

Salem Field Community Association

July 6, 2017

Dear Residents,

Thank you all who participated in this year's Annual Meeting. It was nice to see all who could attend. I am pleased to announce that Michael Bowers, Kelly Fulton, and Niki Vong were all elected to the Board of Directors.

While a few issues were discussed, the recent discontinuation of the Adult Swim practice at the pool was the primary discussion. The directors all appreciate the thoughts and concerns that have been shared over the past few days. Briefly, it has long been the practice that Adult Swim periods, which are fifteen minutes in duration, would take place throughout the day during which time children are not allowed in the pool. The practice was recently discontinued because Salem Fields' attorneys and management team strongly advised that the practice could be construed as a violation of the federal and state fair housing laws. Briefly, the fair housing laws, which have described as a complex maze of well-intended protections, prohibit discrimination on the basis of race, religion, sex, age and disability. But the laws are actually much broader in scope. These laws also prohibit discrimination on the basis of 'familial status,' which applies to children who are 18 years or younger that live with a parent or other guardian. Just as with other forms of discrimination prohibited by these laws, homeowner association boards, their directors, and managers who run afoul can be sanctioned, ordered to community service or fair housing training, and fined.

It is clear that the loss of the Adult Swim periods will impact many of us. The directors thus agreed that it is important to promptly put reasonable practices in place that are intended to provide for greater safety, which is a primary concern for all. As well as, allowing for greater enjoyment of the pool by everyone and, at the same time, legally protecting the association. The Board will be working with the Pool Committee, Management Team, and the Pool Management Company to develop practices and programs intended to achieve these goals. As the first step in this process, the Board has directed that the Lap Swimming lane be expanded to cover two lanes of the pool, to allow Lap Swimming, Lap Walking and Pool Resistance Training only ("Pool Training").-In other words, the entire pool will be available for general use by all for forty-five (45) minutes each hour. During the last fifteen (15) minutes of each hour, two lanes of the pool will be available by all for only the Pool Training activities. While the lifeguards are being asked to implement and enforce the Pool Action, please direct any concerns or questions you may have about the Pool Action to the Management Office (540-548-3487) or the Pool Management company (1-866-422-7665).

Please note that the Pool Action is a first step. The Board anticipates that the practices may change and evolve, as we all work together, to see what works and what does not. The Board welcomes your constructive thoughts and ideas. Members are always welcome to attend Board of Directors meetings. The next Board of Directors meeting is scheduled to take place on July 25th, 2017.

Very truly yours,

SFCA Board of Directors