

PEABODY PROPERTIES, INC. STATEMENT TO RESIDENTS

This is an important document. If you require interpretation, please call the telephone number below or come to our offices and we will provide free interpretation services.

Esté es un documento importante. Si necesita interpretación, por favor llame al número de teléfono que aparece abajo o visite nuestras oficinas.

這是一份非常重要的文件。如果您需要翻譯服務，請撥下面的電話或前往我們的辦公室

Isto é um documento importante. Se exige interpretação, por favor chama o número de telefone embaixo ou vem a nossos escritórios.

Это важный документ. Если Вам требуется перевод, пожалуйста, позвоните нам (телефонный номер ниже). Или придите в наш офис.

Đây là một tài liệu quan trọng. Nếu quý vị cần phiên dịch, vui lòng hãy gọi cho số điện thoại bên dưới hoặc đến các văn phòng của chúng tôi.

នេះ គឺជាឯកសារសំខាន់មួយ។ ក្នុងករណីលោកអ្នក ចាំបាច់ត្រូវបង់បានការបកប្រែ

សូមទូរស័ព្ទលេខខាងក្រោមនេះមកកាន់ ឬ

អញ្ជើញមកទាក់ទងដោយផ្ទាល់នៅការិយាល័យយើងខ្ញុំ។

Sa a se yon dokiman enpòtan. Si ou bezwen entèpretasyon, tanpri rele nimewo telefòn ki anba la a oswa vini nan biwo nou.

Tani waa dhokomenta muhiim ah. Haddii aad rabto tarjumad, fadlan wac lambarka hoos ku qoran ama imow xafiisyadayada.

هذه وثيقة مهمة، وإذا كنت في حاجة إلى ترجمة فورية، يرجى الاتصال على رقم الهاتف المذكور أدناه أو أن تتفضل بالمجيء إلى مكتبنا.

این یک سند بسیار مهم است. اگر به ترجمه آن نیاز دارید، لطفاً با شماره تلفن زیر تماس بگیرید یا به دفتر ما مراجعه کنید.

Telephone: 781-794-1000

RESPECT FOR ONE ANOTHER IS KEY

Peabody Properties, Inc. (PPI) is dedicated to providing a living environment for our residents and a work environment for our staff that encourages respect for the dignity of each and every individual.

We expect all employees and vendors/contractors hired/employed by Peabody Properties to foster a respectful atmosphere and harmonious environment for the residents in each building we manage. Likewise, we expect our residents to foster a respectful atmosphere and harmonious environment for each other and the employees and vendors/contractors hired by Peabody Properties.

There are also laws to protect people from being discriminated against or harassed by another individual based on race, color, religion, national origin, gender, disability, familial status, marital status, sexual orientation, genetic information, veteran/military status, receipt of public assistance, ancestry, age, gender identity or other basis prohibited by federal, state, or local law, in the access or admission to its programs or employment or its programs, activities, functions or services.

Peabody Properties has an informal investigatory procedure in place that you may wish to utilize. This direct channel for complaints will provide you a quick investigation and determination, and possible resolution to your concerns. You would still retain your right

to pursue this further with the appropriate government agencies if you are not completely satisfied with our resolution to your complaint.

Peabody Properties has Resident Service Coordinators assigned to our housing developments and Executive Directors assigned to our assisted living communities. This staff is experienced and knowledgeable in addressing resident issues and accessing local applicable supportive services when needed. If they are made aware of a concern, they will refer your concern to the appropriate person who will investigate your complaint and attempt to come to a mutual resolve.

You may also write or call the Corporate Offices of Peabody Properties, to file a complaint you perceive as possible discrimination, harassment or violence (including if you are witness to any behavior that is suspect to such inappropriate behavior) against:

- Yourself
- Another resident of the building
- A contractor/vendor employed by Peabody Properties
- A Peabody Properties' employee or representative

PEABODY PROPERTIES, INC.

536 Granite Street
Braintree, MA 02184

Note: Written requests should be marked 504 Coordinator/Confidential. You may also telephone our Corporate Office at 781-794-1000 or 1-877-774-4663 and ask for the President of Peabody Resident Services or the Vice President of Human Resources. Should the designated individuals(s) be unavailable, and to ensure that your concerns are promptly addressed, please put your concerns in writing to the above address.

EQUAL OPPORTUNITY / FAIR HOUSING INFORMATION

Peabody Properties, Inc. does not discriminate on the basis of race, color, religion, national origin, gender, disability, familial status, marital status, sexual orientation, genetic information, veteran/military status, receipt of public assistance, ancestry, age, gender identity or other basis prohibited by federal, state, or local law in the access or admission to its programs or employment or its programs, activities, functions or services.

RIGHT TO REASONABLE ACCOMMODATION

Peabody Properties, Inc. will consider a reasonable accommodation, upon request for qualified people with disabilities when an accommodation is necessary, not just desirable, to ensure equal access to the development, its amenities, services and programs. Reasonable accommodations may include changes to the building, grounds, or an individual unit; changes to policies, practices, and procedures; and mitigating circumstances.