



THE TOWN OF NEW FAIRFIELD

First Selectman
4 Brush Hill Road, New Fairfield, CT 06812
PH: 203-312-5600 FAX: 203-312-5612
www.newfairfield.org

Fair Housing Policy Statement

It is the policy of the Town New Fairfield 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 New Fairfield 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 New Fairfield or any of sub-recipient of the Town of New Fairfield 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 New Fairfield

The Municipality's First Selectman's Office is responsible for the enforcement and implementation of this policy. The Fair Housing Officer, Melissa Lindsey may be reached at 203-312-5600 or mlindsey@newfairfieldct.gov.

Complaints pertaining to discrimination in any program funded or administered by this Town of New Fairfield may be filed with the First Selectman's Office. The municipality's Grievance Procedure will be utilized in these cases.

Complaints may also be filed with the Commission on Human Rights and Opportunities, 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 New Fairfield employees and they are expected to fully comply with it. In addition, a copy will be posted throughout the Town of New Fairfield.

5/11/04

Date



Melissa Lindsey, First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE by Melissa Lindsey, 4 Brush Hill Road, New Fairfield, CT 06812, mlindsey@newfairfieldct.gov, 203-312-5600.



THE TOWN OF NEW FAIRFIELD

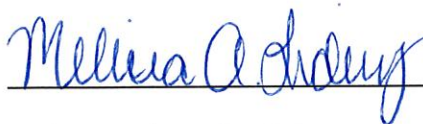
First Selectman
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Compliance with Title VI of the Civil Rights Act of 1964


The Town of New Fairfield does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of New Fairfield 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 New Fairfield Fair Housing Plan and is fully implemented to ensure compliance by the Town of New Fairfield as the recipient, and by sub- recipients. The cooperation of all personnel is required.



Melissa Lindsey, First Selectman



Date



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Town of New Fairfield

AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of New Fairfield, 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 New Fairfield'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 New Fairfield 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 New Fairfield will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of New Fairfield 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 New Fairfield 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 bonafide 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 New Fairfield 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 New Fairfield employees and will also be posted throughout the Town of New Fairfield. 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 New Fairfield 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 Melissa Lindsey, First Housing Officer, 203-312-5600, mlindsey@newfairfieldct.gov.

5/10/04

Date

Melissa A. Lindsey

Melissa Lindsey, First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING Melissa Lindsey at 203-312-5600 or mlindsey@newfairfieldct.gov.

Discrimination is Illegal

Connecticut law prohibits discrimination in

EMPLOYMENT

On the basis of

age
 ancestry
 color
 genetic information
 learning disability
 marital status
 past or present history of mental disability
 intellectual disability
 national origin
 physical disability
 race
 religious creed
 sex, including pregnancy, sexual harassment, transgender status,
 gender identity or expression, sexual orientation or civil union status
 workplace hazards to reproductive systems
 criminal record (in state employment and licensing)

In

recruiting
 hiring
 referring
 classifying
 promoting
 advertising
 discharging
 training
 laying off
 compensating
 terms and conditions

By

employers
 employment agencies
 labor organizations

Connecticut law prohibits discrimination in

HOUSING & PUBLIC ACCOMMODATIONS

On the basis of

age
 ancestry
 breastfeeding in a place of public accommodation
 color
 familial status (in housing)
 lawful source of income
 learning disability
 marital status
 mental disability
 intellectual disability
 national origin
 physical disability
 race
 religious creed
 sex, transgender status, gender identity or expression,
 sexual orientation or civil union status
 use of a guide dog/training a guide dog

In

services rendered the public
 rentals and sales of public and private housing

If you believe you have experienced illegal discrimination, the CT Commission on Human Rights will investigate without cost to you. It is illegal for anyone to retaliate against you for filing a complaint.

For assistance contact:

Connecticut Commission on Human Rights & Opportunities

	<i>Telephone</i>	<i>TDD</i>	<i>FAX</i>
Southwest Region 350 Fairfield Avenue, Bridgeport , CT 06604	203-579-6246	203-579-6246	203-579-6950
West Central Region 55 West Main Street, Suite 210, Waterbury , CT 06702-2004.....	203-805-6579	203-805-6579	203-805-6559
Capitol Region 999 Asylum Avenue, Hartford , CT 06105.....	860-566-7710	860-566-7710	860-566-1997
Eastern Region 100 Broadway, Norwich , CT 06360	860-886-5703	860-886-5707	860-886-2550
Administrative Office 25 Sigourney Street, Hartford , CT 06106	860-541-3400	860-541-3459	860-246-5419

website: www.state.ct.us/chro

This notice provides general information about Connecticut law and is not to be considered an equivalent of the complete text. Revised 10/1/11.

Connecticut law prohibits discrimination in

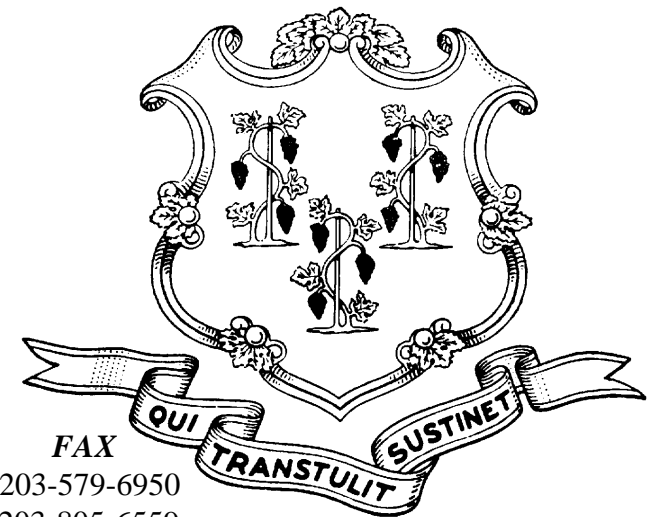
CREDIT TRANSACTIONS

On the basis of

age
 ancestry
 blindness
 color
 learning disability
 marital status
 intellectual disability
 national origin
 physical disability
 race
 religious creed
 sex, transgender status, gender identity or expression,
 sexual orientation or civil union status

In

loans
 mortgages
 any credit transactions



Equal Employment Opportunity is

THE LAW

Employers Holding Federal Contracts or Subcontracts

Applicants to and employees of companies with a Federal government contract or subcontract are protected under the following Federal authorities:

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, prohibits job discrimination because of disability and requires affirmative action to employ and advance in employment qualified individuals with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

VIETNAM ERA, SPECIAL DISABLED, RECENTLY SEPARATED, AND OTHER PROTECTED VETERANS

38 U.S.C. 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended, prohibits job discrimination and requires affirmative action to employ and advance in employment qualified Vietnam era veterans, qualified special disabled veterans, recently separated veterans, and other protected veterans.

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), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 or call (202) 693-0101, or an OFCCP regional or district office, listed in most telephone directories under U.S. Government, Department of Labor.

Private Employment, State and Local Governments, Educational Institutions

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

RACE, COLOR, RELIGION, SEX, NATIONAL ORIGIN

Title VII of the Civil Rights Act of 1964, as amended, prohibits 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 or national origin.

DISABILITY

The Americans with Disabilities Act of 1990, as amended, protects qualified applicants and employees with disabilities from discrimination in hiring, promotion, discharge, pay, job training, fringe benefits, classification, referral, and other aspects of employment on the basis of disability. The law also requires that covered entities provide qualified applicants and employees with disabilities with reasonable accommodations that do not impose 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 on the basis of age in hiring, promotion, discharge, compensation, terms, conditions or privileges of employment.

SEX (WAGES)

In addition to sex discrimination prohibited by Title VII of the Civil Rights Act of 1964, as amended (see above), the Equal Pay Act of 1963, as amended, prohibits sex discrimination in payment of wages to women and men performing substantially equal work in the same establishment.

Retaliation against a person who files a charge of discrimination, participates in an investigation, or opposes an unlawful employment practice is prohibited by all of these Federal laws.

If you believe that you have been discriminated against under any of the above laws, you should contact immediately:

The U.S. Equal Employment Opportunity Commission (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 or an EEOC field office by calling toll free (800) 669-4000. For individuals with hearing impairments, EEOC's toll free TDD number is (800) 669-6820.

Programs or Activities Receiving Federal Financial Assistance

RACE, COLOR, RELIGION, NATIONAL ORIGIN, SEX

In addition to the protection of Title VII of the Civil Rights Act of 1964, as amended, Title VI of the Civil Rights Act 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 assistance.

INDIVIDUALS WITH DISABILITIES

Sections 501, 504 and 505 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 in the federal government. Discrimination is prohibited in all aspects of employment against persons with disabilities who, with reasonable accommodation, can perform the essential functions of a job.

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

La Igualdad De Oportunidades De Empleo Es

LA LEY

Empleadores con Contratos o Subcontratos Federales

Solicitantes de empleo y empleados de compañías privadas que tienen un contrato o subcontrato federal son protegidos por las siguientes autoridades federales:

RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL

La Orden del Poder Ejecutivo 11246, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional, y requiere programas de acción afirmativa para asegurar la igualdad de oportunidades en todos los aspectos de empleo.

INDIVIDUOS CON IMPEDIMENTOS

La Sección 503 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimento y requiere programas de acción afirmativa en la contratación y ascenso de personas calificadas con impedimentos que, con comodidad razonable, pueden desempeñar las funciones esenciales del empleo.

VETERANOS DE LA ERA DE VIETNAM, VETERANOS CON IMPEDIMENTOS ESPECIALES, Y OTROS VETERANOS PROTEGIDOS

38 U.S.C. 4212 de la Ley de Asistencia para la Readaptación de los Veteranos de Vietnam prohíbe la discriminación en el empleo y exige programas de acción afirmativa en la contratación y ascenso de veteranos calificados de Vietnam y de veteranos calificados con impedimentos especiales.

Cualquier persona que crea que un contratista no ha cumplido con sus obligaciones referentes a la no discriminación o los programas de acción afirmativa bajo las leyes anteriormente mencionadas debe comunicarse de inmediato con:

The Office of Federal Contract Compliance Programs (OFCCP), Employment Standards Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210 o llamar al (202) 693-0101, o una oficina regional o de distrito del OFCCP listado bajo el título U.S. Government, Department of Labor.

Empleadores Privados, Gobiernos Estatales y Locales, Instituciones de Enseñanza

Las siguientes leyes federales protegen solicitantes de empleo y empleados de la mayoría de los empleadores privados, gobiernos estatales y locales, instituciones de enseñanza, agencias de empleo y organizaciones laborales:

RAZA, COLOR, RELIGION, SEXO, ORIGEN NACIONAL

El Título VII de la Ley de Derechos Civiles de 1964, según enmendada, prohíbe la discriminación en el empleo por razón de raza, color, religión, sexo u origen nacional en la contratación, promoción, despido, pago, beneficios suplementarios, programas de adiestramiento, clasificación de empleo, reclutamiento y bajo cualquier otro término y condición de empleo.

IMPEDIMENTO

La Ley para Personas con Impedimentos de 1990, según enmendada, protege solicitantes de empleados y empleadores con impedimentos contra la discriminación en la contratación, promoción, despido, pago, programas de adiestramiento, beneficios suplementarios, clasificación, asignación, y otros aspectos de empleo por razón de impedimento. La ley también exige que toda entidad comprendida proporcione a solicitantes de empleo y empleados calificados con impedimentos comodidad razonable al menos que esto cause dificultad excesiva.

EDAD

La Ley Contra la Discriminación en el Empleo por Razón de Edad de 1967, según enmendada, protege solicitantes de empleo y empleados de 40 años de edad o más de la discriminación en el empleo por razón de edad en la contratación, promoción, despido, pago, y bajo cualquier otro término, condición o privilegio de empleo.

SEXO (PAGO)

Además del Título VII de la Ley de Derechos Civiles de 1964 (anteriormente descrita), la Ley de Igualdad en el Pago de 1963, según enmendada, prohíbe la discriminación por razón de sexo en el pago de salario a mujeres y hombres que realizan trabajos sustancialmente iguales en el mismo lugar de trabajo.

Tomar represalia contra una persona que haya presentado una denuncia de discriminación, participe en una investigación, o se oponga a una práctica ilegal de empleo es prohibido por todas estas leyes federales.

Si usted cree que ha sido discriminado bajo cualquiera de las leyes descritas, debe comunicarse de inmediato con:

La Comisión de Igualdad de Oportunidades de Empleo (EEOC), 1801 L Street, N.W., Washington, D.C. 20507 o con una oficina local de la Comisión Harnando gratuitamente al (800) 669-4000. Para personas con impedimentos auditivos, el número sin cargo de la Comisión por el sistema TDD es (800) 669-6820.

Programas o Actividades que Reciben Subsidios Federales

RAZA, COLOR, ORIGEN NACIONAL, SEXO

Además del amparo que brinda el Título VII de la Ley de Derechos Civiles de 1964, el Título VI de la ley prohíbe la discriminación por razón de raza, color, u origen nacional en programas o actividades que reciben subsidios federales. Discriminación en el empleo está comprendida bajo el Título VI si el objetivo primordial del subsidio es proporcionar empleos y en los casos en que la discriminación en el empleo causa o podría causar discriminación en la prestación de servicios de esos programas. El Título IX de las Enmiendas de Educación de 1972 prohíbe la discriminación en el empleo por razón de sexo en programas o actividades educacionales que reciben subsidios federales.

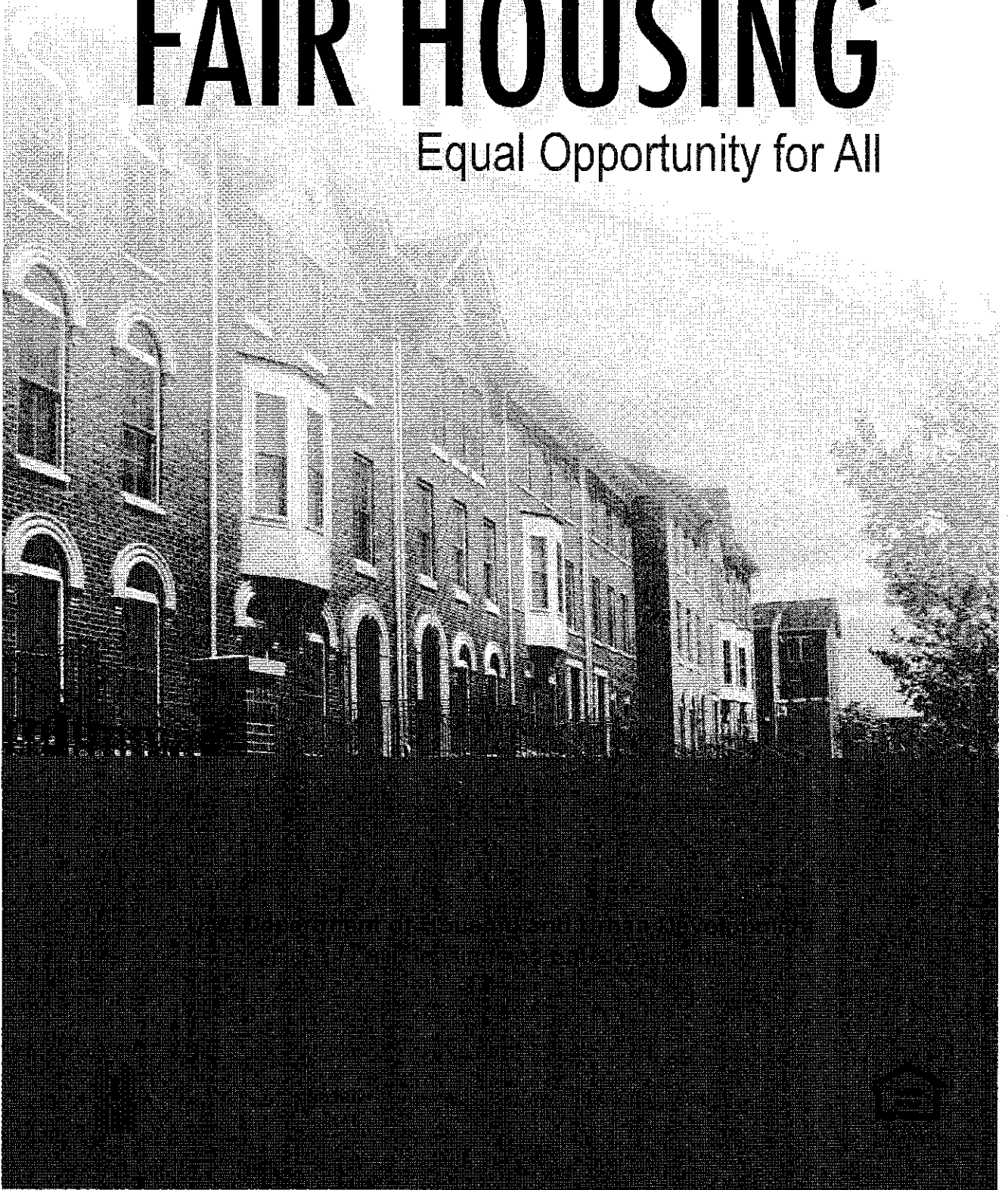
INDIVIDUOS CON IMPEDIMENTOS

La Sección 504 de la Ley de Rehabilitación de 1973, según enmendada, prohíbe la discriminación en el empleo por razón de impedimentos en cualquier programa o actividad que recibe subsidios del gobierno federal. Se prohíbe la discriminación en todas las modalidades de empleo contra personas con impedimentos físicos y mentales que, con comodidad razonable, pueden desempeñar las funciones esenciales del empleo.

Si usted cree que ha sido discriminado en el empleo en un programa de cualquier institución que recibe subsidios federales, debe comunicarse de inmediato con la agencia federal que otorga el subsidio.

FAIR HOUSING

Equal Opportunity for All





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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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?

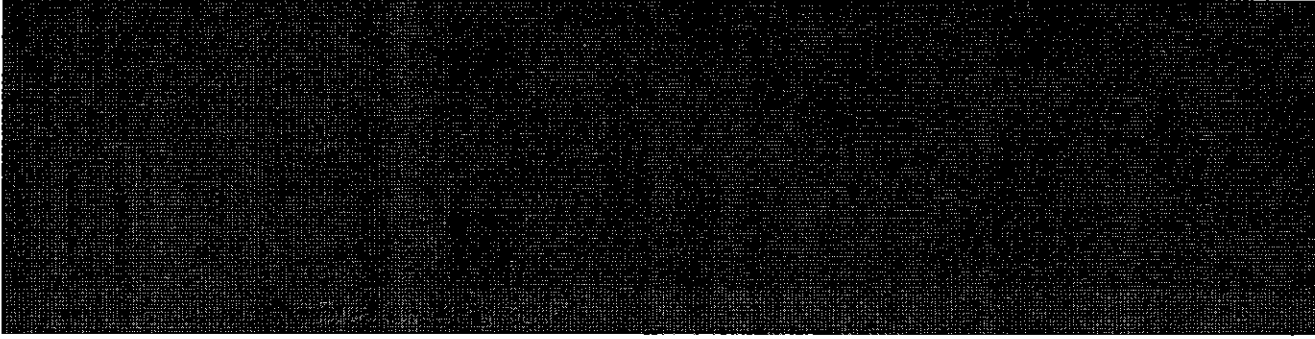
In the Sale and Rental of Housing: No one may take any of the following actions based on race, color, religion, sex, disability, familial status, or national origin:

- 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

- 
- 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

- 
- 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.

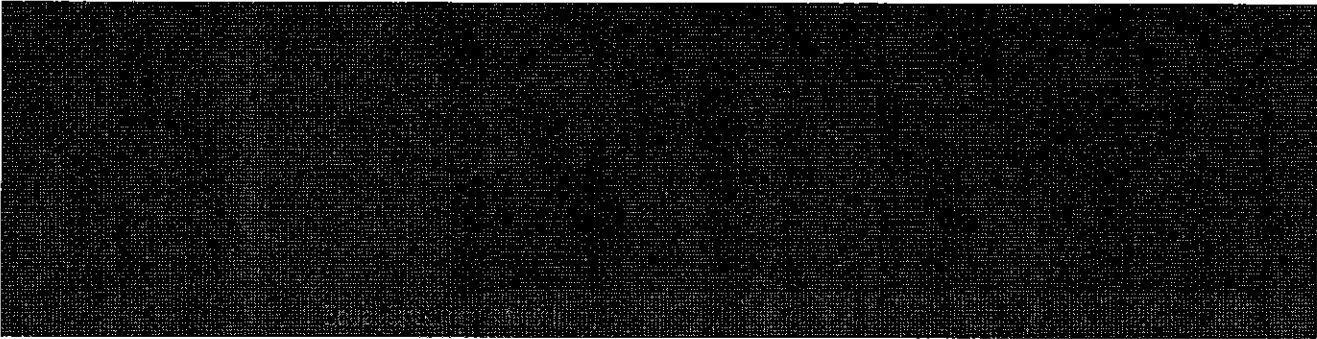
ADDITIONAL PROTECTION IF YOU HAVE A DISABILITY

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.



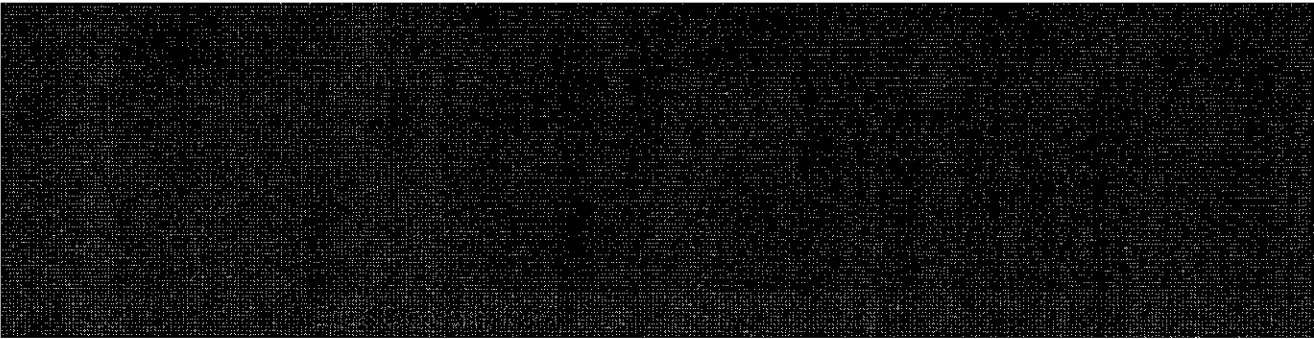
However, the Fair Housing Act does not protect a person who is a direct threat to the health or safety of others or who currently uses illegal drugs.

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.



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.

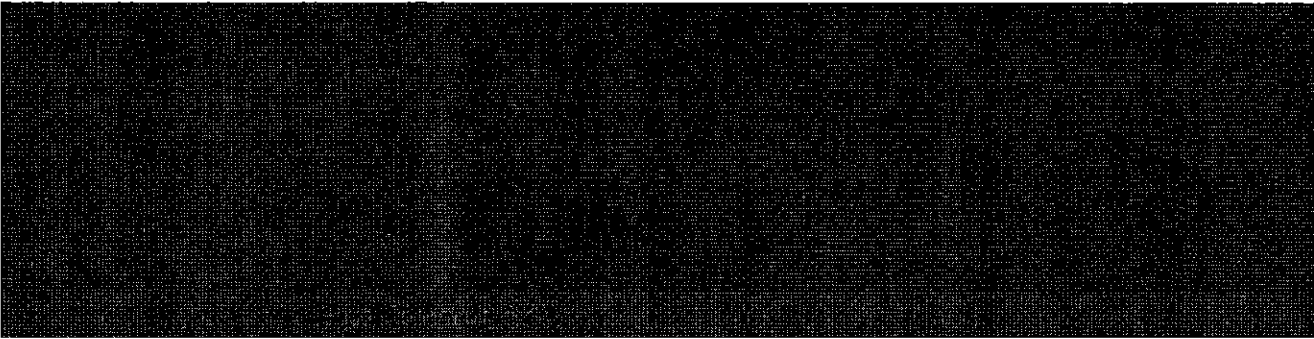
Familial status protection also extends to pregnant women and any person in the process of securing legal custody of a minor child (including adoptive or foster parents).

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:



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:



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

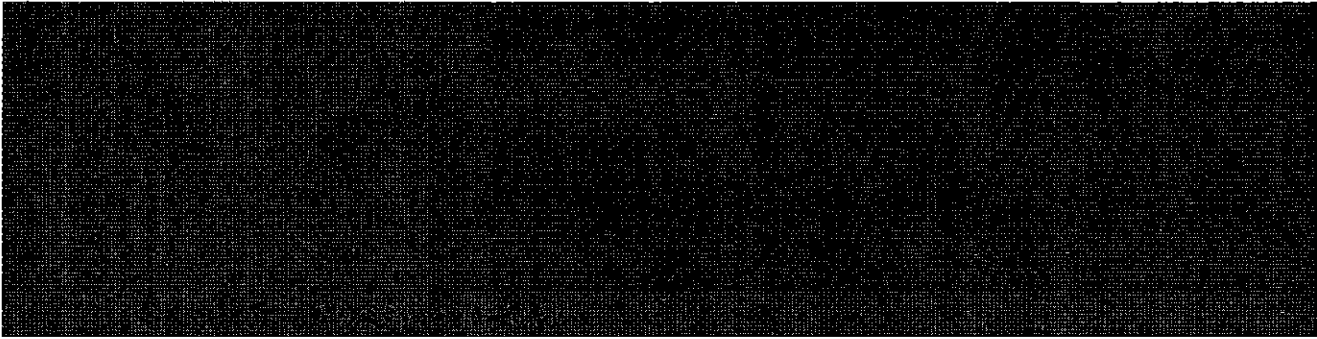
Fort Worth, TX 76102-6803

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:

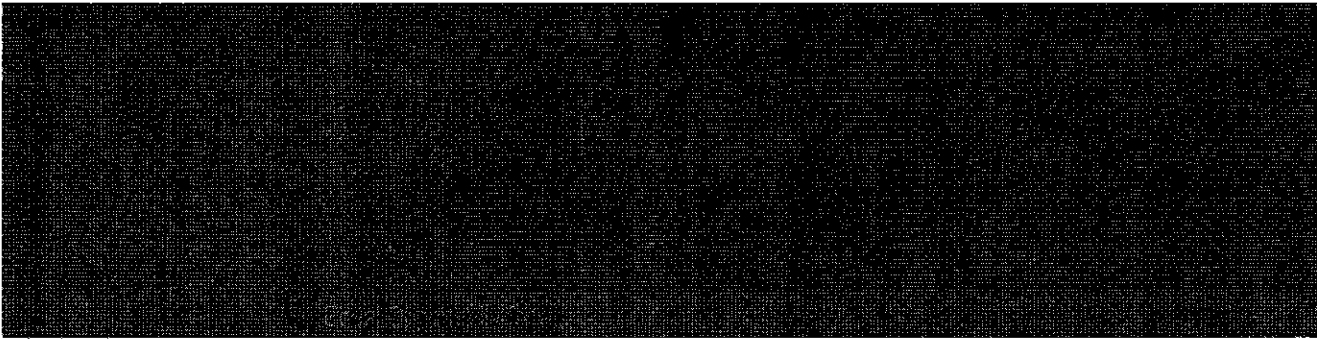
SAN FRANCISCO REGIONAL OFFICE

(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



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.




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:


- 
- 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




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.



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.



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.



EQUIDAD EN LA VIVIENDA

Igualdad de Oportunidades para Todos



EQUIDAD EN LA VIVIENDA – IGUALDAD DE OPORTUNIDADES PARA TODOS

Estados Unidos representa, en todos los aspectos, igualdad de oportunidades para todos. La rica diversidad de sus ciudadanos y el espíritu de unidad que nos une a todos simbolizan los principios de libertad y justicia sobre los que se fundó esta nación. Por eso es sumamente inquietante cuando niegan la vivienda que desean a nuevos inmigrantes, minorías, familias con niños y personas con discapacidades, a causa de discriminación ilegal.

El Departamento de la Vivienda y el Desarrollo Urbano (siglas en inglés, HUD) pone en vigor la ley de Equidad en la Vivienda que prohíbe la discriminación y la intimidación de las personas en sus casas, edificios de apartamentos y urbanizaciones de condominios, en casi todas las transacciones relacionadas con la vivienda, incluyendo el alquiler y la venta de viviendas y la oferta de préstamos hipotecarios.

La igualdad en el acceso a viviendas de alquiler y a oportunidades de propiedad de casas es la piedra angular de la política federal de la vivienda de esta nación. Los proveedores de viviendas que se niegan a alquilar o a vender casas a ciertas personas basándose en raza, color, origen nacional, religión, sexo, situación familiar o discapacidad, violan la ley federal y HUD reclamará enérgicamente acciones judiciales contra ellos por incumplimiento.

La discriminación en la vivienda no es solamente ilegal, también contradice en todas las maneras los principios de libertad y oportunidad que valoramos como americanos. HUD está dedicado a garantizar que todo el mundo sea tratado equitativamente cuando busque un lugar que pueda llamar su hogar.

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

LA LEY DE EQUIDAD EN LA VIVIENDA

La ley de Equidad en la Vivienda prohíbe la discriminación en la vivienda debida a:

- Raza o color
- Religión
- Sexo
- Discapacidad
- Situación familiar (incluidos los menores de 18 años que viven con sus padres o custodios legales; mujeres embarazadas y personas que desean obtener la custodia de menores de 18 años)
- Origen nacional

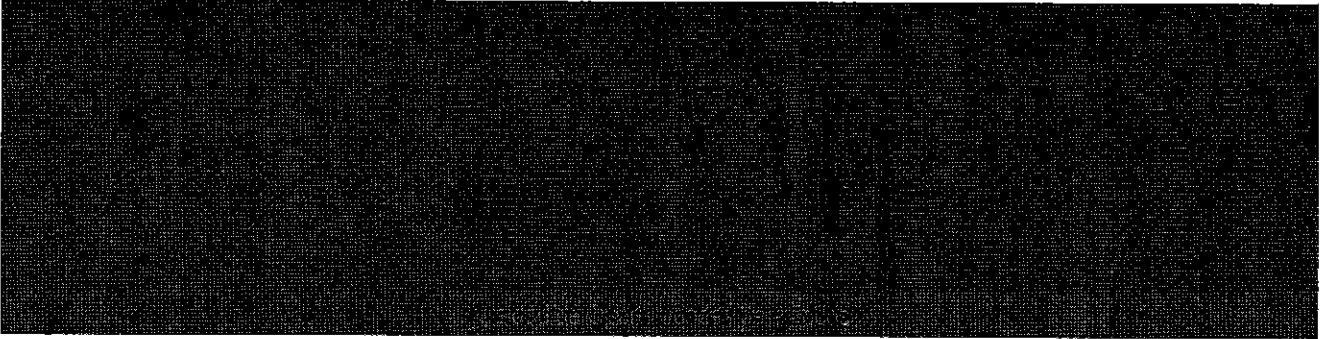
¿QUÉ VIVIENDAS ESTÁN CUBIERTAS?

La ley de Equidad en la Vivienda cubre la mayor parte de las viviendas. En algunas circunstancias, la ley exime edificios ocupados por el dueño con no más de cuatro unidades, viviendas unifamiliares vendidas o alquiladas sin utilizar un corredor y viviendas administradas por organizaciones y clubs privados que limitan su ocupación a sus miembros.

¿QUÉ ESTÁ PROHIBIDO?

En la venta y alquiler de viviendas: Nadie puede hacer ninguna de las cosas siguientes basándose en raza, color, religión, sexo, discapacidad, situación familiar u origen nacional:

- Negarse a alquilar o vender viviendas
- Negarse a negociar las viviendas
- Hacer que la vivienda no esté disponible
- Negar una vivienda de otra manera
- Establecer términos, condiciones o privilegios para la venta o alquiler de una vivienda
- Proporcionar servicios o instalaciones de la vivienda diferentes

- 
- Negar falsamente que la vivienda esté disponible para su inspección, venta o alquiler
 - Con fines de lucro, persuadir o tratar de persuadir a dueños de viviendas a que vendan o alquilen viviendas sugiriendo que personas de una raza particular, etc. se han mudado, o están a punto de mudarse al vecindario, o
 - Negar a cualquier persona el acceso a, la membrecía o la participación en cualquier organización, instalación o servicio (como un servicio de listado múltiple) relacionado con la venta o el alquiler de viviendas; o discriminar contra cualquier persona en los términos o condiciones de tal acceso, membrecía o participación.

En préstamos hipotecarios: Nadie puede hacer ninguna de las cosas siguientes basándose en raza, color, religión, sexo, discapacidad, situación familiar u origen nacional:

- Negarse a otorgar un préstamo hipotecario
- Negarse a proporcionar información respecto a préstamos
- Imponer términos o condiciones diferentes en un préstamo, como tipos de interés, puntos y honorarios diferentes
- Discriminar en la valoración de una propiedad
- Negarse a adquirir un préstamo, o
- Establecer términos o condiciones diferentes para adquirir un préstamo.

Adicionalmente, es una violación de la ley de Equidad en la Vivienda hacer lo siguiente:

- Amenazar, coaccionar, intimidar o interferir con nadie en el ejercicio de su derecho a la equidad en la vivienda o asistir a otros que ejerciten ese derecho.
- Hacer, imprimir o publicar cualquier declaración en conexión con la venta o alquiler de una vivienda que indique una preferencia, limitación o discriminación basada en raza, color, religión, sexo, discapacidad, situación familiar u origen nacional. Esta prohibición contra la publicidad discriminatoria se aplica a viviendas unifamiliares y ocupadas por el dueño




que estén de otra manera exentas de la ley de Equidad en la Vivienda.

- Negarse a proporcionar a los dueños de viviendas cobertura de seguros para una vivienda debido a raza, color, religión, sexo, discapacidad, situación familiar u origen nacional del dueño o los ocupantes de una vivienda.
- Discriminar en los términos o condiciones del seguro de dueños de viviendas debido a la raza, color, religión, sexo, discapacidad, situación familiar u origen nacional del dueño o los ocupantes de una vivienda.
- Negarse a proporcionar información disponible de la gama completa de opciones de cobertura de seguro para dueños de viviendas disponibles debido a la raza, etc. del dueño o los ocupantes de una vivienda.
- Hacer, imprimir o publicar cualquier declaración en conexión con la provisión de cobertura de seguros para dueños de viviendas que indique una preferencia, limitación o discriminación basada en raza, color, religión, sexo, discapacidad, situación familiar u origen nacional.

PROTECCIÓN ADICIONAL SI USTED TIENE ALGUNA DISCAPACIDAD

Si usted o alguien asociado con usted:

- Tiene una discapacidad física o mental (incluyendo problemas de oído, de vista y de movilidad, cáncer, enfermedad mental crónica, VIH/SIDA o retraso mental) que limita sustancialmente una o más de las actividades vitales importantes
- Tiene antecedentes de tal discapacidad o
- Se considera que tiene tal discapacidad, un proveedor de vivienda no puede:
 - Negarse a permitirle hacer modificaciones razonables en su vivienda o a las áreas de uso común, a sus expensas, si fueran necesarias para que usted pueda utilizar completamente la vivienda. (Cuando sea razonable, un propietario puede permitir cambios solamente si usted



accede a devolver la propiedad en su condición original cuando la deje para mudarse).

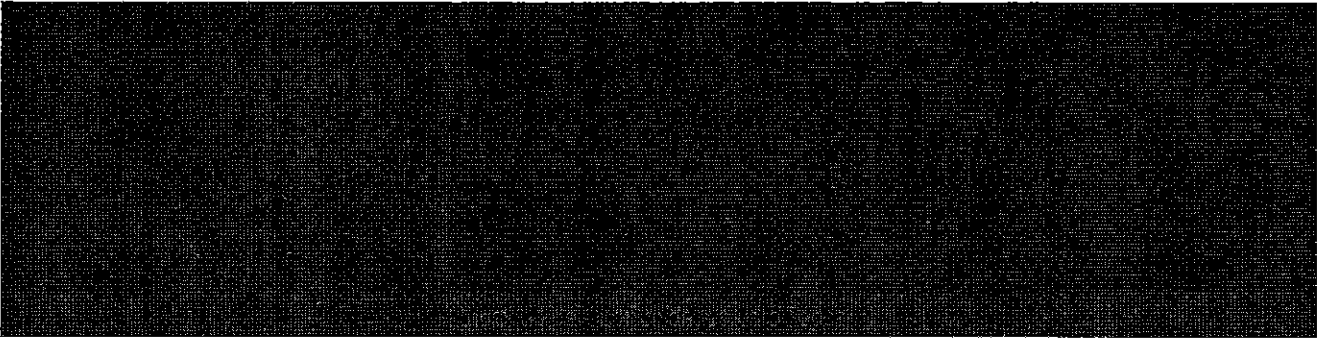
- Negarse a hacer concesiones razonables en reglas, políticas, prácticas o servicios si fuera necesario para que usted pueda utilizar la vivienda en condición de igualdad con personas no discapacitadas.

Ejemplo: Un edificio con una política de “no se permiten mascotas” debe permitir que un residente con deficiencias visuales tenga un perro guía.

Ejemplo: Un complejo de apartamentos que ofrece a los residentes estacionamiento amplio, no asignado, debe acceder a una petición de un residente con deficiencias de movilidad de tener un espacio reservado cerca de su apartamento si fuera necesario para asegurar que él/ella pueda tener acceso a su apartamento. No obstante, la Ley de Equidad en la Vivienda no protege a una persona que es una amenaza directa contra la salud o la seguridad de los demás o que utiliza actualmente drogas ilegales.

Requisitos de accesibilidad para edificios nuevos multifamiliares: en edificios con cuatro o más unidades que fueron ocupados por primera vez después del 13 de marzo de 1991 y que tienen un elevador:

- Las áreas de uso público y común tienen que ser accesibles para personas con discapacidades
- Todas las puertas y corredores tienen que ser suficientemente anchos para sillas de ruedas
- Todas las unidades tienen que tener:
 - Una ruta accesible para entrar y transitar por la unidad
 - Interruptores de luz, tomas de corriente eléctrica, termostatos y otros controles ambientales accesibles
 - Paredes de los cuartos de baño reforzadas para permitir la instalación posterior de barras de sujeción y
 - Cocinas y cuartos de baños que puedan ser utilizados por personas en sillas de ruedas.



Si un edificio con cuatro o más unidades no tiene elevador y fue ocupado por primera vez después del 13 de marzo de 1991, estas normas se aplican solamente a las unidades de la planta baja.

Estos requisitos de accesibilidad para edificios multifamiliares nuevos no reemplazan normas de accesibilidad más estrictas requeridas bajo la ley estatal o local.

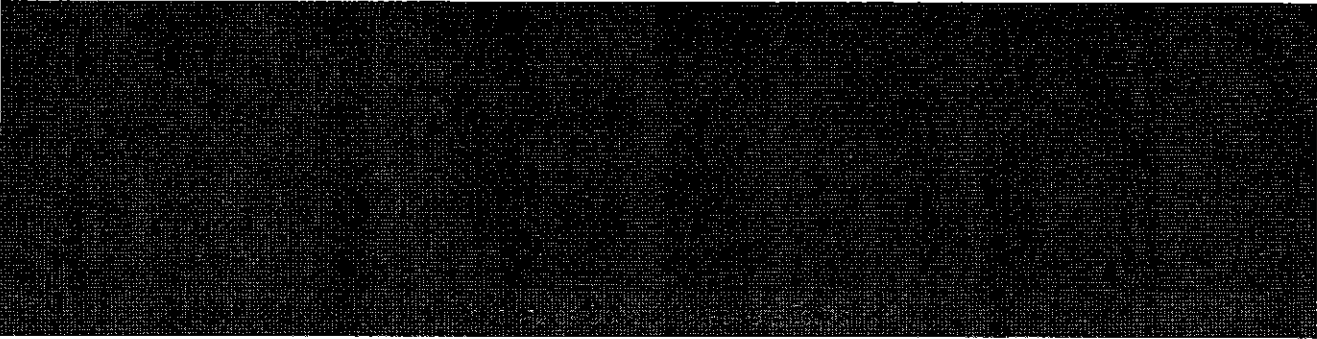
PROTECCIÓN DE LA VIVIENDA PARA FAMILIAS CON NIÑOS

La Ley de Equidad en la Vivienda hace ilegal la discriminación contra una persona cuyo hogar incluye uno o más niños menores de 18 años (situación familiar). La protección a la situación familiar cubre los hogares en los que uno o más niños menores de edad viven con:

- Uno de los padres;
- Una persona que tiene la custodia legal (incluyendo la tutela) de uno o varios niños menores de edad; o
- La persona designada por uno de los padres o por el custodio legal, con permiso escrito del padre o de la madre o del custodio legal. La protección a la situación familiar también se extiende a las mujeres embarazadas y a cualquier persona que está en proceso de obtener la custodia legal de un niño menor (incluyendo padres adoptivos o padres de acogida).

La exención de “Vivienda para personas ancianas”: La Ley de Equidad en la Vivienda exime específicamente a algunas instalaciones y comunidades de viviendas para ancianos de responsabilidad para la discriminación contra la situación familiar. Las instalaciones o comunidades de vivienda para ancianos exentas pueden legalmente negarse a vender o alquilar viviendas a familias con niños menores de edad. A fin de tener derecho a la exención de “viviendas para personas ancianas”, una instalación o comunidad debe demostrar que sus viviendas son:

- Ofrecidas bajo cualquier programa estatal o federal que haya sido determinado por HUD como específicamente designado

- 
- y administrado para asistir a personas ancianas (según la definición del programa estatal o federal); o
 - Destinadas a, y ocupadas solamente por personas de 62 años de edad o más; o
 - Destinadas y administradas para la ocupación por personas de 55 años de edad o más.

A fin de tener derecho a la exención de vivienda para personas de “55 años o más”, una instalación o comunidad tiene que cumplir cada una de las condiciones siguientes:

- Al menos 80 por ciento de las unidades tienen que tener al menos un ocupante de 55 años o mayor; y
- la instalación o comunidad tiene que publicar y seguir las políticas y procedimientos que demuestran la intención de operar como viviendas para personas de “55 años o más”; y
- La instalación o comunidad tiene que cumplir los requisitos reglamentarios de HUD para la verificación de la edad de los residentes


La exención de “vivienda para personas ancianas” no protege a las instalaciones o comunidades de vivienda para ancianos de la responsabilidad para la discriminación de la vivienda basada en raza, color, religión, sexo, discapacidad u origen nacional.

HUD está dispuesto a ayudar en cualquier problema de discriminación en la vivienda. Si usted cree que han violado sus derechos, puede presentar una reclamación en línea, escribir una carta o llamar por teléfono a la oficina de HUD más cercana. Usted tiene un año después de haberse producido o terminado la discriminación alegada para presentar una reclamación a HUD, pero debe de presentarla tan pronto como le sea posible.

SI USTED CREE QUE HAN VIOLADO SUS DERECHOS

Qué debe decirle a HUD:

- Su nombre y dirección

- 
- El nombre y dirección de la persona contra quien presenta la reclamación (el demandado)
 - La dirección y otra identificación de la vivienda involucrada
 - Una breve descripción de la violación alegada (el evento que causó que usted crea que han violado sus derechos)
 - La fecha o fechas de la violación alegada.

Dónde escribir o llamar: Presente una reclamación en línea, envíe una carta a la oficina de HUD más cercana o, si lo desea, puede llamar directamente a esa oficina. Las personas sordas o con deficiencias auditivas que utilizan TTY pueden llamar a esas oficinas mediante el Servicio de repetidor de información federal gratuito, al número 1-800-877-8339.

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 321

Boston, MA 02222-1092

Teléfono (617) 994-8300 o 1-800-827-5005

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

Para New Jersey, New York, Puerto Rico y U.S. Virgin Islands:

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 o 1-800-496-4294

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



Para Delaware, District of Columbia, Maryland, Pennsylvania, Virginia y West Virginia:

OFICINA REGIONAL DE FILADELFIA

(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) 861-7646 o 1-888-799-2085
Fax (215) 656-3449 * TTY (215) 656-3450

Para Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, y Tennessee:

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 o 1-800-440-8091 x2493
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 1-800-765-9372
Fax (312) 886-2837 * TTY (312) 353-7143



Para Arkansas, Louisiana, New Mexico, Oklahoma y Texas:

OFICINA REGIONAL DE FORT WORTH

(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

Teléfono (817) 978-5900 o 1-888-560-8913

Fax (817) 978-5876/5851 * TTY (817) 978-5595

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 o 1-800-743-5323

Fax (913) 551-6856 * TTY (913) 551-6972

Para Colorado, Montana, North Dakota, South Dakota, 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 o 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 1-800-347-3739

Fax (415) 489-6558 * TTY (415) 489-6564

Para Alaska, Idaho, Oregon 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 o 1-800-877-0246

Fax (206) 220-5447 * TTY (206) 220-5185

Si después de hablar con la oficina local más cercana todavía tiene alguna duda, puede ponerse en contacto con HUD en:

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

Teléfono 1-800-669-9777

Fax (202) 708-1425 * TTY 1-800-927-9275

www.hud.gov/fairhousing


Si usted está discapacitado: HUD también proporciona:

- Un teléfono TTY para usuarios sordos o con dificultades auditivas (vea la lista anterior para la oficina de HUD más cercana)
- Intérpretes, materiales grabados y en Braille
- Asistencia para leer y llenar los formularios.

¿QUÉ PASA CUANDO USTED PRESENTA UNA RECLAMACIÓN?

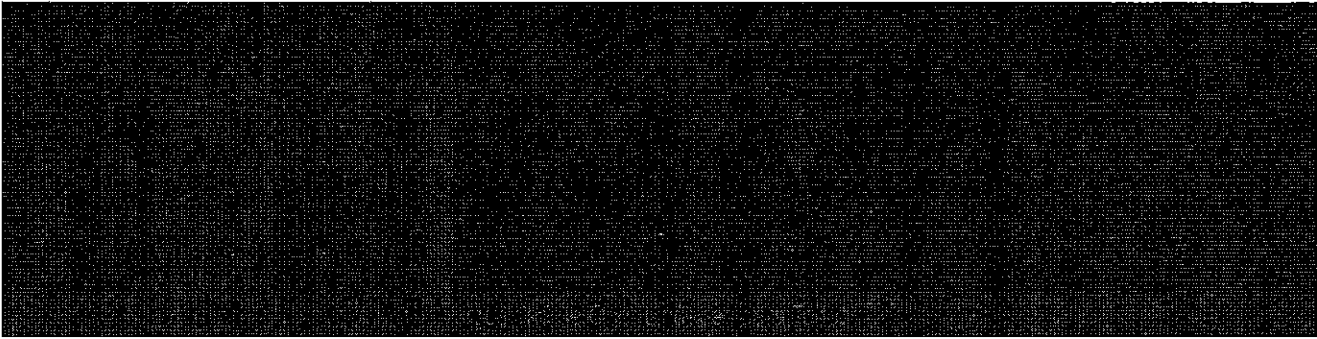
HUD le informará por escrito cuando su reclamación sea aceptada para presentarla bajo la Ley de Equidad en la Vivienda. HUD también:

- Informará al violador alegado (“demandado”) de la presentación de su reclamación y dará al demandado tiempo para presentar una respuesta escrita a la reclamación.

- 
- Investigará su reclamación y determinará si hay causa razonable para creer que el demandado violó la Ley de Equidad en la Vivienda.
 - Le informará a usted y al demandado si HUD no puede terminar su investigación en un plazo de 100 días de la presentación de su reclamación y proporcionará la razón para el retraso.

Conciliación de la Ley de Equidad en la Vivienda: Durante la investigación de la reclamación, HUD tiene la obligación de ofrecerles a usted y al demandado la oportunidad de resolver su reclamación con un Acuerdo de conciliación. Un acuerdo de conciliación le proporciona un atenuante individual y protege el interés público disuadiendo discriminación futura por parte del demandado. Una vez que usted y el demandado firmen un Acuerdo de conciliación y HUD apruebe el acuerdo, HUD detendrá la investigación de su reclamación. Si usted cree que el demandado ha violado o roto su acuerdo de conciliación, debe informar rápidamente a la oficina de HUD que investigó su reclamación. Si HUD determina que hay causa razonable para creer que el demandado violó el acuerdo, HUD pedirá al Departamento de justicia de los EE.UU. que presente una demanda contra el demandado en el tribunal del distrito federal para hacer cumplir los términos del acuerdo.

Remisión de la reclamación a agencias públicas estatales o locales de Equidad en la Vivienda: Si HUD ha certificado que su agencia pública estatal o local de Equidad en la Vivienda hace que se cumpla una ley de derechos civiles o una ordenanza que proporcione derechos, remedios y protecciones que son “sustancialmente equivalentes” a la Ley de Equidad en la Vivienda, HUD tiene que remitir su reclamación a dicha agencia para la investigación y debe informarle con rapidez de la remisión. La agencia estatal o local investigará su reclamación bajo la ley u ordenanza “sustancialmente equivalente” de derechos civiles estatales o locales. La agencia pública estatal o local de Equidad en la Vivienda tiene que comenzar a investigar su reclamación dentro de un plazo de 30 días después de la remisión de HUD,



o HUD puede recuperar (“reactivar”) la reclamación para su investigación bajo la Ley de Equidad en la Vivienda.

¿QUÉ PASA SI VOY A PERDER MI VIVIENDA POR DESAHUCIO O VENTA?

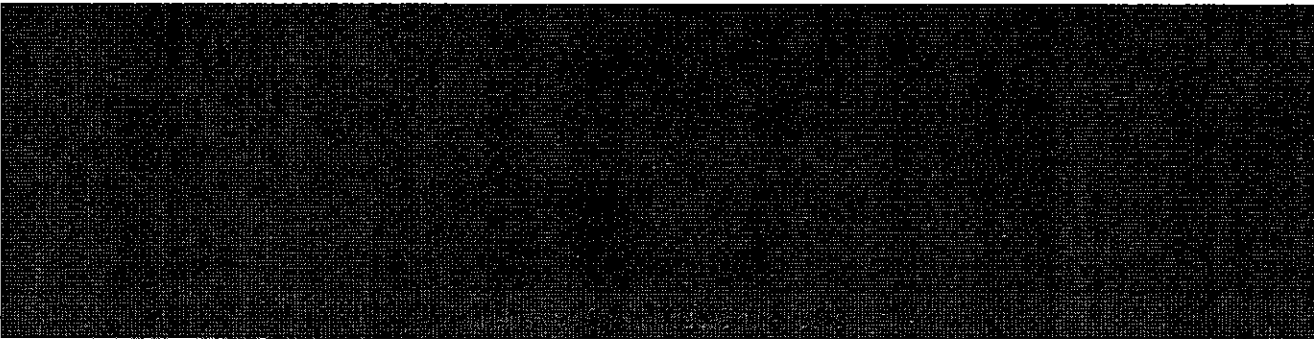
Si necesita ayuda inmediata para detener o prevenir un problema grave causado por una violación de la Ley de Equidad en la Vivienda, HUD podría ayudarle tan pronto como usted presente una reclamación. HUD podría autorizar al Departamento de justicia de los EE.UU. a presentar una petición en el tribunal del distrito federal para obtener una orden de distanciamiento temporal (TRO) contra el demandado, seguida de un mandato provisorio preliminar contra un demandado en casos en los que:

- Sea probable que ocurra daño o perjuicio a los derechos a la vivienda sin la intervención de HUD; y
- Haya evidencia sustancial de que el demandado ha violado la Ley de Equidad en la Vivienda.

Ejemplo: Un propietario acuerda vender una casa pero cuando descubre que los compradores son negros, saca la casa del mercado y poco después vuelve a listarla como propiedad a la venta. Los compradores presentan una reclamación de discriminación con HUD. HUD puede autorizar al Departamento de justicia de los EE.UU. a pedir un mandato preliminar en el tribunal del distrito federal para prevenir que el propietario venda la casa a otras personas hasta que HUD investigue la reclamación.

¿QUÉ PASA DESPUÉS DE INVESTIGAR UNA RECLAMACIÓN?

Determinación de causa razonable, cargo de discriminación y elección: Cuando se complete la investigación de su reclamación, HUD preparará un informe final de la investigación resumiendo la evidencia recopilada durante la misma. Si HUD determina que hay causa razonable para creer que el demandado discriminó contra usted, HUD publicará una Determinación de causa razonable y




un Cargo de discriminación contra los demandados. Usted y los demandados tienen veinte (20) días después de recibir el aviso del cargo para decidir si quieren que su caso sea resuelto por un Juez de ley administrativa (siglas in inglés, ALJ) o en un juicio civil en el tribunal del distrito federal.

Audiencia del Juez de ley administrativa de HUD: Si ni usted ni el demandado eligen acudir a un juicio civil federal antes de que venza el periodo de elección de 20 días, HUD programará puntualmente una audiencia para su caso ante un Juez de ley administrativa (ALJ). La audiencia del ALJ se llevará a cabo en el lugar donde ocurrió la discriminación alegada. Durante esta audiencia, usted y los demandados tienen el derecho de comparecer en persona, de ser representado por un abogado, de presentar pruebas, de interrogar a los testigos y de requerir citaciones judiciales para asistir en el descubrimiento de pruebas. Abogados de HUD le representarán durante la audiencia del ALJ sin costo para usted; sin embargo, usted también puede elegir intervenir en el caso y contratar su propio abogado. A la conclusión de la audiencia, el juez de HUD emitirá una decisión basada en los hechos hallados y las conclusiones legales. Si el juez de HUD concluye que los demandados violaron la Ley de Equidad en la Vivienda, se podría ordenar a los demandados que:

- Le compensen por daños reales, incluyendo gastos de su bolsillo y daños de angustia emocional.
- Le proporcionen ayuda preceptiva.
- Le proporcionen ayuda equitativa razonable (Por ejemplo, que pongan la casa a disposición de usted).
- Le paguen sus gastos legales razonables.
- Paguen una multa civil a HUD para reivindicar el interés público. Las multas civiles máximas son: \$16,000.00 por la primera violación de la ley; \$37,500.00 si ha ocurrido una violación previa dentro del periodo de los cinco años precedentes; y \$65,000.00 si han ocurrido dos o más violaciones previas durante el periodo de los siete años precedentes.

Juicio civil en el tribunal del distrito federal: Si usted o el demandado eligen ir a juicio civil federal para resolver su reclamación, HUD



tiene que referir su caso al Departamento de justicia de los EE.UU. para su cumplimiento. El Departamento de justicia de los EE.UU. presentará una demanda legal civil de su parte en el tribunal del distrito de los EE.UU., en el distrito donde ocurrió la discriminación alegada. Usted también puede elegir intervenir en el caso y contratar su propio abogado. Tanto usted como el demandado pueden solicitar un juicio con jurado y usted tiene el derecho de comparecer en persona, de estar representado por un abogado, de presentar pruebas, de interrogar a los testigos y de requerir citaciones judiciales para asistir en el descubrimiento de pruebas. Si el tribunal federal decide en su favor, un juez o el jurado pueden ordenar a los demandados que:

- Le compensen por daños reales, incluyendo gastos de su bolsillo y daños de angustia emocional.
- Le proporcionen ayuda preceptiva permanente.
- Le proporcionen ayuda equitativa razonable (Por ejemplo, que pongan la casa a disposición de usted).
- Le paguen sus gastos legales razonables.
- Le paguen compensación punitiva.

Determinación de ausencia de causa razonable y rechazo: Si HUD concluye que no existe causa razonable para creer que los demandados violaron la ley, HUD rechazará su reclamación con una determinación de ausencia de causa razonable. HUD le informará, a usted y a los demandados, del rechazo por correo y usted puede solicitar una copia del informe final de la investigación.

Reconsideraciones de las determinaciones de ausencia de causa razonable: La Ley de Equidad en la Vivienda no provee un proceso formal de apelación para reclamaciones rechazadas por HUD. No obstante, si su reclamación es rechazada con una determinación de ausencia de causa razonable, usted puede presentar una petición por escrito para una revisión de reconsideración al Director, FHEO Office of Enforcement, U.S. Department of Housing and Urban Development, 451 7th Street, SW, Room 5206, Washington, DC 20410-2000.



ADICIONALMENTE

Usted puede presentar una demanda legal privada: Usted puede presentar una demanda legal civil privada sin presentar antes una reclamación a HUD. Usted puede presentar su demanda legal dentro de un plazo de dos (2) años desde la fecha más reciente de acción discriminatoria alegada.

Si usted presenta una reclamación a HUD, e incluso si HUD desecha su reclamación, la Ley de Equidad en la Vivienda le concede el derecho a presentar una demanda legal civil privada contra los demandados en el tribunal federal del distrito federal. El tiempo durante el cual HUD estaba procesando su reclamación no cuenta como parte del periodo de 2 años para la presentación. Usted puede presentar su demanda legal a sus propias expensas; sin embargo, si no puede pagar un abogado, el tribunal puede asignarle uno.

Incluso si HUD todavía está procesando su reclamación, usted puede presentar una demanda legal civil privada contra los demandados, a menos que (1) usted ya haya firmado un acuerdo de conciliación con HUD para resolver su reclamación con HUD; o (2) un Juez de ley administrativa de HUD haya comenzado una audiencia administrativa para su reclamación.

Otras herramientas para combatir la discriminación en la vivienda:

- Si hay un incumplimiento de la orden del Juez de ley administrativa, HUD puede buscar atenuante temporal, cumplimiento de la orden o una orden judicial de distanciamiento en una corte de apelación de los Estados Unidos.
- El fiscal general puede presentar una demanda legal en el tribunal del distrito federal si existe causa razonable para creer que está dándose una tendencia de práctica de discriminación en la vivienda.



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**EQUAL HOUSING
OPPORTUNITY**

**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 anuncios de venta o renta de vivienda

■ En la financiamiento de vivienda

■ Amenazar o interferir con la persona para que no registre su queja

■ En los servicios de corretaje que prestan vendedores de vivienda

■ En la valoracion 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

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



THE TOWN OF NEW FAIRFIELD

First Selectman
4 Brush Hill Road, New Fairfield, CT 06812
PH: 203-312-5600 FAX: 203-312-5612
www.newfairfield.org

FAIR HOUSING RESOLUTION

TOWN OF NEW FAIRFIELD

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 New Fairfield 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 New Fairfield 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 New Fairfield 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 New Fairfield 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 Town of New Fairfield on April 11, 2004

Melissa Lindsey, First Selectman

