



January 12, 2023

Urban Ground Resort, LLC
Department of Operations
Policy and Compliance
300 Long Beach Blvd., Unit 1705
Long Beach, California
90801
Ph:
Email: policy@urbangroundla.com

Subj: Harassment Policy

Urban Ground Resort & Residence is a dual purpose, commercial, gay resort and private gay residence privately owned property by Urban Ground Resort, LLC, which operates as a year round commercial gay resort and private gay residence. Urban Ground Resort, LLC's, Harassment Policy is an intended and permitted use policy as a non exhaustive policy.

It is the policy of Urban Ground Resort, LLC, that every resident, employee, and Guest be afforded a living, recreational, and work environment that is free of fear, harassment, bullying and oppression. Each resident, employee, and Guest shall be treated with dignity and respect at all times in all public spaces and employee work spaces of Urban Ground Resort & Residence. Urban Ground Resort, LLC, is committed to offering an environment free of fear and oppression by providing a zero tolerance environment with respect to harassment, bullying, violence, and oppression on the grounds of Urban Ground Resort & Residence. Urban Ground Resort, LLC, defines zero tolerance as meaning that no level of harassment, bullying, violence or oppression is acceptable on the grounds of Urban Ground Resort & Residence and Urban Ground Resort, LLC, will not accept a living,

recreational, or hostile work environment which can be defined as an atmosphere controlled by behaviors, language, or the treatment of others that undermines their personal power, creates personal discomfort, jeopardizes their safety, or creates an environment of hostility on the grounds of Urban Ground Resort & Residence. It is the intent of Urban Ground Resort, LLC, to act quickly on all complaints of harassment, bullying, and oppression with the goal of resolving the situation fairly and the prevention of future occurrences. We reserve the right to prohibit any other activity that we determine may be harmful or disruptive in our sole and absolute discretion.

This policy applies to all employees of Urban Ground Resort & Residence, external employees working on the grounds of Urban Ground Resort & Residence not employed by Urban Ground Resort, LLC, residents, and Guest of Urban Ground Resort & Residence.

This Memorandum were originally signed by Oliver B. Mitchell III, the Chief Executive Officer (CEO) of Village Resorts Hospitality Group, LLC, on January 12, 2023, and refers to his signature that has not been mechanically or electronically reproduced for the purpose of this Memorandum.

Oliver Mitchell

Oliver B. Mitchell III
President/CEO
Urban Ground Resort, LLC
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The Ultimate Resort Experience.