

## **Beech Mountain Lakes Association Statement of Policy**

### Discrimination

The Beech Mountain Lakes Association, Inc. and the Beech Mountain Lakes Development is governed by the laws of the Commonwealth of Pennsylvania, the Uniform Planned Community Act, the Declaration of Protective Covenants, Exceptions, Reservations and Conditions, as well as Rules and Regulations adopted by the Beech Mountain Lakes Association, Inc. Board of Directors. These documents regulate the use of the property within the Development and seek to preserve property values and the peaceful use and enjoyment of the amenities of the Development for all owners, residents and visitors. The Board or Directors has always and will continue to enforce these regulations in a consistent manner which will be non-discriminatory toward any individual or groups of individuals.

Beech Mountain Lakes is a community in which all residents and guests rightfully expect to be treated in a manner free of discrimination, whether that be based on race, color, religion, national origin, sex, sexual preference, age, handicap or veteran's status. Employees of BMLA must interact with residents, guests and timeshare owners with the respect appropriate to that expectation.

Similarly, our employees deserve to be treated in an equally respectful manner.

Behavior believed to be discriminatory should be reported to the BMLA Office as soon as possible after the incident. It is the policy of Beech Mountain Lakes Association that, should an allegation of discrimination be made against any employee, there will be a thorough investigation and, if warranted, the offending employee will be suitably disciplined, up to and including dismissal.

AT THE JULY 31, 2007 BOARD OF DIRECTORS MEETING, BRYAN HAMILTON MADE A MOTION TO ACCEPT THE DISCRIMINATION STATEMENT OF POLICY. DONALD SCALISE SECONDED THE MOTION. THERE WAS DISCUSSION AND ALL WERE IN FAVOR.