

Subject: Fw: meeting behavior

From: RICHARD JOHNSON [REDACTED]

Date: 11/15/21, 12:00 PM

To: [REDACTED]

Here is last exchange to [REDACTED]

Begin forwarded message:

On Wednesday, November 10, 2021, 6:38 PM, RICHARD JOHNSON [REDACTED] wrote:

Jenn:

You have threatened me with sanctions over several accusations. Please corroborate your concerns with specific instances when you have perceived 1) a personal attack and 2) expressed hostility.

Thanks,

Richard

[REDACTED]

On Wednesday, November 10, 2021, 4:26 PM, Jennifer Laska [REDACTED] wrote:

Richard,

A few months ago you and I met in Patricia's Green to discuss a number of topics. At the meeting I told you of the complaints I had received about your behavior at meetings—specifically your personal attacks on others. As we discussed, it is important for HVNA to ensure that meetings are not a hostile environment so we can foster community and keep members engaged. I left with the impression that you understood, and that you had agreed to refrain from personal attacks and participate in a more respectful way going forward. But you have reverted to making personal attacks during meetings and continue to be hostile toward speakers, hosts, and other participants. Neighbors are complaining about your behavior and reporting that they are discouraged from continuing to participate in our community. This has to stop.

If you do not treat speakers, hosts, and meeting attendees more respectfully, we'll need to remove you from the meetings. And if we have to continually remove you from meetings, we will quit admitting you to

them. To be clear, you are welcome to express any views and opinions you wish during the meetings, but you must do it civilly and respectfully. If you don't understand the difference between those two things, I imagine there are lots of resources available online to help.

Regards,

Jennifer Laska
HVNA President

