**WARDEN LAKE RV RESORT**

**(RULES AND REGULATIONS – RV ST)**

These Standards, to the extent they are applicable to your **RV SITE LEASE AGREEMENT** are deemed attached to, incorporated into, and made a part of your Lease, even if the Lease is amended from time to time, and are effective as of the date they are provided to you, even if you refuse to sign and acknowledge receipt.

1. **THE STANDARDS.** Except as expressly modified by these Standards, all terms and conditions of the Lease remain unchanged, and the provisions of the Lease are applicable to the fullest extent consistent with these Standards. If a conflict between the terms of these Standards and the Lease exists, the terms of these Standards shall control the matters specifically governed by these Standards. Any breach of the terms of these Standards shall constitute a breach of the Lease to the same extent and with the same remedies to Owner as provided in the Lease or otherwise available at law or equity.
2. **Definitions.** Unless otherwise stated in these Standards, the Definitions contained in the Lease shall apply to these Standards.
   1. For purposes of these Standards and the RV Site Lease Agreement, the terms “Renter” and “Resident” mean the same thing and are used interchangeably.
   2. For purposes of these Standards and the RV Site Lease Agreement, the term “Occupant” means any natural person occupying the RV while it is located with the Community on the RV Site.
   3. For purposes of these Standards and the RV Site Lease Agreement, the term “Guest” means an invitee of any Resident or Occupant.
3. **COMPLIANCE WITH STANDARDS.**
   1. Compliance. In addition to the personal copy provided to Resident, a copy of the Standards will be posted (or otherwise available) in the Community Manager’s office. All Residents, Occupants and Guests must comply with the Standards and do so in a manner that does not unreasonably disturb nearby neighbors, the community as a whole, or constitute a breach of peace.
   2. Owner’s Right of Self-Help. If Resident fails to timely perform any of his/her duties under the Standards, Owner shall have the right (but not the obligation), to perform such duty on behalf and at the expense of Resident without prior notice to Resident, and all sums expended or expenses incurred by Owner in performing such duty (including, without limitation, any lawful hourly labor charges that Owner may impose from time to time) shall be deemed to be Additional Rent under the Lease and shall be immediately due and payable by Resident upon demand by Owner.
4. **ARRIVAL/DEPARTURE TIME:** Arrival time is 3pm; departure time is 11am. Early arrival may be possible for a fee depending on availability. Weekly and Monthly guests must pay in full up front. Refunds will not be issued for early departure. No exceptions.
5. **CHECK-OUT TIME:** 11:00am. Late check out may be possible for a fee depending on availability. If you plan on staying longer, the earlier you re-register, the better your chance of keeping your same site. Please attempt to re-register by 1pm to have a higher chance of keeping your lot. Please dispose of your garbage at the dumpsters
6. **INSURANCE:** We recommend that all RVs be equipped with a surge protector. All RV’s or trailers must have an active insurance policy in place which must be provided at check in.
7. **INTERNET:** We are expecting Fiber Optics to be installed in 2022, but until then, we are able to offer the following internet options. **Option 1:** WiFi is offered free of charge with your reservation. WiFI network can be a bit spotty and may not reach all areas of the park. Better reception may be available at the clubhouse. Network: Guest Wifi / PW: ilovewarden8$8$

OR **Option 2:** WiFi is offered via local internet provider “Locatel” for approximately $60.00/mon. TV cable channel options are available as well. For more information or to sign up, you can contact Locatel at 509-707-7778.

1. **GATE ACCESS:** Visitors are NOT to be provided the gate access code. Tenant shall come up to the front gate personally to allow access. Any indication of gate access code being shared with visitors will result in a violation fee. Code: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. **VISITORS:** All visitors should register in the campground office upon arrival. Any visitor visiting for over 4 hours must pay for a Visitor pass. Visitor passes are $10.00 per person. Tenants are responsible for the actions of their guest and ensuring that visitor follow the same guidelines imposed on tenants. Maximum of 3 days are allowed for any visitors.
3. **BOAT:** Boats are not allowed to be parked on your site. Boats must be parked in the boat storage area for a fee.
4. **OCCUPANCY.**
   1. Owner reserves the right to refuse to accept further Rent and terminate the Lease of anyone who fails to comply with these Standards.
   2. No Resident, Occupant or Guest is permitted to play in the Community’s private streets or in the yards of other Community Residents, or to pass through other Community Residents’ yards. Resident is responsible for the actions of Occupants and Guests who violate these Standards, and for any resulting damages. No Resident, Occupant or Guest is permitted to play on any RV Site other than Resident’s own RV Site without the express permission of the other RV Site Resident. Climbing the trees in the Community is prohibited. No unauthorized activities are allowed in the Community’s private streets.
5. **APPEARANCE AND CARE OF THE RV SITE.**
   1. Resident is not permitted to construct or cause to be constructed any fence, barrier or any other form of pet restraining perimeter anywhere on the RV Site.
   2. Only standard camping-type outdoor furniture, barbecue grills or smokers, are permitted on the RV Site. While in use, grills/smokers must be placed a safe distance from the RV and stored out of the way when not in use. The RV Site is not to be used for storage or any kind.
   3. All outdoor clotheslines are prohibited. Folding drying racks may be used for clothing hung outside for maximum of 4 hours a day. Racks must be put away after each use. Lines for hanging clothes outside that are strung between trees, the RV, carport and other supports are not permitted. Under no circumstances may clothes be hung on the exterior of the RV.
   4. Resident shall not install any utility or other types of storage sheds on the RV Sites
   5. Minor repairs and preventative upkeep may be performed on site, but no major auto or RV repairs may take place in the resort.
6. **STREETS AND PARKING.**
   1. Resident acknowledges that the Community’s streets may be private and not public thoroughfares.
   2. If additional off-street parking is provided in the Community for passenger vehicles, then Resident must park any passenger vehicles on such off-street parking.
   3. Other than basic cleaning, routine maintenance (adding washer fluid or engine oil, replacing wiper blades, etc.), or simple repairs (changing fuses or lightbulbs, jumpstarts, battery replacement, tire change to replace a flat, etc.), mechanical or other repairs of RVs and passenger vehicles is not permitted at a RV Site or elsewhere within the Community. Vehicles, including RVs, without current licenses, inspection stickers and tags, or which are inoperable or in a state of disrepair including, but not limited to, those which are rusted, dented, or unpainted or which are missing external parts, are not to be stored on any RV Site or in any other area within the Community. No vehicle may be on jacks, blocks or ramps at any time other than for emergency tire changes or repairs lasting no longer than 3 hours. Due to the safety hazard it presents, any vehicle left on jacks, blocks or ramps is subject to immediate towing without notice, or with such minimum notice as may be required by applicable Law, at the vehicle owner’s expense.
   4. ATV’s, minibikes, dirt bikes, go-carts, or any motorized vehicles not properly licensed for use on public streets are prohibited in the Community. All permitted vehicles must have factory type quiet mufflers. No unlicensed off-road vehicles will be permitted within the Community.
   5. Speed bumps, and spikes if installed, are a safety measure. Owner or the Community Manager is not responsible for any damage to property or personal injury resulting from contact with a speed bump.
   6. Owner or the Community Manager is not responsible for any damage to property or personal injury resulting from contact with any potholes, rocks, dips, ruts or debris in or on a road, or other structures, obstructions or debris abutting any road.
   7. Speeding in excess of posted limits is prohibited. All autos, motorcycles, mopeds and any other vehicle must observe posted speed limits or, if no signs are posted, must observe a speed limit of 5 miles per hour and must obey all “stop signs” and other posted traffic controls. A FULL STOP must be made at all stop signs. Resident must inform all Occupants and Guests about the speed limit and these Standards applicable to Vehicles.
   8. Skateboarding or long-boarding is prohibited in the Community, except in specifically designated areas, if any.
   9. Bicycles, golf carts and pedestrians have the right of way, and must observe all traffic rules.
   10. Only individuals having a current, valid driver’s license or learner’s permit may operate a motor vehicle in the Community.
7. **PETS.**
   1. **IF PETS ARE ALLOWED IN THE COMMUNITY**, no pet with a history of aggression, including biting or attacking any person is permitted. Any pet that bites or attacks any person or other pet must be immediately and permanently removed from the Community. No dangerous breeds are permitted in the Community which includes, but is not limited to: Akita, Alaskan Malamute, American Bulldog, American Staffordshire, Bandog, Boerboels, Cane Corsos, Chow Chows, Doberman Pinschers, Dogo Argentino, Fila Brasiliero, German Shepherds, Great Dane, Mastiff, Presa Canarios, Rottweilers, Pit Bulls, Pit Bull Terriers, Siberian Husky, Staffordshire Terriers, Tosa Inu, and Wolf of Wolf Hybrids, or other hybrids containing any of the foregoing breeds. No exotic or farm animals are permitted in the Community. Residents must comply will all applicable Laws prohibiting dangerous or banned breeds, or other prohibitions against keeping other types of animals as pets.
   2. Residents are liable for and shall defend, indemnify and hold the Owner’s Related Parties harmless from all Losses and injuries caused by their pets (irrespective of whether such pets are on the Community with or without Owner’s consent). In addition, Residents shall comply with all provisions of any rules, regulations, and ordinances of any governmental authority or agency and all applicable Laws with respect to dogs, cats and other pets.
   3. Pets belonging to Guests may not be boarded in the Community.
   4. Service and assistance animals as defined by federal and local law are permitted with reliable provider written verification. Please contact your Community Manager for the necessary paperwork.
   5. Pets are prohibited inside the Community office and inside other Community or recreation buildings or facilities.
   6. Feeding of stray or wild animals is prohibited.
   7. Any pet found running loose may be picked up and delivered to the local animal shelter. If the animal is wearing identifying tags, the Community Manager may, but is not obligated to, first attempt to return the animal to its owner. In the event the Community Manager picks up the animal, a special service fee of $50 will be charged to the Resident as Additional Rent.
   8. Pets must be kept on leashes at all times while outside and may not be tied outside or left unattended. Resident must restrain and control pet activity while in the Community and its Common Areas.
   9. Resident is responsible for immediate and proper cleaning up after and disposal of all pet waste. If Resident fails to comply with this Section, Owner may clean up the pet waste and impose upon Resident a separate waste removal fee of $50 per pick-up which will be charged to the Resident as Additional Rent. Persistent failure by Resident to properly clean up pet waste shall be grounds for immediate permanent removal of the pet from the Community as provided in these Standards or applicable law. Owner may also pursue all other remedies provided under the Lease, at law or in equity, for Residents failure to comply with this Section.
   10. In the event that Resident breaches any of the terms and conditions of this Section, and such breach continues for more than three (3) times, then, in addition to any of Owner’s other rights and remedies under the Lease, at law or in equity, Owner shall have the right to require removal of, and to remove, the pet from the RV Site and the Community (without affecting the Lease or Resident’s responsibilities and obligations under the Lease).
8. **TRASH/GARBAGE.**
   1. All garbage must be bagged, placed in a garbage container and securely closed at all times. Cardboard boxes must be broken down flat and placed in the cardboard bin.
   2. Items such as, but not limited to, feminine hygiene products (including those labeled “flushable”), condoms, metal, rubber, clothes, plastic, paper towels, fabric, grease, disposable diapers, and the like are not to be disposed of in any toilets or drains. Expenses of purging clogged sewer lines of such foreign objects shall be the burden of the tenant.
   3. The trash or waste removal company will pick up trash according to its own schedule and rules. Residents are responsible for cleaning up any scattered or remaining residue resulting from collection. It is Resident’s responsibility to remove any trash the trash or waste removal company will not handle. Resident shall not dispose of hazardous waste in garbage containers or anywhere in the Community.
9. **FIREWOOD:** Absolutely no transported (out of state) firewood is permitted. This is required to protect our beautiful flora and fauna. If you would like to build a fire in the fire ring at your site or in the general fire pits on property, please purchase a bundle of firewood from the general store.
10. **SATELLITE DISHES AND ANTENNAS.**
    1. Installation and placement of any outdoor reception device (satellite dish, antenna, or any other such device) (“ORD”) on an RV Site is prohibited. Satellite or dish on the RV roof is allowed.
11. **RESIDENT CONDUCT.**
    1. Quiet hours are from 10 p.m. to 8 a.m. Sunday through Thursday (“Week Day Quiet Hours”); and 10 p.m. to 8 a.m. Friday and Saturday (“Weekend Quiet Hours”). If a federal, state or local holiday is formally observed on a day which is a Sunday through Thursday, then Weekend Quiet Hours shall be observed. In the case of the New Year’s Eve holiday (U.S. observed), quiet hours shall not commence until at 1 a.m. on New Year’s Day and ending at 6 a.m. that same day. All children under the age of 18 years old MUST be on their site by 10pm unless accompanied by a parent. All campers should be on their site by midnight. No generators after 8pm.
    2. Noise or conduct that disturbs the peaceful enjoyment of the Community that is deemed a nuisance to other residents, or that materially interferes with the Community Manager’s operation of the Community, or that constitutes a breach of the peace is prohibited. Loud noises, loud parties, yelling, screaming, other loud noise-making, and abusive or profane language outside or inside are not permitted at any time in the Community. Resident and Guests must conduct themselves in an orderly fashion and must ensure that they behave in such a manner as not to annoy, disturb, or interfere with other Community Residents peaceful enjoyment of their homes and the Community. Noise which can be heard outside the RV or RV Site from which it originates will be considered too loud. Written complaints filed with the Community Manager by other residents concerning noise or disturbances caused by any Resident or Guest shall be considered evidence of a violation of these Standards.
    3. Residents and all Occupants or Guests shall not allow anything to be done on the RV Site or in the RV, including the operation of any equipment or machinery, that may result in personal injury or property damage to the RV Site or the Community, or that is disturbing to other residents. Residents, Occupants or Guests shall not allow any activity that may constitute or create a liability on the part of Owner or interfere with the quiet enjoyment of other residents.
    4. No alcoholic beverages or adult recreational substance may be used or consumed on or in any Common Area or recreational facility of the Community. Smoking or vaping is not allowed in the clubhouse, if any, or any other Community structure and is prohibited as otherwise provided by Law.
    5. Residents will be held responsible for the conduct of all Occupants and Guests.
    6. Residents, Occupants and their Guests are prohibited from verbally or physically harassing, threatening, intimidating, or otherwise menacing other Residents, Occupants, Guests, Community staff, vendors or third-party contractors. Residents and Occupants may receive violation notices for such behavior, including the actions of their Guests, and multiple violations will be grounds for eviction.
    7. Illegal drugs and drug paraphernalia are strictly prohibited and will be reported to the local authorities.
    8. Criminal activity is strictly prohibited and will be reported to the local authorities.
       1. No Resident, Occupant or Guest shall engage in criminal activity, including drug-related criminal activity, on or near the RV, the RV Site, or anywhere in the Community. “**Drug-related activity**” means the illegal manufacture, sale, distribution, use, or possession with the intent to manufacture, sell, distribute, or use a controlled substance, as defined by applicable Laws.
       2. No Resident, Occupant or Guest shall engage in any act intended to facilitate criminal activity, including drug-related activity, on or near the RV, the RV Site, or anywhere in the Community.
       3. Resident shall not permit the RV to be used for, or facilitate criminal activity on or near the RV, the RV Site, or anywhere in the Community, including drug-related activity, regardless of whether the individual engaging in such activity is a Resident, Occupant or Guest.
       4. No Resident, Occupant or Guest shall engage in the unlawful manufacturing, selling, using, storing, keeping or giving of a controlled substance (as such term is defined by applicable Laws) on or near the RV, the RV Site, or anywhere in the Community.
       5. No Resident, Occupant or Guest shall engage in any illegal activity, including prostitution, criminal gang activity, assault (including threatening or intimidating other persons in the Community), battery, including but not limited to the unlawful discharge of firearms or use of fireworks on or near the RV, the RV Site, or anywhere in the Community, or any breach of the Lease that jeopardizes the health, safety, welfare or peaceful existence of Owner, the Community Manager, or other residents, or involving imminent or actual property damage.
       6. A single violation of any of these Standards shall be good cause for immediate termination of the Lease. Unless otherwise provided by Law, proof of violation shall not require criminal conviction.
    9. In addition to any other default set forth elsewhere in the Lease, Resident shall be in default of the Lease if:
       1. during the Lease Term, Owner becomes aware that Resident or any Occupant commits or has committed a crime with respect to any Drug-related activity, sexual offense, crime against person or property, or any other felony (regardless of whether arrest or conviction occurs);
       2. during the Lease Term, Owner becomes aware that Resident, Occupant or Guest is or has been listed on a registry of sex offenders;
       3. during the Lease Term, Owner becomes aware that any Resident, Occupant or Guest has been convicted of a crime involving any Drug-related activity, sexual offense, or crime against a person or property; or
       4. Owner reasonably believes that any Resident, Occupant or Guest is participating in, or has participated in, gang-related activity, or is or was otherwise associated or affiliated with gang-related activity.
    10. Fires are only allowed in community fire pit, and fire pit provided on site by the RV Site. Fire ban may apply during certain times of the year.
    11. Firearms, paint ball guns, air rifles, bows and arrows, slingshots, bb guns, other forms of weaponry capable of firing dangerous projectiles, or fireworks, may not be discharged anywhere in the Community.
12. **SOLICITING OR PEDDLING, AND COMMUNITY NOTICES.** In order to preserve and protect the privacy and peaceable enjoyment of the Community by Residents, soliciting or peddling, including door-to-door solicitation and peddling, is not permitted anywhere in the Community. Vendors, peddlers and agents (including representatives of nonprofit organizations) are prohibited from commercial solicitation of any nature in the Community. Vendors, peddlers and agents, after showing proof of insurance to the Community Manager, may from time to time, and only upon prior written permission of the Community Manager, be permitted to conduct business from prearranged facilities in the Community at times and on dates specified by the Community Manager. A Resident may provide to the Community Manager for posting a single flyer or other notice provided by a Resident advertising items for sale, the formation of clubs, rideshares, child play groups, local area activities or other matters of interest to the Community on a board, wall or other designated area located in a Common Area or the Community Manager’s office. The flyer or notice will remain posted for a period of two weeks, after which the flyer or notice will be removed without further notice. The Community Manager, in his/her sole discretion, may refuse to post flyers or notices which violate federal, state, or local law, or are otherwise deemed inappropriate, or remove flyers or notices posted without the Community Manager’s approval. The Community Manager may use this board or wall to post general notices advising Residents of upcoming events or inspections unless otherwise prohibited by law.
13. **BUSINESS.** No business or commercial enterprises shall be permitted to be operated by any Resident, Occupant or Guest from or within the RV, RV Site, or elsewhere in the Community
14. **WEAPONS.** Unless permitted by Law, the possession or display of weapons in the Community, including but not limited to, firearms, paint ball guns, air rifles, bows and arrows, slingshots, bb guns, or any other type of weapon by any Resident, Occupant or Guest, is strictly prohibited.
15. **GUESTS AND OCCUPANTS.** Guests are not permitted to stay in the RV/RV Site for more than 3 consecutive days.
16. **USE OF RECREATION FACILITIES.** The use of recreational facilities and/or other amenities (pools, playgrounds, clubhouses, picnic areas, etc.) is a privilege and not a right. As such, their availability is not a bargained for consideration with regard to entry into the Lease with Owner. The use of such facilities may be limited or restricted by the Community Manager, in his/her sole discretion, and may be closed from time to time as necessary in the Community Manager’s judgment for appropriate cleaning and/or repairs, and no such closures shall be grounds for abatement of rent. Rules posted in the Common Areas will be strictly enforced, and the Community Manager shall have the right to bar usage of such facilities to any person based upon such person’s prior conduct. The Common Areas and other recreation facilities are provided for use by Resident, Occupants and Guests on a “USE AT YOUR OWN RISK” basis. For the safety of our Residents and Occupants or Guests, the use or consumption of alcoholic beverages, adult recreational substances, or medications affecting a person’s ability to safely use the recreation facilities is prohibited in or around the recreation facilities within the Community.
17. **GOLF CARTS:** Must be driven by a licensed driver, and everyone must be seated while in motion. Riding and driving golf carts after dark is prohibited unless the golf cart is equipped with lights and rear reflectors. The front desk needs a copy of your insurance rider for all golf carts.
18. **POOL AREAS; LAUNDRY FACILITIES.**
    1. **Lake Swimming.** Warden Lake does not have life guards on duty. Please swim at your own risk. Warden Lake is not managed by the resort. It is managed by the State.
    2. **Laundry Facilities**. Any references in these Standards to laundry facilities shall only be applicable to the extent the Community provides laundry facilities as a Common Area.
       1. The laundry facilities are provided for the exclusive use of Residents of the Community. No washing of pet beds or blankets are allowed. No sharing of laundry room access code.
       2. Laundry hours are posted. These facilities will be closed from time to time at the Community Manager’s discretion for maintenance.
       3. Washers, dryers, and all other laundry facilities are to be cleaned by Resident, inside and out, immediately after use. Clothes are to be removed from washers and dryers as soon as the cycle is completed. Dyeing of clothes or any material may not be done in the washers. The laundry facility is to be left in a clean, neat, and orderly condition.
       4. The Community Manager may, from time to time, post additional rules and regulations regarding the use of laundry facilities, which additional rules and regulations are hereby incorporated herein.
       5. No more than 2 loads are allowed a day and no more than 6 loads in a week.
19. **COMPLAINTS AND NOTICES.** All complaints must be made in writing, signed by the Resident, and delivered to the office of the Community Manager. If Resident has any complaints, recommendations, etc., please discuss them with the Community Manager.
20. **VIOLATIONS OF STANDARDS.** VIOLATION OF ANY OF THESE STANDARDS SHALL BE A MATERIAL AND IRREPARABLE VIOLATION AND BREACH OF THE LEASE AND SHALL CONSTITUTE GOOD CAUSE FOR TERMINATION OF THE LEASE.
21. **STANDARD OF DECISION.** Unless otherwise expressly provided in these Standards or required by Law, if Owner has discretion with respect to any matter, or any consent or approval is to be made by Owner, such discretion, consent or approval shall be in Owner’s sole and subjective discretion.
22. **SPECIAL EXCEPTIONS.** The Community Manager reserves the exclusive, unrestricted right to grant special exceptions to these Standards when, in the sole discretion of the Community Manager, special circumstances warrant the granting of special exceptions or written waiver of a particular provision as it applies to a particular Community Resident, so long as such exception or waiver does not interfere with the general welfare, health and safety of the other residents of the Community.
23. **CONFLICTS.** To the extent that any Laws impose any requirement on Owner or Resident that are contrary to any provision of these Standards, or prohibit the inclusion in any lease or rules any provision included in these Standards, these Standards shall be deemed to be amended so as to comply with such Law. The reformation of any provision of these Standards shall not invalidate the remaining Standards. If an invalid provision cannot be reformed, it shall be severed and the remaining portions of these Standards shall be enforced as written.
24. **REFUNDS:** If for any reason you are asked to leave at time of registering in at office or choose to leave early, no refund will be given.
25. **RELEASE OF LIABILITY:** I understand and agree that by signing this authorization and waiver/release of liability, I am assuming full responsibility for any and all risk of death or personal injury or property damage suffered by me and /or my minor child using any and all chosen facilities and activities provided at the resort. I understand and agree that by signing this authorization and waiver/release of liability, I am agreeing to release, indemnify, and hold harmless Warden Lake RV Resort and its employees from any and all liability or costs, including attorney fees, associated with or arising from my stay at the resort. I understand that this waiver/release of liability will be binding on me, my spouse, my heirs, my personal representatives, my assigns, my children, and any guardian for said children. I acknowledge that I have read this authorization and waiver/release of liability is valid for the duration of time that we are present at the Warden Lake RV Resort.
26. **COVID-19 RISKS:** I understand that it is my responsibility to follow all required local, state, and federal health guidelines to use Warden Lake RV Resort. I understand that my participation with in-person services during a health pandemic may result in my contracting COVID-19, which may spread to me and my family, which may result in severe illness, hospitalization and/or death. By signing heron, I waive liability against and hold harmless Warden Lake RV Resort relating to the contraction of COVID-19. I hereby state that if I test positive for COVID-19, I will be responsible to inform Warden Lake RV Resort and to refrain from using their amenities for 14 days.
27. **VIOLATION OF THE RULES:** 1st violation will be **$50.00** fine / 2nd violation will be **$100.00** fine / 3rd violation will result in **$200.00** fine and will be asked to leave the resort immediately. No refund will be provided.

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# SAFETY OF THE COMMUNITY IS VERY IMPORTANT. PLEASE BE RESPECTUL OF THE RULES & REGULATIONS

# SO EVERYONE CAN ENJOY THEIR STAY HERE AT THE WARDEN LAKE RV RESORT.

# Equal Housing Opportunity

**We do business in accordance with Federal, State, and Local Fair Housing Laws.**



**It is illegal to discriminate against any person because of race, color, national origin,**

**religion, sex, disability, or familial status.**