

Memo

Date: May 5, 2026

To: Association Members

From: The Board of Directors

Re: Proposed Anti-Harassment and Nondiscrimination Policy

During the March 16, 2026 meeting, we reviewed a proposed policy that we'd love your input on. In line with Civil Code Section 4360, we are sharing the policies with you for a 28-day comment period. Your thoughts and feedback are incredibly valuable to us.

We warmly invite you to be an active part of this process by attending our upcoming board meeting on June 15, 2026 at 6 PM, in person at the Clubhouse located at 16010 Rancho del Lago, Moreno Valley, CA 92551. This meeting is a great opportunity for you to share your comments and ideas during the homeowner forum before the Board of Directors votes on the policies.

About the Policies:

- The Neighbor-to-Neighbor Dispute Resolution and Prohibited Harassment Policy adopted September 9, 2024 will be rescinded.
- The Anti-Harassment and Non-discrimination policy establishes that Members, residents, and guests must comply with the requirements and restrictions as set forth in the Association's governing documents in their interactions with the Association Agents.
- Association Agents who experience or witness behavior they believe constitutes harassment or discrimination at or in connection with the Association are encouraged to report the matter immediately.
- The Association does not have unlimited jurisdiction or control over conduct that is discriminatory or harassing.
- The Association's options for responding to discrimination or harassment that violates the Association's governing documents are much more limited as compared to the police power of a government.

How to Access the Policies:

Copies of the proposed policy is available on our website at www.morenovalleyranch.com under the "Documents" section. If you prefer a physical copy or have any comments, please don't hesitate to reach out to our onsite management team at info@morenovalleyranch.com. We truly appreciate your engagement and look forward to hearing your valuable feedback.

Warm regards,

Mitzi Jimenez, CMCA®, AMS®

On behalf of the Board of Directors

THE MORENO VALLEY RANCH COMMUNITY ASSOCIATION ANTI-HARASSMENT AND NONDISCRIMINATION POLICY

ANTI-HARASSMENT POLICY

The Moreno Valley Ranch Community Association ("Association") relies on its directors, officers, agents, vendors, independent contractors and volunteers (collectively "Association Agents"). Those individuals look to perform their Association-related services in an environment free from discrimination and harassment. Discrimination or harassment of any Association Agent in connection with service to the Association is prohibited by law.

Each Association Agent is required to comply with this policy. Members, residents, and guests must comply with the requirements and restrictions set forth in the Association's governing documents in their interactions with Association Agents. Failure to comply by an Association Agent can lead to disciplinary action up to and including removal or termination. Conduct by a member, resident or guest that violates the Association's governing documents can lead to disciplinary and/or legal action against the responsible member.

Applicable law prohibits discrimination or harassment based on race, color, caste, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic conditions), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), gender, gender identity, gender expression, reproductive health decision making, age (40 years and over), sexual orientation, veteran or military status, domestic violence victim status, political affiliation, and any other characteristic protected by state or federal anti-discrimination law.

Harassment includes verbal or physical conduct intended to (or which causes despite lack of intent) threaten, intimidate, coerce or demean. This includes, but is not limited to, sexual harassment, bullying, hazing, threats, unlawful violence and stalking. Harassment also includes unwelcome behavior that creates a hostile or offensive work environment. The victim need not be the intended target of the harassment.

Reporting. Association Agents who experience or witness behavior they believe constitutes harassment or discrimination at or in connection with the Association are encouraged to report the matter immediately. An Association Agent who feels safe enough to do so should inform the harasser directly that the conduct is unwelcome and must stop. An Association Agent can report Association-related harassment to their supervisors, their human resources representative, any member of Association management or to the Association's President or Vice President. An Association Agent may also report such harassment to the Association's manager or Board President.

Investigation and Response. Reports of harassment or discrimination are taken seriously and will be investigated promptly. If it is determined that harassment or discrimination occurred in connection with the Association and/or in violation of the Association's governing documents, the Association will take appropriate action to attempt to address the situation. Where the harassment by an Association Agent in connection with their Association role, potential responsive actions by the Association include disciplinary action and/or termination or removal

where the same is an option. For harassment or discrimination in violation of the Association's governing documents by a member or a member's co-resident, tenant or guest against another member or resident, potential responsive actions by the Association include fines, suspension of privileges and/or taking legal action against the responsible member.

Complaints will be treated as confidential to the extent possible. But, the identity of the complainant may need to be revealed during the course of the investigation. The person responsible for investigating on behalf of the Association will try to minimize the potential for retaliation. In addition to an investigation, the complainant may be referred to law enforcement depending upon the circumstances.

The Association encourages any Association Agent who has suffered Association-related discrimination or harassment to report such behavior immediately. Retaliation by the Association for reporting discrimination or harassment is prohibited. Claims of retaliation by the Association will be investigated and, if appropriate, action taken.

The Association is committed to maintaining a discrimination and harassment-free environment for Association Agents to provide their services to the Association. The Association expects Association Agents to act with respect and professionalism. Further, the Association expects all members, their co-residents, tenants and guests to refrain from any Association-related harassment of Association Agents.

NONDISCRIMINATION POLICY

The volunteer officers, directors, committee members and other Association volunteers and the Association agents and employees (if any), including management company representatives, shall not discriminate in the provisions or enjoyment of services, amenities, privileges and other conditions against any Association member, resident or guest on the basis of any protected characteristic, including, but not limited to, race, color, religion, sex, sexual orientation, gender identity, gender expression, marital status, veteran or military status, genetic information ancestry, national origin, familial status or disability. (See page 1, paragraph 3 above for the list of protected characteristics.)

If an Association member or resident feels that they have been harassed or discriminated against by an Association agent or vendor on the basis of a protected characteristic or on any other unlawful basis, they should immediately report the matter to Association management. If the Association manager is not available or the reporting individual feels that it would be unproductive to inform that person, the reporter should contact the Association President or Vice President. Once the matter has been reported, the Association will promptly investigate the allegation, and disciplinary and/or enforcement action will be taken where appropriate.

If an Association member or resident feels that they have been harassed or discriminated against by an Association member, resident or guest in a manner that violates the Association's governing documents, they can report the matter to Association management as an alleged violation of the Association's governing documents. Upon receipt of such a report, the Association will promptly investigate the allegation, and disciplinary and/or enforcement action will be taken where appropriate.

Please note, the Association does not have unlimited jurisdiction or control over conduct that is discriminatory or harassing. This nondiscrimination policy deals with two types of conduct: (1) alleged discrimination or harassment by an Association director, officer, agent, committee member, management agent, independent contractor or volunteer against an Association member or resident; and (2) alleged discrimination or harassment in violation of the Association's governing documents of a member or resident by another member or the resident or guest of another member's lot in connection with living within the Association and/or using Association common areas. Further, the Association does not have the police power of a government. The Association's options for responding to discrimination or harassment that violates the Association's governing documents are much more limited as compared to the police power of a government. The Association options include warning letters, fines, suspensions of common area recreational privileges and potentially filing a lawsuit with the Riverside County superior court to seek a court order compelling or prohibiting certain conduct.

Complaints will be treated as confidential to the extent possible and information disclosed on a need-to-know basis. However, the identity of the complainant and/or a copy of the complaint may need to be revealed or produced during the course of the investigation or in connection with any resulting disciplinary or enforcement action.

ACCOMODATION REQUESTS

Members or residents with a disability who need an accommodation in application of the Association's governing documents so as to permit that member or resident equal opportunity to use and enjoy their dwelling can seek a disability accommodation from the Association. The Association anticipates responding to such requests promptly and seeking and exchanging information from the requesting party where necessary to evaluate the accommodation request.

The undersigned Secretary of The Moreno Valley Ranch Community Association hereby certifies the foregoing Anti-Harassment Policy and Nondiscrimination Policy was adopted by the Board at a duly noticed and agendized open Board meeting held on _____, 2025, after the proposed policy was distributed by general notice for members to review and comment for not less than 28 days and after the Board considered any such member comments.

Dated: _____ 2026,

Secretary, The Moreno Valley Ranch Community Association