

Mansfield Housing Authority

Anti-Bullying / Harassment Policy

The Mansfield Housing Authority will not tolerate bullying or harassment by or of, any applicant, tenant/resident, or visitor, on the basis of a person's actual or perceived membership in a protected class (or association with such person), or on any other basis. Bullying or harassing conduct by a tenant will result in action up to and including eviction.

The term "protected class" shall include race, color, religious creed, national origin, sex, sexual orientation, age and ancestry.

The conduct covered by this policy includes, but is not limited to, behavior, language, property damage, or writings based on actual or perceived race, color, religion, national origin, sex, age, ancestry, disability or sexual orientation which can create an intimidating, hostile, humiliating or offensive housing environment for residents or visitors.

Bullying or harassment based on religion, ethnicity or race includes the use of degrading, demeaning, insulting, abusive or threatening language which relates to a person's race, ethnicity or religion; graffiti, property damage, slogans or other visual displays which contain racial, ethnic or religious-based slurs or insults; demeaning remarks, jokes or gestures based on race, ethnic origin or religion; or racial, ethnic or religious stereotypes.

Such behavior directed at a resident or visitor because of their membership in a protected class or association with someone who is a member of a protected class, is unlawful under federal and Massachusetts anti-discrimination laws. These laws protect residents' use and quiet enjoyment of their apartments and the common areas and facilities at Mansfield Housing Authority properties. Any tenant who believes that he or she is being bullied or harassed, under any circumstances, should immediately report the behavior to the Executive Director who will promptly investigate. Any serious claims of threats and/or assaults will be reported to the police.

Any Housing Authority staff member who witnesses or becomes aware of tenant on tenant harassment as described in this policy must report such harassment to the Executive Director within 48 hours of occurrence.

Raising a false or malicious allegation will be considered a serious breach of this policy. Complaints found to be false or malicious will be treated as a serious infraction and may warrant a severe penalty.

Complaints may also be filed with the **Massachusetts Commission Against Discrimination**, One Ashburton Place, Boston, MA 02108 (617) 994-6000 or the **United States Department of Housing and Urban Development, Fair Housing Hub**, Thomas P. O'Neill, Jr. Federal Building, 10 Causeway Street, Room 321, Boston, MA 02114.

Approved by the Mansfield Housing Authority Board of Commissioners on May 8, 2019