

BRANFORD TOWNEHOUSES COOPERATIVE

HARASSMENT POLICY

It is the policy of Branford Townhouses Cooperative that harassment or intimidation of a tenant, staff person or guest because of that person's race, color, national origin, religion, sex, disability, familial status, or sexual orientation, will not be tolerated and could be grounds for termination of tenancy.

Discriminatory harassment and intimidation are violations of the fair housing laws and are specifically prohibited. Harassment and intimidation include abusive, foul or threatening language or behavior.

Tenants who experience or witness such conduct are strongly encouraged to report it to the Cooperative Office.

Staff who witness or learn of possible discriminatory harassment or intimidation or receive a complaint from a tenant must take it seriously and respond promptly according to the procedures outlined in this policy.

Retaliation: We will not tolerate retaliation by staff or tenants against

- (1) any tenant who complains of discriminatory harassment or intimidation or
- (2) any witness who supports a claim of discriminatory harassment or intimidation.

TENANT PROCEDURES

If you experience or witness what may be discriminatory harassment or intimidation, you are strongly encouraged to address or report any incident according to the following procedures:

- **In cases of emergency, such as immediate threat of bodily harm, call 911.**
- **If you are the victim of a hate crime such as vandalized property or a threat of harm to yourself or your property, contact your local police department's hate crime unit.**
- **If you feel safe doing so, ask the person doing the harassing to stop the behavior.**
- **Report the problem to Joy Greene, Property Manager, 9775 Pine, Taylor, Michigan (313)292-0810, or Dino DeMare (248)644-4650.**
- **Staff will take your complaint seriously and get back to you after looking into the matter.**
- **If you believe staff is failing to take appropriate action regarding your complaints of discriminatory harassment or intimidation contact Professional Property Services, 30300 Telegraph Road, Suite 205, Bingham Farms, Michigan 48025 (248)664-4650, or a fair housing agency in your area.**
- **If you believe that the tenant you complained about or any other tenant or guest is treating you badly because you complained about discriminatory harassment or intimidation, report that behavior to staff immediately.**
- **If you believe staff is treating you unfairly after reporting discriminatory harassment or intimidation, contact Professional Property Services, 30300 Telegraph Road, Suite 205, Bingham Farms, Michigan 48025 (248)664-4650, or a fair housing agency in your area.**
- **If you have any questions regarding your rights and responsibilities under the fair housing laws contact a fair housing agency in your area.**