

# Appendix C

## Equal Opportunity Housing Plan

### I. Overview

**Agency Commitment to Fair Housing:** The PHA will work cooperatively with community representatives and other units of government to ensure nondiscrimination in PHA programs and to affirmatively further Fair Housing objectives. The PHA will monitor its performance in implementing this Plan to ensure continued progress in meeting its Equal Opportunity Housing objectives.

**PHA Employee Responsibility:** Any PHA employee who does not comply with the Equal Opportunity Housing Plan as set forth herein is subject to disciplinary action. Employees are responsible for notifying their supervisor or the EEO/AA Officer of all equal opportunity problems and concerns.

**Applicable Laws:** It is the policy of the PHA to comply fully with Title VI of the Civil Rights Act of 1964, Title VII and Section 3 of the Civil Rights Act of 1968 (as amended by the Community Development Act of 1974), Executive Order 11063, Section 504 of the Rehabilitation Act of 1973, the Age Discrimination Act of 1975, the Americans with Disabilities Act; the Fair Housing Act Amendment of 1988, and any legislation protecting the individual rights of tenants, applicants or staff which may subsequently be enacted.

### II. Non-Discrimination

A. The PHA will not discriminate against any eligible applicant or resident because of:

1. Race
2. Color
3. Religion
4. Creed
5. National origin or ancestry
6. Sex
7. Age
8. Handicap
9. Disability
10. Receipt of public assistance
11. Marital status
12. Sexual or affectional orientation, or
13. Political or other affiliation.

- B.** The PHA will not, on the basis of race, color, religion, creed, national origin or ancestry, sex, age, handicap, disability, receipt of public assistance, marital status, sexual or affectional orientation, political or other affiliation:
  - 1. Deny any family the opportunity to apply for housing, nor deny any eligible applicant the opportunity to lease housing suitable to their needs within available resources,
  - 2. Subject a person to segregation or disparate treatment in the application for and participation in assisted housing programs,
  - 3. Restrict a person's access to any comparable assistance enjoyed by others participating in assisted housing programs, nor
  - 4. Treat a person differently in determining eligibility or other requirements for admission.

### **III. Housing Accessibility**

- A.** The PHA will seek to identify and eliminate practices or procedures which create a barrier to equal housing opportunity for all.
- B.** The PHA will, to the maximum extent feasible, endeavor to make physical or procedural changes which will ensure that no applicant or resident is discriminated against on the basis of a handicap or disability. (See Appendix G., Reasonable Accommodation Policy.)

### **IV. Equal Opportunity Housing Objectives**

The PHA has adopted the following Equal Opportunity Housing objectives:

- A. Objective A:** Provide outreach to lower-income individuals and families and those persons identified as least likely to apply for housing assistance.
  - 1. The PHA will publish information regarding its housing programs including, but not limited to:
    - a. Public Housing Program application openings,
    - b. Changes in the Section 8 or Public Housing Programs and/or PHA and HUD policies and procedures that may affect the status of persons on the waiting list or those persons participating in the programs, and
    - c. General information regarding PHA housing assistance programs.

2. The preceding information will be provided to the following persons or groups, as appropriate to the particular subject matter:
  - a. The general public
  - b. Public agencies and social service organizations
  - c. Lower income individuals and families
  - d. Persons identified as least likely to apply for housing assistance
  - e. Public Housing Program applicants and residents
  - f. Other landlords/owners of rental property, and
3. The PHA will advertise, as appropriate to the particular subject matter, in a variety of media that are likely to reach diverse populations, including, but not limited to:
  - a. Newspapers of general circulation,
  - b. Area radio stations,
4. The PHA will identify and develop specific outreach efforts for those persons or groups of persons least likely to apply for housing assistance.

**B. Objective B:** Promote greater housing opportunities for individuals and families outside areas of low-income and minority concentration.

**C. Objective C:** Assure that all applicants have equal opportunity to apply and be selected for participation in all PHA housing programs.

The PHA will comply with its policies and procedures as stated in the Public Housing Admission and Continued Occupancy Policies regarding all aspects of application and selection for assistance, and continued participation in its housing assistance programs.

**D. Objective D:** Serve and assist individuals and families who allege they have encountered discrimination while securing housing assistance.

1. When requested, the PHA will provide housing program applicants and participants with a list of organizations which can assist them with discrimination allegations and investigations, including, but not limited to the following:

- a. Watonwan Department of Human Rights,
- b. Minnesota Department of Human Rights,
- c. Fair Housing Division of the Minnesota Office of the U.S. Department of Housing and Urban Development, and the
- d. Southern Minnesota Regional Legal Services, Inc.