined to take appropriate action to remedy violations of fair housing laws that are brought to the Board's attention. As such, the Association strongly encourages the reporting of discrimination and harassment.
- b. If a member, resident, or guest believes that he/she has been discriminated against and/or harassed on the basis of his or her race, color, religious creed, ancestry, national origin, sex, marital status, physical or mental disability, presence of children, family responsibilities, source of income, sexual orientation, gender identity, or age, he/she should immediately report the matter to the Association's management agent. If the management agent is the alleged violator, the report should be submitted directly to the Board.
- c. All complaints will be promptly investigated, and any necessary corrective action will be taken.
- d. Where appropriate, the complainant will be notified of the results of the investigation and the discipline imposed.

## **C. Enforcement.**

- a. The Board has the discretion to impose sanctions, to include the imposition of monetary sanctions and suspension of privileges subject to Section 11-113 of the Maryland Condominium Act and the Association's Enforcement Resolution.

- b. All fees and costs incurred by the Association in enforcing this Resolution will be assessed to the owner and/or violator.
- c. The Association reserves the right to pursue any actions available at law or in equity against any person who violates any provision of this Resolution.
- d. Unit owners are responsible for the actions of their residents and guests and may be held jointly and severally liable for violations of this Resolution.

**D. Miscellaneous.**

- a. Any expansion of the protected classes under any applicable fair housing laws, whether by executive order, case law, or legislative amendment, are automatically incorporated herein without any further revision to this Resolution.
- b. The Board reserves the right to amend this Resolution, as it deems appropriate.
- c. This Resolution was adopted pursuant to the Bylaws and Section 11-111 of the Maryland Condominium Act. This Resolution was adopted this 25<sup>th</sup> day of September, 2023 by the Board of Directors. The effective date of this resolution is September 23, 2023.

**Council of Unit Owners of  
King Farm Condominium, Inc.**

By: Susan Sellers  
Name: Susan Sellers  
Title: President

**FOR COUNCIL RECORDS**

I hereby certify that a copy of the foregoing Policy Resolution No. 23-02 was mailed or hand-delivered to the members of the Council of Unit Owners of King Farm Condominium, Inc., on September 26, 2023.

*Alena Proctor*

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Alena Marie Proctor, CMCA, AMS  
Community Manager

**COUNCIL OF UNIT OWNERS OF KING FARM CONDOMINIUM, INC.**

**RESOLUTION ACTION RECORD**

Resolution Type: Policy Resolution

Pertaining to: Anti-Discrimination Policy

Duly adopted at a meeting of the Board of Directors of the Council of Unit Owners of King Farm Condominium, Inc., held on September 25, 2023.

Motion by: Susan Sellers


Seconded by: Rodger Pitcairn

| OFFICER         | TITLE          | YES | NO | ABSTAIN | ABSENT |
|-----------------|----------------|-----|----|---------|--------|
| Susan Sellers   | President      | X   |    |         |        |
| Anjali Wahi     | Vice President | X   |    |         |        |
| Jack Dorris     | Treasurer      |     |    |         | X      |
| Rodger Pitcairn | Secretary      | X   |    |         |        |

ATTEST: Rodger Pitcairn

September 26, 2023

Date

, Secretary