

## **The Affinity House Non-Discrimination Policy**

A Recovery Community for Adult Women

454 Nantasket Avenue, Hull, MA 02045

The Affinity House does not discriminate on the basis of race, color, national or ethnic origin, ancestry, age, religion or religious creed, disability or handicap, sex or gender (including pregnancy, sexual harassment and other sexual misconduct including acts of sexual violence such as rape, sexual assault, sexual exploitation and coercion), gender identity and/or expression (including a transgender identity), sexual orientation, military or veteran status, genetic information, or any other characteristic protected under applicable federal, state or local law. Retaliation is also prohibited. The Affinity House will comply with state and federal laws such as M.G.L. c. 151B, Title IX, Title VI and Title VII of the Civil Rights Act, the Americans with Disabilities Act, Section 503 and 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act, the Vietnam Era Veterans Readjustment and Rights Act, Executive Order 11246 and other similar laws that prohibit discrimination, all as amended.

Any resident of The Affinity House has the right to raise concerns or make a complaint regarding discrimination under this policy without fear of retaliation. All inquiries regarding the application of this statement and related policies may be referred to:

1. Jeannie Heroux, NP – Director of Housing
  - a. 508-237-2152
  - b. [jeannie.theaffinityhouse@gmail.com](mailto:jeannie.theaffinityhouse@gmail.com)
2. Christine Douglass – Director of Finance & Operations
  - a. 508-274-9784
  - b. [christine.theaffinityhouse@gmail.com](mailto:christine.theaffinityhouse@gmail.com)

Unresolved grievances may be brought to MASH. The grievance should be documented on the formal MASH grievance form found at: <http://mashsoberhousing.org>. This formal grievance procedure should not be used for retribution or personal gain.