



Non-Discrimination Policy

We are an equal opportunity renter and comply with all applicable federal, state, and local fair housing laws, including, but not limited to, the federal Fair Housing Act and the fair housing provisions of the Ohio Civil Rights Act. We strictly prohibit and do not tolerate discrimination against current or prospective tenants and residents, or any other covered persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, family status, or any other characteristic protected under applicable federal, state, or local law. All employees, other workers, and representatives are prohibited from engaging in unlawful discrimination.

Our agents and employees may not:

1. Refuse to rent, or negotiate for the rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, family status, or any other characteristic protected under applicable federal, state, or local law;
2. Discriminate against any person in the terms, conditions, or privileges of rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, family status, or any other characteristic protected under applicable federal, state, or local law;
3. Make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement, with respect to the rental of a dwelling that indicates any preference, limitation, or discrimination based

on race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, family status, or any other characteristic protected under applicable federal, state, or local law; or

4. Represent to persons because of race, color, religion, creed, national origin or ancestry, ethnicity, sex (including pregnancy), sexual orientation, gender, gender identity (including gender nonconformity and status as a transgender individual), age, physical or mental disability, citizenship, past, current, or prospective service in the uniformed services, genetic information, family status, or any other characteristic protected under applicable federal, state, or local law that any dwelling is not available for inspection or rental when such dwelling is in fact so available.

This Policy 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 policy.

Applicants, residents, and employees are strongly encouraged to report any violation of this Policy to a supervisor or other officer or manager of the Company for investigation and appropriate action. No retaliatory action will be taken against any person who reasonably and in good faith reports words or conduct which 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.

Any action taken by an agent or employee that results in unequal service, treatment, or behavior to applicants or tenants based on race, color, religion, national origin, disability, sex, or additional protected classes as instituted on a state or local level may constitute a violation of state and federal fair housing laws.

Any agent or employee who fails to comply with this Policy will be subject to appropriate disciplinary action, up to and including termination.