



Model Anti-Retaliation Policy

One of the things you can do to minimize risk of liability for retaliation is to adopt a clearly worded policy assuring rental applicants and tenants that you won't retaliate against them for reporting fair housing complaints or concerns. Ask your attorney to adapt the following model language, either as a free-standing policy or as an addition to the existing fair housing notice you post in your rental offices and communities.

ANTI-RETALIATION POLICY



Principles: [Company name] and its employees are committed to following the letter and spirit of federal, state, and municipal fair housing laws by respecting the diversity and differences within our customer base by providing equal professional service to all, without regard to race, color, religion, sex, handicap, familial status, national origin, or *[list other protected grounds under state and local fair housing laws]*.

Policy Statement: In pursuit of the above commitment [company name] strictly prohibits any form of harassment or discrimination based on any of the protected classes identified above. Words or conduct that are related to any protected category, and are offensive to a recipient or reasonable person, based on a person's protected status, are prohibited and a violation of this Policy.

Reports of Violations: [Company name] strongly encourages rental applicants, tenants, and employees to report any violation of this Policy to a supervisor or other officer or manager of the Company for investigation and appropriate action.

Assurance against Retaliation: Be assured that no retaliatory action will be taken against any person who reasonably and in good faith reports words or conduct that he or she believes may violate this Policy. No retaliatory action will be taken against any individual who in good faith assists or participates in any investigation, proceeding, or hearing relating to a harassment or discrimination complaint.

Discipline for Violations: Any action taken by an agent or employee that results in unequal service, treatment, or behavior to applicants or tenants on the basis of race, color, religion, national origin, disability, sex, or *[list other protected grounds under state and local fair housing laws]* constitute a violation of this Policy and will result in the imposition of appropriate disciplinary action.