



Homeownership Selection Application

how did you hear about Central Vermont Habitat for Humanity's open application period?

Sweat Equity

To be considered for Habitat homeownership, you and your family must be willing to complete at least 250 hours "sweat-equity". Your help in building your home and the homes of others is called "sweat equity" and may include clearing the lot, painting, helping with construction, working in the Habitat office, attending homeownership classes or other approved activities.

Are you willing to complete the required sweat-equity Hours?

Applicant

CoApplicant

Housing Information

how long have you lived at your present address? Number of bedrooms (select one)

Other rooms in the place where you are currently living: Kitchen Bathroom Living room Dining room
 Other (please describe)

In the space below, describe the condition of the house or apartment where you live. Why do you need a Habitat home?

Current Renters

If you Rent, Please provide the name, address and phone number of current and previous landlord (if you lived here for less than 2 years).

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Current Property Owners

If you own your residence, what is your monthly mortgage payment? \$ _____ /month Unpaid balance \$ _____

Do you own land? No Yes Monthly payment \$ _____ /month Unpaid balance \$ _____

(Please supply a copy of your mortgage payment or a copy of a money order receipt or canceled mortgage check. If you own your own land please attach land ownership documentation)

Personal Finances

Where will you get the money to make the down payment of \$500, due at closing?

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If you borrow the money, whom will you borrow it from, and how will you pay it back?

--

Would you need assistance from Habitat for closing costs, which are approximately \$3,000? No Yes

Please check the box beside the word that best answers the following questions for you and the co-applicant Applicant Co-applicant

a. Do you have any outstanding judgments because of a court decision against you?	Applicant	Co-applicant
b. Have you been declared bankrupt within the past seven years?	Applicant	Co-applicant
c. Have you had property foreclosed on or deed in lieu of foreclosure in the past seven years?	Applicant	Co-applicant
d. Are you currently involved in a lawsuit?	Applicant	Co-applicant
e. Have you directly or indirectly been obligated on any loan which resulted in foreclosure, transfer of title in lieu of foreclosure, or judgment?	Applicant	Co-applicant
f. Are you currently delinquent or in default on any federal debt or any other loan, mortgage financial obligation or loan guarantee?	Applicant	Co-applicant
g. Are you paying alimony or child support or separate maintenance?	Applicant	Co-applicant
h. Are you a co-signer or endorser on any loan?	Applicant	Co-applicant
i. Are you a U.S. citizen or permanent resident?	Applicant	Co-applicant

If you answered "yes" to any question a through h, or "no" to question i, please explain on a separate piece of paper.



Authorization & Release

I understand that by filling this application, I am authorizing habitat for Humanity to evaluate my actual need for the Habitat Homeownership Program, My ability to repay an affordable loan, and other expenses of homeownership, and my willingness to be a partner through sweat equity.

I understand that the evaluation will include personal visits, a credit check, and employment verification. I have answered all the questions on this application truthfully. I understand that if I have not answered the questions truthfully, my application may be denied, and that even if I have already been selected to receive a Habitat home, I may be disqualified from the program and forfeit any rights or claims to a habitat home. The original or a copy of this application will be retained by Habitat for Humanity even if the application is not approved.

I also understand that Habitat for Humanity screens all applicants on the sex offender registry. By completing this application, I am submitting myself to such an inquiry. I further understand that by completing this application, I am submitting myself to a criminal background check.

Applicant Signature	Date	Coapplicant Signature	Date
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Right to Receive Copy of Appraisal

This is to notify you that we may order an appraisal in connection with your loan. Upon completion of the appraisal, we will promptly provide a copy to you, even if the loan does not close

Applicant Signature	Date	Coapplicant Signature	Date
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EQUAL CREDIT OPPORTUNITY ACT NOTICE

The Federal Equal Credit Opportunity Act prohibits creditors from discriminating against credit applicants on the basis of race, color, religion, national origin, sex, marital status or age (provided the applicant has the capacity to enter into a binding contract); because all or part of the applicant's income derives from any public assistance program; or because the applicant has in good faith exercised any right under the Consumer Credit Protection Act. The federal agency that monitors compliance with this law concerning this company is the Federal Trade Commission, with offices at FTC Regional Office for the **Northeast** region, **1-877-FTC-Help (382-4357)**, or Federal Trade Commission, Equal Opportunity, Washington, DC 20580. You need not disclose income from alimony, child support or separate maintenance payment if you choose not to do so. However, because we operate a Special Purpose Credit Program, we may request and require, in order to determine an applicant's eligibility for the program and the affordable mortgage amount, information regarding the applicant's marital status; alimony, child support and separate maintenance income; and the spouse's financial resources.

Accordingly, if you receive income from these sources and do not provide this information with your application, your application will be considered incomplete, and we will be unable to invite you to participate in the Habitat program.

Applicant(s):

X _____ X _____
Signature Signature

Print name: _____ Print name: _____

Date: _____ Date: _____



SUPPORTING DOCUMENT CHECKLIST

Please provide copies of the following documentation along with your completed registration packet to your housing counselor **and** include in the subject line: client 1 last name, or you can mail it to the below address.

Downstreet Housing and Community Development
Attn: HOC
22 Keith Avenue
Suite 100
Barre, VT 05641

REQUIRED MATERIALS:

- Completed Income and Spending Plan (Included)
- Proof of Income (all that apply to household)
 - Last 2 years of Federal Taxes
 - Last 2 years of W-2's
- Divorce Decree or Separation Documents
- Bankruptcy Documentation
- One month of current pay stubs (household members over 18)
 - SSI/Disability award letter
 - Retirement Statement
 - Alimony and Child Support Documentation
- Last two months Banking Statements
 - Checking
 - Savings
- Current Cost of housing
 - Copy of lease, money order receipt, or canceled rent check (only if currently renting)
 - Documentation of land ownership (only if you own your own land)
 - Copy of mortgage, money order receipt, or canceled mortgage check (only if you own a home)
- Other: _____



Shared Equity Eligibility Application

Primary Applicant:			
Last Name:	First Name:	MI:	Social Security Number:
DOB:	Military Status: <input type="checkbox"/> None <input type="checkbox"/> Active <input type="checkbox"/> Veteran	Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Non-Binary <input type="checkbox"/> Other _____	
Race (Check all that apply):	<input type="checkbox"/> African-American/ Black <input type="checkbox"/> White	<input type="checkbox"/> Asian <input type="checkbox"/> Other _____	<input type="checkbox"/> Native American <input type="checkbox"/> Pacific Islander
Primary Language:	Ethnicity: <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Non Hispanic/Latino		
Highest Education:	<input type="checkbox"/> Less Than Highschool <input type="checkbox"/> GED/Highschool <input type="checkbox"/> 2-Year Degree/Trade School <input type="checkbox"/> Some College <input type="checkbox"/> 4-Year Degree <input type="checkbox"/> Masters <input type="checkbox"/> Above Masters <input type="checkbox"/> Apprenticeship		
Employment Status	<input type="checkbox"/> Full Time Student <input type="checkbox"/> Homemaker <input type="checkbox"/> Self Employed <input type="checkbox"/> Permanently unable to work <input type="checkbox"/> Retired <input type="checkbox"/> Unemployed <input type="checkbox"/> Part-Time for Employer <input type="checkbox"/> Full-Time for Employer <input type="checkbox"/> Seasonal Employment		
Occupation:			

Additional Household Member:			
Last Name:	First Name:	MI:	Social Security Number:
DOB:	Military Status: <input type="checkbox"/> None <input type="checkbox"/> Active <input type="checkbox"/> Veteran	Gender: <input type="checkbox"/> Female <input type="checkbox"/> Male <input type="checkbox"/> Non-Binary <input type="checkbox"/> Other _____	
Race (Check all that apply):	<input type="checkbox"/> African-American/ Black <input type="checkbox"/> White	<input type="checkbox"/> Asian <input type="checkbox"/> Other _____	<input type="checkbox"/> Native American <input type="checkbox"/> Pacific Islander
Primary Language:	Ethnicity: <input type="checkbox"/> Hispanic/Latino <input type="checkbox"/> Non Hispanic/Latino		
How is This Person Related to the Applicant: <input type="checkbox"/> Dependent <input type="checkbox"/> Other _____			
If Under 18 Years Old:			
Name of School Attending:		City or School District Attending:	
If Over 18 Years Old:			
Highest Education:	<input type="checkbox"/> Less Than Highschool <input type="checkbox"/> GED/Highschool <input type="checkbox"/> 2-Year Degree/Trade School <input type="checkbox"/> Some College <input type="checkbox"/> 4-Year Degree <input type="checkbox"/> Masters <input type="checkbox"/> Above Masters <input type="checkbox"/> Apprenticeship		
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Occupation:			

Contact Information

Street Address (with Apt Number)	City:	State:	Zip:
Mailing Address (if Different)	City:	State:	Zip:
Primary Phone Number:	Primary Phone Number:		
E-Mail:	Alternative E-Mail:		

Other Information

Are you currently married, have a domestic partner, or in a common law marriage?		<input type="checkbox"/> Yes <input type="checkbox"/> No
Do you or any household member own or have owned within the last 3 years: any residential property/ real estate, or have interest in the same, including real estate in foreign countries?		<input type="checkbox"/> Yes <input type="checkbox"/> No
If yes, list the address and state:	Market Value: \$	
Have you sold this property:	<input type="checkbox"/> Yes <input type="checkbox"/> No	If Yes, List the date of sale:
If you have not sold your home, please tell us about your mortgage:		
Unpaid balance:	Any other liens on the property?	If yes, how much:
Are you currently a DOWNSTREET tenant or homeowner?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
Are you at risk of being displaced from your current home?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes, Please explain:		
Do you or any household member need any special housing accommodations?		<input type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, Please explain:		
Have you Completed the Homebuyer Education Workshop?	<input type="checkbox"/> Yes <input type="checkbox"/> No	When:
Have you completed a one-on-one financial counseling session?	<input type="checkbox"/> Yes <input type="checkbox"/> No	
If Yes, When?	Counselor:	
Have you attended a Shared Equity Program Informational Meeting within the past year?		<input type="checkbox"/> Yes <input type="checkbox"/> No
How did you hear about the Shared Equity Program?		
<input type="checkbox"/> Newspaper Ad <input type="checkbox"/> Homebuyer Education <input type="checkbox"/> DOWNSTREET Counselor <input type="checkbox"/> Friend/Family <input type="checkbox"/> Other_____		

Current Living Situation

What describes your current living situation?		<input type="checkbox"/> Rent <input type="checkbox"/> Own <input type="checkbox"/> Live with Others <input type="checkbox"/> Lease Purchase <input type="checkbox"/> Other
When did you move to this address?	#of current bedrooms	
Do you or any household member currently have a Section 8 voucher?		<input type="checkbox"/> Yes <input type="checkbox"/> No
If Yes, Where is your voucher from? <input type="checkbox"/> VHA <input type="checkbox"/> BHA <input type="checkbox"/> WHA <input type="checkbox"/> St Albans HA <input type="checkbox"/> Other_____		
Complete this section if you rent	Total Monthly Rent \$	Water \$
		Electric \$
		Heat \$

Desired Living Situation

How many months do you expect it to take before you are financial ready to purchase a home?	
<input type="checkbox"/> less than 1 month <input type="checkbox"/> 2-4 months <input type="checkbox"/> 5-7 months <input type="checkbox"/> 7-9 months <input type="checkbox"/> 10 months or more	
Which of the following, if any, is a barrier to buying a home? Check all that apply.	
<input type="checkbox"/> Insufficient savings for downpayment <input type="checkbox"/> Insufficient income <input type="checkbox"/> Over income	
<input type="checkbox"/> Too many assets <input type="checkbox"/> Poor Credit History <input type="checkbox"/> Debt <input type="checkbox"/> None <input type="checkbox"/> Residence	
What type of home are you looking for? (House, Condo, Mobile)	How many bedrooms?
Please list the areas where you are interested in buying:	
What is your primary reason for purchasing a home?	
What is most important to you about the neighborhood where you purchase a home? Select your top 3.	
<input type="checkbox"/> Schools <input type="checkbox"/> Safety/Crime <input type="checkbox"/> Proximity to work/school <input type="checkbox"/> Proximity to amenities	
<input type="checkbox"/> Proximity to family/friends <input type="checkbox"/> Strong housing market <input type="checkbox"/> Part of the shared equity program	
If you are already working with a lender, please complete the following:	
Company Name	Loan Officer
Phone #	Email
Have you been pre-approved for a mortgage? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, please list amount \$	
How much money do you have saved for closing costs and/or additional down payment? \$	
Are you expecting to receive a family gift toward closing costs and/or additional down payment? <input type="checkbox"/> Yes <input type="checkbox"/> No	
If yes, how much? \$	

Income Information

Gross income is the combined pre-tax income for everyone in the household (regardless of whether or not they will be on the mortgage and/or deed) which includes job earnings, benefit payments, support payments, and income from assets.

Failure to report household income is considered fraud and can have serious consequences.

EMPLOYMENT INCOME - Please list all income any household member over age 17 receives from Self-Employment, Wages/Salaries, Overtime Pay, Commissions, Fees/Tips, and Bonuses

Household Member	TYPE of Income	Employer Name	Avg. hours/ wk	Pay schedule	Gross Monthly Income*
1					\$
2					\$
3					\$
4					\$
5					\$
TOTAL Gross Monthly Household Employment Income:					\$

*Gross Monthly Income means income before taxes and other deductions. If you are Self-Employed, please list your Net Income (after deducting business expenses) for the past 12 months. If you hold several jobs, list each one on a separate line. If you get paid every other week, take your gross income from the paycheck, multiply it times 26 and divide that number by 12 to get gross monthly income. If you get paid weekly, take your gross paycheck amount, multiply it times 52, and divide by twelve to get your gross monthly income.

BENEFIT PAYMENTS/SUPPORT PAYMENTS/OTHER INCOME - Please list all payments any household member (including minors) receives from Social Security, Supplemental Security Income (SSI), Supplemental Security Disability Income (SSDI), Housing Assistance Payment (HAP), Worker's Comp, Disability pay/benefits, Unemployment Insurance, Severance Pay, Annuities, Insurance Policy Payments, Pension, Retirement Benefits, Death Benefits, Armed Forces Pay, Alimony/Maintenance, Child Support, OTHER: Money or gifts regularly given by persons not living in the home; Lottery winnings paid periodically; rental income from tenants; Interest, dividends, royalty income, income from estates or trusts; Other- please specify.

Household Member	Source of Income	Gross Monthly Income*	Clarification, if needed (For example: if any payments are not regular or are not expected to continue, please explain)
1		\$	
2		\$	
3		\$	
4		\$	
5		\$	
TOTAL Gross Other Income:		\$	

Current Debt Information

Do you have any monthly installment debt? Yes No

If yes, please complete the section below. (Installment debt includes payment on credit cards, student loans, auto loans, etc. Regular monthly payments like rent and utilities should not be included.)

Creditor's Name	Type of Debt	Unpaid Balance	Interest Rate	Min. Monthly Payment

Are you obligated to pay alimony, child support or separate maintenance? No Yes \$ /mo.

Have you been declared bankrupt within the past 7 years? No Yes

Have you had a property foreclosed upon in the last 7 years? No Yes

Do you have any open collections currently? No Yes

If yes to any of the above, please explain:

How many times have you been late with your bill payments in the last year? Never Once 2-3 times 4 or more times

How much do you typically pay on your credit card monthly bills? full balance Minimum >Min. <Min.

Income Information

Gross income is the combined pre-tax income for everyone in the household (regardless of whether or not they will be on the mortgage and/or deed) which includes job earnings, benefit payments, support payments, and income from assets.

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1					\$
2					\$
3					\$
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TOTAL Gross Monthly Household Employment Income:					\$

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BENEFIT PAYMENTS/SUPPORT PAYMENTS/OTHER INCOME - Please list all payments any household member (including minors) receives from Social Security, Supplemental Security Income (SSI), Supplemental Security Disability Income (SSDI), Housing Assistance Payment (HAP), Worker's Comp, Disability pay/benefits, Unemployment Insurance, Severance Pay, Annuities, Insurance Policy Payments, Pension, Retirement Benefits, Death Benefits, Armed Forces Pay, Alimony/Maintenance, Child Support, OTHER: Money or gifts regularly given by persons not living in the home; Lottery winnings paid periodically; rental income from tenants; Interest, dividends, royalty income, income from estates or trusts; Other- please specify.

Household Member	Source of Income	Gross Monthly Income*	Clarification, if needed (For example: if any payments are not regular or are not expected to continue, please explain)
1		\$	
2		\$	
3		\$	
4		\$	
5		\$	
TOTAL Gross Other Income:		\$	

Current Debt Information

Do you have any monthly installment debt? Yes No

If yes, please complete the section below. (Installment debt includes payment on credit cards, student loans, auto loans, etc. Regular monthly payments like rent and utilities should not be included.)

Creditor's Name	Type of Debt	Unpaid Balance	Interest Rate	Min. Monthly Payment

Are you obligated to pay alimony, child support or separate maintenance?	<input type="checkbox"/> No <input type="checkbox"/> Yes	\$ _____ /mo.
Have you been declared bankrupt within the past 7 years?	<input type="checkbox"/> No <input type="checkbox"/> Yes	
Have you had a property foreclosed upon in the last 7 years?	<input type="checkbox"/> No <input type="checkbox"/> Yes	
Do you have any open collections currently?	<input type="checkbox"/> No <input type="checkbox"/> Yes	
If yes to any of the above, please explain:		

How many times have you been late with your bill payments in the last year?	<input type="checkbox"/> Never <input type="checkbox"/> Once <input type="checkbox"/> 2-3 times <input type="checkbox"/> 4 or more times
How much do you typically pay on your credit card monthly bills?	<input type="checkbox"/> full balance <input type="checkbox"/> Minimum <input type="checkbox"/> >Min. <input type="checkbox"/> <Min.





Privacy Policy

NOTE: If you have an impairment, disability, language barrier, or otherwise require an alternative means of completing this form or accessing information about housing counseling, please talk to your housing counselor about arranging alternative accommodations.

Downstreet Housing and Community Development (Downstreet) is committed to assuring the privacy of individuals and/or families who have contacted us for assistance. We realize that the concerns you bring to us are highly personal in nature. We assure you that all personal information shared orally and/or in writing will be managed within ethical and legal considerations.

Additionally, we want you to understand how we use the personal information we collect about you. Please carefully review this notice as it describes our policy regarding the collection and disclosure of your nonpublic, personal information.

What is nonpublic, personal information?

- Information that identifies an individual personally and is not otherwise publically available information, such as your Social Security Number or demographic data such as your race and ethnicity
- Includes personal financial information such as credit history, income, employment history, financial assets, bank account information and financial debts

What personal information does Downstreet collect about you?

We collect personal information about you from the following sources:

- Information that you provide on applications, forms, email, or verbally
- Information about your transactions with us, our affiliates, or others
- Information we receive from your creditors or employment references Credit Reports

What categories of information do we disclose and to whom?

We may disclose the following personal information to HUD, NeighborWorks America, financial service providers (such as companies providing home mortgages), Federal, State, and nonprofit partners for program review, monitoring, auditing, research, and/or oversight purposes, and/or any other pre-authorized individual and/or organization. The types of information we disclose are as follows:

- Information you provide on applications/forms or other forms of communication. This information may include your name, address, Social Security Number, employer, occupation, account numbers, assets, expenses, and income.
- Information about your transactions with us, our affiliates, or others; such as your account balance, monthly payment, payment history, and method of payment.
- Information we receive from a consumer credit reporting agency; such as your credit bureau reports, your credit and payment history, your credit scores, and/or your creditworthiness.
- We do not sell or rent your personal information to any outside entity.
- We may share anonymous, aggregated case file information; but this information may not be disclosed in a manner that would personally identify you in any way. This is done in order to evaluate our program, gather valuable research information, and/or design future programs. We may also disclose personal information about you to third parties as permitted by law.

How is your personal information secured?

We restrict access to your nonpublic personal information to Downstreet employees who need to know that information in order to perform their housing counseling duties. We maintain physical, electronic, and procedural safeguards that comply with federal regulations to guard your nonpublic personal information; and we train our staff to safeguard client information and prevent unauthorized access, disclosure, or use.

Opting Out of Certain Disclosures

You may direct Downstreet to not disclose your nonpublic personal information to third parties (other than disclosures made to project partners and those permitted by law). However, if you choose to opt out, we will not be able to answer any questions from your creditors, which may limit Downstreet's ability to provide services such as foreclosure prevention counseling. If you choose to opt-out, please sign below under the "Opt-Out" clause. If you choose to release your information as stipulated in this Privacy Policy, sign under the "Release" clause. You may change your decision any time by contacting our agency.

OPT-OUT: I request that Downstreet make no disclosures of my nonpublic personal information to third parties other than project partners and those permitted by law. By choosing this option, I understand that Downstreet will NOT be able to answer any questions from my creditors. I understand that I may change my decision any time by contacting Downstreet.

RELEASE: I hereby authorize Downstreet to release nonpublic personal information it obtains about me to my creditors and any third parties necessary to provide me with the services I requested. I acknowledge that I have read and understand the above privacy practices and disclosures.

Client 1 Name (printed) Signature Date Client 2 Name (printed) Signature Date





Authorization to Release Information

Name: _____ Social Security Number: _____ D.O.B. _____

Name: _____ Social Security Number: _____ D.O.B. _____

Address: _____ Phone: _____

Address: _____ Phone: _____

This document constitutes my/our consent for the following organization(s) to release information to Downstreet Housing & Community Development Homeownership Center (DWNST HOC) and for DWNST HOC to release information to said organizations(s), for the purposes of any/all Down Payment and Home Purchase Services, Homebuyer Education/Counseling, Credit, Budget, and Financial Counseling, Foreclosure/Mortgage Delinquency Counseling, Home Rehabilitation and Lending Services:

- Credit Bureau Services of Vermont (CBC) and Equifax, Experian, and TransUnion to obtain my credit report
- Banks and/or other lending institutions associated with the transaction(s), to include providing a copy of my Closing Disclosure Settlement Statement to DWNST HOC upon the purchase of my home.
- Attorneys, mediators, and/or title companies associated with the transaction(s)
- Creditors and/or collections agencies
- Housing and Urban Development (HUD)
- NeighborWorks®
- Efficiency Vermont
- Habitat for Humanity
- USDA Rural Development (RD)
- Vermont State Housing Authority
- Vermont Housing Finance Agency (VHFA)
- Homeowner’s Insurance/Hazard insurance agencies and/or companies
- Any and all Social Service Agencies to which I am referred
- Social Security Administration
- My employer(s) for purposes of verifying employment and income
- Depositories for purposes of verifying account balances and account history
- Housing Advisors: Cheryl Moyer, Kira Charissakis, Bill Meckel, Volicia Smith and/or Downstreet HomeOwnership Center staff
- Other _____

A photographic or carbon copy of this authorization bearing a photographic or carbon copy of the signature (s) of the undersigned may be deemed to be equivalent to the original hereof and may be used as a duplicate original. By checking this box I am authorizing my typed name to act as my signature below.

Signature: _____ Date: _____

Signature: _____ Date: _____





Conflict of Interest Statement

-Please keep a copy for your records-

Downstreet Housing and Community Development (DHCD) is a non-profit housing organization subject to the laws of the State of Vermont. DHCD values the trust of its customers and is committed to fair and professional relationship. This notice describes the HomeOwnership Center's policy to avoid conflicts of interest. DHCD has clear protocols and policies in order to avoid conflicts of interest which include a limit on gifts that can be received by staff, a requirement to not engage in any activity that would result in personal gain to an employee and his/her relative, and a prohibition against preferential treatment of organizations or individuals. Where applicable, DHCD's standard is to offer at least three options of lenders, Realtors®, inspectors, attorneys and contractors when providing resources to our customers and clients.

DHCD's personnel policy for Conflict of Interest reads:

All employees must avoid engaging in any activity that could create a conflict of interest or the appearance of a conflict of interest. A potential or actual conflict of interest occurs whenever an employee is in a position to influence a decision that may result in personal gain for the employee or an immediate family member as a result of Downstreet's business dealings. A conflict may also arise if an employee engages in activity that has an adverse impact on the ability of Downstreet to carry out its mission in an efficient, effective manner. It is impossible to relate all of the situations that may cause or give the appearance of a conflict for Downstreet, but the following are examples of types of prohibited conduct that may create an actual or potential conflict:

- Any business dealing of Downstreet that results in personal gain to an employee or their relative.
- Interfering with any business opportunity of Downstreet for personal gain to the employee or their relative.
- Acceptance of gifts, money, discounts, or gratuities from any person or entity doing business or seeking to do business with Downstreet, particularly if the item is not offered to the general public.
- An offer by an employee to provide anything of value to a person or organization to induce them to do business with Downstreet, except as reasonable compensation for agreed-upon services.
- An employee or employee's close relative serving or attempting to serve on the Board of Directors of Downstreet.
- An employee engaging in outside employment/volunteer positions that could interfere with the employee's efficient performance of their job (i.e. own business, city council, etc.) or compete with Downstreet.
- Preferential treatment of a vendor that is not based on business needs.
- Any conduct that disrupts or damages the business activities or mission of Downstreet.
- Public opposition of any Downstreet mission-related activity or project.

If an employee becomes aware of any conduct that may create an actual or potential conflict of interest or questions whether any conduct may violate this policy, the employee must bring the conduct to the immediate attention of their supervisor, the Chief Financial Officer, or the Executive Director. The Executive Director will have the final discretion in determining whether or not conduct is prohibited under this policy. The purpose of this policy is to protect employees and Downstreet from any conflict of interest that might arise.

We thank you for your confidence in Downstreet Housing and Community Development and the Homeownership Center and for allowing us to help meet your housing needs.