

DUPAGE HOUSING AUTHORITY
RESOLUTION NO. 2018-03
ACCEPTANCE OF FY2017 AUDIT REPORT

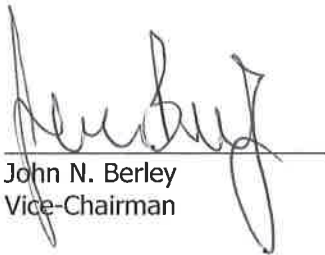
BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE DUPAGE HOUSING AUTHORITY (DHA), as follows:

Section 1: It is in the best interests of the DuPage Housing Authority to take the following action:


Accept the Fiscal Year 2017 DHA Audit Report as presented by Clifton Larson Allen.

Section 2: This Resolution is effective upon its adoption.

Approved by the DuPage Housing Authority Board of Commissioners on the 15th day of February, 2018.



John N. Berley
Vice-Chairman



Kenneth E. Coles
Executive Director

Ayes: 5

Nays: 0

Abstain: 0

DUPAGE HOUSING AUTHORITY
RESOLUTION NO. 2018-06
APPROVAL OF CONTRACT WITH DUPAGE COUNTY
FOR FAMILY SELF-SUFFICIENCY PROGRAM 2018

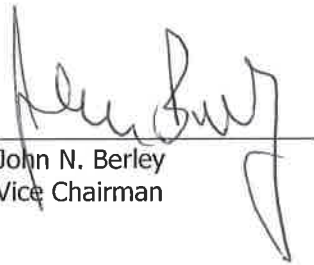
BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE DUPAGE HOUSING AUTHORITY (DHA), as follows:

Section 1: It is in the best interests of the DuPage Housing Authority to take the following action:


Approve the attached contract with DuPage County for the Family Self-Sufficiency Program 2018.

Section 2: This Resolution is retroactive to January 1, 2018.

Approved by the DuPage Housing Authority Board of Commissioners on this 15th day of February, 2018.



John N. Berley
Vice Chairman



Kenneth E. Coles
Executive Director

Ayes: 5

Nays: 0

Abstain: 0

FSS Service Contract
HUD Fiscal Year: 2017
Funding Opportunity Number: FSS17002968
February 15, 2018

FSS program coordinators will continue to provide annual progress reports on FSS participants.

Term and Termination: Either party can terminate the agreement and its respective responsibilities after notifying the other party, in writing, of its intent to terminate in thirty (30) days. In the event of termination by either party, the sole remedy to each shall be according to quantum merit for services performed under this agreement.

Retention of Records: The COUNTY shall maintain records to show actual time devoted and cost incurred with respect to services under this agreement. Upon fifteen (15) days' notice from the DHA, all time sheets, billing and other documentation, used in preparation of monthly billings shall be made available for inspection, copying or auditing by the DHA at any time during normal billing hours at 421 N. County Farm Road, Wheaton, Illinois. All records in connection with this project shall be retained by COUNTY for a period of three years following project completion. If any litigation, claim, negotiation, audit or other action involving the records has been started before the expiration of the three-year period, the records must be retained until completion of the action and resolution of all issues which arise from it, or until ~~the end of the~~ regular three-year period, whichever is later.

Audit and Inspection of Records: The COUNTY shall, as often as deemed necessary by the DHA or any of their duly authorized representatives, grant full access and the right to examine any pertinent books, documents, papers and records of this grant for three years from the date of submission or the final expenditure report or until all audit findings have been resolved, whichever is later.

Exchange of Information: The parties of this agreement are committed to strict standards of confidentiality with regard to interagency communication concerning people in need of rental assistance and the Family Self-Sufficiency Program service and will observe both agencies' confidentiality policies as well applicable confidentiality laws. All clients enrolled in the FSS shall sign an ~~authorization to exchange~~ information that identifies all of the organizations and agencies who will be supporting the individual and their need to exchange information.

Terms of the agreement accepted and agreed to:

DuPage Housing Authority
711 E. Roosevelt Road
Wheaton, IL 60187
(630) 690-3555

By: Kenneth Coles
Name: Kenneth Coles
Title: Executive Director

DuPage County Community Services
421 N. County Farm Road
Wheaton, IL 60187
(630) 407-6500

By: _____
Name: Mary A. Keating
Title: Director

DUPAGE HOUSING AUTHORITY
RESOLUTION NO. 2018-07
RESOLUTION ADOPTING A POLICY PROHIBITING SEXUAL HARASSMENT
FOR DUPAGE HOUSING AUTHORITY

WHEREAS, the Illinois General Assembly has enacted Public Act 100-0554, an Act concerning government, which became effective November 16, 2017:

WHEREAS, pursuant to the Act, each governmental unit shall adopt an ordinance or resolution establishing a policy to prohibit sexual harassment;

WHEREAS, DuPage Housing Authority currently has a policy prohibiting sexual harassment which has been modified to be in compliance with the Act;

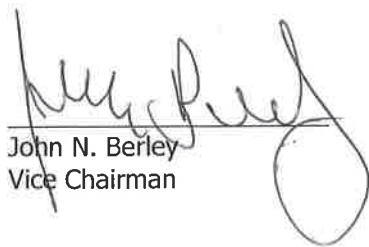
WHEREAS, should any section or provision of this Resolution or the adopted policy prohibiting sexual harassment be declared to be invalid, that decision shall not affect the validity of this Resolution or the adopted policy as a whole or any part thereof, other than the part so declared to be invalid;

NOW THEREFORE, be it resolved by the DuPage Housing Authority the following:

Section 1: The policy prohibiting sexual harassment, attached to this Resolution is hereby adopted.

Section 2: This Resolution shall be in full force and effect after its passage.

Approved by the DuPage Housing Authority Board of Commissioners on this 15th day of February, 2018.


John N. Berley
Vice Chairman


Kenneth E. Coles
Executive Director

Ayes: 5

Nays: 0

Abstain: 0

HARRASSMENT

POLICY

DuPage Housing Authority (DHA) is committed to maintaining a harassment free workplace. For this reason, unprofessional conduct including harassment of any kind will not be tolerated at DHA. Workplace harassment based on sex, sexual orientation, race, color, gender identity, religion, national origin, ancestry, age, marital status, familial status, citizenship status, military status, unfavorable discharge from military service, record of arrest, disability, pregnancy, or protected activity, such as opposition to discrimination or participation in complaint proceeding, violates State and Federal law and is also prohibited. In keeping with this commitment, we will not tolerate harassment of employees by anyone, including any manager, coworker, vendor, resident, contractual staff or citizen.

Workplace Harassment

Workplace harassment can take many forms. It may be, but is not limited to, unprofessional conduct, foul/profane language in the workplace, words, signs, gestures, crude or off-color or offensive jokes, notes, cartoons, pictures, posters, e-mail jokes or statements, pranks, threatening or abusive language or conduct toward any employee, intimidation, physical assaults, physical contact, or violence. Harassment is not necessarily sexual in nature but may be associated with other protected class categories. It may also take the form of other vocal activity, including derogatory statements not directed to the targeted individual but taking place within their hearing. Other prohibited conduct includes taking retaliatory action against an employee for discussing or making a harassment complaint.

Sexual Harassment

Sexual harassment is defined as unwelcome sexual advances of any nature, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

1. Submission to such conduct is either an explicit or implicit condition of employment;
or
2. Submission to, or rejection of, such conduct by an individual is used as the basis for an employment decision affecting the individual; or
3. Such conduct has the effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive working environment.

Any employee engaging in any misconduct whether or not it meets the legal standard for discrimination or sexual harassment shall be subject to disciplinary action up to and including separation from employment.

Employee Responsibility

All DHA employees, especially managers, have a responsibility for keeping the work environment free of harassment. While DHA encourages employees to communicate directly with the alleged harasser and make it clear that the harasser's behavior is unacceptable, offensive or inappropriate, this is not required. It is required that any

employee, who becomes aware of any incident of harassment, whether by witnessing the incident or being told of it, must report it to their manager whether or not they believe the conduct rises to the level of harassment. If an incident of alleged harassment involves the supervisor/manager, the report should be made to DHA's Human Resources Manager. If the complaint involves the Executive Director, the complaint may be filed with the Board of Commissioners.

When management becomes aware of an incident of alleged harassment, the manager is obligated to take prompt and appropriate action to stop the harassment before it rises to the level of a violation of federal law, whether or not the victim requests any action. Management must relay the information relating to any incident or complaint of harassment to the Human Resources Manager immediately for guidance on the prompt and appropriate action to take under the circumstances.

Investigating Harassment

All reports or complaints of harassment will be promptly, thoroughly and impartially investigated. DHA will protect the confidentiality of the harassment complaint to the extent possible, however, confidentiality cannot be guaranteed. DHA will also take any action necessary to appropriately remedy the situation and will take appropriate disciplinary action up to and including termination. The employee may prepare a statement in writing, and/ or be prepared to discuss the following:

1. The name, department, and position of the person or persons allegedly causing the harassment.
2. A description of the incident(s) including the date(s), location(s), the presence of witnesses, and the names of other employees who might have been subject to the same or similar harassment.
3. Any other information the complainant believes to be relevant to the harassment complaint.

Anonymous complaints will be accepted; however, DHA may be limited in its options in investigating or resolving anonymous complaints due to a limited ability to collect additional information.

Failure of an employee or supervisor to cooperate with an investigation of harassment, or refusal to comply with disciplinary action resulting from an investigation of harassment may be subject to further disciplinary action, not to exclude termination.

Retaliation Prohibited

Retaliation is strictly prohibited by this policy and by law against anyone who in good faith reports a suspected violation of this policy. No adverse employment action will be taken for any employee making a good faith report of alleged harassment. Complaints of retaliation should be brought directly to the manager, Human Resource Manager, or Executive Director. If the complaint involves the Executive Director, the complaint may be filed with the Board of Commissioners. Such complaints will be promptly investigated. An individual may also file a claim of retaliation pursuant to the

State Officials and Employees Ethics Act (5 ILCS 430/15-10), the Whistleblower Act 740 ILCS 174/15(a), or the Illinois Human Rights Act (775 ILCS 5/6-101)).

False Reporting

A false report is a report of sexual harassment made by an accuser using the sexual harassment report to accomplish some end other than stopping sexual harassment or retaliation for reporting sexual harassment. A false report is not a report made in good faith which cannot be proven. Given the seriousness of the consequences for the accused, a false or frivolous report is a severe offense that can itself result in disciplinary action. Any person who intentionally makes a false report alleging a violation of any provision of this policy shall be subject to discipline or discharge pursuant to applicable policies, employment agreements, procedures, or employee handbooks. In addition, any person who intentionally makes a false report alleging a violation of any provision of the State Officials and Employees Ethics Act to an ethics commission, an inspector general, the State Police, a State's Attorney, the Attorney General, or any other law enforcement official is guilty of a Class A misdemeanor. An ethics commission may levy an administrative fine of up to \$5,000 against any person who intentionally makes a false, frivolous or bad faith allegation.

An employee who believes s/he has been subjected to sexual harassment has the right to file a complaint with the Illinois Department of Human Rights, 100 West Randolph Street, 10th Floor, Intake Unit, Chicago, Illinois 60601; (312) 814-6200; (217) 785-5125 (TTY) and/or the Equal Employment Opportunity Commission, 500 West Madison, Suite 2800, Chicago, Illinois 60661; (312) 353-2713. The Illinois Human Rights Act provides that complaints of harassment must be filed within 180 days of the alleged incident. A complaint with the EEOC must be filed within 300 days of the alleged incident. It is also a violation of section 6-101 of the Illinois Human Rights Act to retaliate against an employee for opposing or complaining about conduct believed to be a violation of the Act.

DuPage Housing Authority Harassment Policy

Employee Acknowledgement

I _____ (Print Name), affirm that on
_____ (date), have received and read a copy of the DuPage Housing
Authority policy on Harassment (approved 02/15/2018) and the guidelines stated
therein. I understand that DHA expects the immediate reporting of all perceived
incidents of discrimination, harassment or retaliation, regardless of the offender's
identity or position, or the perceived severity of the incident to the designated staff
representative.

Employee Signature

Date

DUPAGE HOUSING AUTHORITY
RESOLUTION NO. 2018-08
APPROVAL OF SAFMR


BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE DUPAGE HOUSING AUTHORITY (DHA), as follows:

Section 1: It is in the best interests of the DuPage Housing Authority to take the following action:

To adopt the attached required Small Area Fair Market Rent Payment Standards for the DuPage Housing Authority.

Section 2: That this Resolution is effective upon its adoption.

Approved by the DuPage Housing Authority Board of Commissioners on this 15th day of February, 2018.



John N. Berley
Vice Chairman



Kenneth E. Coles
Executive Director

Ayes: 5

Nays: 0

Abstain: 0

APPENDIX A — METROPOLITAN AREAS WHERE THE USE OF SAFMRS IS MANDATORY AS OF FY 2018

Atlanta-Sandy Springs-Roswell, GA HUD Metro FMR Area
Bergen-Passaic, NJ HUD Metro FMR Area
Charlotte-Concord-Gastonia, NC-SC HUD Metro FMR Area
Chicago-Joliet-Naperville, IL HUD Metro FMR Area
Colorado Springs, CO HUD Metro FMR Area
Dallas, TX HUD Metro FMR Area (Dallas-Plano-Irving, Texas Metro Division)
Fort Lauderdale, FL HUD Metro FMR Area
Fort Worth-Arlington, TX HUD Metro FMR Area
Gary, IN HUD Metro FMR Area
Hartford-West Hartford-East Hartford, CT HUD Metro FMR Area
Honolulu, HI MSA
Jackson, MS HUD Metro FMR Area
Jacksonville, FL HUD Metro FMR Area
Monmouth-Ocean, NJ HUD Metro FMR Area
North Port-Sarasota-Bradenton, FL MSA
Palm Bay-Melbourne-Titusville, FL MSA
Philadelphia-Camden-Wilmington, PA-NJ-DE-MD MSA
Pittsburgh, PA HUD Metro FMR Area
Sacramento--Roseville--Arden-Arcade, CA HUD Metro FMR Area
San Antonio-New Braunfels, TX HUD Metro FMR Area
San Diego-Carlsbad, CA MSA
Tampa-St. Petersburg-Clearwater, FL MSA
Washington-Arlington-Alexandria, DC-VA-MD HUD Metro FMR Area
West Palm Beach-Boca Raton, FL HUD Metro FMR Area



FY2018 ADVISORY SMALL AREA FMRs FOR DUPAGE COUNTY, IL

In metropolitan areas, HUD defines Small Areas using ZIP Codes within the metropolitan area. Using ZIP codes as the basis for FMRs provides tenants with greater ability to move into "Opportunity Neighborhoods" with jobs, public transportation, and good schools. They also provide for multiple payment standards within a metropolitan area, and they are likely to reduce need for extensive market area rent reasonableness studies. Lastly, HUD hopes that setting FMRs for each ZIP code will reduce overpayment in lower-rent areas.

DuPage County is part of the Chicago-Naperville-Elgin, IL-IN-WI MSA.

DuPage County, IL Advisory Small Area FMRs By Unit Bedrooms					
ZIP Code	Efficiency	One-Bedroom	Two-Bedroom	Three-Bedroom	Four-Bedroom
<u>60101</u>	\$820	\$950	\$1,110	\$1,410	\$1,690
<u>60103</u>	\$1,100	\$1,260	\$1,470	\$1,870	\$2,240
<u>60106</u>	\$840	\$970	\$1,130	\$1,430	\$1,710
<u>60108</u>	\$1,050	\$1,210	\$1,410	\$1,800	\$2,150
<u>60126</u>	\$1,160	\$1,330	\$1,550	\$1,970	\$2,360
<u>60133</u>	\$990	\$1,140	\$1,330	\$1,690	\$2,020
<u>60137</u>	\$830	\$960	\$1,120	\$1,420	\$1,700
<u>60138</u>	\$990	\$1,140	\$1,320	\$1,680	\$2,010
<u>60139</u>	\$980	\$1,130	\$1,310	\$1,670	\$2,000
<u>60143</u>	\$1,020	\$1,180	\$1,370	\$1,750	\$2,090
<u>60148</u>	\$1,100	\$1,270	\$1,480	\$1,880	\$2,250
<u>60157</u>	\$990	\$1,140	\$1,320	\$1,680	\$2,010
<u>60172</u>	\$990	\$1,150	\$1,330	\$1,700	\$2,030
<u>60174</u>	\$930	\$1,080	\$1,250	\$1,590	\$1,900
<u>60181</u>	\$1,010	\$1,160	\$1,360	\$1,720	\$2,060
<u>60184</u>	\$950	\$1,090	\$1,270	\$1,620	\$1,940
<u>60185</u>	\$830	\$950	\$1,110	\$1,410	\$1,690

DuPage County, IL Advisory Small Area FMRs By Unit Bedrooms

ZIP Code	Efficiency	One-Bedroom	Two-Bedroom	Three-Bedroom	Four-Bedroom
60566	\$990	\$1,140	\$1,320	\$1,680	\$2,010
60567	\$970	\$1,120	\$1,300	\$1,650	\$1,980
60598	\$990	\$1,140	\$1,320	\$1,680	\$2,010

[HUD Home Page](#) | [HUD User Home](#) | [Data Sets](#) | [Fair Market Rents](#) | [Section 8 Income Limits](#)
[FMR/IL Summary System](#) | [Multifamily Tax Subsidy Project \(MTSP\) Income Limits](#) | [HUD LIHTC Database](#) |

Technical Problems or questions? [Contact Us](#).

own	ZipCode	DHA Studio	DHA 1 Bedroom	DHA 2 Bedroom	DHA 3 Bedroom	DHA 4 Bedroom	DHA 5 Bedroom	DHA 6 Bedroom
ddison	60101	\$ 820	\$ 950	\$ 1,110	\$ 1,340	\$ 1,690	\$ 1,944	\$ 2,197
urora	60502	\$ 1,280	\$ 1,470	\$ 1,539	\$ 1,962	\$ 2,340	\$ 2,691	\$ 3,042
urora	60504	\$ 1,100	\$ 1,270	\$ 1,332	\$ 1,692	\$ 2,025	\$ 2,329	\$ 2,633
urora	60598	\$ 990	\$ 1,140	\$ 1,188	\$ 1,512	\$ 1,809	\$ 2,080	\$ 2,352
hartlett	60103	\$ 1,100	\$ 1,260	\$ 1,323	\$ 1,683	\$ 2,016	\$ 2,318	\$ 2,621
atavia	60510	\$ 880	\$ 1,020	\$ 1,180	\$ 1,510	\$ 1,620	\$ 1,863	\$ 2,106
ensenville	60106	\$ 840	\$ 970	\$ 1,130	\$ 1,430	\$ 1,710	\$ 1,967	\$ 2,223
loomingtondale	60108	\$ 1,050	\$ 1,210	\$ 1,269	\$ 1,620	\$ 1,935	\$ 2,225	\$ 2,516
olingbrook	60440	\$ 980	\$ 1,130	\$ 1,179	\$ 1,503	\$ 1,791	\$ 2,060	\$ 2,328
arol Stream	60188	\$ 890	\$ 1,030	\$ 1,190	\$ 1,520	\$ 1,810	\$ 2,082	\$ 2,353
larendon Hills	60514	\$ 840	\$ 970	\$ 1,130	\$ 1,584	\$ 1,892	\$ 1,978	\$ 2,236
arien	60561	\$ 980	\$ 1,130	\$ 1,245	\$ 1,587	\$ 1,900	\$ 2,070	\$ 2,340
owners Grove	60515	\$ 950	\$ 1,090	\$ 1,207	\$ 1,539	\$ 1,940	\$ 2,119	\$ 2,522
owners Grove	60516	\$ 1,020	\$ 1,180	\$ 1,302	\$ 1,653	\$ 1,976	\$ 2,153	\$ 2,704
lmhurst	60126	\$ 1,160	\$ 1,197	\$ 1,395	\$ 1,773	\$ 2,124	\$ 2,443	\$ 2,761
ola	60519	\$ 990	\$ 1,140	\$ 1,188	\$ 1,512	\$ 1,809	\$ 2,080	\$ 2,352
ilen Ellyn	60137	\$ 830	\$ 960	\$ 1,232	\$ 1,562	\$ 1,870	\$ 2,151	\$ 2,431
ilen Ellyn	60138	\$ 990	\$ 1,140	\$ 1,254	\$ 1,596	\$ 1,809	\$ 2,196	\$ 2,482
ilendale Heights	60139	\$ 980	\$ 1,017	\$ 1,179	\$ 1,587	\$ 1,800	\$ 2,070	\$ 2,340
lanover Park	60133	\$ 990	\$ 1,026	\$ 1,197	\$ 1,606	\$ 1,818	\$ 2,091	\$ 2,363
linsdale	60521	\$ 1,320	\$ 1,368	\$ 1,593	\$ 2,025	\$ 2,421	\$ 2,784	\$ 3,147
linsdale	60522	\$ 990	\$ 1,026	\$ 1,188	\$ 1,512	\$ 1,809	\$ 2,080	\$ 2,352
asca	60143	\$ 1,020	\$ 1,062	\$ 1,233	\$ 1,575	\$ 1,881	\$ 2,163	\$ 2,445
emont/ Woodridge/ /illow Springs	60439	\$ 920	\$ 1,060	\$ 1,116	\$ 1,570	\$ 1,880	\$ 1,946	\$ 2,444
isle	60532	\$ 970	\$ 1,120	\$ 1,235	\$ 1,650	\$ 1,773	\$ 2,039	\$ 2,305
ombard	60148	\$ 990	\$ 1,143	\$ 1,332	\$ 1,692	\$ 2,025	\$ 2,329	\$ 2,633
ledinah/ loomingtondale	60157	\$ 990	\$ 1,026	\$ 1,188	\$ 1,512	\$ 1,809	\$ 2,080	\$ 2,352
laperville	60540	\$ 1,130	\$ 1,179	\$ 1,368	\$ 1,737	\$ 2,079	\$ 2,391	\$ 2,703
laperville	60563	\$ 1,160	\$ 1,206	\$ 1,404	\$ 1,782	\$ 2,124	\$ 2,443	\$ 2,761
laperville	60564	\$ 1,320	\$ 1,368	\$ 1,593	\$ 2,025	\$ 2,421	\$ 2,784	\$ 3,147
laperville	60565	\$ 1,130	\$ 1,179	\$ 1,368	\$ 1,737	\$ 2,079	\$ 2,391	\$ 2,703
laperville	60566	\$ 990	\$ 1,026	\$ 1,188	\$ 1,512	\$ 1,809	\$ 2,080	\$ 2,352
laperville	60567	\$ 970	\$ 1,008	\$ 1,170	\$ 1,485	\$ 1,782	\$ 2,049	\$ 2,317
lak Brook	60523	\$ 820	\$ 950	\$ 1,110	\$ 1,551	\$ 1,859	\$ 1,944	\$ 2,417
oselle	60172	\$ 990	\$ 1,035	\$ 1,197	\$ 1,530	\$ 1,929	\$ 2,101	\$ 2,507
t. Charles	60174	\$ 930	\$ 972	\$ 1,125	\$ 1,590	\$ 1,805	\$ 1,967	\$ 2,223
villa Park	60181	\$ 909	\$ 1,044	\$ 1,224	\$ 1,548	\$ 1,854	\$ 2,132	\$ 2,410
Varrenville	60555	\$ 1,160	\$ 1,206	\$ 1,404	\$ 1,782	\$ 2,124	\$ 2,443	\$ 2,761
Vayne	60184	\$ 950	\$ 981	\$ 1,143	\$ 1,458	\$ 1,746	\$ 2,008	\$ 2,270
Vest Chicago	60185	\$ 830	\$ 950	\$ 1,221	\$ 1,551	\$ 1,859	\$ 2,138	\$ 2,417
Vest Chicago	60186	\$ 990	\$ 1,140	\$ 1,254	\$ 1,596	\$ 1,910	\$ 2,196	\$ 2,482

<i>Town</i>	<i>ZipCode</i>	DHA Studio	DHA 1 Bedroom	DHA 2 Bedroom	DHA 3 Bedroom	DHA 4 Bedroom	DHA 5 Bedroom	DHA 6 Bedroom
Nestmont	60559	\$ 920	\$ 1,060	\$ 1,169	\$ 1,570	\$ 1,870	\$ 2,151	\$ 2,431
Wheaton	60187	\$ 980	\$ 1,130	\$ 1,310	\$ 1,670	\$ 1,990	\$ 2,289	\$ 2,587
Wheaton	60189	\$ 1,140	\$ 1,310	\$ 1,377	\$ 1,746	\$ 2,088	\$ 2,401	\$ 2,714
Willowbrook	60527	\$ 1,020	\$ 1,062	\$ 1,233	\$ 1,663	\$ 1,881	\$ 2,163	\$ 2,445
Winfield	60190	\$ 1,320	\$ 1,368	\$ 1,593	\$ 2,025	\$ 2,421	\$ 2,784	\$ 3,147
Wood Dale	60191	\$ 1,090	\$ 1,134	\$ 1,314	\$ 1,674	\$ 1,998	\$ 2,298	\$ 2,597
Woodridge	60517	\$ 1,010	\$ 1,044	\$ 1,215	\$ 1,634	\$ 1,854	\$ 2,132	\$ 2,410