

Chittenden County Homeless Alliance Standing Rules (CoC Governance Charter)

ARTICLE I: Name

The name of this coalition of organizations, entities, and individuals shall be the Chittenden County Homeless Alliance, hereafter, "Alliance." The Alliance is not an incorporated entity. For United States Department of Housing and Urban Development (hereafter "HUD") purposes, the Alliance is the Chittenden County Continuum of Care.

ARTICLE II: Vision

The Chittenden County Homeless Alliance envisions a future in which every person and family in Chittenden County has a permanent, safe, decent, affordable home and the necessary means and community supports to sustain it.

ARTICLE III: Mission

The Chittenden County Homeless Alliance is a coalition of individuals, organizations, and government who support our vision of a safe, decent, affordable, stable home for every person and family in Chittenden County. Our mission is to end homelessness in Chittenden County by being a forum for gathering information, building consensus, coordinating efforts, and advocating the end of homelessness through prevention, early intervention, and remediation. To effectuate our mission and achieve our vision, the Alliance:

- a. Holds four meetings of the full Continuum of Care and actively seeks new members at least annually;
- b. Gathers and disseminates information about the incidence, prevalence, and current and emerging causes of homelessness including conducting an annual Point in Time count;
- c. Identifies and prioritizes solutions to homelessness including "bricks and mortar," economic, legal, and social service and program impediments;
- d. Develops and advocates government, programmatic, and legal policies that further the Alliance's vision;
- e. Establishes and follows written standards for providing CoC assistance, in consultation with the recipient of Emergency Solutions Grants program funds.
- f. Marshals federal, state, and local government and other resources to further our mission;
- g. Coordinates our efforts with the Balance of State Continuum of Care as appropriate; and
- h. Moves its agenda forward through annual and multi-year planning including establishing performance goals and measuring and monitoring progress toward these goals;
- i. Evaluates all CoC and ESG funded programs and effectuates change as needed;
- j. Develops a written process for Board selection and reviews that process at least every five years;
- k. Designates and operates a Homeless Management Information System (HMIS) at a minimum to meet HUD HMIS requirements;
- l. Establishes and operates a coordinated entry system in consultation with the recipient of Emergency Solutions Grants program funds and

- m. Reviews and updates as needed the Governance Charter and Standing Rules annually.

ARTICLE IV: Purpose of the Standing Rules (CoC Governance Charter)

The CoC Interim Rule, published in the Federal Register on July 31, 2012 and effective August 30, 2012 formally establishes the Continuum of Care as the planning body responsible for meeting the goals of the Continuum of Care program as outlined in 24 CFR Part 578. A requirement of the CoC Interim Rule is that the CoC develop and follow a governance charter which outlines and assigns all responsibilities of the CoC. This Governance Charter meets the requirements of 24 CFR Part 578 and outlines all roles and responsibilities of the various members and entities within the Chittenden CoC. It is intended to guide the governance operations and decision-making process of the CoC. The Standing Rules (CoC Governance Charter) will be reviewed annually and updated according to the process outlined herein.

ARTICLE V: Organizing of the CoC

The responsibilities of the CoC as outlined in Article III are shared among the various bodies of the CoC. These include:

- The full CoC Membership
- CoC Steering Committee and Officers
- Subcommittees
- Collaborative Applicant
- HMIS Lead Agency
- HMIS Software Vendor

The specific responsibilities are outlined throughout this Charter.

ARTICLE VI: Membership

The Alliance encourages the active participation of all members of our geography who are interested in working to prevent and end homelessness in the CoC. We support an open invitation process for current and new members.

Section 1: Membership Defined

Membership is divided into two categories: General Membership and Voting Membership.

(1) General Membership: Anyone who lives or works in the CoC geographic region can be a general member. General members are welcome to attend the four CoC Membership Meetings held throughout the year or any relevant committee, subcommittee or local planning meetings in the CoC.

(2) Voting Membership: Anyone who lives or works in the CoC geographic region can apply to be a voting member of the CoC. Applications for voting status include a simple questionnaire that seeks to demonstrate that the applicant has participated in one or more activities of the CoC or its participating agencies in the 12 months preceding the CoC Membership Meeting. Each organizational member shall designate its voting member

before each vote. . These organizations can only have one vote per organization. Individuals, including persons who are experiencing homelessness or who have experienced, would gain approval to vote as an individual. At the time of a vote, the Secretary will review the membership and voting list..

Section 2: Outreach for new members.

The CoC will conduct outreach to new members a minimum of one time per year. This outreach will include an invitation to attend and participate in one of the four CoC meetings of the full CoC or participation at one of the committee or subcommittee activities/meetings.

Section 3: CoC Membership Meetings.

The CoC Membership will meet four times per year. The objective of these meetings will be to complete CoC business but primarily discuss and shape policy and strategic planning for the CoC in an effort to prevent and end homelessness.

Section 4: Approval of CoC Charter

The CoC Membership will review and approve the Governance Charter annually at the October meeting. Every five years the CoC membership will specifically review the written process included within this charter to appointment members to its Board (i.e Steering Committee).

Section 5: Membership Duties

Section 5.1: Voting Members' Duties. Voting members shall:

- a. attend at least one quarterly meeting of the CoC annually;
- b. serve on one or more committees; and
- c. have responsibility to vote on the following CoC questions:
 - Annual review and approval of a governance charter
 - Review of Board Selection Procedures every five years
 - Formal partnerships with the State CoC or other similar entities
 - Other matters as requested by the Steering Committee.

Section 5.2: Non-Voting Members.

Non-voting members may participate in the General CoC meetings as well as join CoC Committees and other initiatives.

Section 6: Change in Membership Status

Section 6.1: Resignation. To maintain accurate records and communication, an individual or organizational voting Member may submit his or her resignation at any time to the Steering Committee through its Secretary which shall accept it. An organization wishing to permanently substitute a staff person shall submit the name of and contact information for the new staff person to the Alliance at a regular Alliance meeting or to the Secretary in writing, and the meeting minutes shall reflect any such substitution. Upon substitution of an organizational member, the Secretary shall update the membership records and distribution list to reflect the change

Section 6.2: Loss of Voting Status. A Voting Member may lose voting status when s/he fails to meet the requirements as outlined in Section 5.1 above. The Steering Committee shall review loss of voting membership

and may make exceptions given personal or organizational circumstances and shall exercise its discretion in determining whether to deprive the voting Member of his/her voting status.

Section 6.3: Reinstatement of Voting Status. A Member who has become inactive pursuant to these rules shall be reinstated to Voting Member status upon successfully meeting requirements as listed in Article VI, Section 1 of this Charter. The Secretary shall maintain the list of Voting Members. Committees are required to track committee participation and report such participation to the Secretary.

ARTICLE VI: Meetings

Section 1: Regular Meetings

Regular meetings of the Alliance shall be held quarterly. The Steering Committee, in consultation with the Voting Members, shall determine the meeting schedule. At least one meeting per year will actively seek to encourage new membership and participation. Meetings will include Alliance business matters such as electing officers and steering committee members but also seek to encourage broad-based policy discussions and planning to further the mission of the Alliance. The Co-Chairs, in consultation with the Steering Committee, shall determine the location, time and specific agenda items including any voting items. Co-Chairs will be responsible for inviting featured speakers and guests.

Section 2: Special Meetings

While the need for special meetings is not anticipated, special meetings may be called with three days' notice by the Co-Chairs or by written request of five Voting Members.

Section 3: Motions

Unwarned motions shall be tabled and warned for action at the next regular or interim meeting upon request of any Voting Member.

ARTICLE VII: Steering Committee/Governing Board

Section 1: Overview

The Alliance shall have a Steering Committee comprised of between 9-21 voting Members. The Steering Committee will be composed of an odd number for purposes of voting. No more than one employee of any one organizational member may serve as Steering Committee member at any time. The Steering Committee will serve as the Governing Board for the CoC and carry out the duties and responsibilities assigned in this Charter.

Section 2: Eligibility and Membership

Each Officer as defined in Article IX shall be a member of the Steering Committee. In addition at least one homeless or formerly homeless person shall serve on the Steering Committee. Exceptions to the Voting Member requirements may be waived to ensure representation of a homeless or formerly homeless individual on the Steering Committee. In addition, the Steering Committee shall include at least one voting member who represents each of the following: homeless service providers; housing providers, and government.

Section 3: Election

Steering Committee members shall be elected biennially. For the initial transition to the protocols in this Charter, half plus one of the Steering Committee seats will be for a period of two years and half minus one will be for an

initial term of one year. During this initial seating of the Steering Committee, elected steering committee members will be asked to volunteer for the initial one year term. If the required number of one year terms cannot be attained through this voluntary effort, a lottery will be held to get to the above described terms. Thereafter, all Steering Committee seats will be up for election every two years.

Section 4: Vacancies

In the case of a vacancy mid-term, the full CoC membership will be informed and nominations sought for the vacant seat. The Steering Committee will then vote on those who were nominated. The Steering Committee will take into consideration the needed skills, knowledge and expertise needed to carry out the work of the Steering Committee and ensure that subpopulations are fully represented.

Section 5: Duties

The Steering Committee, in collaboration with the Co-Chairs and utilizing the standing and ad hoc subcommittees as appropriate shall:

- a. Set the Alliance's agenda for the quarterly meetings and ensure that they are publicized in advance;
- b. Ensure that the activities undertaken by the Alliance are effectuated;
- c. Coordinate the activities of the Alliance;
- d. To the extent practicable, coordinate efforts with the Balance of State Continuum of Care;
- e. Ensure that elections are held biennially;
- f. Direct the Secretary to remove members from active status pursuant to these rules;
- g. Bring to the attention of the Alliance new sources of funding to support the Alliance's mission;
- h. Periodically review the Alliance's long-term plans;
- i. Oversee the work of the standing and ad hoc subcommittees;
- j. Hear member grievances;
- k. Identify and recruit additional members;
- l. Review recommendations put forth by committees and vote on decisions such as changes in HMIS software;
- m. create ad hoc committees as needed to assist the CoC to work toward its overall mission and achieve stated objectives and action plans;
- n. Work with individual subcommittees to develop annual action plans for presentation at an annual Alliance meeting for Alliance approval.
- o. Select a ranking committee for the purposes of ranking projects to be included in the CoC application to HUD for CoC funding
- p. Ensure that Alliance is represented at Vermont Balance of State CoC meetings.

Section 6: Meetings

The Steering Committee shall meet monthly with no fewer than 10 meetings per calendar year.

ARTICLE VIII: Elections and Terms of Office

Section 1: Elections

Section 1.1: Regular Elections. Elections shall be held biennially for steering committee members and officers. For the first year transition to the Charter, one Co-Chair will be elected for one year and one Co-chair will be elected for two year term. Thereafter, these seats will be up for election every two years thereby ensuring that one Co-Chair has experience and allows for continuity from one year to the next.

Section 1.2: Special or Interim Elections. In the case of a vacancy mid-term, the full CoC membership will be informed and nominations sought for the vacant seat. The Steering Committee will then vote on those who were nominated.

Section 2: Nominations

An ad hoc Nominations subcommittee shall be convened three months prior to biennial elections to ensure that at least one Voting Member seeks election to each open officer and Steering Committee position. An ad hoc Nominations subcommittee shall be convened as necessary and at least six weeks prior to any special or interim election.

Section 3: Terms of Office

Officers and Steering Committee members shall be elected for terms of two years. Terms of office shall begin at the close of the meeting at which officers and Steering Committee Members are elected. Elections shall be by ballot for any position for which there is more than one nominee.

Section 4: Limitations

No member shall hold more than one office at a time. A Co-Chair may not serve more than two terms or four years consecutively but may serve additional terms after a one-term hiatus.

Section 5: Remuneration

No officer, Steering Committee member, or other member of the Alliance shall receive remuneration from the Alliance for his participation. If funds are available, the Steering Committee can approve the payment of a stipend for the participation of the member who is homeless or was formerly homeless. Notwithstanding the non-remuneration clause, subject to the availability of funds and the decision of the Steering Committee, a member may be reimbursed by the Alliance for any expenses incurred on activities that are solely Alliance-related to the extent the member is not eligible for reimbursement from another source and would be means-tested eligible to receive services from a minimum of two-thirds of Alliance member service organizations.

ARTICLE IX: Officers

Section 1: Officers

The Alliance shall have the following officers: two Co-Chairs, a Secretary, and a Facilitator. These officers shall perform the duties prescribed in these Standing Rules. Officers shall be elected biennially by the Voting Members of the Alliance and shall each serve a two-year term.

Section 2: Co-Chair Description and Eligibility

The Co-Chairs shall be elected from among the Voting Members. Employees of the same entity or organization shall not serve as Co-Chairs during the same term.

Section 2.1: Election and Term of Office. Co-Chairs shall be elected biennially pursuant to these rules. The position of Co-Chair is limited to two, consecutive two-year terms. A person who has been Co-Chair may become Co-Chair again after a two-year hiatus from that office.

Section 2.2: Co-Chair's Duties. Co-Chairs shall jointly:

- a. Ensure that the mission of the CoC is advanced and that activities undertaken by the Alliance are effectuated;
- b. Set the Alliance's agenda in consultation with the Steering Committee;
- c. Coordinate the activities of the Alliance;
- d. Be the Alliance's spokespersons. In carrying out their duties as spokespersons, Co-Chairs shall ensure that any difference between the Alliance's and the Co-Chair's individual or organizational positions is communicated in any matter in which the Alliance's position and the position of the Co-Chair or his organization diverge;
- e. Monitor or attend legislative, administrative, and other city, county, State, and federal initiatives and meetings regarding public policy proposals affecting homeless people;
- f. Monitor and participate as able in national homelessness advocacy groups;
- g. Ensure that the Alliance's activities and policy positions are consistent with the Alliance's Vision and Mission as set forth in Articles II and III of these rules and with the Alliance's non-discrimination policy as set forth in Article XII of these rules; and
- i. In collaboration with the Steering Committee, identify and recruit additional members.

Section 3: Facilitator Description, Eligibility, and Duties

3.1: Eligibility and Election. The Facilitator shall be elected from among the Voting Members.

3.2: Duties. The Facilitator shall:

- a. Confirm or secure at least two weeks prior to each regular Alliance meeting the space for the meeting.
- b. Disseminate the agenda at least two weeks prior to each regular Alliance meeting;
- c. Ensure that regular Alliance meetings keep to the published agenda and remain on task and on time.

Section 4: Secretary Description, Eligibility, and Duties

4.1: Eligibility and Election. The Secretary shall be elected from among the voting membership.

4.2: Duties. The Secretary shall:

- a. Ensure that minutes of each regular meeting are made and maintained;
- b. Maintain the voting and general membership lists and maintain the distribution list for the dissemination of minutes and agendas.

ARTICLE X: Voting

Section 1: Forum

Voting shall take place during regular Alliance meetings except in unusual circumstances where a regular meeting vote is not practicable in which event voting shall take place pursuant to subsection 2.2 of this article.

Section 2: Warning.

Section 2.1: Regular Matters. All Alliance matters subject to a vote shall be warned to the membership one week prior to the meeting at which the vote is to take place except in the unusual circumstance that a one week warning is impracticable for exigent reasons.

Section 2.2: Emergency Matters. In the unusual circumstance that one week's notice is impracticable for exigent reasons; all Voting Members shall be warned twelve business hours prior to the vote.

Section 2.3: Elections. Biennial election of officers and Steering Committee Members shall be warned one month in advance of the election.

Section 3: Eligible Voters

Each organizational Voting member and each individual Voting member may cast one vote. Each organizational member shall designate its voting member before each vote.

Section 4: Determination

Simple majority shall determine the outcome of any vote. The minutes shall reflect the motion and the outcome including the number of yeas and nays.

ARTICLE XI: Committees

Section 1: Standing Committees

The Alliance shall maintain standing subcommittees to investigate, research, and recommend action items to the Alliance topics of on-going relevance to the Alliance's mission. The Steering Committee, in consultation with the full membership, shall define the charge and scope of each Standing Subcommittee and such charge shall be memorialized in the Alliance regular meeting minutes. Each Standing Committee shall have a minimum of three members. All members are encouraged to serve on Standing Committees.

Section 1.1: The Standing Committees of the Alliance shall include:

- a) **Membership and Nominations.** Identify potential interested and qualified candidates for positions on the Steering Committee including officer positions; conduct outreach to the public to increase participation in Alliance activities; maintain status of Voting members for voting purposes;

- d) **Data Quality, PIT and HMIS.** Review data regularly including Annual Performance Reports, AHAR; report on data; serve as liaison with hired HMIS administrator and HMIS Lead Agency; make recommendations to Steering Committee and Alliance regarding software changes; monitor progress on AHAR and overall adherence to data quality; coordinate point in time count and ensure compliance with HUD requirements and recommendations; make recommendations to Steering Committee regarding any significant changes to PIT; train CoC members including volunteers and the broader public on PIT structure and

implementation. Subcommittee can make changes to PIT implementation to align with HUD requirements. Any changes that divert from HUD requirements require approval of the Steering Committee.

- e) **NOFA Committee.** Reviews annual NOFA and NOFA-related communications from HUD including official Notices, Policy Updates, or other HUD guidance that impacts the NOFA competition. Review closely HUD NOFA for policies and priorities that would impact Alliance in the national competition; prepare a formal presentation to the Steering Committee on policy objectives, key changes in application or HUD priorities. Review application and its requirements. Prepare a CoC-specific Request for Proposals to reflect HUD policies and priorities. Develop a timeline for the CoC RFP. Oversee issuance of the RFP and address inquiries or concerns. Develop a companion scoring protocol for CoC applications. The NOFA Committee will work closely with the Strategic Planning Committee in an effort to align the NOFA priorities with the priorities of the CoC.
- f) **Application Ranking Committee.** When the CoC is required to prioritize project applications a separate committee will be formed. The members of this Application Ranking Committee cannot be staff of agencies with projects to be considered for inclusion. Members of this Application Ranking Committee do not have to be current members of the Alliance. Possible members can be recommended by the Nominations Committee or any other Alliance subcommittee. The Steering Committee will select the final composition of the Application Ranking Committee on an annual basis as needed. While membership is not restricted to members of the Alliance, members of the Application Ranking Committee must have the capacity to review applications, to apply a scoring matrix responsibly, and have no conflict of interest. The Application Ranking Committee will consist of no less than three members and will always be an odd number.
- g) **Strategic Planning Committee.** To move the CoC toward its mission to prevent and end homelessness, the Strategic Planning Committee will work to identify current gaps and housing and service challenges in the CoC and develop annual Strategies for implementation. The Strategic Planning Committee will report at each of the four CoC meetings on current strategies, progress toward goals, and other key information. The Strategic Planning Committee will review all HUD directives and policy briefs to provide guidance in CoC planning.
- h) **Coordinated Entry Committee.** This committee is charged with identifying systemic approaches for the CoC to meet HUD's requirements related to Coordinated Entry. The Committee will make recommendations to the Steering Committee on approaches to coordinated entry and offer the Steering Committee recommendations for implementation. The Committee will remain in effect after full implementation to monitor progress on coordinated entry and to offer changes as needed.

Section 2: Ad Hoc Committees

Ad Hoc committees shall be created to investigate, research, and recommend action items to the Alliance on topics relevant to the Alliance's mission which are not of sufficient long-term interest or scope to require a Standing Committee be formed. The Steering Committee, in consultation with the full membership, shall define the charge and scope of each ad hoc committee.

Section 3: Coordination with Balance of State Continuum of Care

To the extent practicable, the Alliance's committees shall coordinate efforts with the Balance of State Continuum of Care.

ARTICLE XII: Other Entities

Section 1: Collaborative Applicant

The Alliance CoC voted on November 1, 2012 to select the City of Burlington's Community Economic Development Office (CEDO) as the Collaborative Applicant for the CoC. The CEDO will continue to serve as Collaborative Applicant until a vote by the Alliance approves an alternative entity. The responsibilities of the Collaborative Applicant are to:

- a) Submit the CoC application to HUD on behalf of the CoC including completion and submission of all exhibits and documents as required by HUD.
- b) Work to maximize opportunities presented through the NOFA by working closely with the NOFA Subcommittee and the Steering Committee.
- c) Coordinate with the Chittenden CoC, Data Quality Subcommittee and HMIS Lead Agency to conduct the Annual Point in Time Count, the Housing Inventory Chart, the Grant Inventory Worksheet, the Annual Homeless Assessment Report, and other documents required by HUD.
- d) Coordinate with the HMIS Lead Agency to ensure high data quality and compliance with HUD HMIS requirements.
- e) Apply for and administer Planning Funds from HUD as directed by the Steering Committee.
- f) Monitor activities of the HUD CoC funded agencies and programs to ensure compliance with federal and state requirements including performance measures. This may include on-site and other monitoring and review of fiscal, grant and program management.
- g) Participate in Alliance Steering Committee meetings and full Alliance meetings.
- h) Store legal documents, policies, and procedures for audit purposes for HUD.

Section 2: HMIS Lead Agency

The Alliance selected Institute for Community Alliances (ICA) to serve as the HMIS Lead Agency to:

- a) Obtain and maintain the contract with the selected software vendor. Provide and manage end user licenses, including authorizing usage and the level of access to HMIS for all users.
- b) Determine the parameters of the HMIS as it relates to continuity of service, ability to limit access to the data, hosting responsibilities, general security and maintenance issues, data storage, back-up and recovery, customization, compliance with HUD Data standards, reporting needs, training and technical support
- c) Provide overall staffing for the operation of the HMISDevelop and maintain all HMIS operational agreements, policies and procedures, including a written privacy notice.
- d) Obtain a signed Memorandum of Understanding between the Lead and the CHA.
- e) Obtain signed Partner Agency Agreements and User Agreements.
- f) Invoice Partner Agencies for HMIS fees approved by the Chittenden Homeless Alliance (CHA).

- g) Monitor Partner Agencies and users to ensure compliance with HMIS operational agreements, policies and procedures on behalf of, and at the direction of, the HMIS Advisory Board and/or the Chittenden Homeless Alliance.
- h) Should the CHA develop an HMIS partnership with the Vermont Balance of State Continuum of Care, convene meetings of the joint HMIS Advisory Board.
- i) Attend CHA Data Committee, Steering Committee, or Meetings of the full Continuum of Care as appropriate. (Remote participation is generally acceptable.) Report any concerns with the software vendor to appropriate committees.
- j) Provide and maintain the HMIS website.
- k) Comply with HUD HMIS Standards, and apprise the CHA of impending changes affecting workflow and operations in a timely manner.
- l) Apply as the project applicant for all HUD CoC Program HMIS Projects.
- m) Search and apply for federal, state or private funding as appropriate, and with the support of the CHA.
- n) Serve as the liaison with HUD regarding HUD HMIS grants.
- o) Provide technical assistance and training to member agencies, as necessary, including user guidance needed to ensure appropriate system use, data entry, data reporting, and data security and confidentiality.
- p) Report on data quality as requested by the CHA.
- q) Collaborate in the generation of all Federal, State and local reports.
- r) Ensure that data collected on behalf of the CHA and participating agencies remains the property of such.
- s) Protect confidential data (in compliance with HUD Standards, local privacy policies, and other applicable law) and abide by any restrictions clients have placed on their own data.
- t) Provide assistance and information necessary for completion of the annual NOFA.
- u) Assist the CHA in conceptualizing and designing community reports that capture the problem of homelessness in Chittenden County, and that help the CHA to devise a clear and meaningful plan for the allocation of its resources.
- v) As requested, and in cooperation with CHA, prepare custom reports requested by outside agencies.

ARTICLE XIII: Conflicts of Interest and Code of Conduct:

No member of the Steering Committee shall vote upon or any matter which shall have a direct financial bearing on the organization that the member represents. Should a member who has an interest choose to participate in the discussion, he/she must disclose the conflict. This includes all decisions with respect to funding, awarding contracts, and implementing corrective actions. Any Steering Committee member finding themselves in a situation where conflict of interest may arise shall recuse himself/ herself from proceedings. The recusal shall be duly recorded in

the Steering Committee minutes. All Steering Committee processes shall comply as it relates with the requirements of 24 CFR Part 578.95(b).

The Steering Committee expects of itself and its members ethical and business-like conduct..

- Steering Committee members must avoid any conflict of interest with respect to their responsibilities.
- There must be no self-dealing or any conduct of private business or personal services between any Steering Committee members and CoC except as procedurally controlled to assure openness, competitive opportunity, and equal access to "inside" information.
- Steering Committee members must not use their positions to obtain for themselves, family members, or close associates, employment within the CoC.
- If in the future a Steering Committee member is seeking and being considered for employment by the CoC, he or she must temporarily withdraw from Steering Committee deliberations, voting, and access to applicable Steering Committee information.

ARTICLE XIV: Amendments

These Standing Rules may be amended or repealed at any regular meeting by a two-thirds vote of the Voting Membership with notice or a nine-tenths vote without notice.

ARTICLE XII: Non-discrimination

The Alliance shall not discriminate against any person because of race, sex, age, marital status, religious creed, color, national origin, disability, sexual orientation, gender identity, age, family composition, or receives public assistance. The Alliance shall be operated in an open and democratic fashion and shall not discriminate against anyone because he/she is a member of any of the groups listed in this article.

Revised and Approved by the Chittenden County Homeless Alliance on September 27, 2017.



Margaret Bozik
Co-Chair



Travis Poulin
Co-Chair