

Harassment & Bullying
Discovery Bay Resort Guidelines & Rules
New Rule 9.5 under Grievance Procedures

8/15/2019

All owners, residents, guests, Board members, employees and vendors are expected to treat each other with respect. Harassment, bullying, threats or abuse will not be tolerated in any form, physical, oral or written, in person or by electronic means. A single act, or acts over any period of time, directed at a specific person or group and that would cause a reasonable person to be seriously alarmed, threatened or harassed, would be considered harassment and may be cause for enforcement proceedings to begin. These acts could include, but are not limited to, insulting, offensive or abusive behavior, whether face-to-face or by e-mails, social media, calls, letters or texts; threats, name-calling, posturing or other aggressive body language, or physically blocking the free movement of another. False or frivolous accusations are considered harassment.

All accusations must be documented in writing. Documentation must be signed and must include, at a minimum, names of people involved, date, time, location, description of event, and names of any witnesses.