



Non-Discrimination & Equal Opportunity Policy



Emerald Heights is committed to providing an inclusive, welcoming environment for all residents, applicants, employees, and visitors. We strictly prohibit discrimination or harassment of any kind and comply with all applicable federal, state, and local fair housing and civil rights laws.

It is the policy of Emerald Heights to ensure that no person is excluded from participation in, denied the benefits of, or otherwise subjected to discrimination under any of our programs, services, activities, employment, or housing practices based on race, color, national origin, ancestry, religion, sex (including sexual orientation, gender identity, and gender expression), age, disability, marital status, veteran status, familial status, genetic information, or any other characteristic protected by law.

We proudly support the principles of Equal Housing Opportunity. Emerald Heights does not discriminate in the sale, rental, or financing of housing on the basis of race, color, religion, sex, disability, familial status, or national origin.

In accordance with the Americans with Disabilities Act (ADA) and Section 504 of the Rehabilitation Act, Emerald Heights provides reasonable accommodations to ensure individuals with disabilities can fully access and enjoy our programs, services, and facilities. Requests for accommodation may be made by contacting our Executive Director's Office.

Emerald Heights also:

- Provides free aids and services to people with disabilities to communicate effectively with us (e.g., qualified sign language interpreters, written materials in alternative formats such as large print, audio, or accessible electronic formats).
- Provides free language assistance services to individuals whose primary language is not English (e.g., qualified interpreters and written information in other languages). If you need these services, please contact the Emerald Communities Corporate Compliance Officer.





If you believe that Emerald Heights has failed to provide these services or has discriminated on the basis of race, color, national origin, age, disability, or sex, you may file a grievance with:

Emerald Communities Corporate Compliance Officer

c/o Emerald Heights
10901 176th Circle NE
Redmond, WA 98052
Tel. 425-556-8107
Email: michelw@emeraldcommunities.com

Grievances may be submitted in person, by mail, or email. Assistance in filing is available upon request.

You may also file a civil rights complaint with the U.S. Department of Health and Human Services, Office for Civil Rights:

Online: <https://ocrportal.hhs.gov/ocr/portal/lobby.jsf>

Mail: 200 Independence Avenue, SW, Room 509F, HHH Building, Washington, D.C. 20201

Phone: 1-800-368-1019 | TDD: 1-800-537-7697

Forms: <http://www.hhs.gov/ocr/office/file/index.html>

At Emerald Heights, we live our values of **Integrity, Courage, Trust, Compassion, and Respect**, ensuring that every individual is treated with dignity and fairness.

Emerald Heights is an Equal Opportunity Employer and Housing Provider.

