



## Authorized Resident (AR) Rules of Conduct, Non-Compliance with Rules of Conduct – Fines and Penalties

### 1. PURPOSE

The purpose of implementing fines and penalties for non-compliance with Authorized Resident (AR) Rules of Conduct violations listed in 13-5093-1 governing abusive, threatening and harassing behavior toward GRF staff, GRF directors, and GRF-contracted service providers is to:

1.1 Encourage voluntary compliance.

1.1.2 Enforce the Golden Rain Foundation's (GRF) obligation to adhere to California and federal mandates protecting workers from experiencing a hostile work environment.

1.2.1.3 Penalize violators who do not comply with the Rules of Conduct.

1.3.1.4 Protect ~~Golden Rain Foundation (GRF)~~ Trust Property and assets, GRF Staff, GRF Directors, GRF-contracted service providers, Authorized Residents, caregivers and visitors.

### 2. NON-COMPLIANCE FINES AND PENALTIES

~~3.~~ For each offense, violators may be subject to one of the fines defined below, and/or one or more of the non-financial penalties.

#### 3.1.2.1 Fine Schedule

3.1.12.1.1 First Offense \$100.00

3.1.22.1.2 Second Offense \$200.00

3.1.32.1.3 Third Offense \$500.00 and violators suspension of access to GRF Trust Property amenities useage for 60 days.

3.1.42.1.4 Fines and Penalties for further offenses will be subject to the GRF Board of Directors' discretion and dependent upon the severity of the infraction.

3.1.52.1.5 Egregious offenses will be reviewed by the Board of Directors and appropriate fines, or penalties will be assessed by Board of Director action, under applicable terms of the California Civil Code.

#### 2.2 Non-Financial Penalties

2.2.1 Suspension of defined Trust property use privileges.

**Authorized Resident (AR) Rules of Conduct,  
Non-Compliance with Rules of Conduct – Fines and Penalties**



2.2.2 Banning the offender temporarily or permanently from interactions with defined GRF staff members, GRF Directors, or GRF-contracted employers.

2.2.3 Suspension, either temporarily or permanently, of access to GRF contract work, or receiving defined GRF services.

**3.22.3 Legal Action**

3.2.22.3.1 For infractions that rise to a criminal level as stated in City, State or Federal laws, the appropriate authorities will be notified.

3.2.22.3.2 GRF will seek legal action when necessary to protect GRF Trust Property assets, GRF staff, GRF-contracted service providers, GRF directors, and volunteers on Trust Property or while working in Mutuals.

3.2.32.3.3 The prevailing party may be entitled to recover reasonable legal costs.

**Document History**

Adopted:	26 Nov 19	Amended:	23 Feb 21	Amended:	05 Apr 21
Amended:	24 Aug 21				

<b>Keywords:</b>	Rules of Conduct	Fines	Penalty	Authorized Resident (AR)
------------------	------------------	-------	---------	--------------------------

**THIS  
PAGE  
INTENTIONALLY  
LEFT  
BLANK**