

Update from the Board

From: Plantation Lakes (plantationlakes@plantationlakesclub.com)

To: [REDACTED]

Date: Friday, December 20, 2024 at 04:33 PM EST

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Good Afternoon and Happy Holidays Plantation Lakes Residents,

Due to a rise in events, the Board met on December 5 to discuss several recent unfortunate discipline incidents within our community. Per their review, it has become necessary for the Board to immediately implement and enforce a **Zero Tolerance Policy**. This policy is designed to ensure a safe and welcoming environment for all residents, employees, and guests, and to prevent abusive or harmful conduct of any kind.

The safety and well-being of everyone in our community is a shared responsibility, and adherence to this policy is mandatory for all residents, employees, volunteers, contractors, and guests. At the sole discretion of the Plantation Lakes Board of Directors, certain behaviors may bypass the standard 5-step disciplinary process and be subject to immediate action under the new **Zero Tolerance Policy** noted below:

Prohibited Behaviors of the Zero Tolerance Policy, include but are not limited to the following:

- Displays of temper, inappropriate language, disturbances, or disorderly conduct.
- Actions causing damage; physical or otherwise, to property, facilities or individuals and employees within the community
- Harassment, discrimination, threats of violence, dishonesty, or fraud.
- Violence, theft, substance abuse, neglect, abuse, illegal activities, and/or any other action causing harm or damage.

Reporting Process:

- Incidents warranting the implementation of this policy must be reported to the HOA Office via telephone or email, followed by a written report (including photos or videos, if possible) within two (2) business days.

Investigation, Determination and Appeal:

- All reported violations will be confidentially reviewed by the HOA Office, and the Board of Directors will review and determine the

- appropriate course of action.
- Dependent upon the severity of the infraction the Board will impose its judgement.
- Should the accused decide to appeal the decision of the board, written notice should be provided to the HOA Office within seven (7) calendar days.
- A formal hearing with the board will be scheduled at that time to be held within thirty (30) calendar days.

Consequences for Violations:

- Suspension of all community facilities and amenity privileges; including access to The Landing and any events being hosted there.
- Suspension of all Benefited Member facilities and amenity privileges.
- Monetary fines
- Any combination of these consequences or any other disciplinary measures deemed necessary by the PL HOA Board of Directors
- **Escalation of consequences may affect ALL members of the household!**

We are committed to maintaining a safe and harmonious community for everyone. By working together and upholding these standards, we can continue to make Plantation Lakes a welcoming and enjoyable place to live. Should you have any questions, please reach out directly to the HOA office.

Sincerely,

Joseph Fulco, CCM, CCE
General Manager

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