

Fair Housing Training for Housing Providers

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Disclaimer

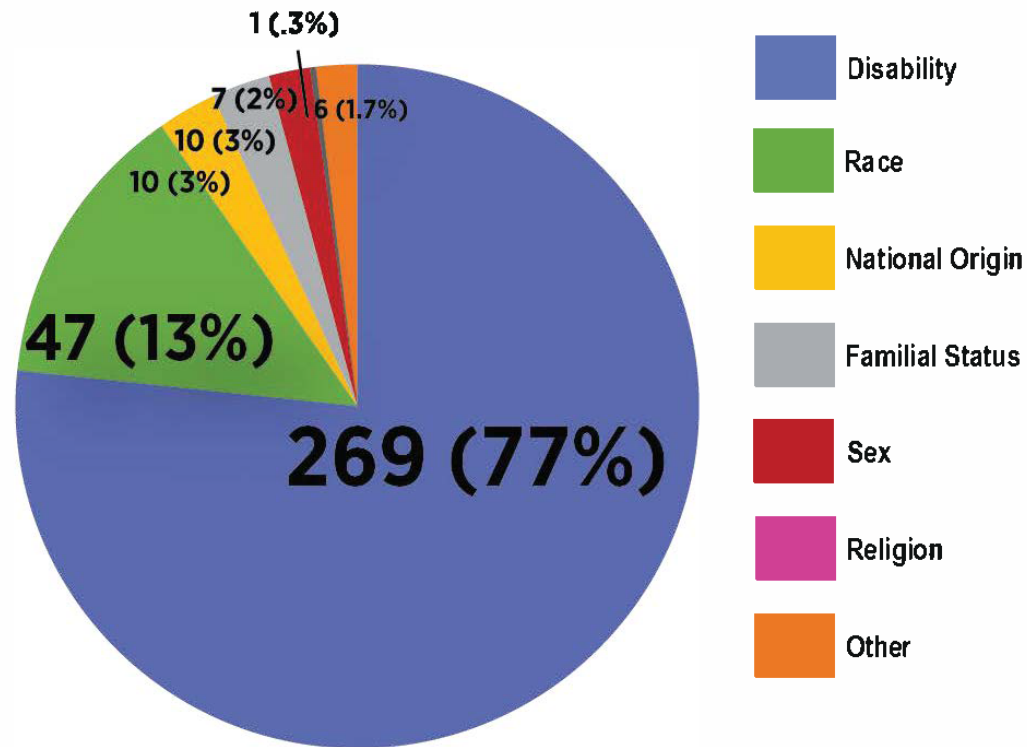
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Who is **HOME**?

- **Housing Opportunities Made Equal (HOME)** of Greater Cincinnati is a civil rights nonprofit.
 - HOME's mission is to eliminate unlawful discrimination in housing in our area.
 - HOME advocates and enforces housing regulations for all protected classes and promotes stable, integrated communities
- **HOME Services**
 - Enforcement
 - Testing Programs
 - Tenant Advocacy
 - Housing Mediation Services
 - School programs (Price Hill)
 - Education and Outreach
 - Trainings for consumers and providers
 - Research & Advocacy
 - Roadmap for Increasing Black Homeownership

HOME's Fair Housing Complaints

Fair Housing Calls Received by Protected Class 2022



Why Fair Housing is So Important

- **Ensuring Equal Access to Housing:**
 - The FHA helps to ensure that everyone has an equal opportunity to access housing, regardless of their protected class membership.
 - Where you live affects many aspects of your life, such as your access to education, employment, transportation, and community resources.
- **Promoting Diversity and Inclusion:**
 - Fair housing helps to promote diversity and inclusion by preventing discrimination based on personal characteristics.
 - When people of different races, ethnicities, religions, and backgrounds are able to live together in the same community, it helps to break down barriers and promote understanding.

Why Fair Housing is So Important

- **Combatting Segregation and Redlining:**
 - Historically, housing discrimination has been used to create and maintain segregated communities. The FHA helps to combat these practices and promote integration.
- **Protecting Vulnerable Populations:**
 - The FHA provides protections for people with disabilities and families with children, who are often particularly vulnerable to discrimination in the housing market.
- **Upholding Civil Rights:**
 - The FHA is an important tool for upholding civil rights in the United States.
 - It ensures that individuals are not denied housing opportunities based on discriminatory practices, which is a fundamental aspect of equal treatment under the law.

History of the Fair Housing Act



- Official Name: *Title VIII of the Civil Rights Act of 1968*
- Enacted on April 11, 1968 by President Lyndon B. Johnson
 - 7 days after the assassination of MLK Jr.
- It prohibits discrimination in the buying, renting, selling or financing of housing or when seeking housing assistance.
- Last Legacy of Martin Luther King Jr.

Fair Housing Protections

National Protections

- Race/color
- Religion
- National origin
- Sex/gender
 - includes sexual harassment
 - Sexual Orientation & Gender Identity (Bostock v. Clayton Co.)*
- Familial status
- Disability
 - (mental/physical)

Ohio Protections

- Ancestry
- Military status

Covington, Kentucky

- Sexual orientation

Indiana

- Ancestry

Cincinnati Protections

- Sexual orientation
- Transgender status
- Marital status
- Appalachian origin
- Natural hairstyles
- Breastfeeding status
- Source of income

Where do these laws apply?

Types of Housing:

- Houses
- Apartments
- Condos
- Mobile Homes
- Dorms
- Nursing Homes
- Emergency Shelters
- Transitional Housing
- Extended Stay Hotels
- Subsidized Housing

(Public Housing/Project Based/voucher Program)

Types of Housing Providers:

- Landlords
- Apartment Agents/Managers
- Real Estate Agents
- Condo Association Managers
Condo/HOA Boards/Members
- Builders, Developers
- Lenders
- Insurers and Agents
- Advertising Media
- Multiple Listing Services



What does housing discrimination look like?

- Refusal to rent or sell housing based on protected class
- Refusal to negotiate based on protected class
- Setting of different terms, conditions or privileges based on protected class
- Falsely denying that housing is available for inspection, sale or rental based on protected class
- Persuading homeowners to sell or rent dwellings by suggesting that people of a particular protected class have moved, or are about to move into the neighborhood (blockbusting)
- Showing prospective clients properties in certain areas while avoiding to show them properties in other areas that they may be qualified for due to protected class (steering)
- Deny any person access to, membership or participation in, any organization, facility or service (such as a multiple listing service) related to the sale or rental of dwellings, or discriminate against any person in the terms or conditions of such access, membership or participation due to protected class.
- Advertising a home for rent or sale using language that is considered discriminatory towards members of a protected class.

The ugly history

Form 86 (Sec. 23)

CERTIFICATE
AND PAGE
NO. 106362

Transfer Certificate of Title

TRANSFERRED FROM	PRECEDING CERTIFICATE No.	DOCUMENT No.	DATE ORIGINALLY REGISTERED	IN BOOK	PAGE	DATE OF THIS CERTIFICATE								
WILLIAM QUINN	96476	416863	April 15, 1942	33	10326	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 10%;">Yr.</td> <td>1978</td> </tr> <tr> <td style="width: 10%;">Mo.</td> <td>November</td> </tr> <tr> <td style="width: 10%;">Day</td> <td>13th</td> </tr> <tr> <td style="width: 10%;">Hr.</td> <td>9:48AM</td> </tr> </table>	Yr.	1978	Mo.	November	Day	13th	Hr.	9:48AM
Yr.	1978													
Mo.	November													
Day	13th													
Hr.	9:48AM													

THIS IS TO CERTIFY, That ~~WILLIAM QUINN~~

of full age under no disability who reside in the County of

Hamilton and State of Ohio and whose P. O. Address is Lillian Drive

and who is unmarried Cincinnati, Ohio 45237

is the owner in fee simple of the lands situate in the

City of Cincinnati County of Hamilton and State of Ohio, an accurate description

and plat of each separate body or parcel of which are as follows, to-wit:

The following described Real Estate, to-wit:

Situate in Section 5, Town 3, Fractional Range 2, and being more particularly described as follows:

Lot No. 1 of Sheridan Park Subdivision, as recorded in Plat Book 1, Page 67 of the Registered Land

Records of Hamilton County, Ohio.

The above described property shall not be sold, leased, rented to or occupied by persons not of the

White or Caucasian Race, that they might be occupied by the usual domestic servants of bona fide residents

even if said servants are not of the aforesaid race.

Subject to the exceptions mentioned in section twenty-five of the act of May 6, 1913, 103 O. L. 914 as amend

providing for the registration of land titles, and subject to the lesser estates and interests, liens, charges &

incumbrances mentioned and described in the Memorials indorsed hereon or on the sheet of Memorials attached here

In Witness Whereof, I have hereunto set my hand and affixed my Official Seal this 13th day of November

C.H.R.

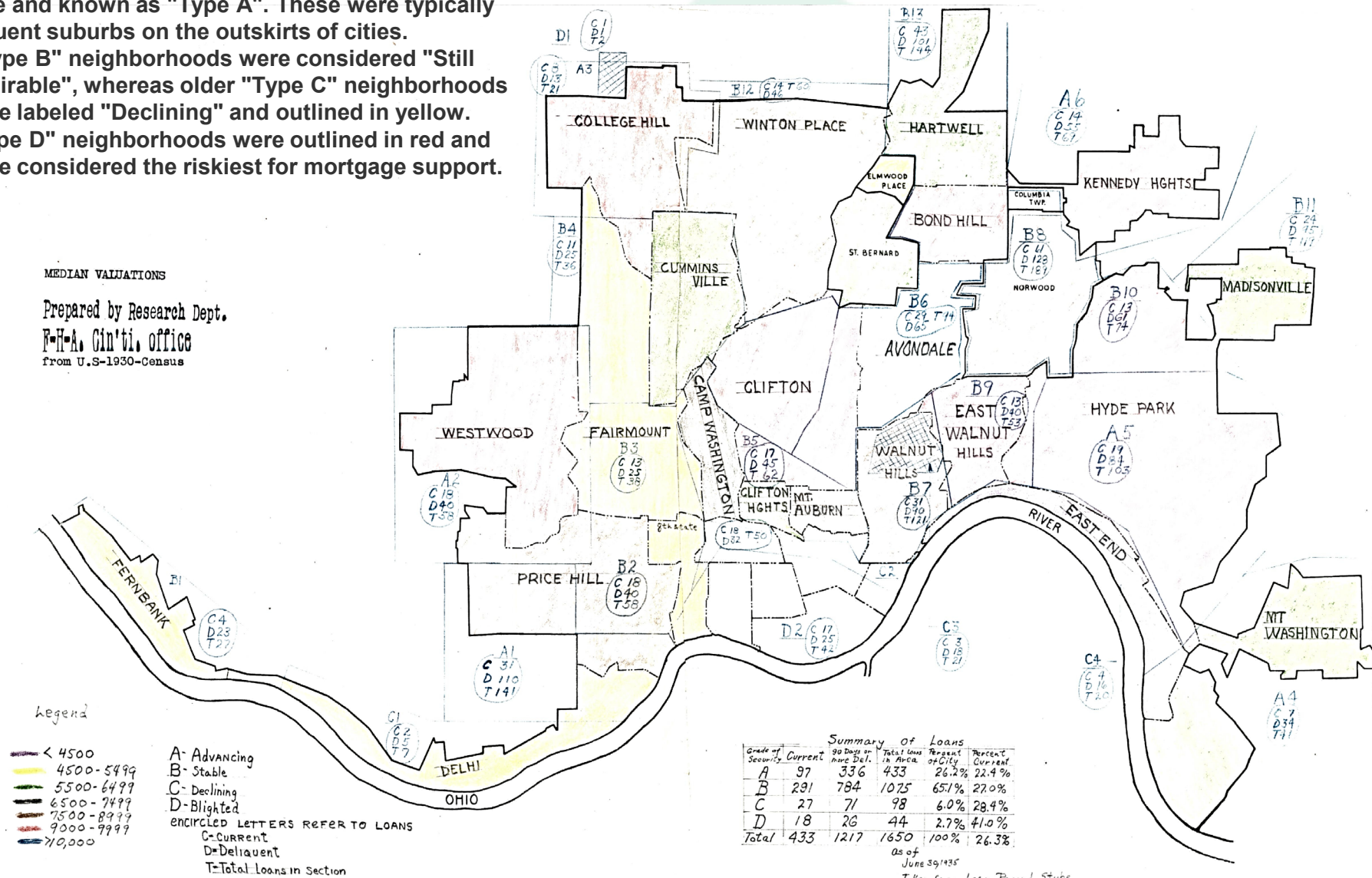
On the maps, the newest areas — those considered desirable for lending purposes — were outlined in blue and known as "Type A". These were typically affluent suburbs on the outskirts of cities.

"Type B" neighborhoods were considered "Still Desirable", whereas older "Type C" neighborhoods were labeled "Declining" and outlined in yellow.

"Type D" neighborhoods were outlined in red and were considered the riskiest for mortgage support.

MEDIAN VALUATIONS

Prepared by Research Dept.
F.H.A. Cincinnati office
from U.S.-1930-Census



Discriminatory Treatment v. Discriminatory Impact

Discriminatory treatment and discriminatory impact are two different ways that discrimination can occur in the housing market.

- **Discriminatory treatment** occurs when someone is treated differently because of their protected status.
 - For example, if a landlord refuses to rent to someone because of their race.
- **Discriminatory impact**, also known as disparate impact, occurs when a policy or practice that appears to be neutral on its face has a disproportionately negative effect on people of a certain protected status.
 - For example, a policy that requires a certain credit score or income level to rent an apartment may appear neutral, but it could have a disproportionate impact on people of color, who may be more likely to have lower credit scores or incomes due to systemic discrimination.

More on Race, Color, Religion...

Discriminatory Treatment and Discriminatory Impact

- Steering
- Screening
- Voice Profiling
- Redlining



Recent Case

CRIME-AND-COURTS

Landlord told woman he did not want African Americans in his rental, complaint says



Cameron Knight

Cincinnati Enquirer

Published 9:35 p.m. ET April 2, 2023 | Updated 9:44 a.m. ET April 3, 2023

[View Comments](#)



A Springfield Township woman filed documents in court Tuesday claiming her landlord texted her: "I told you I want you gone I will not rent to African Americans again" and that he would "rather put a white family in the unit."

Sergey Briskman and Briskman Real Estate began the eviction process against Dermisha Pickett in January.

Pickett's lawyer, Fanon Rucker, said he needed to make some fixes to the property on Daly Road after an inspection. Pickett has a Section 8 voucher and the Cincinnati Metropolitan Housing Authority inspects all properties renting to those with vouchers.

Rucker shared screenshots of a series of text messages he said are between Pickett, who is also disabled, and Briskman.

Advertisement

More on National Origin...

- A housing provider can find themselves in violation of the Fair Housing Act on the basis of National Origin if they turn away a prospect due to their **accent or because communicating with them is difficult**.
- If you can't communicate with them, feel free to ask if they can bring someone to help interpret, reach out to an organization to help, use Google Translate, etc.
- BUT by all means.. Try to work with them



More on Sex/Gender...

- Sexual Orientation and Gender Identity protections may apply as sex/gender discrimination
- Sex discrimination also provides protections for survivors of domestic violence.
 - Violence Against Women Act (VAWA) provides additional protections in subsidized properties.
 - Nuisance Ordinances are increasing problematic as definitions of 'public nuisance' often includes calls for police or emergency services without exceptions for domestic violence.

Who you love is up to you.



More on Sex/Gender...



Sexual harassment violates the Fair Housing Act.

Sexual harassment by a landlord, maintenance worker or anyone associated with your rental property is against the law. The Fair Housing Act protects you from harassment, including someone repeatedly entering your apartment without permission, making unwelcome sexual advances or refusing to make repairs because you deny sexual favors. If this happens to you, file a housing discrimination complaint.

Go to hud.gov/fairhousing/sexualharassment or call **1-800-669-9777**
Federal Relay Service **1-800-877-8339**

If you fear for your safety, call 911.



FAIR HOUSING: THE LAW IS ON YOUR SIDE.

A public service message from the U.S. Department of Housing and Urban Development in cooperation with the National Fair Housing Alliance. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, familial status or disability.



- **Quid Pro Quo**

- Quid pro quo harassment occurs when a housing provider requires a person to submit to an unwelcome request to engage in sexual conduct as a condition of obtaining or maintaining housing or housing-related services.

- **Hostile Environment**

- Hostile environment harassment occurs when a housing provider subjects a person to severe or pervasive unwelcome sexual conduct that interferes with the sale, rental, availability, or terms, conditions, or privileges of housing or housing-related services, including financing.

More on Familial Status...

Includes:

- Families with children under 18
- Pregnant women;
- Parent/adult with legal custody of children or seeking custody ; people going through the adoption process
- Relationship to Occupancy Limits
- Discriminatory Terms and Conditions
- Affirmative Marketing Permitted



More on Disability..

- (1) Defined by anyone with a physical/mental impairment that substantially limits one or more major life activities;
- (2) Anyone having a record of having impairment
- (3) Being regarded as having such an impairment.

Definition of Disability

“Major Life Function” examples:

- Seeing, hearing
 - Breathing, walking
 - Learning
 - Speaking
 - Working
 - Performing manual tasks
 - Caring for one's self
-
- Reports say 29 percent of Cincinnati-area households have a person with a disability



Examples of Covered Disabilities:

- **Under the Fair Housing Act, “disability” could be:**
 - **Blindness or visual impairment**
 - **Deafness or hearing loss**
 - **Mobility impairment**
 - **Breathing disorders**
 - **Cognitive limitations**
 - **HIV or other chronic disease**
 - **Alcoholism or drug addiction**
 - **Learning disability**
 - **Mental illnesses (i.e. schizophrenia, anxiety, etc.)**
 - **Cancer**
 - **Hoarding disorder**



Recent Local Cases

DISCRIMINATION BASED ON DISABILITY



HOME recently settled a case in which a client was denied housing due to their need for an around-the-clock caregiver. Not allowing this reasonable accommodation is a violation of the Fair Housing Act. The property manager was ordered to pay damages and receive training.

Discrimination Based on Disability

HOME RECENTLY SETTLED A CASE IN WHICH MANAGEMENT DENIED AN AMPUTEE A KEY TO ACCESS HIS APARTMENT THROUGH THE GARAGE. HOME FILED THE CASE WITH HUD AND ENSURED THAT THE RESIDENT RECEIVED HIS ACCOMODATION.



DISCRIMINATION BASED ON DISABILITY



HOME recently settled a case in which a prospective tenant was told by an apartment complex that they did not accept people who receive disability income.

This is discrimination based on disability. HUD and The Ohio Civil Rights Commission ruled in favor of HOME's client. The client received a monetary settlement.

How To Address People With Disabilities

The word able-bodied is not recommended instead use “person without a disability”

The words “suffers from” not recommended sounds negative. Use “living with..”

Use the term “little person” not the ‘m’ word.

(while dwarfism is the medical term and some

People First Language



uses wheelchair

people with disabilities

people without disabilities

accessible parking/bathroom

successful



wheelchair-bound

handicapped/
disabled

normal people

handicapped parking/bathroom

"overcome disability"

Best case -- just call a person by their NAME

What is a Reasonable Accommodation?

- Reasonable accommodations are changes in rules, policies, practices or services so that a person with a disability has an equal opportunity to use and enjoy the housing.

Examples of Reasonable Accommodations

- Service animals or emotional support animal
- Caregivers living in apartment
- Additional time to move.
- Copies of notices sent to caregiver.
- Assigned parking places

Requesting a Reasonable
ACCOMMODATION



What is a Reasonable Modification?

- A reasonable modification is a **structural change** made to existing premises, occupied or to be occupied by a person with a disability, in order to afford such person full enjoyment of the premises.
- Reasonable modifications can include structural changes to interiors and exteriors of dwellings and to common and public use areas.
- In private housing, landlord must allow, but tenant pays.
- If Federal funding, landlord must pay for modifications (Section 504 of the Rehabilitation Act)

Examples of Modifications

- Ramps
- Widening doorways
- Grab bars
- Flashing light for smoke detector
- Levered door handles
- Lowered Kitchen Counters and Cabinets



How Requests are Made for Reasonable Accommodations/Modifications

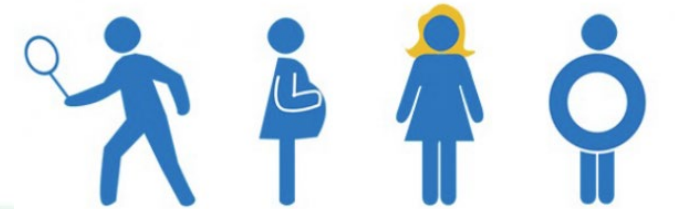
- **Making the Request**
 - The tenant is responsible for making the request.
 - Request can be made verbally or in writing.
 - Request can be made at any point of tenancy.
- **Proof of Disability**
 - After request is made, the housing provider can ask for documentation connecting the disability to the person's request if it is not apparent.
- **Who Can Provide Documentation?**
 - This letter may come from medical, social service or mental health professionals who can confirm the disability and the person's need for the reasonable accommodation or modification to enable the person full use and enjoyment of their home. Ex: doctor, nurse, physician's assistant, therapist, case manager, social worker, clergy..
- **Letter Stating Need for RA/RM**
 - The letter is not required to disclose the diagnosis, nature, or extent of disability. It only needs to state that the request is related to the disability and is necessary for equal enjoyment of the housing unit.



Things to Know about Making Accommodation Requests

The Housing Provider Cannot:

- **Ask questions about the nature or extent of a person's disability beyond verification that a disability exists that causes a need for the accommodation.**
 - Require that a person with a disability disclose their exact diagnosis
 - Ask for medical records
 - Ask how long a person has been disabled
- **Charge fees for reasonable accommodations.**
 - Cannot charge a pet deposit for an assistance animal
 - Cannot charge a fee if tenant needs to move to another unit
 - Cannot charge a fee for breaking a lease if unit is no longer appropriate, given the disability of the tenant
 - Cannot charge extra for 1st floor units or units by the elevator if this is necessary for a tenant with a disability.



What Is An Assistance Animal Under the FHA?

- These animals may be certified or uncertified. They could be an emotional support animal or any other animal that works, provides assistance, or performs tasks for the benefit of a person with a disability.
- Dogs and other animals may qualify. However there is no limit as to the type of animal that may provide assistance as long as it does not pose a direct threat to health and safety. *livestock type animals may be banned due to zoning regulations.
- Both federal and state laws require that housing providers make exceptions to their “no pet” policy so that a disabled person with an assistance animal can enjoy the full use of his/her dwelling

Reasonable Accommodation Requests for Assistance Animals

Exceptions to:

- “No pet” or “no animal” policies.
- Fees or deposits for animals.
- Breed restrictions.
- Limits on number of animals.
 - A person has a disability-related need for more than one animal.
 - Two people living together each have a disability-related need for a separate assistance animal.
- Land use and zoning laws, Homeowners Association rules, co-op rules.

Reasonable accommodations must also be granted to “no animal” rules in common areas.

- E.g., Lobbies, rental offices, elevators, building lounges, clubhouses, grounds

What do we call these animals?

- HUD issued its guidance using the ALL-ENCOMPASSING term “**assistance animals**” which includes both SERVICE and SUPPORT animals.
- There is a clear distinction between the two.
 - “**Service animal**” means any dog that is individually trained to do work or perform tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability.
 - “**Support animals**” are other trained or untrained animals that do work, perform tasks, provide assistance, and/or provide therapeutic emotional support for individuals with disabilities

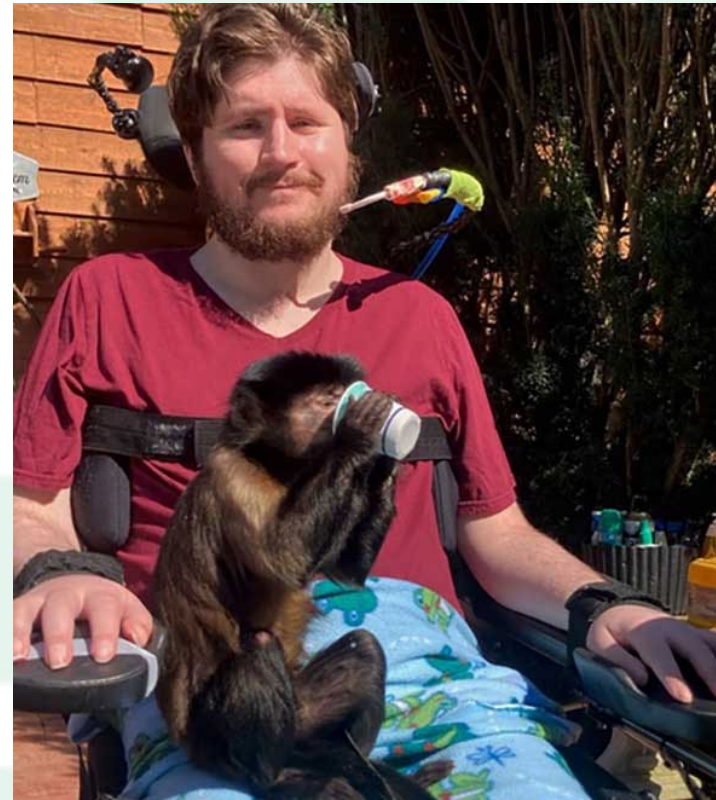


Support Animals

- Emotional support animals, comfort animals, and therapy dogs are not service animals under Title II and Title III of the ADA.
- Examples of work, tasks, or other assistance performed by support animals include:
 - Helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors;
 - Assisting the person in dealing with disability-related stress or pain;
 - Assisting a person with mental illness to leave the isolation of home or to interact with others;
 - Providing emotional support that alleviates at least one identified symptom or effect of a physical or mental impairment.

Types of Assistance Animals and Unique Animals

- HUD guidance says reasonable accommodations should be granted for animals commonly kept in households:
 - Dog, cat, small bird, rabbit, hamster, gerbil, other rodent, fish, turtle, other domesticated animals.
- Unique animals require stronger showing that there is disability-related need for the animal
 - Snakes, other reptiles barnyard animals, monkeys, kangaroos, etc.



How Many Animals?

- **Can a person have more than one service or emotional support animal?**
- While there do not seem to be any cases dealing with the issue of multiple emotional support animals, the basic requirements for this reasonable accommodation would still be the same. In other words, if a person were claiming the need for multiple emotional support animals, then he or she would need documentation supporting this need from his or her physician or medical professional. The practitioner would need to provide documentation that **each** support animal alleviated some symptom of the disability.

Vaccinations

- Property managers are allowed to ask that service and emotional support animals receive or show proof of the vaccinations or license required by local laws. This can be put in your lease agreement.
- Hamilton County Law requires that puppies and kittens be vaccinated for Rabies before they are six months old. The initial vaccine is good for one year. The following boosters are updated every 3 years. Ohio requires dogs to be licensed in the county of residence.

Documenting Needs for Assistance Animals

In some circumstances, a housing provider **MAY** request information that reasonably supports that the person seeking an accommodation has a disability or a disability-related need for an animal.

- Housing providers may not require:
 - Use of a specific form
 - Notarized statements
 - Statements made under penalty or perjury
 - Information that discloses an individual's diagnosis or other detailed information.

Letter from healthcare professional is the most common documentation. Other forms of documentation could also verify disability (SSDI, SSI, etc.)

Letter should use personal knowledge to provide general information and disability-related information.

Accommodations Must be “Reasonable”

- **The Undue Burden Test:** A landlord is not required to provide an accommodation if the landlord can show that doing so would create an undue financial and administrative burden.
- **The Fundamental Alteration Test:** The Fair Housing Act does not require a landlord to enact significant changes in its program or services to accommodate the special needs of tenants with disabilities.
- **The Direct Threat Test:** A Reasonable Accommodation request may be denied if it endangers the health and safety of the building or other tenants.

Denying a Request for an Accommodation

- If a request for a Reasonable Accommodation is going to be denied, an interaction is required.
- Engage in an interactive dialogue.
- It is NOT “you can’t have what you asked for, but I’ll give you something else that you don’t want.”
- It IS “Unfortunately, I can’t give you what you want but let’s talk about what I can do.”
- It is an interaction where people discuss together what can be done to resolve the issue.

Validating Service or Assistance Animals

A disabled person's decision to use a service or assistance animal is between himself and his/her professional care provider. However, the individual and the animal must satisfy all of the key requirements under the FHA.

They include:

- The resident/applicant must have a disability as defined by the FHA.
- The resident/applicant must have a disability-related need for a service or assistance animal.
- The animal must serve a need that is directly related to the disability.
- The request to have the animal must be reasonable.
- The animal must do one of the following:
 - a. Either: work, perform assistance, or perform task or service for the benefit of a disable resident.
 - b. Or: provide emotional support the alleviates on or more symptoms or effects of a person's existing disability.

Letter Example

Sample Letter from a Service Provider

[date]

Name of Professional (therapist, physician, psychiatrist, rehabilitation counselor)
XXX Road
City, State Zip

Dear [Housing Authority/Landlord]:

[Full Name of Tenant] is my patient, and has been under my care since [date]. I am intimately familiar with his/her history and with the functional limitations imposed by his/her disability. He/She meets the definition of disability under the Americans with Disabilities Act, the Fair Housing Act, and the Rehabilitation Act of 1973.

Due to mental illness, [first name] has certain limitations regarding [social interaction/coping with stress/anxiety, etc.]. In order to help alleviate these difficulties, and to enhance his/her ability to live independently and to fully use and enjoy the dwelling unit you own and/or administer, I am prescribing an emotional support animal that will assist [first name] in coping with his/her disability.

I am familiar with the voluminous professional literature concerning the therapeutic benefits of assistance animals for people with disabilities such as that experienced by [first name]. Upon request, I will share citations to relevant studies, and would be happy to answer other questions you may have concerning my recommendation that [Full Name of Tenant] have an emotional support animal. Should you have additional questions, please do not hesitate to contact me.

Sincerely,

Name of Professional

When Can a Housing Provider Legally Deny a Request?

- A housing provider can legally deny a request for a reasonable accommodation or reasonable modification when one of the following is true:
 - The tenant does not have a disability or can't verify it by a professional care provider.
 - The request is unrelated to the person's disability.
 - The request creates an undue financial and administrative burden.
 - The request is a fundamental alternation of provision of housing
 - The request poses a direct threat to the health and safety of other tenants.

FHA's 7 Design & Construction Requirements

Applies to new multifamily buildings built after March 13, 1991

1. Accessible building entrance on an accessible route (a continuous pedestrian path with no steps, no abrupt changes in level and no steep slopes)
2. Accessible and usable public and common use areas
3. Usable doors.
4. Accessible routes into and through unit.
5. Light switches, electrical outlets, thermostats and other environmental controls in accessible locations.
6. Reinforced walls in bathrooms for later installation of grab bars.
7. Usable kitchens and bathrooms.

Congress passed these requirements to make sure there were no barriers that discriminate against persons with disabilities in their attempts to find accessible housing.

H.U.D. Rulings/Guidance under the Fair Housing Act

- 2012- Equal Access Rule (updated in 2016)
- 2013- Assistance Animals & Reasonable Accommodations Rule
- 2016- Affirmatively Furthering Fair Housing Rule
- 2016- Gender Identity Rule
- 2016- Criminal Record Policies Guidance
- 2016- Group Homes, Local Land Use Guidance
- 2016- Limited English Proficiency Guidance
- 2016- Victims of Harassment/Survivors of Domestic Violence Guidance
- 2020 – Animal Requests as Reasonable Accommodations Guidance

What is H.U.D.'s New Ruling on Criminal Record Policies?

- Landlords and home sellers that turn down potential tenants and buyers based upon their criminal records may violate the Fair Housing Act.
- Private landlords who have *blanket bans* on renting to people with criminal records are in violation of the Fair Housing Act and can be sued and face penalties for discrimination.
- This new ruling allows plaintiffs to challenge housing practices that have a discriminatory effect without having to show discriminatory intent.
- Whether a landlord's policy has a discriminatory impact will need to be determined on a *case-by-case basis*. Saying "criminals are poor tenants" is not enough. Barring people based upon arrest alone is no good, because arrests alone aren't proof of guilt.

What Landlords Must do Under New Ruling?

- Landlords must take more of an individualized approach to avoid violating the Fair Housing Act. Even those with a partial ban must prove that their policy does not discriminate, by showing that it “accurately distinguishes” between criminal conduct that **poses a risk to safety** and conduct that does not.
- Landlords should consider individuals on a case-by-case basis and evaluate the nature and severity of the crime, and consider the length of time that has passed since that crime was committed.
- Landlords should make a determination based on facts and evidence, and not a perceived threat.

Other Fair Housing Issues:

Advertising

- Fair housing laws prohibit making, printing, or publishing any notice, statement, or advertisement that indicates any preference, limitation, or discrimination based on a protected class.
- Fair housing laws covers all types of statements, advertising or marketing tools used in the rental process, including brochures, ads in print or visual media, the internet, social media, or signs.

Other Fair Housing Issues

Retaliation

- It is illegal to retaliate against any person for making a complaint, testifying, assisting, or participating in any manner in exercising fair housing rights.
- The Fair Housing Act also makes it illegal to retaliate against any person because that person reported a discriminatory practice to a housing provider or other authority.

Other Fair Housing Issues

General Harassment:

- **Harassment** includes various negative actions that are taken because of someone's protected class. Housing providers are responsible for the behavior of their employees and vendors.
- **Best prevention strategy** is to write and periodically distribute a non-harassment policy to all residents, employees, and contractors, and to train employees on how to prevent and remedy all forms of harassment. If a resident reports harassment, respond quickly and effectively, and follow up to ensure that the problem does not reoccur.

Enforcement

- Fair Housing complaints can be filed with administrative agencies or in court.
- There's 1 year statute of limitations for filing complaints administratively and 2 year statute of limitations for filing in court.



Let's test your
memory

- Time for a game!





HOME

**Housing Opportunities
Made Equal**

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Cincinnati, OH 45202

513-721-4663

www.homecincy.org



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@homecincy



Facebook.com/homecincy



**AGENCY
PARTNER**