ARTICLE XX.
HOUSING

Section A. **University-Owned Housing**

University-owned housing shall be used to help Employees defray the high cost of housing in the Boston Metropolitan Area.

1. Employees living in University-owned housing shall not contribute more than 35% of their monthly household gross income for monthly rent and associated fees, provided they occupy a unit that is appropriately sized for their household size in accordance with applicable state and city occupancy standards. The difference shall be fully subsidized by the Corporation. An Employee cannot be arbitrarily denied rental based on such a difference.

2. Rent for University-owned housing may only be increased during the months of July or August.

3. The percentage increase in rent shall not exceed the percentage increase in the Employee's annual wages or salary.

4. Payment Options and Security Deposit

   a. Employees shall have the option to opt out of automatic payroll deduction for the payment of University-owned housing rent.

   b. University Housing Services shall not require a down payment or security deposit for University-owned housing.

5. Contract Transition Period and Layoff Protection. Upon the end of an Employee's employment contract or appointment period, the Employee shall be permitted to remain in University-owned housing for a transitional period of up to 6 months, at the discretion of the Employee.

6. Employees living in University-owned housing shall not contribute more than 3.5% monthly household gross income for associated parking fees. The difference shall be fully subsidized by the Corporation.

Section B. **Housing Associated Loans**

1. The Corporation shall work with the Harvard Federal Credit Union to provide zero-interest short-term loans, up to $6000, payable over no less than 12 months, to help cover any of the following:

   a. Moving and any associated costs

   b. Hardship assistance for emergency relocation if an Employee is unable to occupy their primary residence for reasons including, but not limited to, domestic violence, a medical condition, having been doxxed, severe fire, water or weather damage, construction or repairs, or work-related safety concerns.

   c. Homeowner expenses

2. If an Employee is unable to safely remain in their home due to doxxing, stalking, or harassment by any affiliate of the Corporation; by any individual who was an affiliate of the Corporation in the context of meeting the Employee; or as a result of performing work duties for the Corporation, the Corporation shall offer a one-time relocation grant of $6,000.

Section C. **Financing and Purchasing Programs**

1. Employees shall have access to the Corporation's Home Buying, Selling, and Mortgage Services, and shall be eligible to participate in any existing University real estate purchasing programs currently offered to tenured and tenure-track faculty, including but not limited to purchase, refinance, and home equity loans available through the Corporation's preferred mortgage lender program with interest rate discounts and/or reduced closing fees.

2. Employees shall have access to purchasing properties listed through the Harvard University Housing program for discounted properties below fair market value, including, but not limited to, Pleasant Street Condominiums and Observatory Commons.