

## **Sample Policy on Resident-on-Resident Harassment:**

As a provider of housing programs, we have a responsibility to all who are residing or participating in our housing programs to make sure that you know how you and others are granted protection under Fair Housing Laws.

We will respond to any and all complaints of harassment, threats, or intimidation related to race, national origin, religion, disability, gender, marital status, familial status (presence of children), source of income, sexual orientation, domestic partner status and gender identity against residents or staff.

If we are informed of, or witness, a behavior that is considered a violation of fair housing laws, we will take timely and appropriate action. We will notify the person(s) accused of the problem behavior of the following:

- 1) The behavior that occurred or was said to occur, and how the behavior is a violation of Fair Housing Laws
- 2) That such behavior will not be tolerated
- 3) Potential or actual actions that will be taken by our agency in order to enforce Fair Housing protections

Please be aware that, depending on the seriousness of the incident, the behavior may be grounds for termination of residency. If you have questions about what types of behaviors would be considered "harassment, threats, or intimidation" please ask us. We can provide you with examples and more information.

We also hope that all residents, guests, or staff who experience an interaction which may be a Fair Housing violation report the incident to a member of our staff (space for the name or position) quickly. Our organization will not allow retaliation against a resident who comes forward with a complaint about such behavior or is a witness who supports the complaint.

Our standard is that we will communicate respectfully with one another and we will speak out if we are mistreated or witness others being mistreated. If you are too frightened or uncomfortable talking to our staff about an incident, please contact the Fair Housing Council of Oregon at 503-223-8197 or (800) 424-3247.