

LANDMARK TOWERS LLC, LANDMARK 205 LLC, STEVENSON AVENUE BUILDING LLC, BRADLEE MEDICAL OFFICE BUILDING LLC, PICKPEG LLC, L&M MANAGEMENT LLC AND THEIR AFFILIATES  
(Collectively defined as "The Properties")  
ANTI-DISCRIMINATION POLICY

**(1) Discrimination Is Strictly Prohibited**

Under Federal and Virginia fair housing laws, it is illegal to discriminate on the basis of race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status (including children under the age of 18 living with parents or legal custodians, pregnant women, and people securing custody of children under 18), military or veteran status, or the receipt of public assistance. It is also illegal to discriminate against families with children under the age of six, based on the possible existence of lead paint in a dwelling.

It is the policy and practice of The Properties and its affiliates and employees not to engage in housing discrimination. This policy means, among other things, that all agents or employees of The Properties who show, rent, repair, or operate any housing unit(s), are prohibited from:

- (a) Refusing to show, rent, negotiate for the rental of, or otherwise make unavailable or deny, a housing unit to any person because of race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, the possible existence of lead paint, military/veteran status, or the receipt of public assistance;

*Example: Any of The Properties' employees may not refuse to rent an apartment to a person because that person is of a different race.*

- (b) Making any distinction in the terms or conditions of housing accommodations, or in the rights, benefits, services, maintenance, repairs or privileges provided because of a person's race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, military/veteran status, or the possible existence of lead paint, or the receipt of public assistance;

*Example: An owner or his real estate agent may not impose restrictive conditions on a person because that person uses a trained guide dog.*

- (c) Setting different terms, conditions or privileges for the rental of a housing unit except to provide a reasonable accommodation to a person with a disability;

*Example: The Properties' representatives may not require the purchaser of a home to provide financial documentation because that purchaser is of a different religion.*

- (d) Representing to any person because of race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, the possible existence of lead

paint, military/veteran status, or the receipt of public assistance, that a housing unit is not available for inspection or rental when that housing unit is in fact available;

*Example: An owner or her real estate agent may not steer potential tenants away from an available apartment by purporting to be too busy to arrange an apartment inspection because the tenants have children whose presence would trigger duties to abate lead paint.*

- (e) Making any verbal or written statement with respect to the rental of a housing unit that indicates any preference, limitation, or discrimination based on race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, the possible existence of lead paint, military/veteran status, or the receipt of public assistance;

*Example: An employee may not create a Craigslist advertisement that says, "No Section 8," or "No children under age six."*

- (f) Knowingly entering into an agreement which imposes any restriction on the individuals to whom a housing unit may be shown or rented based on race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, the possible existence of lead paint, military/veteran status, or the receipt of public assistance.

## **(2) Harassment Is Strictly Prohibited**

The Properties, and all affiliates and its employees, are prohibited from harassing anyone because of race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, or because he or she is a recipient of public assistance.

Harassment is a form of prejudice or discrimination and occurs when a person's behavior, writings, or language creates an intimidating, hostile, humiliating, or offensive housing environment for residents or visitors based on their actual or perceived race, color, religion, national origin, sex, age, marital status, disability, sexual orientation, familial status, military/veteran status, or receipt of public assistance.

Harassment includes, but is not limited to:

- (a) Racial/Ethnic/Religious Harassment: Using degrading, demeaning, insulting or abusive language which relates to a person's race, ethnicity, or religion; graffiti, slogans, or other visual displays which contain racial, ethnic, or religious-based slurs or insults; demeaning remarks, jokes, or gestures based on race, ethnic origin, or religion; or racial, ethnic, or religious stereotypes.
- (b) Sexual Harassment: Engaging in verbal, written, or physical conduct of a gender-related or sexual nature that is unwelcome, unwanted, inappropriate, offensive, intimidating, or

humiliating. Sexual harassment may occur between individuals of the same or different gender. Sexual harassment also occurs when submission to the conduct is made either specifically or implicitly a term or condition of an individual's tenancy or receipt of services and/or privileges; when submission to or rejection of the conduct is used as the basis for tenancy-related decisions; or when the conduct has the purpose or effect of unreasonably interfering with an individual's tenancy by creating an intimidating, hostile, humiliating, or sexually offensive housing environment.

### **(3) Retaliation Is Strictly Prohibited**

It is further the policy of The Properties, and its employees, not to retaliate or threaten to retaliate against any individual for making a complaint, participating in an investigation or other proceeding involving a claim of discrimination or harassment, or for aiding or encouraging another individual to file, commence, or proceed with such a complaint.

This policy means, for example, that a person's application cannot be rejected, a tenant cannot be harassed, repairs for a tenant cannot be unreasonably delayed or refused, and a tenant's lease cannot be terminated because that person complained about potential discrimination or harassment, or aided or encouraged another individual to file, comment, or proceed with such a complaint.

### **(4) Reasonable Accommodations**

The Properties promote and encourage the participation of persons with disabilities to the fullest extent possible in all of their programs, services, and activities. It is The Properties' policy to provide "reasonable accommodations" to all prospective and current tenants with disabilities who request them unless such accommodation would present an undue financial or administrative burden or make a fundamental alteration in the nature of its programs. In such cases where a request for accommodation creates an undue burden or fundamental alteration, The Properties will attempt to propose alternative solutions and/or accommodations which do not create such a hardship or make such an alteration.

### **(5) Procedures & Dissemination**

In order to implement this Policy, The Properties adopt the following Anti-Discrimination/Anti-Harassment/Anti-Retaliation Procedures:

- (a) All applicants for housing shall be provided with a link to an electronic copy of this Policy when they submit their initial application; alternatively, they may request a paper copy. A link to this Policy will also be maintained on The Properties' website at [www.RentAtLandmark.com/anti-discrimination](http://www.RentAtLandmark.com/anti-discrimination)
- (b) This policy is to be posted at each and every The Properties' office location in Virginia and distributed to all The Properties' employees and agents.

## **(6) Contact Information**

Please direct any questions to:

Cecilia L. Gondor, Managing Member  
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