

BOARD OF SELECTMEN

BRANFORD, CONNECTICUT

ANTHONY J. DAROS
First Selectman

ANDREW J. CAMPBELL, SR.
JAMES B. COSGROVE



1019 MAIN STREET
POST OFFICE BOX 150
BRANFORD, CT 06405
(203) 488-8394
FAX: 481-5561
www.branford-ct.gov

FAIR HOUSING RESOLUTION TOWN OF THE TOWN OF BRANFORD

Whereas, All persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and

Whereas, Federal fair housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and

Whereas, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and

Whereas, The Town of Branford is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice.

NOW THEREFORE, BE IT RESOVED, That the Town Of Branford hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

BE IT FURTHER RESOLVED, That the chief executive officer of the Town of Branford or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town of Branford and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.

Adopted by the Board of Selectmen on April 3, 2013.

A handwritten signature in blue ink that reads "Anthony J. Daros".

First Selectman

Town Seal

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Town of Branford **Fair Housing Policy Statement Sample**

It is the policy of the Town of Branford to promote fair housing opportunities and to encourage racial and economic integration in all its programs and housing development activities.

Programs funded and administered by this Town of Branford must comply with the provisions of Section 46a-64c of the C.G.S., and with related state and federal laws and regulations that prohibit discriminatory housing practices.

The Town of Branford or any of sub-recipient of the Town of Branford will carry out an affirmative marketing program to attract prospective buyers or tenants of all majority or minority groups, without consideration of race, color, religion, sex, national origin, ancestry, creed, sexual orientation, gender identity or expression, marital status, lawful source of income, disability, age or because the individual has children in all programs and housing development activities funded or administered by the Town of Branford.

The municipality's Planning & Zoning Department is responsible for the enforcement and implementation of this policy. The Town Planner, Shirley Rasmussen, may be reached at 203-488-1255 or srasmussen@branford-ct.gov.

Complaints pertaining to discrimination in any program funded or administered by this Town of Branford, may be filed with the Planning & Zoning Department. The municipality's Grievance Procedure will be utilized in these cases.

Complaints also may be filed with the Commission on Human Rights and Opportunity, Special Enforcement Unit, 21 Grand Street, Hartford, CT 06106, Telephone (860) 541-3403 within 180 days of the alleged violation by submitting a notarized complaint and/or the Boston Regional Office of FHEO, U.S. Department of Housing and Urban Development, Thomas P. O'Neill, Jr. Federal Building, 10 Causeway Street, Room 321, Boston, MA 02222-1092, Telephone (617) 994-8300 or 1-800-827-5005, TTY (617) 565-5453. A complaint may be filed with HUD within one year after an alleged violation. Additionally, an individual may file suit, at his/her expense, in Federal District Court or State Court within two years of an alleged violation. If the individual cannot afford an attorney, the Court may appoint one. A suit can be brought even after filing a complaint, if the complaining party has not signed a conciliation agreement and an Administrative Law Judge has not started a hearing. A court may award actual and punitive damages and attorney's fees and costs.

A copy of this policy statement will be given annually to all Town of Branford employees and they are expected to fully comply with it. In addition, a copy will be posted throughout the Town of Branford.

Revised 2/13/13

4/16/13

Date

First Selectman

A handwritten signature in blue ink, appearing to read "Anthony J. Daros".

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Town of Branford

Compliance with Title VI of the Civil Rights Act of 1964

The Town of Branford does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of Branford seeks to fully carry out its responsibilities under the Title VI Regulations.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color or national origin in programs and activities receiving Federal financial assistance. Title VI provides that No person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs covered by the Regulations.

This policy is effectuated through the methods of administration outlined in the Town of Branford's Fair Housing Plan and is fully implemented to ensure compliance by the Town of Branford, as the recipient, and by sub-recipients. The cooperation of all personnel is required.


Anthony J. Daros, First Selectman

Date

4/16/13

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Town of Branford

MUNICIPAL GRIEVANCE PROCEDURE

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in employment practices and policies or the provision of services, activities, programs, or benefits by the Town of Branford.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

Joyce Forte, ADA Coordinator
203-315-0613
1019 Main Street
Branford, CT 06405

Within 15 calendar days after receipt of the complaint, Joyce Forte will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, Joyce Forte will respond in writing, and, where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of Joyce Forte and offer options for substantive resolution of the complaint.

If the response by Joyce Forte does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision of the ADA Coordinator within 15 calendar days after receipt of the response to the Town of Branford or his or her designee.

Within 15 calendar days after receipt of the appeal, the Town of Branford or his or her designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the Town of Branford or his or her designee will respond in writing, and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by Joyce Forte, appeals to the First Selectman or his or her designee, and responses from the ADA coordinator and First Selectman or his or her designee will be kept by the Town of Branford for at least three years.

4/16/13

Date


Name, Title *Anthony J. Daros*
 First Selectman

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Town of Branford ADA NOTICE

The Town of Branford does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. The Town of Branford does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the Town of Branford's designated ADA Compliance Coordinator.

Name: Joyce Forte

Title: Human Resources Director

Office Address: 1019 Main Street, Branford, CT 06405

Phone Number Voice: 203-315-0613

Email Address: jforte@branford-ct.gov

Days/Hours Available: Monday-Friday 8:30-4:30

Individuals who need auxiliary aids for effective communication in programs and services of the Town of Branford are invited to make their needs and preferences known to the ADA Compliance Coordinator.

This notice is available in large print and on audio tape, from the ADA Compliance Coordinator.

First Selectman

Date

4/16/13

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Town of Branford

AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of Branford, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected groups found to be underutilized in the Town of Branford's work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that this Town of Branford will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, I have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. I further pledge that the Town of Branford will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of Branford will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town of Branford to provide equal employment opportunities without consideration of race, color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) and 46a-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

The Town of Branford will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below: 13th, 14th and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870,

1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, presidential Executive Orders 11246, amended by 11375, (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64), Discrimination against Criminal Offenders (46a-80), Connecticut General Statutes, Connecticut Code of Fair Accommodations Law (46-63-64), definition of Blind (46a-51 (1), definition of Physically Disabled (46a-51 (15), definition of Mentally Retarded (46a-51 (13), cooperation with the Commission of Human Rights and Opportunities (46a-77), Sexual Harassment (46-60-(a) Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and the Local Fiscal Assistance Act of 1972 and the Americans with Disabilities Act of 1992.

This policy statement will be given annually to all Town of Branford employees and will also be posted throughout the Town of Branford. I also expect each supplier, union, consultant and other entity (s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town of Branford will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to Joyce Forte, Human Resources Director, 203-315-0613, jforte@branford-ct.gov.

4/16/13
Date


First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING JOYCE FORTE 203-315-0613.



We Do Business in Accordance With the Federal Fair Housing Law

(The Fair Housing Amendments Act of 1988)

It is illegal to Discriminate Against Any Person Because of Race, Color, Religion, Sex, Handicap, Familial Status, or National Origin

- In the sale or rental of housing or residential lots
- In the provision of real estate brokerage services
- In advertising the sale or rental of housing
- In the appraisal of housing
- In the financing of housing
- Blockbusting is also illegal

Anyone who feels he or she has been discriminated against may file a complaint of housing discrimination:

1-800-669-9777 (Toll Free)
1-800-927-9275 (TTY)

**U.S. Department of Housing and Urban Development
Assistant Secretary for Fair Housing and Equal Opportunity
Washington, D.C. 20410**



IGUALDAD DE OPORTUNIDAD EN LA VIVIENDA

Conducimos nuestros negocios de acuerdo a la Ley Federal de Vivienda Justa

(Acta de enmiendas de 1988 de la Ley Federal de Vivienda Justa)

Es ilegal discriminar contra cualquier persona por razon de su raza, color, religion, sexo, incapacidad fisica o mental, la presencia de niños menores de 18 años o de mujer embarazada en su familia o su origen nacional

- En la venta o renta de vivienda y terrenos residenciales
- En los servicios de corretaje que prestan vendedores de vivienda
- En los anuncios de venta o renta de vivienda
- En la valoracion de vivienda
- En la financiamiento de vivienda
- Tambien es ilegal forzarle a vender o rentar su vivienda diciendole que gente de otra raza, religion o grupo etnico se estan mudando en su vecindario
- Amenazar o interferir con la persona para que no registre su queja

Cualquier persona que sienta que fue discriminada debe de enviar su queja de discriminacion:

1-800-669-9777 (llamada gratis)
1-800-927-9275 (TDD llamada gratis)

U.S. Department of Housing
and Urban Development
Assistant Secretary for Fair Housing and
Equal Opportunity
Washington, D.C. 20410

Equal Employment Opportunity is THE LAW

Private Employers, State and Local Governments, Educational Institutions, Employment Agencies and Labor Organizations

Applicants to and employees of most private employers, state and local governments, educational institutions, employment agencies and labor organizations are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, protects applicants and employees from discrimination in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment, on the basis of race, color, religion, sex (including pregnancy), or national origin. Religious discrimination includes failing to reasonably accommodate an employee's religious practices where the accommodation does not impose undue hardship.

DISABILITY

Title I and Title V of the Americans with Disabilities Act of 1990, as amended, protect qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship.

AGE

The Age Discrimination in Employment Act of 1967, as amended, protects applicants and employees 40 years of age or older from discrimination based on age in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act, as amended, the Equal Pay Act of 1963, as amended, prohibits sex discrimination in the payment of wages to women and men performing substantially equal work, in jobs that require equal skill, effort, and responsibility, under similar working conditions, in the same establishment.

GENETICS

Title II of the Genetic Information Nondiscrimination Act of 2008 protects applicants and employees from discrimination based on genetic information in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. GINA also restricts employers' acquisition of genetic information and strictly limits disclosure of genetic information. Genetic information includes information about genetic tests of applicants, employees, or their family members; the manifestation of diseases or disorders in family members (family medical history); and requests for or receipt of genetic services by applicants, employees, or their family members.

RETALIATION

All of these Federal laws prohibit covered entities from retaliating against a person who files a charge of discrimination, participates in a discrimination proceeding, or otherwise opposes an unlawful employment practice.

WHAT TO DO IF YOU BELIEVE DISCRIMINATION HAS OCCURRED

There are strict time limits for filing charges of employment discrimination. To preserve the ability of EEOC to act on your behalf and to protect your right to file a private lawsuit, should you ultimately need to, you should contact EEOC promptly when discrimination is suspected.

The U.S. Equal Employment Opportunity Commission (EEOC), 1-800-669-4000 (toll-free) or 1-800-669-6820 (toll-free TTY number for individuals with hearing impairments). EEOC field office information is available at www.eeoc.gov or in most telephone directories in the U.S. Government or Federal Government section. Additional information about EEOC, including information about charge filing, is available at www.eeoc.gov.

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under Federal law from discrimination on the following bases:

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Executive Order 11246, as amended, prohibits job discrimination on the basis of race, color, religion, sex or national origin, and requires affirmative action to ensure equality of opportunity in all aspects of employment.

INDIVIDUALS WITH DISABILITIES

Section 503 of the Rehabilitation Act of 1973, as amended, protects qualified individuals from discrimination on the basis of disability in hiring, promotion, discharge, pay, fringe benefits, job training, classification, referral, and other aspects of employment. Disability discrimination includes not making reasonable accommodation to the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or employee, barring undue hardship. Section 503 also requires that Federal contractors take affirmative action to employ and advance in employment qualified individuals with disabilities at all levels of employment, including the executive level.

DISABLED, RECENTLY SEPARATED, OTHER PROTECTED, AND ARMED FORCES SERVICE MEDAL VETERANS

The Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212, prohibits job discrimination and requires affirmative action to employ and advance in employment disabled veterans, recently separated veterans (within

three years of discharge or release from active duty), other protected veterans (veterans who served during a war or in a campaign or expedition for which a campaign badge has been authorized), and Armed Forces service medal veterans (veterans who, while on active duty, participated in a U.S. military operation for which an Armed Forces service medal was awarded).

RETALIATION

Retaliation is prohibited against a person who files a complaint of discrimination, participates in an OFCCP proceeding, or otherwise opposes discrimination under these Federal laws.

Any person who believes a contractor has violated its nondiscrimination or affirmative action obligations under the authorities above should contact immediately:

The Office of Federal Contract Compliance Programs (OFCCP), U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210, 1-800-397-6251 (toll-free) or (202) 693-1337 (TTY). OFCCP may also be contacted by e-mail at OFCCP-Public@ dol.gov, or by calling an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, NATIONAL ORIGIN, SEX

In addition to the protections of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act of 1964, as amended, prohibits discrimination on the basis of race, color or national origin in programs or activities receiving Federal financial assistance. Employment discrimination is covered by Title VI if the primary objective of the financial assistance is provision of employment, or where employment discrimination causes or may cause discrimination in providing services under such programs. Title IX of the Education Amendments of 1972 prohibits employment discrimination on the basis of sex in educational programs or activities which receive Federal financial assistance.

INDIVIDUALS WITH DISABILITIES

Section 504 of the Rehabilitation Act of 1973, as amended, prohibits employment discrimination on the basis of disability in any program or activity which receives Federal financial assistance. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with or without reasonable accommodation, can perform the essential functions of the job.

If you believe you have been discriminated against in a program of any institution which receives Federal financial assistance, you should immediately contact the Federal agency providing such assistance.

La igualdad de oportunidades de empleo es

LA LEY

Empleadores privados, gobiernos locales y estatales, instituciones educativas, agencias de empleo y organizaciones de trabajo

Los postulantes y empleados de la mayoría de los empleadores privados, los gobiernos locales y estatales, las instituciones educativas, las agencias de empleo y las organizaciones de trabajo están protegidos por la ley federal contra la discriminación en función de:

RAZA, COLOR, RELIGIÓN, SEXO, PROCEDENCIA

El Título VII de la Ley de Derechos Civiles (Civil Rights Act) de 1964, con sus modificaciones, protege a los postulantes y a los empleados contra la discriminación en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo, en función de raza, color, religión, sexo (incluidas las embarazadas) o procedencia. La discriminación religiosa se refiere a la falta de adaptación razonable a las prácticas religiosas de un empleado, siempre y cuando dicha adaptación no provoque una dificultad económica desmedida para la compañía.

DISCAPACIDAD

Los Títulos I y V de la Ley de Estadounidenses con Discapacidades (Americans with Disabilities Act) de 1990, con sus modificaciones, protege a las personas idóneas contra la discriminación por discapacidad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La discriminación por discapacidad se refiere a la falta de adaptaciones razonables para las limitaciones físicas o mentales de una persona idónea que tiene una discapacidad y que es un postulante o un empleado, salvo que dichas adaptaciones provoquen una dificultad económica desmedida para la compañía.

EDAD

La Ley contra la Discriminación Laboral por Edad (Age Discrimination in Employment Act) de 1967, con sus modificaciones, protege a los postulantes y empleados de 40 años o más contra la discriminación por cuestiones de edad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo.

SEXO (SALARIOS)

Además de lo establecido en el Título VII de la Ley de Derechos Civiles, con sus modificaciones, la Ley de Igualdad en las Remuneraciones (Equal Pay Act) de 1963, con sus modificaciones, también prohíbe la discriminación sexual en el pago de los salarios a las mujeres y los hombres que realicen básicamente el mismo trabajo, en empleos que requieran las mismas habilidades, esfuerzo y responsabilidad, en condiciones laborales similares, en el mismo establecimiento.

GENÉTICA

El Título II de la Ley de No Discriminación por Información Genética (Genetic Information Nondiscrimination Act, GINA) de 2008 protege a los postulantes y empleados contra la discriminación basada en la información genética en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La GINA también limita la adquisición de información genética por parte de los empleadores y condiciona de manera estricta su divulgación. La información genética incluye las pruebas genéticas de los postulantes, empleados o integrantes de sus familias, la manifestación de enfermedades o trastornos de los miembros de la familia (historia médica familiar) y las solicitudes o la recepción de servicios genéticos por parte de los postulantes, empleados o integrantes de sus familias.

REPRESALIAS

Todas estas leyes federales prohíben a las entidades cubiertas que tomen represalias en contra de una persona que presenta una cargo por discriminación, participa en un procedimiento por discriminación o que, de algún otro modo, se opone a una práctica laboral ilícita.

QUÉ DEBE HACER SI CONSIDERA QUE ES VÍCTIMA DE LA DISCRIMINACIÓN

Existen plazos estrictos para presentar cargos por discriminación laboral. A fin de preservar la capacidad de la Comisión para la Igualdad de Oportunidades en el Empleo (Equal Employment Opportunity Commission, EEOC) de actuar en representación suya y proteger su derecho a iniciar una demanda privada si fuese necesario en última instancia, debe comunicarse con la EEOC apenas sospeche que se produjo un hecho de discriminación: Comisión para la Igualdad de Oportunidades en el Empleo de los Estados Unidos, 1-800-669-4000 (línea gratuita) o 1-800-669-6820 (línea gratuita ITY para las personas con problemas auditivos). Puede encontrar información sobre las sucursales de la EEOC en www.eeoc.gov o en la mayoría de las guías telefónicas en la sección Gobierno Federal o Gobierno de los Estados Unidos. También puede obtener información adicional sobre la EEOC, incluso cómo presentar un cargo, en www.eeoc.gov.

Empleadores que tengan contratos o subcontratos con el gobierno federal

Los postulantes y empleados de las compañías que tengan un contrato o subcontrato con el gobierno federal están protegidos por la ley federal contra la discriminación en función de:

RAZA, COLOR, RELIGIÓN, SEXO, PROCEDENCIA

El Decreto Ejecutivo 11246, con sus modificaciones, prohíbe la discriminación en el trabajo en función de raza, color, religión, sexo o procedencia y exige que se implementen acciones afirmativas para garantizar la igualdad de oportunidades en todos los aspectos laborales.

PERSONAS CON DISCAPACIDADES

La Sección 503 de la Ley de Rehabilitación (*Rehabilitation Act*) de 1973, con sus modificaciones, protege a las personas idóneas contra la discriminación por discapacidad en lo que respecta a la contratación, los ascensos, los despidos, los pagos, las compensaciones adicionales, la capacitación laboral, la clasificación, las referencias y los demás aspectos del empleo. La discriminación por discapacidad se refiere a la falta de adaptaciones razonables para las limitaciones físicas o mentales de una persona idónea que tiene una discapacidad y que es un postulante o un empleado, salvo que dichas adaptaciones provoquen una dificultad económica desmedida para la compañía. La Sección 503 también exige que los contratistas federales implementen acciones afirmativas para emplear y avanzar en el empleo de personas idóneas con discapacidades en todos los niveles laborales, incluido el nivel ejecutivo.

VETERANOS DISCAPACITADOS, RECIÉN RETIRADOS, BAJO PROTECCIÓN Y CON MEDALLA POR SERVICIO A LAS FUERZAS ARMADAS

La Ley de Asistencia a la Readaptación de Veteranos de Vietnam (*Vietnam Era Veterans' Readjustment Assistance Act*) de 1974, con sus modificaciones, 38 U.S.C. 4212, prohíbe la discriminación laboral y exige que se implementen acciones afirmativas para emplear y avanzar en el empleo de los veteranos discapacitados, recién retirados

(en el plazo de los tres años posteriores a la baja o al cese del servicio activo), otros veteranos bajo protección (los veteranos que prestaron servicio durante una guerra o en una campaña o expedición para la cual se les autorizó una insignia de campaña) y los veteranos con medalla por servicio a las Fuerzas Armadas (aquellos que durante el servicio activo, participaron en una operación militar de los Estados Unidos por la cual se los reconoció con una medalla por servicio a las Fuerzas Armadas).

REPRESALIAS

Quedan prohibidas las represalias contra una persona que presenta una demanda por discriminación, participa en un procedimiento de la Oficina de Programas de Cumplimiento de Contratos Federales (*Office of Federal Contract Compliance Programs, OFCCP*) o que se oponga, de algún otro modo, a la discriminación según estas leyes federales.

Una persona que considere que un contratista violó sus obligaciones de acción afirmativa o no discriminación según las autoridades mencionadas anteriormente debe comunicarse de inmediato con:

La Oficina de Programas de Cumplimiento de Contratos Federales (OFCCP), Departamento de Trabajo de los Estados Unidos, 200 Constitution Avenue, N.W., Washington, D.C. 20210, teléfono 1-800-397-6251 (línea gratuita) o (202) 693-1337 (línea ITY). También puede enviar un mensaje de correo electrónico a la OFCCP (OFCCP-Public@dol.gov) o bien, llamar a una de sus oficinas regionales o del distrito, las cuales aparecen en la mayoría de las guías telefónicas en la sección Gobierno de los Estados Unidos, Departamento de Trabajo.

Programas o actividades que reciben asistencia financiera federal

RAZA, COLOR, PROCEDENCIA, SEXO

Además de las protecciones establecidas en el Título VII de la Ley de Derechos Civiles de 1964 y sus modificaciones, el Título VI de dicha ley, con sus modificaciones, prohíbe la discriminación por raza, color o procedencia en los programas o las actividades que reciben asistencia financiera federal. La discriminación laboral está cubierta por el Título VI si el objetivo principal de la asistencia financiera es brindar empleo, o si la discriminación laboral provoca o puede provocar discriminación cuando se proporcionan los servicios de dichos programas. El Título IX de las Reformas Educativas de 1972 prohíbe la discriminación laboral según el sexo en los programas o las actividades educativas que reciben asistencia financiera federal.

PERSONAS CON DISCAPACIDADES

La Sección 504 de la Ley de Rehabilitación de 1973, con sus modificaciones, prohíbe la discriminación laboral por discapacidad en cualquier programa o actividad que reciba asistencia financiera federal. Queda prohibida la discriminación en todos los aspectos laborales contra las personas discapacitadas que, con o sin adaptaciones razonables, pueden desempeñar las funciones esenciales del trabajo.

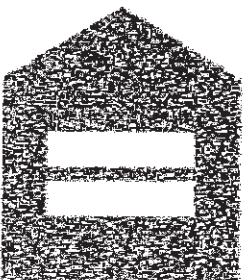
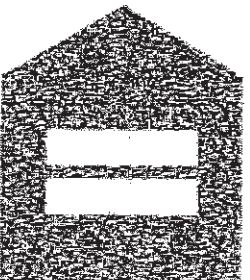
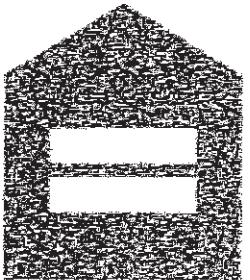
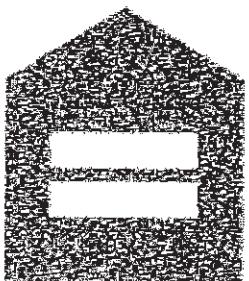
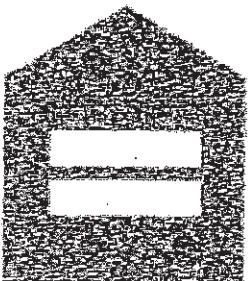
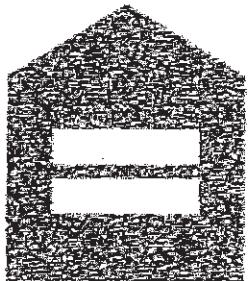
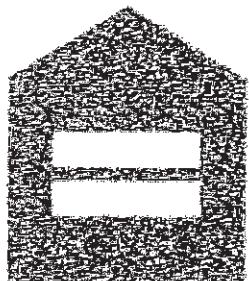
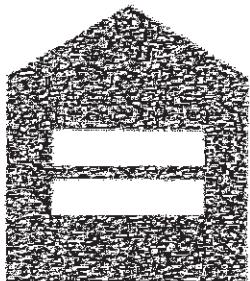
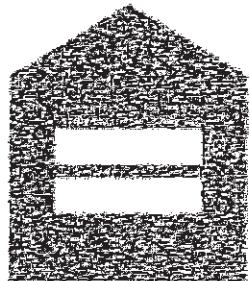
Si cree que ha sido víctima de discriminación en algún programa de una institución que reciba asistencia financiera federal, debe comunicarse de inmediato con la agencia federal que brinda dicha asistencia.

Departamento de Vivienda y Desarrollo Urbano
de los Estados Unidos
Oficina de Vivienda Justa e Igualdad de Oportunidades



Vivienda Equitativa

Igualdad de oportunidades para todos



Visite nuestro sitio de Internet: www.hud.gov/fairhousing

La Ley de Vivienda Equitativa

La Ley de Vivienda Equitativa prohíbe la discriminación en la vivienda por motivos de:

- Raza o color
- Origen nacional
- Religión
- Género
- Estado familiar (incluyendo hijos menores de 18 años que vivan con sus padres o con tutores legales; mujeres embarazadas y personas que están tratando de obtener la custodia de niños menores de 18 años)
- Discapacidad

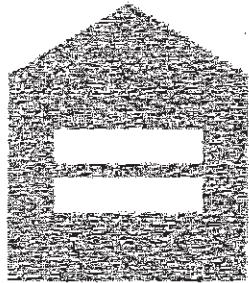
¿Qué vivienda está amparada por la ley?

La Ley de Vivienda Equitativa ampara la mayor parte de las viviendas. En algunas circunstancias, la Ley exime viviendas de no más de 4 unidades, ocupadas por sus dueños, viviendas unifamiliares vendidas o alquiladas sin la intervención de un corredor, y viviendas operadas por organizaciones y clubes privados que limitan la ocupación a sus miembros.

¿Qué está prohibido?

En la venta y alquiler de viviendas: Nadie puede cometer ninguno de los actos siguientes por motivos de raza, color, religión, género, discapacidad, estado familiar (familias con niños) u origen nacional:

- Negarse a alquilar o a vender una vivienda
- Negarse a negociar sobre una vivienda
- Hacer que no haya viviendas disponibles
- Negar una vivienda
- Fijar términos, condiciones o privilegios diferentes para la venta o el alquiler de una vivienda
- Proporcionar servicios o instalaciones de vivienda diferentes
- Negar falsamente la existencia de viviendas disponibles para su inspección, venta o alquiler
- Persuadir, o tratar de persuadir, con fines de lucro, a propietarios de viviendas para que vendan o alquilen sus casas sugiriéndoles que personas de una raza, etc., determinada se han mudado, o están a punto de mudarse, a ese vecindario ("blockbusting" en inglés), o
- Negarle a cualquier persona el acceso a, membresía o participación en, cualquier organización,



instalación o servicio (tal como el de la lista múltiple) en relación con la venta o el alquiler de vivienda, o discriminar contra cualquier persona en los términos o condiciones de dicho acceso, membresía o participación.

En el caso de préstamos hipotecarios: Nadie podrá cometer ninguno de los actos siguientes por motivos de raza, color, religión, género, discapacidad, estado civil o origen nacional:

- Negarse a hacer un préstamo hipotecario
- Negarse a proporcionar información sobre préstamos
- Imponer términos y condiciones diferentes sobre un préstamo, tal como tasas de interés, puntos o cargos diferentes
- Discriminar en la tasación de propiedades
- Negarse a comprar un préstamo o
- Fijar términos o condiciones diferentes para adquirir un préstamo

Además, es una infracción de la Ley de Vivienda Equitativa:

- Amenazar, coaccionar, intimidar o interferir con cualquier persona que esté ejerciendo un derecho sobre vivienda equitativa o ayudando a otros que ejerciten ese derecho
- Hacer, imprimir o publicar cualquier declaración relacionada con la venta o el alquiler de una vivienda, en la que se indique una preferencia, limitación ó discriminación basada en raza, color, religión, género, discapacidad, estado familiar u origen nacional. Esta prohibición de publicidad discriminatoria se aplica a las viviendas unifamiliares y ocupadas por los propietarios, que de otro modo estén exentas de la Ley de Vivienda Equitativa.
- Negarse a proporcionar cobertura de seguro del propietario para una vivienda por motivos de raza, color, religión, género, discapacidad, estado familiar u origen nacional del propietario y/o los ocupantes de una vivienda
- Discriminar en los términos o condiciones de la cobertura del seguro de propietario por motivos de raza, color, religión, género, discapacidad, estado familiar u origen nacional del propietario y/o los ocupantes de una vivienda

- Negarse a proporcionar seguro del propietario, o a imponer términos o condiciones de cobertura menos favorables por motivos de la raza, color, religión, género, discapacidad, estado familiar u origen nacional predominante de los residentes del vecindario en donde esté situada la vivienda ("redlining" en inglés)
- Negarse a ofrecer información disponible sobre la gama total de opciones disponibles de cobertura del seguro de propietario por motivos de raza, etc. del propietario y/o los ocupantes de una vivienda
- Hacer, imprimir o publicar cualquier declaración relacionada con la oferta de cobertura de seguro del propietario, en la que se indique una preferencia, limitación o discriminación basada en raza, color, religión, género, discapacidad, estado familiar u origen nacional

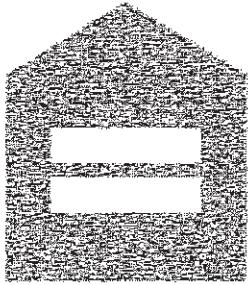
Protección adicional si usted tiene una discapacidad

Si usted o alguien asociado con usted:

- Padece de una discapacidad física o mental (incluyendo audición, movilidad y vista imperfechas, cáncer, enfermedad mental crónica, SIDA, enfermedades relacionadas con el SIDA, o retraso mental) que limite considerablemente una o más de las actividades de la vida
- Tiene antecedentes de padecer de esa discapacidad, o
- Está considerado como que tiene esa discapacidad, su arrendador no podrá:
 - Negarse a que usted haga modificaciones razonables en su vivienda o áreas de uso común, por su cuenta, si son necesarias para que la persona discapacitada pueda usar la vivienda a plenitud. (Cuando sea razonable, el arrendador podrá permitirle hacer los cambios únicamente si usted acepta dejar la propiedad en su estado original cuando se mude).
 - Negarse a hacer cambios razonables en las reglas, políticas, prácticas o servicios, si son necesarias para que la persona discapacitada pueda usar la vivienda en las mismas condiciones que las personas no discapacitadas.

Ejemplo: Un edificio que tenga una política de no permitir animales, tiene que permitirle a un inquilino con vista deteriorada tener un perro guía.

Ejemplo: Un complejo de apartamentos que ofrezca a los inquilinos estacionamiento amplio sin puestos asignados, tiene que atender la petición de un



inquilino discapacitado para moverse, de contar con un espacio reservado cerca de su apartamento, si es necesario para asegurar que pueda tener acceso al mismo.

No obstante, no es necesario poner vivienda a la disposición de una persona que sea una amenaza directa para la salud o la seguridad de los demás, o que esté usando drogas ilícitas.

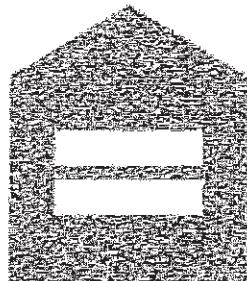
Requisitos en cuanto a la accesibilidad para nuevos edificios multifamiliares: En los edificios con cuatro o más unidades que hayan sido ocupados por primera vez después del 13 de marzo de 1991, y que tengan un elevador:

- Las áreas públicas y comunes tienen que ser accesibles para las personas con discapacidades
- Las puertas y pasillos tienen que ser lo suficientemente anchos para las sillas de ruedas
- Todas las unidades tienen que tener:
 - Una ruta accesible para entrar a la unidad y andar por ella
 - Interruptores de luz y enchufes eléctricos, termostatos y otros controles ambientales accesibles
 - Paredes del baño reforzadas para poder instalarles agarraderas
 - Cocinas y baños que puedan ser usados por personas en sillas de ruedas

En el caso de un edificio con cuatro o más unidades que no tengan elevador y que fue ocupado por primera vez después del 13 de marzo de 1991, estas normas se aplicarán a las unidades del piso bajo únicamente.

Estos requisitos sobre accesibilidad para nuevos edificios multifamiliares no sustituyen a las normas de accesibilidad más estrictas exigidas por las leyes estatales o locales.

Oportunidades de vivienda para familias con niños



La Ley de Vivienda Equitativa estipula que es ilegal discriminar contra una persona cuya familia incluya uno o más niños menores de 18 años de edad (*"estado familiar"*). La protección del estado familiar abarca a las familias en las cuales uno o más niños menores viven con:

- Un padre;
- Una persona que tenga la custodia legal (incluyendo la tutela) de un niño o niños menores; o
- La persona designada por un padre o tutor legal, con el permiso escrito del padre o tutor legal.

La protección del estado familiar también se extiende a las mujeres embarazadas y a cualquier persona que esté en proceso de obtener la custodia legal de un niño menor de edad (incluyendo padres adoptivos o padres adoptivos temporales)

Protecciones adicionales al estado familiar:

Usted también puede estar protegido por las disposiciones sobre el estado familiar (familias con niños) de la Ley de Vivienda Equitativa si sufre represalias o una pérdida financiera (empleo, vivienda, o comisión de corredor de bienes raíces) debido a que:

- Usted vendió o alquiló, u ofreció vender o alquilar una vivienda a una familia con niños menores; o
- Usted negoció, o trató de negociar, la venta o el alquiler de una vivienda a una familia con niños menores.

La exención de "Vivienda para Personas Mayores":

La Ley de Vivienda Equitativa exime específicamente a algunas viviendas y comunidades para personas mayores, contra la responsabilidad por discriminar por motivos de *estado familiar*. Las viviendas o comunidades para personas mayores exentas pueden negarse legalmente a vender o alquilar viviendas a familias con niños menores, o pueden imponer términos y condiciones de residencia diferentes. Para poder acogerse a la exención de la "vivienda para personas mayores", dicha instalación o comunidad tiene que demostrar que su vivienda:

- Se proporciona al amparo de cualquier programa estatal o federal que HUD haya determinado que fue diseñado y es operado específicamente para ayudar a *personas mayores* (tal como se definen en el programa estatal o federal); o
- Está destinada a, y es ocupada exclusivamente por, personas *de 62 o más años de edad*, o
- Está destinada, y es operada, para ser ocupada por personas *de 55 o más años de edad*.

Para calificar para la exención de vivienda para "*personas de 55 o más años de edad*", la instalación o comunidad tiene que cumplir con todos y cada uno de los requisitos siguientes:

- por lo menos el *80 por ciento* de las unidades ocupadas tienen que tener un mínimo de un ocupante de 55 o más años de edad;
- la instalación o comunidad tiene que publicar, y seguir, políticas y procedimientos que demuestren la *intención* de operar como una vivienda para personas de "55 o más años de edad"; y
- la instalación o comunidad tiene que cumplir con los requisitos reglamentarios de HUD en cuanto a la *verificación de la edad* de los residentes mediante encuestas y declaraciones juradas.

La exención de "*viviendas para personas mayores*" no protege a las instalaciones o comunidades de viviendas para personas mayores contra la responsabilidad por discriminar en la vivienda con base en *raza, color, religión, género, discapacidad u origen nacional*. Además, las viviendas o comunidades para personas de "*55 o más años de edad*" que sí permitan residir a familias con niños menores, no pueden *segregar* legalmente a dichas familias en una sección, edificio o parte de un edificio determinado.

Si usted cree que han violado sus derechos

HUD está listo para ayudar con cualquier problema de discriminación en la vivienda. Si usted cree que han violado sus derechos, puede escribir una carta o llamar por teléfono a la oficina más cercana de HUD. Usted tiene un año después de haber ocurrido o terminado el supuesto acto de discriminación, para presentar una queja con HUD, pero debiera hacerlo lo más pronto posible.

La que debe decirle a HUD:

- Su nombre y dirección
- El nombre y dirección de la persona contra la cual se está quejando (el demandado)
- La dirección u otra identificación de la vivienda en cuestión
- Una descripción breve de la supuesta violación (el evento que dio lugar a que usted crea que se violaron sus derechos)
- La fecha o fechas en que ocurrió la supuesta violación

A dónde debe escribir o llamar: Envíe una carta a la oficina más cercana de HUD, o si lo desea, puede llamar a esa oficina directamente. Los números de telefópico (TTY) listados para esas oficinas no son gratuitos. O puede llamar a la línea directa nacional gratis de TTY al 1-800-927-9275.

Para Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island y Vermont:

OFICINA REGIONAL DE BOSTON

(*Complaints_office_01@hud.gov*)

U.S. Department of Housing and Urban Development

Thomas P. O'Neill Jr. Federal Building

10 Causeway Street, Room 308

Boston, MA 02222-1092

Teléfono: (617) 994-8300 ó 1-800-827-5005

Fax: (617) 565-7313 * TTY (617) 565-5453

Para Nueva Jersey y Nueva York:

OFICINA REGIONAL DE NUEVA YORK

(*Complaints_office_02@hud.gov*)

U.S. Department of Housing and Urban Development

26 Federal Plaza, Room 3532

New York, NY 10278/0068

Teléfono: (212) 542-7519 ó 1-800-496-4294

Fax: (212) 264-9829 * TTY (212) 264-0927

Para Delaware, Distrito de Columbia, Maryland, Pensilvania, Virginia y West Virginia:

OFICINA REGIONAL DE FILADELPHIA

(*Complaints_office_03@hud.gov*)

U.S. Department of Housing and Urban Development

The Wanamaker Building

100 Penn Square East

Philadelphia, PA 19107-9344

Teléfono: (215) 656-0663 ó 1-888-799-2085

Fax: (215) 656-3449 * TTY (215) 656-3450

Para Alabama, Florida, Georgia, Kentucky, Misisipi, Carolina del Norte, Puerto Rico, Carolina del Sur, Tennessee y las Islas Vírgenes de EE.UU.:

OFICINA REGIONAL DE ATLANTA
(*Complaints_office_04@hud.gov*)
U.S. Department of Housing and Urban
Development
Five Points Plaza
40 Marietta Street, 16th Floor
Atlanta, GA 30303-2808
Teléfono: (404) 331-5140 ó 1-800-440-8091
Fax: (404) 331-1021 * TTY (404) 730-2654

Para Illinois, Indiana, Michigan, Minnesota, Ohio y Wisconsin:

OFICINA REGIONAL DE CHICAGO
(*Complaints_office_05@hud.gov*)
U.S. Department of Housing and Urban
Development
Ralph H. Metcalfe Federal Building
77 West Jackson Boulevard, Room 2101
Chicago, IL 60604-3507
Teléfono: (312) 353-7796 ó 1-800-765-9372
Fax: (312) 886-2837 * TTY (312) 353-7143

Para Arkansas, Luisiana, Nuevo México, Oklahoma y Texas:

OFICINA REGIONAL DE FORT WORTH
(*Complaints_office_06@hud.gov*)
U.S. Department of Housing and Urban
Development
801 North Cherry, 27th floor
Fort Worth, TX 76102-6803
Teléfono: (817) 978-5900 ó 1-888-560-8913
Fax: (817) 978-5876/5851 * TTY (817) 978-5595
Dirección postal:
U.S. Department of Housing and Urban
Development
Post Office Box 2905
Fort Worth TX 76113-2905

Para Iowa, Kansas, Missouri y Nebraska:

OFICINA REGIONAL DE KANSAS CITY
(*Complaints_office_07@hud.gov*)
U.S. Department of Housing and Urban
Development
Gateway Tower II
400 State Avenue, Room 200, 4th Floor
Kansas City, KS 66101-2406
Teléfono: (913) 551-6958 ó 1-800-743-5323
Fax: (913) 551-6856 * TTY (913) 551-6972

Para Colorado, Montana, Dakota del Norte, Dakota del Sur, Utah y Wyoming:

OFICINA REGIONAL DE DENVER
(*Complaints_office_08@hud.gov*)
U.S. Department of Housing and Urban
Development
1670 Broadway
Denver, CO 80202-4801
Teléfono: (303) 672-5437 ó 1-800-877-7353
Fax: (303) 672-5026 * TTY (303) 672-5248

Para Arizona, California, Hawaii y Nevada:

OFICINA REGIONAL DE SAN FRANCISCO
(*Complaints_office_09@hud.gov*)
U.S. Department of Housing and Urban
Development
600 Harrison Street, Third Floor
San Francisco, CA 94107-1387
Teléfono: (415) 489-6548 ó 1-800-347-3739
Fax: (415) 489-6558 * TTY (415) 489-6564

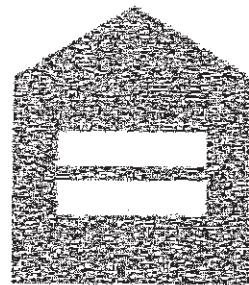
Para Alaska, Idaho, Oregón y Washington:

OFICINA REGIONAL DE SEATTLE
(*Complaints_office_10@hud.gov*)
U.S. Department of Housing and Urban
Development
Seattle Federal Office Building
909 First Avenue, Room 205
Seattle, WA 98104-1000
Teléfono: (206) 220-5170 ó 1-800-877-0246
Fax: (206) 220-5447 * TTY (206) 220-5185

Sí después de contactar la oficina local más cercana, todavía tiene preguntas, puede volver a comunicarse con HUD en:

U.S. Department of Housing and Urbán
Development
Office of Fair Housing and Equal Opportunity
451 7th Street, S.W. Room 5204
Washington, D.C. 20410-2000
Teléfono: 1-800-669-9777
Fax: (202) 708-1425 * TTY 1-800-927-9275

¿Qué ocurre cuando usted presenta una queja?



Si está discapacitado: HUD también proporciona:

- Un teléfono con teletipo (TTY) para los usuarios sordos o con dificultades para oír (vea la oficina más cercana de HUD en la lista que precede)
- Intérpretes
- Cintas y materiales en el sistema Braille
- Ayuda para leer y llenar formularios

HUD le notificará por escrito cuando se acepte su queja para presentarla al amparo de la Ley de Vivienda Equitativa. HUD también:

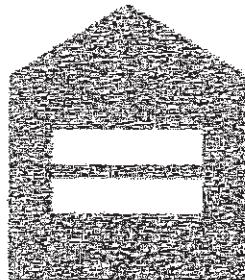
- Notificará al supuesto infractor ("demandado") que usted ha presentado una queja, y le dará tiempo suficiente para dar respuesta por escrito a dicha queja.
- Investigará su queja, y determinará si hay o no causa razonable para creer que el demandado violó la Ley de Vivienda Equitativa.
- Le notificará a usted y al demandado si HUD no pude completar la investigación dentro de los 100 días siguientes a la presentación de su queja, y le dará las razones de la demora.

Conciliación conforme a la Ley de Vivienda Equitativa: Durante la investigación de la queja, HUD tiene que ofrecerle a usted y al demandado la oportunidad de resolver voluntariamente su queja con un Acuerdo de Conciliación de HUD. El Acuerdo de Conciliación de HUD estipula el desagravio individual para usted, y protege el interés público previniendo la discriminación futura por el demandado. Una vez que usted y el demandado hayan firmado un Acuerdo de Conciliación de HUD, éste dejará de investigar su queja. Si usted cree que el demandado ha violado ("infringido") su Acuerdo de Conciliación, usted deberá notificárselo inmediatamente a la Oficina de HUD que investigó su queja. Si HUD determina que existe una causa razonable para creer que el demandado infringió el Acuerdo, HUD le pedirá al Departamento de Justicia de los EE.UU. que plantea un juicio contra el demandado en el Tribunal Federal de Distrito para obligarle a cumplir con los términos del Acuerdo.

Envío de quejas a agencias estatales o locales de vivienda pública equitativa: Si HUD ha certificado que su agencia estatal o local de vivienda pública equitativa se ocupa de hacer cumplir una ley u

ordenanza de derechos civiles que proporcione derechos, recursos y protecciones que sean "considerablemente equivalentes" a los de la Ley de Vivienda Equitativa, HUD tiene que remitir su queja inmediatamente a esa agencia para que la investigue, y debe notificarle a usted con prontitud a dónde ha remitido su queja. La agencia estatal o local investigará su queja conforme a la ley o ordenanza estatal o local "considerablemente equivalente" sobre derechos civiles. La agencia estatal o local de vivienda pública equitativa tiene que comenzar a investigar su queja dentro de los 30 días siguientes a haberle sido remitida por HUD, o HUD podrá recuperar ("reactivar") la queja para investigarla al amparo de la Ley de Vivienda Equitativa.

¿Qué papel juega el Departamento de Justicia de los EE.UU.?

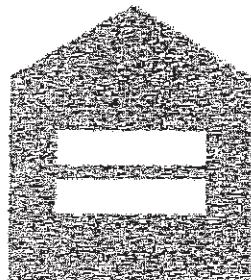


Si usted necesita ayuda inmediata para detener o prevenir un problema serio ocasionado por una violación de la Ley de Vivienda Equitativa, HUD podrá ayudarle tan pronto como usted presente su queja. HUD podrá autorizar al Departamento de Justicia de los EE.UU. para que presente una Moción ante el Tribunal Federal de Distrito con objeto de que emita una Orden de Restricción Temporal ("Temporary Restraining Order", TRO por sus siglas en inglés) por 10 días contra el demandado, seguida de un Mandamiento Judicial Preliminar sujeto al resultado de la investigación por HUD. Un Juez Federal podrá conceder una Orden de Restricción Temporal o un Mandamiento Judicial Preliminar contra un demandado en los casos en que:

- Exista la probabilidad de que ocurran daños o perjuicios irreparables (irreversibles) a los derechos a vivienda si no interviene HUD, y
- Existan pruebas sustanciales de que el demandado ha violado la Ley de Vivienda Equitativa.

Ejemplo: Un propietario acuerda vender una casa, pero después de enterarse que los compradores son negros, retira la casa del mercado, y luego la pone enseguida en la lista para volver a venderla. Los compradores presentan una queja por discriminación ante HUD. HUD puede autorizar al Departamento de Justicia de los EE.UU. para que solicite una orden judicial en el Tribunal Federal de Distrito para impedirle al dueño vender la casa a nadie más hasta que HUD investigue la queja.

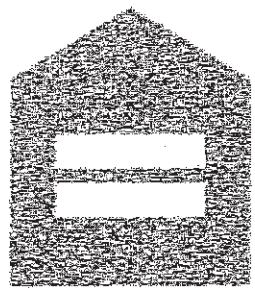
¿Qué ocurre después que se investiga la queja?



Determinación de Causa Razonable, Cargo de Discriminación, y Elección: Cuando concluya la investigación de su queja, HUD preparará un Informe Final de la Investigación, en el que se resumirán las pruebas obtenidas durante la misma. Si HUD determina que existe una causa razonable para creer que el demandado o demandados discriminaron en contra suya, HUD emitirá una Determinación de Causa Razonable y un Cargo de Discriminación contra el demandado o demandados. Usted y los demandados tendrán veinte (20) días después de recibir el aviso del Cargo para decidir ("elegir") si desean que su caso sea escuchado por un Juez de Derecho Administrativo de HUD ("Administrative Law Judge", ALJ por sus siglas en inglés) o que se lleve a juicio civil en un Tribunal Federal de Distrito.

Audiencia con el Juez de Derecho Administrativo de HUD: Si ni usted ni el demandado eligen ir a un juicio civil federal antes de que expire el Período de Elección de 20 días, HUD fijará inmediatamente una Audiencia para que su caso lo escuche un Juez de Derecho Administrativo de HUD. La Audiencia con este Juez tendrá lugar en la localidad donde se supone que ocurrió la discriminación. Durante la Audiencia con el Juez, usted y el demandado o demandados tendrán la oportunidad de comparecer en persona, a estar representados por un abogado, a presentar pruebas, a contra-interrogar testigos y a solicitar citaciones ("subpoenas") para ayudar en la fase de proposición de pruebas. Los abogados de HUD le representarán a usted durante la Audiencia con el Juez, sin costo alguno para usted; sin embargo, usted puede decidir intervenir en el caso y contratar a su propio abogado. A la conclusión de la Audiencia, el Juez dictará una Decisión basada en la determinación de los hechos y las conclusiones de la ley. Si el Juez de HUD concluye que el demandado o los demandados violaron la Ley de Vivienda Equitativa, estos podrán ser ordenados a:

- Compensarle por los daños sufridos.
- Proporcionarle desagravio permanente por mandato judicial.
- Proporcionarle desagravio equitativo apropiado (por ejemplo, ofrecerle la vivienda).
- Pagarle costos razonables de abogado.
- Pagar una multa civil a HUD para reivindicar el



interés público al desalentar futuras prácticas discriminatorias en la vivienda. Las multas civiles máximas son: **\$16,000.00** por una primera violación de la Ley; **\$37,500.00** si ocurrió una violación anterior dentro del período precedente de cinco años; y **\$65,000.00** si ocurrieron dos o más violaciones anteriores dentro del período precedente de siete años.

Juicio Civil en un Tribunal Federal de Distrito: Si usted o el demandado eligen tener un juicio civil federal para examinar su queja, HUD tiene que remitir su caso al Departamento de Justicia de los EE.UU. para llevarlo a cabo. El Departamento de Justicia presentará un pleito civil en su nombre ante el Tribunal de Distrito de los EE.UU., en el circuito en el cual ocurrió la supuesta discriminación. Usted también podrá intervenir en el caso y contratar su propio abogado. Usted o el demandado podrán solicitar un juicio por jurado, y los dos tendrán derecho a comparecer en persona, a contra-interrogar testigos y a solicitar citaciones para ayudar en la fase de proposición de pruebas. Si el Tribunal Federal decide a favor suyo, un Juez o jurado podrá ordenar al demandado o demandados que le:

- Compensen por los daños efectivos sufridos
- Proporcionen desagravio permanente por mandato judicial
- Proporcionen desagravio equitativo apropiado (por ejemplo, ofrecerle la vivienda)
- Paguen costas razonables de abogado
- Paguen daños punitivos
- Paguen una multa civil al Tesoro de los EE.UU. para reivindicar el interés público, por una suma no mayor de **\$55,000.00** por la primera violación de la Ley, y por una suma no mayor de **\$110,000.00** por cualquier violación subsiguiente de la Ley

Determinación de Inexistencia de Causa

Razonable y Anulación de la Instancia: HUD determina que no existe una causa razonable para creer que el demandado o demandados violaron la Ley, HUD declarará sin lugar su queja con una Determinación de Inexistencia de Causa Razonable. HUD notificará su determinación por correo a usted y al demandado, y usted podrá solicitar una copia del Informe Final de la Investigación.

Reconsideraciones de las Determinaciones de Inexistencia de Causa Razonable:

La Ley de Vivienda Equitativa no contempla ningún proceso oficial de apelación para las quejas anuladas por HUD. No obstante, si su queja es declarada sin lugar con una Determinación de Inexistencia de Causa Razonable, usted puede presentar una petición por escrito para que se haga una reconsideración del caso, enviándola al: Director, FHEO Office of Enforcement, U.S. Department of Housing and Urban Development, 451 – 7th Street, SW, Room 5 206, Washington, DC 20410-2000.

Además...

Department of Housing and Urban Development
Room 5204
Washington, DC 20410-2000

Usted puede plantear un pleito privado: Si HUD declara sin lugar su queja, la Ley de Vivienda Equitativa le confiere a usted el derecho a plantear un pleito civil privado contra el demandado ante un Tribunal Federal de Distrito. Usted tiene que plantear su pleito dentro de los dos (2) años siguientes a la fecha más reciente de la supuesta discriminación. El tiempo durante el cual HUD estuvo procesando su queja no se cuenta en el periodo de 2 años para plantear el juicio. Usted tiene que plantear el pleito por su propia cuenta; sin embargo, si no puede pagar un abogado, el Tribunal le designará uno.

Aunque HUD esté procesando todavía su queja, usted puede plantear un pleito civil privado contra el demandado, a menos que: (1) usted ya haya firmado un Acuerdo de Conciliación de HUD para resolver su queja ante HUD; o (2) un Juez de Derecho Administrativo de HUD haya iniciado una Audiencia Administrativa sobre su queja.

Otros recursos para combatir la discriminación en la vivienda:

- Si no se cumple la orden de un Juez de Derecho Administrativo, HUD podrá solicitar un desagravio temporal, hacer que se cumpla la orden o imponer una orden de restricción en un Tribunal de Apelaciones de los EE.UU.
- El Fiscal General ("Attorney General") podrá plantear ante un Tribunal Federal de Distrito si existe una causa razonable para creer que está ocurriendo un patrón o práctica de discriminación en la vivienda.

Para mayor información:

El propósito de este folleto es resumir sus derechos sobre vivienda equitativa. La Ley de Vivienda Equitativa y el reglamento de HUD contienen más detalles e información técnica. Si usted necesita un ejemplar de la ley o del reglamento, comuníquese con la Oficina de Vivienda Equitativa de HUD más próxima. Vea la lista de Oficinas de Vivienda Equitativa de HUD en las páginas 7 a 9.

**Department of Housing
And Urban Development**
Room 5204
Washington DC, 20410-2000

HUD-1686-1-FHEO SPAN Rev.2
September 2008
Previous Editions Obsolete



For Further Information

The purpose of this brochure is to summarize your right to fair housing. The Fair Housing Act and HUD's regulations contain more detail and technical information. If you need a copy of the law or regulations, contact the HUD Fair Housing Office nearest you. See the list of HUD Fair Housing Offices on pages 7-10.



CONNECT WITH HUD



**Department of Housing and Urban Development
Room 5204
Washington, DC 20410-2000**



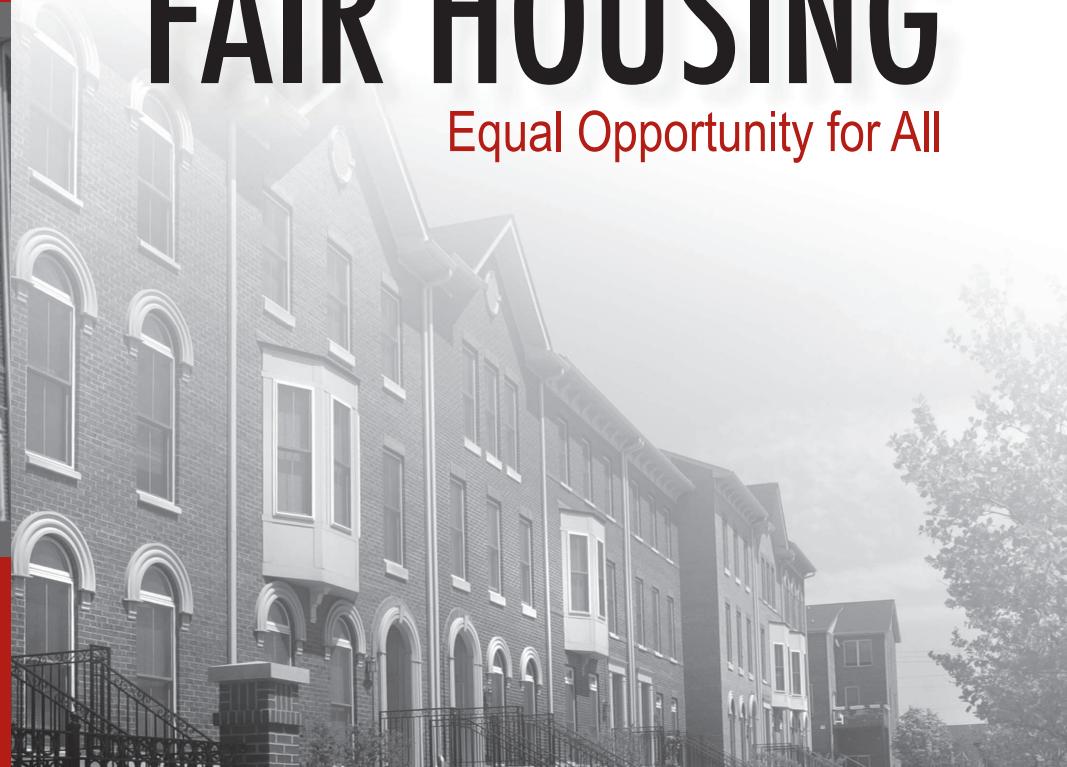
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Please visit our website: www.hud.gov/fairhousing



FAIR HOUSING

Equal Opportunity for All



**U.S. Department of Housing and Urban Development
Office of Fair Housing and Equal Opportunity**



HUD-1686-1-FHEO
2011



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Notes

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FAIR HOUSING – EQUAL OPPORTUNITY FOR ALL

America, in every way, represents equality of opportunity for all persons. The rich diversity of its citizens and the spirit of unity that binds us all symbolize the principles of freedom and justice upon which this nation was founded. That is why it is extremely disturbing when new immigrants, minorities, families with children, and persons with disabilities are denied the housing of their choice because of illegal discrimination.

The Department of Housing and Urban Development (HUD) enforces the Fair Housing Act, which prohibits discrimination and the intimidation of people in their homes, apartment buildings, and condominium developments – in nearly all housing transactions, including the rental and sale of housing and the provision of mortgage loans.

Equal access to rental housing and homeownership opportunities is the cornerstone of this nation's federal housing policy. Housing providers who refuse to rent or sell homes to people based on race, color, national origin, religion, sex, familial status, or disability are violating federal law, and HUD will vigorously pursue enforcement actions against them.

Housing discrimination is not only illegal, it contradicts in every way the principles of freedom and opportunity we treasure as Americans. HUD is committed to ensuring that everyone is treated equally when searching for a place to call home.

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U.S. Department of Housing and Urban Development (HUD)
451 7th Street, S.W., Washington, D.C. 20410-2000



Notes

FAIR HOUSING Equal Opportunity for All

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Notes

FAIR HOUSING Equal Opportunity for All

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THE FAIR HOUSING ACT

The Fair Housing Act prohibits discrimination in housing because of:

- Race or color
- National Origin
- Religion
- Sex
- Familial status (including children under the age of 18 living with parents or legal custodians; pregnant women and people securing custody of children under 18)
- Disability

WHAT HOUSING IS COVERED?

The Fair Housing Act covers most housing. In some circumstances, the Act exempts owner-occupied buildings with no more than four units, single-family housing sold or rented without the use of a broker and housing operated by organizations and private clubs that limit occupancy to members.

WHAT IS PROHIBITED?

In the Sale and Rental of Housing: No one may take any of the following actions based on race, color, religion, sex, disability, familial status, or national origin:

- Refuse to rent or sell housing
- Refuse to negotiate for housing
- Make housing unavailable
- Otherwise deny a dwelling
- Set different terms, conditions or privileges for sale or rental of a dwelling
- Provide different housing services or facilities
- Falsely deny that housing is available for inspection, sale or rental



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- For profit, persuade, or try to persuade homeowners to sell or rent dwellings by suggesting that people of a particular race, etc. have moved, or are about to move into the neighborhood (blockbusting) or
- 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.

In Mortgage Lending: No one may take any of the following actions based on race, color, religion, sex, disability, familial status, or national origin:

- Refuse to make a mortgage loan
- Refuse to provide information regarding loans
- Impose different terms or conditions on a loan, such as different interest rates, points, or fees
- Discriminate in appraising property
- Refuse to purchase a loan or
- Set different terms or conditions for purchasing a loan.
- In addition, it is a violation of the Fair Housing Act to:
 - Threaten, coerce, intimidate or interfere with anyone exercising a fair housing right or assisting others who exercise the right
 - Make, print, or publish any statement, in connection with the sale or rental of a dwelling, which indicates a preference, limitation, or discrimination based on race, color, religion, sex, disability, familial status, or national origin. This prohibition against discriminatory advertising applies to single-family and owner-occupied housing that is otherwise exempt from the Fair Housing Act
 - Refuse to provide homeowners insurance coverage for a dwelling because of the race, color, religion, sex, disability, familial status, or national origin of the owner and/or occupants of a dwelling
 - Discriminate in the terms or conditions of homeowners insurance coverage because of the race, color, religion, sex, disability, familial status, or national origin of the owner and/or occupants of a dwelling

Other Tools to Combat Housing Discrimination:

- If there is noncompliance with the order of an Administrative Law Judge, HUD may seek temporary relief, enforcement of the order or a restraining order in a United States Court of Appeals.
- The Attorney General may file a suit in Federal District Court if there is reasonable cause to believe a pattern or practice of housing discrimination is occurring.



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Determination of No Reasonable Cause and Dismissal: If HUD finds that there is no reasonable cause to believe that the respondent(s) violated the Act, HUD will dismiss your complaint with a Determination of No Reasonable Cause. HUD will notify you and the respondent(s) of the dismissal by mail, and you may request a copy of the Final Investigative Report.

Reconsiderations of No Reasonable Cause Determinations: The Fair Housing Act provides no formal appeal process for complaints dismissed by HUD. However, if your complaint is dismissed with a Determination of No Reasonable Cause, you may submit a written request for a reconsideration review to: Director, FHEO Office of Enforcement, U.S. Department of Housing and Urban Development, 451 7th Street, SW, Room 5206, Washington, DC 20410-2000.

IN ADDITION

You May File a Private Lawsuit: You may file a private civil lawsuit without first filing a complaint with HUD. You must file your lawsuit within two (2) years of the most recent date of alleged discriminatory action.

If you do file a complaint with HUD and even if HUD dismisses your complaint, the Fair Housing Act gives you the right to file a private civil lawsuit against the respondent(s) in Federal District Court. The time during which HUD was processing your complaint is not counted in the 2-year filing period. You must file your lawsuit at your own expense; however, if you cannot afford an attorney, the Court may appoint one for you.

Even if HUD is still processing your complaint, you may file a private civil lawsuit against the respondent, unless (1) you have already signed a HUD Conciliation Agreement to resolve your HUD complaint; or (2) a HUD Administrative Law Judge has commenced an Administrative Hearing for your complaint.



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- Refuse to provide available information on the full range of homeowners insurance coverage options available because of the race, etc. of the owner and/or occupants of a dwelling
- Make print or publish any statement, in connection with the provision of homeowners insurance coverage, that indicates a preference, limitation or discrimination based on race, color, religion, sex, disability, familial status or national origin.

ADDITIONAL PROTECTION IF YOU HAVE A DISABILITY

If you or someone associated with you:

- Have a physical or mental disability (including hearing, mobility and visual impairments, cancer, chronic mental illness, HIV/AIDS, or mental retardation) that substantially limits one or more major life activities
- Have a record of such a disability or
- Are regarded as having such a disability, a housing provider may not:
 - Refuse to let you make reasonable modifications to your dwelling or common use areas, at your expense, if it may be necessary for you to fully use the housing. (Where reasonable, a landlord may permit changes only if you agree to restore the property to its original condition when you move.)
 - Refuse to make reasonable accommodations in rules, policies, practices or services if it may be necessary for you to use the housing on an equal basis with nondisabled persons.

Example: A building with a “no pets” policy must allow a visually impaired tenant to keep a guide dog.

Example: An apartment complex that offers tenants ample, unassigned parking must honor a request from a mobility-impaired tenant for a reserved space near her apartment if it may be necessary to assure that she can have access to her apartment.



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However, the Fair Housing Act does not protect a person who is a direct threat to the health or safety of others or who currently uses illegal drugs.

Accessibility Requirements for New Multifamily Buildings: In buildings

with four or more units that were first occupied after March 13, 1991, and that have an elevator:

- Public and common use areas must be accessible to persons with disabilities
- All doors and hallways must be wide enough for wheelchairs
- All units must have:
 - An accessible route into and through the unit
 - Accessible light switches, electrical outlets, thermostats and other environmental controls
 - Reinforced bathroom walls to allow later installation of grab bars and
 - Kitchens and bathrooms that can be used by people in wheelchairs.

If a building with four or more units has no elevator and was first occupied after March 13, 1991, these standards apply to ground floor units only.

These accessibility requirements for new multifamily buildings do not replace more stringent accessibility standards required under State or local law.



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choose to intervene in the case and retain your own attorney. At the conclusion of the Hearing, the HUD ALJ will issue a Decision based on findings of fact and conclusions of law. If the HUD ALJ concludes that the respondent(s) violated the Fair Housing Act, the respondent(s) can be ordered to:

- Compensate you for actual damages, including out-of-pocket expenses and emotional distress damages
- Provide permanent injunctive relief.
- Provide appropriate equitable relief (for example, make the housing available to you).
- Pay your reasonable attorney's fees.
- Pay a civil penalty to HUD to vindicate the public interest. The maximum civil penalties are: \$16,000, for a first violation of the Act; \$37,500 if a previous violation has occurred within the preceding five-year period; and \$65,000 if two or more previous violations have occurred within the preceding seven-year period.

Civil Trial in Federal District Court: If either you or the respondent elects to have a Federal civil trial for your complaint, HUD must refer your case to the U.S. Department of Justice for enforcement. The U.S. Department of Justice will file a civil lawsuit on your behalf in the U.S. District Court in the district in which the discrimination allegedly occurred. You also may choose to intervene in the case and retain your own attorney. Either you or the respondent may request a jury trial, and you each have the right to appear in person, to be represented by legal counsel, to present evidence, to cross-examine witnesses, and to request subpoenas in aid of discovery of evidence. If the Federal Court decides in your favor, a Judge or jury may order the respondent(s) to:

- Compensate you for actual damages, including out-of-pocket expenses and emotional distress damages
- Provide permanent injunctive relief.
- Provide appropriate equitable relief (for example, make the housing available to you).
- Pay your reasonable attorney's fees.
- Pay punitive damages to you.

- Irreparable (irreversible) harm or injury to housing rights is likely to occur without HUD's intervention; and
- There is substantial evidence that the respondent has violated the Fair Housing Act.

Example: An owner agrees to sell a house, but, after discovering that the buyers are black, pulls the house off the market, then promptly lists it for sale again. The buyers file a discrimination complaint with HUD. HUD may authorize the U.S. Department of Justice to seek an injunction in Federal District Court to prevent the owner from selling the house to anyone else until HUD investigates the complaint.

WHAT HAPPENS AFTER A COMPLAINT INVESTIGATION?

Determination of Reasonable Cause, Charge of Discrimination, and Election: When your complaint investigation is complete, HUD will prepare a Final Investigative Report summarizing the evidence gathered during the investigation. If HUD determines that there is reasonable cause to believe that the respondent(s) discriminated against you, HUD will issue a Determination of Reasonable Cause and a Charge of Discrimination against the respondent(s). You and the respondent(s) have twenty (20) days after receiving notice of the Charge to decide whether to have your case heard by a HUD Administrative Law Judge (ALJ) or to have a civil trial in Federal District Court.

HUD Administrative Law Judge Hearing: If neither you nor the respondent elects to have a Federal civil trial before the 20-day Election Period expires, HUD will promptly schedule a Hearing for your case before a HUD ALJ. The ALJ Hearing will be conducted in the locality where the discrimination allegedly occurred. During the ALJ Hearing, you and the respondent(s) have the right to appear in person, to be represented by legal counsel, to present evidence, to cross-examine witnesses and to request subpoenas in aid of discovery of evidence. HUD attorneys will represent you during the ALJ Hearing at no cost to you; however, you may also

The Fair Housing Act makes it unlawful to discriminate against a person whose household includes one or more children who are under 18 years of age (familial status). Familial status protection covers households in which one or more minor children live with:

- A parent;
- A person who has legal custody (including guardianship) of a minor child or children; or
- The designee of a parent or legal custodian, with the written permission of the parent or legal custodian.

Familial status protection also extends to pregnant women and any person in the process of securing legal custody of a minor child (including adoptive or foster parents).

The “Housing for Older Persons” Exemption: The Fair Housing Act specifically exempts some senior housing facilities and communities from liability for familial status discrimination. Exempt senior housing facilities or communities can lawfully refuse to sell or rent dwellings to families with minor children. In order to qualify for the “housing for older persons” exemption, a facility or community must prove that its housing is:

- Provided under any State or Federal program that HUD has determined to be specifically designed and operated to assist elderly persons (as defined in the State or Federal program); or
- Intended for, and solely occupied by persons 62 years of age or older; or
- Intended and operated for occupancy by persons 55 years of age or older.

In order to qualify for the “55 or older” housing exemption, a facility or community must satisfy each of the following requirements:

- at least 80 percent of the units must have at least one occupant who is 55 years of age or older; and

- the facility or community must publish and adhere to policies and procedures that demonstrate the intent to operate as “55 or older” housing; and
- the facility or community must comply with HUD’s regulatory requirements for age verification of residents.

The “housing for older persons” exemption does not protect senior housing facilities or communities from liability for housing discrimination based on race, color, religion, sex, disability, or national origin.

HUD is ready to help with any problem of housing discrimination. If you think your rights have been violated, you may file a complaint online, write a letter or telephone the HUD office nearest you. You have one year after the alleged discrimination occurred or ended to file a complaint with HUD, but you should file it as soon as possible.

IF YOU THINK YOUR RIGHTS HAVE BEEN VIOLATED

What to Tell HUD:

- Your name and address
- The name and address of the person your complaint is against (the respondent)
- The address or other identification of the housing involved
- A short description of the alleged violation (the event that caused you to believe your rights were violated)
- The date(s) of the alleged violation.

Where to Write or Call: File a complaint online, send a letter to the HUD office nearest you, or if you wish, you may call that office directly. Persons who are deaf or hard of hearing and use a TTY, may call those offices through the toll-free Federal Information Relay Service at 1-800-877-8339.

For Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont:

A Conciliation Agreement provides individual relief to you, and protects the public interest by deterring future discrimination by the respondent. Once you and the respondent sign a Conciliation Agreement, and HUD approves the Agreement, HUD will cease investigating your complaint. If you believe that the respondent has violated breached your Conciliation Agreement, you should promptly notify the HUD Office that investigated your complaint. If HUD determines that there is reasonable cause to believe that the respondent violated the Agreement, HUD will ask the U.S. Department of Justice to file suit against the respondent in Federal District Court to enforce the terms of the Agreement.

Complaint Referrals to State or Local Public Fair Housing Agencies:

If HUD has certified that your State or local public fair housing agency enforces a civil rights law or ordinance that provides rights, remedies and protections that are “substantially equivalent” to the Fair Housing Act, HUD must promptly refer your complaint to that agency for investigation, and must promptly notify you of the referral. The State or local agency will investigate your complaint under the “substantially equivalent” State or local civil rights law or ordinance. The State or local public fair housing agency must start investigating your complaint within 30 days of HUD’s referral, or HUD may retrieve (“reactivate”) the complaint for investigation under the Fair Housing Act.

WHAT HAPPENS IF I’M GOING TO LOSE MY HOUSING THROUGH EVICTION OR SALE?

If you need immediate help to stop or prevent a severe problem caused by a Fair Housing Act violation, HUD may be able to assist you as soon as you file a complaint. HUD may authorize the U.S. Department of Justice to file a Motion in Federal District Court for a Temporary Restraining Order (TRO) against the respondent, followed by a Preliminary Injunction pending the outcome of HUD’s investigation. A Federal Judge may grant a TRO or a Preliminary Injunction against a respondent in cases where:



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If after contacting the local office nearest you, you still have questions – you may contact HUD further at:

U.S. Department of Housing and Urban Development
Office of Fair Housing and Equal Opportunity
451 7th Street, S.W., Room 5204
Washington, DC 20410-2000
Telephone 1-800-669-9777
Fax (202) 708-1425 * TTY 1-800-927-9275
www.hud.gov/fairhousing

If You Are Disabled: HUD also provides:

- A TTY phone for the deaf/hard of hearing users (see above list for the nearest HUD office)
- Interpreters, Tapes and Braille materials
- Assistance in reading and completing forms

WHAT HAPPENS WHEN YOU FILE A COMPLAINT?

HUD will notify you in writing when your complaint is accepted for filing under the Fair Housing Act. HUD also will:

- Notify the alleged violator (respondent) of the filing of your complaint, and allow the respondent time to submit a written answer to the complaint.
- Investigate your complaint, and determine whether or not there is reasonable cause to believe that the respondent violated the Fair Housing Act.
- Notify you and the respondent if HUD cannot complete its investigation within 100 days of filing your complaint, and provide reason for the delay.

Fair Housing Act Conciliation: During the complaint investigation, HUD is required to offer you and the respondent the opportunity to voluntarily resolve your complaint with a Conciliation Agreement.



FAIR HOUSING Equal Opportunity for All

BOSTON REGIONAL OFFICE

(Complaints_office_01@hud.gov)
U.S. Department of Housing and Urban Development
Thomas P. O'Neill Jr. Federal Building
10 Causeway Street, Room 321
Boston, MA 02222-1092
Telephone (617) 994-8300 or 1-800-827-5005
Fax (617) 565-7313 * TTY (617) 565-5453

For New Jersey, New York, Puerto Rico and the U.S. Virgin Islands:

NEW YORK REGIONAL OFFICE

(Complaints_office_02@hud.gov)
U.S. Department of Housing and Urban Development
26 Federal Plaza, Room 3532
New York, NY 10278-0068
Telephone (212) 542-7519 or 1-800-496-4294
Fax (212) 264-9829 * TTY (212) 264-0927

For Delaware, District of Columbia, Maryland, Pennsylvania, Virginia and West Virginia:

PHILADELPHIA REGIONAL OFFICE

(Complaints_office_03@hud.gov)
U.S. Department of Housing and Urban Development
The Wanamaker Building
100 Penn Square East
Philadelphia, PA 19107-9344
Telephone (215) 861-7646 or 1-888-799-2085
Fax (215) 656-3449 * TTY (215) 656-3450

For Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee:



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ATLANTA REGIONAL OFFICE

(Complaints_office_04@hud.gov)

U.S. Department of Housing and Urban Development
Five Points Plaza
40 Marietta Street, 16th Floor
Atlanta, GA 30303-2808
Telephone (404) 331-5140 or 1-800-440-8091 x2493
Fax (404) 331-1021 * TTY (404) 730-2654

For Illinois, Indiana, Michigan, Minnesota, Ohio and Wisconsin:

CHICAGO REGIONAL OFFICE

(Complaints_office_05@hud.gov)

U.S. Department of Housing and Urban Development
Ralph H. Metcalfe Federal Building
77 West Jackson Boulevard, Room 2101
Chicago, IL 60604-3507
Telephone 1-800-765-9372
Fax (312) 886-2837 * TTY (312) 353-7143

For Arkansas, Louisiana, New Mexico, Oklahoma and Texas:

FORT WORTH REGIONAL OFFICE

(Complaints_office_06@hud.gov)

U.S. Department of Housing and Urban Development
801 Cherry Street
Suite 2500, Unit #45
Fort Worth, TX 76102-6803
Telephone (817) 978-5900 or 1-888-560-8913
Fax (817) 978-5876/5851 * TTY (817) 978-5595

For Iowa, Kansas, Missouri and Nebraska:

KANSAS CITY REGIONAL OFFICE

(Complaints_office_07@hud.gov)

U.S. Department of Housing and Urban Development
Gateway Tower II
400 State Avenue, Room 200, 4th Floor
Kansas City, KS 66101-2406
Telephone (913) 551-6958 or 1-800-743-5323
Fax (913) 551-6856 * TTY (913) 551-6972

For Colorado, Montana, North Dakota, South Dakota, Utah and Wyoming:

DENVER REGIONAL OFFICE

(Complaints_office_08@hud.gov)

U.S. Department of Housing and Urban Development
1670 Broadway
Denver, CO 80202-4801
Telephone (303) 672-5437 or 1-800-877-7353
Fax (303) 672-5026 * TTY (303) 672-5248

For Arizona, California, Hawaii and Nevada:

SAN FRANCISCO REGIONAL OFFICE

(Complaints_office_09@hud.gov)

U.S. Department of Housing and Urban Development
600 Harrison Street, Third Floor
San Francisco, CA 94107-1387
Telephone 1-800-347-3739
Fax (415) 489-6558 * TTY (415) 489-6564

For Alaska, Idaho, Oregon and Washington:

SEATTLE REGIONAL OFFICE

(Complaints_office_10@hud.gov)

U.S. Department of Housing and Urban Development
Seattle Federal Office Building
909 First Avenue, Room 205
Seattle, WA 98104-1000
Telephone (206) 220-5170 or 1-800-877-0246
Fax (206) 220-5447 * TTY (206) 220-5185