

## **FAIR HOUSING POLICY CITY OF RICHMOND, VIRGINIA**

It shall be the policy and commitment of the City of Richmond, Virginia (the “City”), to ensure that fair and equal housing opportunities are granted to all persons, in all housing opportunities, development activities, programs and services funded by the City, regardless of race, color, religion, gender, sexual orientation, marital status, lawful source of income, familial status, national origin, ancestry, age or mental or physical disability. This shall be done through a program of education, an analysis of impediments, designation of a fair housing officer, and the development of a procedure for accepting and processing complaints of discrimination. This plan will incorporate the directives of state, federal and local laws, including, but not limited to:

- a. Title VI of the Civil Rights Act of 1964
- b. The Fair Housing Act – Title VIII of the Civil Rights Action of 1968, as amended
- c. Executive Order 11063, as amended by Executive Order 12259
- d. Sections 104(b) and 109 of Title I of the Housing and Community Development Act of 1974, as amended
- e. Section 3 of the Housing and Community Development Act of 1968, as amended
- f. Sections 503 and 504 of the Rehabilitation Act of 1973, as amended
- g. The Americans with Disabilities Act of 1990
- h. The Age Discrimination Act of 1975, as amended
- i. Executive Order 11246 (as amended by Executive Orders 12375 and 12086)  
Equal Opportunity under HUD contracts and HUD-assisted Construction Contracts
- j. Executive Order 12892, Leadership and Coordination of Fair Housing
- k. Virginia Fair Housing Law
- l. City of Richmond fair housing ordinances

The City is committed to providing and promoting racial and economic integration in any housing development or federally assisted program or service. It will take affirmative steps to reach all racial and ethnic groups, persons with disabilities, and families with children and to reach a broad range of income eligible beneficiaries for appropriate and applicable housing opportunities. This policy and the laws referenced above prohibit the City from taking certain actions due to a person’s protected class (race, national origin, etc.), including, but not limited to:

- Subjecting a person or protected class of persons to segregation or disparate treatment;
- Applying programs or services differently to persons because of their protected class;
- Restricting a person’s access to any benefit enjoyed by others in connection with their housing or programs offered;
- Treating a person differently in determining eligibility or other requirement for admission; or
- Denying a person access to the same level of services.