THE UNIT OWNERS ASSOCIATION OF THE AMBERLEA AT SOUTH RIDING CONDOMINIUM
Policy Resolution 2026-09
(SUPERSEDES 2020-01)

(Anti-Discrimination Policy and Requests for Reasonable Modifications and Accommodations)

WHEREAS, Title VIII of the Civil Rights Act of 1968, as amended, (42 U.S.C. 3601 *et seq.*) (Fair Housing Act or Act) prohibits harassment in housing and housing-related transactions because of race, color, religion, sex, national origin, disability and familial status; and

WHEREAS, the case law interpreting the Fair Housing Act, state, and county fair housing statutes has declared that handicapped parties who reside in community associations have the right to: a) receive reasonable accommodations in connection with the association's rules, policies, practices, or services, and b) make reasonable modifications to their dwelling or common areas at their own expense if those modifications are necessary to afford the handicapped party full enjoyment of his or her dwelling; and

WHEREAS, the Fair Housing Act and its implementing federal regulations, define "quid pro quo harassment" and "hostile environment harassment" as conduct prohibited under the Fair Housing Act, and specify the standards to be used to evaluate whether particular conduct creates a quid pro quo or hostile environment in violation of the Act; and

WHEREAS, Board has concluded that it would be in the best interest of the Association to: 1) confirm its long-standing informal policy against discrimination of residents and employees/agents of the Association, as prohibited by the federal and Virginia Fair Housing Acts, and 2) adopt certain procedures related to the receipt and processing of reasonable accommodation and modification requests made by protected classes of persons to the Association;

NOW, THEREFORE, the Board adopts the following policy:

1. Definitions: The following definitions are applicable to this Policy:

A. Handicap – The law does not provide a singular definition for this term; therefore, the term generally means significant physical or mental impairments which substantially limit one or more of the person's major life activities.

Any person who wishes to qualify as handicapped may be required to submit documentation to the Association from a third party which reasonably establishes the handicap and the nexus between the requested accommodation/modification and the handicap, if the handicap is not readily apparent or already known to the Association. Not all physical or mental impairments are recognized as handicaps under the applicable law. For example, the applicable law states that common allergies are not handicaps. In cases where the staff of the Association is

not certain about any aspect of a request for handicapped status, the staff will check with the Association's counsel.

B. Reasonable Accommodation – This term generally means creating the narrowest exemption from a rule, policy, procedure or practice for a handicapped person in situations where the handicapped person cannot comply with the rule, policy, procedure or practice because of the handicap.

C. Reasonable Modification – This term generally means the most minimal addition, alteration or improvement to an existing dwelling, occupied or to be occupied by a handicapped person, and/or the common areas necessary to afford the handicapped person the same rights to enjoy his dwelling as non-handicapped persons enjoy.

D. The definitions described in this Section 1, as well as any other terms stated within this Policy, shall be subordinate to and have the same meaning as all definitions described in the applicable federal or Virginia Fair Housing Act and/or any implementing regulations thereof (hereinafter referred to as "Fair Housing Act Laws")

2. Anti-Discrimination Policy.

It is hereby acknowledged that the Association has a firm and emphatic anti-discrimination policy regarding the treatment of all residents, employees, staff, agents, committee members, directors, officers and guests of the Association. The Association hereby pronounces its commitment to adherence to all applicable Fair Housing Act Laws which relate to the operations and affairs of the Association. The Association desires to foster an inclusionary environment for all residents, employees, staff, agents, committee members, directors, officers and guests, and its governing body, the Board of Directors, shall take appropriate and required steps to remedy violations of Fair Housing Act Laws that the Board is notified of or reasonably should know of. Information is critical to aid the Board in enforcement of this policy and therefore the Board encourages reporting of perceived discriminatory acts against protected persons under the Fair Housing Act Laws.

3. Requests for Reasonable Accommodations and Reasonable Modifications:

A. Persons who want to qualify for handicap status and exercise their legal rights related to making a reasonable modification or accommodation request are encouraged, but not required, to make their request in writing and deliver it to the Association's on-site management office.

B. Contents of Requests –Requests should include the following information at a minimum:

(1) The name of requesting party.

(2) The address or future address of the requesting party, as well telephone number and email address.

(3) The reasonable details related to the requested accommodation and modification, including, an explanation as to how the accommodation or modification assists the owner in obtaining equal use and enjoyment of the Common Areas or Lot.

(4) If the request is for a reasonable modification of a Lot, the, the applicant must also submit a complete application for approval in accordance with the Association's Governing Documents. Any request for a reasonable modification must include plans, drawings or sketches of the location and the proposed modification.

(5) If the request is for an exemption from a particular rule or policy of the Association, the applicant should cite the specific rule or policy in question.

(6) Any other information the applicant deems relevant or reasonable to assist the Board in making its decision on the request.

The Association reserves the right to request additional and permitted information under the Fair Housing Act Laws, if it is necessary to respond to the request. Such requests shall be processed in a prompt matter, even if the response of the Board of Directors requires additional information from the applicant.

C. Review and Decision: Once the Board of Directors has sufficient information to process a reasonable accommodation or modification request, it will do so in a prompt manner and pursuant to the Fair Housing Act Laws. All decisions of the Board of Directors shall be issued to the applicant in writing. All discussions pertaining to a reasonable modification or accommodation request shall occur in executive sessions of the Board's meetings.

I hereby certify that the Board of Directors adopted this Policy Resolution on October 7, 2026.

THE AMBERLEA AT SOUTH RIDING CONDOMINIUM UNIT OWNERS ASSOCIATION

By: Daniel Vargas
Daniel Vargas, President

THE UNIT OWNERS ASSOCIATION OF
THE AMBERLEA AT SOUTH RIDING CONDOMINIUM

RESOLUTION ACTION RECORD

Duly adopted at a meeting of the Board of Directors held on October 7, 2026.

Motion by: Daniel Vargas Seconded by: Cypriana McCray

VOTE:

	YES	NO	ABSTAIN	ABSENT
Daniel Vargas President	X			
Robert W. Patton Vice President	X			
Cypriana McCray Treasurer	X			
Secretary				
Director				

ATTEST:

Secretary Date

Resolution effective: October 23, 2026.

FOR ASSOCIATION RECORDS

I hereby certify that a copy of the foregoing Resolution was published or distributed to the owners/members of the Association on this 23 day of October, 2026.

Management Agent

Signature: Daniel Vargas
Daniel Vargas (Oct 23, 2026 09:41:31 EDT)

Signature: Robert W. Patton
Robert W. Patton (Oct 21, 2026 14:43:37 EDT)

Signature:
Cypriana McCray (Oct 22, 2026 15:52:34 EDT)