



THISTLE

6000 Spine Rd. #101 | Boulder, CO 80301
P 303.443.0007 • F 303.443.0098
www.thistle.us



CODE OF CONDUCT

The Mission of Thistle is to create, manage and preserve quality, permanently affordable homes for working families, seniors and people with disabilities.

Thistle is committed to maintaining mutual respect, consideration, safety, and providing a positive customer service experience. A *Code of Conduct* is a set of rules outlining responsibilities, proper practices, and expectations. Thistle has adopted this Code of Conduct and it must be signed by each individual prior to us processing an application, lease, or renewal paperwork (also see #17 of lease, "Use and Occupancy").

These conditions apply to communications in all formats, including in person, over the phone, by e-mail, fax, and through any other form of written notes or correspondence. They include interactions at our offices, apartments, and all common areas and exteriors of our properties.

- Thistle staff will not tolerate rude, abusive, intimidating, threatening, hostile or violent language or behavior. Anyone, including any guest of Residents/Applicants displaying such behavior will be asked to leave our office. If you don't stop the behavior or leave voluntarily, we reserve the right to call law enforcement and take subsequent legal action. Phone conversations will be terminated immediately. Maintenance staff at your apartment who are treated disrespectfully may leave immediately and will return to complete their work when you are calm and courteous.
- Residents/Applicants and guests will not disrupt or interfere with Thistle's business operations in any way for staff or other parties present.
- Thistle staff will not tolerate repeated contact regarding issues we have addressed to the best of our abilities, when it rises to the level of harassment.
- Resident will not cause or threaten physical harm to any Thistle staff. Resident/Applicant will not damage Thistle office property or property belonging to Thistle staff, including personal items and vehicles.
- Resident/Applicant will not behave in a sexually inappropriate, indecent or harassing manner.
- Residents, other household members and guests will dress in an appropriate/covered manner when Thistle staff (Maintenance or otherwise) visit apartments or Thistle staff will not enter.
- Resident/Applicant will not be discriminatory in any manner and will not attack any personal characteristics including race, gender, or other attributes.
- Resident/Applicant will not jeopardize any Thistle staff person's sense of physical, emotional, or perceived safety in any manner.

I understand and agree to the above terms. I understand that if I behave out of accordance with these terms, it could result in legal action that could jeopardize my lease (or obtaining a lease) with Thistle.

Dated this _____ day of _____, 202__.

Thistle

Resident

Resident