

While openness to a wide variety of individuals is one of the prime values held by our Board of Trustees, it is our purpose and principle in our that our members must maintain a secure atmosphere where such openness can exist. When any person's physical and/or emotional well-being is threatened, the source of this threat must be addressed firmly and promptly.

There have been times when the disruptive behavior of an individual has led members to voice their concerns about one or more of the following:

1. Perceived threats to the safety of any adult or child;
2. The disruption of the board meetings;
3. Diminishment of the appeal of the District to its potential and existing members.

The following shall be the policy of Lake Forest Estates Clean Water District in dealing with these issues:

1. If an immediate response is required, this will be undertaken by the Board of Trustees. This may include asking the offending person or persons to leave, or suspending the meeting or activity until such a time as it can safely be resumed. If further assistance is required the Police Department may be called. Anytime any of these actions are undertaken without the Chairman of the Board being present, the Chairman of the Board must be notified immediately. A follow-up letter detailing what steps must be taken before returning to the board meetings will be sent by the Chairman of the Board to the offending party or parties.
2. Situations not requiring immediate response will be referred to the Board of Trustees. The board will respond in terms of their own judgment observing the following:
 - a. The board will respond to problems as they arise. There will be no attempt to define "acceptable" behavior in advance.
 - b. Persons identified as disruptive will be dealt with as individuals; stereotypes will be avoided.
 - c. To aid in evaluating the problem, the following points will be considered:
 - **DANGEROUSNESS:** Is the individual the source of a threat or perceived threat to persons or property?
 - **DISRUPTIVENESS:** How much interference with meeting functions is going on?
 - **OFFENSIVENESS:** How likely is it that prospective or existing members will be driven away?

- d. To determine the necessary response, the following points will be considered:
- CAUSES: Why is the disruption occurring? Is it a conflict between the individual and others in Lake Forest Estates, the District office or a member of the Board of Trustees? Is it due to a professionally diagnosed condition of mental illness?
 - HISTORY: What is the frequency and degree of disruption caused in the past?
 - PROBABILITY OF CHANGE: How likely is it that the problem behavior will diminish in the future?
- e. The board will decide on the necessary response on a case-by-case basis. However, the following three levels of response are in effect:
- LEVEL ONE: Two members of the board shall meet with the offending individual to communicate the concern.
 - LEVEL TWO: The offending individual is excluded from the board meetings for a limited period of time, with reasons and the conditions of return made clear.

Any action taken under item e. (above) may be appealed to the Board of Trustees.

- LEVEL THREE: The offending individual is permanently excluded from the board meetings. If it is decided that expulsion will take place, a letter will be sent by the board explaining the expulsion and the individual's rights and possible recourse.

Lake Forest Estates Clean Water District strives to be an inclusive community, affirming our differences in beliefs, opinions and life experiences. However, concern for the safety and well-being of the members as a whole must be given priority over the privileges and inclusion of the individual. To the degree the disruptive behavior compromises the business of the District, our actions must reflect this emphasis on security.