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## EXHIBIT C: THIRD-PARTY CODE OF CONDUCT

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### RTSC Anti-Harassment & Compliance Policy

#### Purpose

This Code of Conduct applies to all contractors, subcontractors, vendors, and their employees performing work funded in whole or in part with HOME Investment Partnerships Program (24 CFR 92) funds administered by Rebuilding Together Sandoval County (RTSC).

All parties must uphold federal, state, and local requirements ensuring a safe, fair, and ethical work environment.

#### Requirements

##### **1. Non-Discrimination**

Comply with all federal and state anti-discrimination and equal opportunity laws, including but not limited to Title VI of the Civil Rights Act, Section 504 of the Rehabilitation Act, the Fair Housing Act, and Executive Order 11246.

Contractors shall not discriminate on the basis of race, color, national origin, religion, sex, age, disability, or familial status.

##### **2. Confidentiality**

Protect all homeowner, program, and RTSC data in accordance with 2 CFR 200.303 (Internal Controls) and related privacy provisions.

No personally identifiable information (PII) shall be shared outside authorized channels without written consent.

##### **3. Onsite Conduct**

Maintain a harassment-free, safe, and professional work environment.

All personnel must comply with RTSC's workplace safety standards, OSHA regulations, and local building codes.

Harassment, abusive behavior, or discrimination of any kind will result in corrective action or removal from the jobsite.

##### **4. Reporting Misconduct**

Any observed violations of this Code or applicable laws must be reported

immediately to RTSC management or the designated Compliance Officer.

Retaliation against individuals who report in good faith is strictly prohibited.

#### Certification

I ACKNOWLEDGE RECEIPT OF RTSC'S CODE OF CONDUCT AND AGREE TO COMPLY WITH ALL TERMS.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Printed Name: \_\_\_\_\_