

The Villages of Oscoda Owners' Association

Code of Conduct for Interacting with Association Staff and Volunteers

Effective as of November 13, 2024

Article II of the Amended and Restated Articles of Incorporation for The Villages of Oscoda Owners' Association (the "Association") states, in pertinent part, that "[t]he purposes for which the Corporation is formed are . . . (i) [t]o make and enforce reasonable rules, regulation [sic], resolutions, and/or policies concerning the use and enjoyment of the Condominium."

The Association is responsible for managing, maintaining, operating, and administering the Condominium under Article I, Section 1 of the Consolidating Condominium Bylaws. The Association, through its Board of Directors (the "Board"), hires staff and works with volunteers to carry out these responsibilities.

The Board has become aware that staff and volunteers have been subjected to harassing and abusive behavior from residents of the Condominium while carrying out their responsibilities on behalf of the Association and for the benefit of the co-owners. The Board considers this behavior to be not only inappropriate and disrespectful of its staff and volunteers but also a matter of serious concern in ensuring that the Association will be able to continue to hire the staff and engage the volunteers it needs to manage, maintain, operate, and administer the Condominium into the future.

Therefore, the Board now adopts the following Code of Conduct for Interacting with Association Staff and Volunteers pursuant to Article II(i) of the Association's Amended and Restated Articles of Incorporation.

Code of Conduct for Interacting with Association Staff and Volunteers

All co-owners, residents, occupants, tenants, invites and guests must be respectful and professional in their interactions and communications (whether in person or transmitted in writing or electronically) with Association staff and volunteers. Any harassing, threatening, or abusive interactions or communications of any kind (whether in person or transmitted in writing or electronically) is prohibited.

Article VII, Section 3 of the Consolidating Condominium Bylaws states:

All provisions of the Condominium Documents, and any Rules and Regulations promulgated pursuant thereto, that govern Co-owners' conduct and provide for sanctions against Co-owners shall also apply to all occupants, guests and invitees of any Unit. Every Co-owner shall cause all occupants of such Co-owner's Unit to comply with the Condominium Documents, and any Rules and Regulations promulgated pursuant thereto, and shall be responsible for all violations and losses to the Common Elements caused by such occupants, notwithstanding the fact that such occupants are fully liable and may be sanctioned for any violation of the Condominium Documents, and any Rules and Regulations promulgated thereto.

Co-owners should share this Code with all residents, occupants, tenants, invitees, and guests affiliated with them and ensure that they understand and will comply with this Code.

If a co-owner, or any resident, occupant, tenant, invitee, or guest affiliated with them, violates this Code, such violation will be considered a default of the Condominium Documents and may result in enforcement of the Association's remedies provided for in the Condominium Documents, including, but not limited to suspension of privileges or possible legal action.

The Board thanks you in advance for your anticipated cooperation with this Code and helping to ensure that our community remains a positive environment for all who are a part of it.

Board of Directors

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