

Discrimination, Harassment, Coercion, or Sexual Harassment

1. Discrimination, harassment, or coercion on the basis of race, color, national origin, ancestry, sex, religion, age, political affiliation, physical impairment, or physical handicap is prohibited.
2. Discrimination, harassment, or coercion in retaliation for complaining of a violation of this policy or federal, state, or local laws or rules and regulations requiring equal treatment is prohibited.
3. Sexual harassment is prohibited by the Kansas City, Kansas Housing Authority (KCKHA). Sexual harassment is defined as the following:
 - a. Sexual harassment is any form of unwelcome conduct of a sexual nature that is directed at, or affects an individual of one sex but not the other sex. This behavior has an adverse effect on the affected individual. Examples of conduct that may constitute sexual harassment include, but are not limited to:
 - i. Sexual advances, propositions, or flirtations
 - ii. Requests or pressure of any kind for sexual favors, activities or contact
 - iii. Sexually explicit, graphic, abusive, degrading, intimidation, or offensive jokes, comments, remarks or gestures
 - iv. Physical contact or touching of a sexual nature, including physical or sexual assault
 - v. Display, circulation or communication of any sexually suggestive, explicit, graphic or offensive objects, pictures, or materials of any kind
4. Conduct will generally be considered unwelcome if the victim did not solicit or incite it and regards it as undesirable or offensive.
5. Conduct will be considered to have an adverse effect if:
 - a. Submission to such conduct is explicitly or implicitly made a term or condition of an individual's continued residency.
 - b. Submission to or rejection of such conduct by an individual is used as the basis for residency decisions of any kind affecting the individual.
 - c. Such conduct reasonably interferes with an individual's peaceful enjoyment of the residence or creates an intimidating, hostile, abusive or offensive environment, even if it results in no adverse consequences.
6. Residents who feel they have been sexually harassed should promptly notify the Director of Section 8 or the Executive Director of the KCKHA.
7. Complaints will be promptly and impartially investigated. Although absolute confidentiality cannot be guaranteed, complaints will be treated as confidential, with disclosures made only when required by the investigation, remedial, or disciplinary action.
 - a. Prompt and appropriate action shall be taken to remedy discrimination, harassment or coercion found to have occurred and to ensure that the offensive conduct does not reoccur.
 - b. Offenders shall be disciplined, including the termination of Section 8 contracts, as warranted by the circumstances.
8. A Section 8 tenant who feels he/she has been harassed, discriminated against, sexually harassed or coerced, should bring the matter up with the Director of Section 8. If the Director's answer does not satisfy the tenant, he/she has access to the Grievance Procedure as set out in the Administrative Plan.