

Fair Housing and Civil Rights

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8 Fair Housing and Civil Rights

This section presents summaries of the key regulations and requirements of civil rights, fair housing, equal opportunity, and equal employment opportunity (EEO) laws applicable to the administration of the Oregon Community Development Block Grant Disaster Recovery (CDBG-DR) funds.

Subrecipients are required to ensure that all programs and activities funded in whole or in part with CDBG-DR funds will be conducted without bias or discrimination on the basis of:

1. Race
2. National origin
3. Religion
4. Color
5. Sex (including gender identity and sexual orientation)
6. Age
7. Familial status
8. Disability

The applicable laws and regulations provide for:

1. Non-discrimination
2. Equal opportunity
3. Affirmative action (to reduce past discrimination)

Laws and Statutes: Civil rights laws applicable to CDBG-DR programs that subrecipients must adhere to are set forth, but not limited to, the statutes and executive orders below:

Statute/Executive Order	Description
Title VI of the Civil Rights Act of 1964	No person shall be excluded from participation, denied program benefits, or subjected to discrimination on the basis of: 1. Race 2. Color 3. National origin
Section 3 of the Housing and Urban Development Act of 1968, as amended, codified at 24 CFR Part 75	To the greatest extent feasible, provide to low- and very low-income individuals opportunities such as: 1. Training 2. Employment 3. Contracting 4. Other economic opportunities

Statute/Executive Order	Description
Title VIII of the Civil Rights Acts of 1968, as amended (Fair Housing Act)	Prohibits discrimination in housing on the basis of: 1. Race 2. Color 3. Religion 4. Sex 5. National origin 6. Familial status 7. Disability Also requires the U.S. Department of Housing and Urban Development (HUD) to administer its programs in a manner that affirmatively promotes fair housing.
Section 104(b) of Title I of the Housing and Community Development Act of 1974, as amended	Requires subrecipients to certify that they will, among other things, affirmatively further fair housing.
Section 504 of the Rehabilitation Act of 1973, as amended	No otherwise qualified individuals shall, solely, by reason of disability, be: 1. Excluded from participation (including employment) 2. Denied program benefits 3. Subjected to discrimination
Section 508 of the Rehabilitation Act, as amended	Requires all electronic and information technology (also referred to as information and communication technology) that is developed, procured, maintained, or used by a subrecipient to be accessible to people with disabilities, including employees and members of the public seeking information or services from the subrecipient.
Section 109 of the Housing and Urban Development Act of 1974, as amended	Under any program or activity funded in whole or in part under Title I or Title II of the act (regardless of contract's dollar value), no person shall be excluded from participation (including employment), denied program benefits, or subjected to discrimination on the basis of: 1. Race 2. Color 3. National origin 4. Sex 5. Age 6. Religion 7. Disability

Statute/Executive Order	Description
The Age Discrimination Act of 1975, as amended	No person shall be excluded from participation, denied program benefits, or subjected to discrimination on the basis of age.
Executive Order 1103, Equal Opportunity in Housing	Prohibits discrimination in the sale, leasing, rental, or disposition of properties owned or operated with federal funds.
Executive Order 11246, as amended, Equal Employment Opportunity	No person shall be discriminated against on the basis of race, color, religion, sex, sexual orientation, gender identity, or national origin in any phase of employment during the performance of federal or federally assisted construction contracts in excess of \$10,000.
Executive Order 13166, Improving Access to Services for Persons with Limited English Proficiency	Requires HUD to take action to provide access to services for eligible persons with limited English proficiency.
Executive Order 13988, Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation	Requires HUD to develop a plan to prohibit sexual discrimination, including that based on gender identity or sexual orientation.
Equal Access to HUD- assisted or Insured Housing 24 CFR 5.105 (a)(2)(i-ii)	Requires equal access to housing in HUD programs, regardless of sexual orientation, gender identity, or marital status (new regulation effective 3/5/2012).
Americans with Disabilities Act (ADA) of 1990	Prohibits discrimination based on disability in programs, services, and activities by public and private entities that operate public accommodations.
Architectural Barriers Act of 1968	Requires that buildings and facilities designed, constructed, altered, or leased with certain federal funds after September 1969 must be accessible to and usable by persons with disabilities.

8.1 Citizen Participation Plan

The purpose of a Citizen Participation Plan is to provide information about disaster recovery efforts to impacted citizens, particularly those with low and moderate income within the community where the activities funded by CDBG-DR will take place. Encouraging participation allows for greater transparency and can result in better serving community needs in long-term recovery.

8.1.1 Local Government Subrecipients

Local government subrecipients must prepare and adopt a Citizen Participation Plan.¹

The plan must include:

1. Methods for encouraging citizen participation, particularly low- to moderate-income persons in the impacted areas.
2. Methods for ensuring that citizens, including persons with disabilities and individuals with limited English proficiency (LEP), are provided reasonable and timely access to information about the program or activity being implemented. At a minimum, this must include:
 - a. Conducting all aspects of their programs or activities in an open manner with reasonable access to records on the proposed and actual use of funds for interested persons.
 - b. Keeping all records of applications and grants at the subrecipient's offices and making them available during normal business hours.
 - i. Any CDBG-DR project, except for confidential matters relating to housing and economic development programs, shall be open to examination by all citizens.
3. Provision of technical assistance to groups representative of persons of low and moderate income that request such assistance in developing proposals at the level of expertise available at governing offices. All application materials and instructions shall be provided at no cost to any such group requesting them. Citizens shall be provided adequate and timely information to enable them to be meaningfully involved in important decisions at the various stages of the program, including at least the determination of needs, the review of the proposed activities, and the review of past program performance.

¹ Citizen Participation Plan requirements must meet Section 104(a) (2) of the Housing Community Development Act and 24 CFR 570.486 except where waivers or alternative requirements are provided in the applicable Federal Register Notices.

4. A written citizen complaint procedure that provides citizens the email, address, phone number, and times for submitting complaints. The policy must also provide that timely written answers to written complaints and grievances will be provided within 15 working days where practicable. Concerned citizens can file a complaint or dispute a decision to OHCS by emailing housingsupport@reoregon.org or by calling 877-510-6800.
 - a. The subrecipient will provide a timely written response to every formal or written citizen complaint. The subrecipient's response must be provided within 15 working days of the receipt of the complaint, or the subrecipient must document why additional time for the response was required.
 - b. Informal complaints are verbal complaints, and subrecipients should attempt to resolve those items; however, these comments are not subject to a written response by OHCS or the subrecipient.
 - c. OHCS will track complaints that may include:
 - i. Date complaint received
 - ii. Name of complainant and contact information
 - iii. Date subrecipient responded to the complaint
 - iv. The outcome of the complaint and final resolution
 - v. Date complaint closed
 - d. Subrecipients may want to track their own complaints similarly to support any documentation retained to show evidence of meeting the 15-working-day response requirement.
5. Public hearing and notification requirements. Unless otherwise clarified in a Program Manual (e.g., for the Planning, Infrastructure, and Economic Revitalization program), the public hearing requirements for local government subrecipients are as follows and should be described in the Plan:
 - a. At least one public hearing shall be held prior to the submission of an application for housing and/or non-housing needs being submitted to OHCS for funding through the CDBG-DR program. Hearings shall be scheduled at a time and location felt to be most likely possible for the majority of interested citizens to attend without undue inconvenience. The development of needs and the review of the proposed activities and their possible environmental impact must be addressed at this hearing as reflected by minutes of the hearing. The hearing cannot be more than six months prior to application submittal.

- b. The second required hearing is held to address the performance on the funded grant at a minimum of 80% completion. The review of performance (during the grant) must be addressed in a public hearing prior to grant closeout. Proof of said hearing will be part of closeout documentation.
- c. Description of how notification of all hearings shall be given a reasonable amount of days' notice in advance to allow citizens the opportunity to schedule their attendance. Reasonable amount of notice should be, at minimum, 14 days. Notification can include displaying advertisements in the local newspaper with the greatest distribution and posting letters, flyers, and any other forms that are clearly documented with wide circulation.
- d. Description of how subrecipients will ensure all hearings are accessible to persons with disabilities. Provisions for interpretation shall be made at all public hearings for non-English-speaking residents if such residents are expected to be in attendance. The chief elected official's office shall receive and relate to appropriate persons or groups any views or proposals submitted to aforesaid office within the decision-making time. Any criticism submitted in writing at any time should be answered in writing within 15 working days by the chief elected official's office. If the complaint is not resolved, it shall be referred to the governing body for final disposition.
- e. Description of maintenance of records regarding public notices and public hearings. Some examples of acceptable records include:
 - Posting to the local government subrecipient's website and keeping a screenshot of posting in program files
 - Advertising in the newspaper, documented with tear sheet/full-page advertisement/photocopy with publisher's identification and date/publisher's affidavit
 - Posting publicly at both the city hall/courthouse and at least one location within the target area, documented with affidavit of posting and copy of the notice
 - Posting publicly in courthouse/city hall and on subrecipient's website during the term of the contract, documented with affidavit of posting and copy of the notice as well as screenshots of the posting

8.1.2 Nonprofit Subrecipients

Nonprofit subrecipients are required to document participation and engagement efforts undertaken that are applicable to the audience impacted by the program they are administering or supporting (e.g., small business, micro-enterprise, or impacted resident).

Depending on the program, OHCS may also require nonprofit subrecipients to maintain an engagement plan.

Nonprofit subrecipients engaged in housing intake, outreach, and other related activities are required to resolve complaints in coordination with OHCS and must log the receipt and resolution of complaints through an OHCS-provided tracker and/or OHCS' system of record. Additional details on managing complaints for these subrecipients will be provided through the applicable Program Standard Operating Procedures or other job aids.

8.2 Excessive Force Policy

Local government subrecipients receiving CDBG-DR funds must adopt an excessive force policy that prohibits the use of excessive force against non-violent civil rights demonstrations. (See also State's Certification Requirements at 24 CFR 91.325(b)(6)).

When local government subrecipients sign the Subrecipient Agreement, they certify that they will pass and enforce the following policies:

1. A policy prohibiting the use of excessive force by law enforcement agencies within its jurisdiction against any individuals or groups engaged in non-violent civil rights demonstrations
2. A policy enforcing applicable state and local laws against physically barring entrance to or exit from a facility or location that is the subject of such non-violent civil rights demonstrations within its jurisdiction

8.3 Fair Housing

The Fair Housing Act requires all subrecipients, public housing authorities, and/or developers funded in whole or in part with HUD financial assistance to certify that no person was excluded from participation in, denied the benefit of, or subjected to discrimination in any housing program or activity because of their age, race, color, creed, religion, familial status, national origin, sexual orientation, military status, sex, disability, or marital status. OHCS complies with and enforces the Civil Rights requirements of Title I of the Housing and Community Development Act and the Fair Housing Act.

OHCS follows policies and procedures for compliance with the Fair Housing Act during the design and implementation of all program activities. This includes an assessment of the demographics of the impacted residents, proposed project areas, socioeconomic characteristics, environmental hazards or concerns, and other factors material to the Affirmatively Furthering Fair Housing (AFFH) determination.

OHCS will provide subrecipients with a form to capture information for contractually required Monthly Status Reports that include data on the racial, ethnic, and gender characteristics ([87 FR 31636](#)) for all beneficiaries residing in units fully or partially funded by CDBG-DR. This form should be submitted as part of the subrecipient's reporting requirements.

8.3.1 Affirmatively Furthering Fair Housing (AFFH)

All subrecipients must agree to administer all programs and activities related to housing and community development in a manner to affirmatively further the policies of the Fair Housing Act (42 U.S.C.3608(e)(5) and 24 CFR 570.601).

Please note: HUD has published a Notice of Proposed Rulemaking for a new AFFH rule intended "to remedy the effects of the long history of discrimination in housing" and "fully enforce the Fair Housing Act." Updates to this manual and subrecipient process and documentation requirements may be required if there are any amendments to affirmatively further fair housing resulting from this process.

8.3.2 Fair Housing Activities Requirements

All subrecipients must undertake and complete at least one additional fair housing activity for each grant prior to the **final** draw for grant funds. Actions that the state will accept without further review include:

1. Develop and adopt a comprehensive fair housing action plan, identifying specific actions and timetables. Document the analysis and make it available to the public. Develop a fair housing action plan with corresponding steps to address actions the subrecipient will undertake to promote fair housing.
2. Conduct or participate in an analysis of impediments to fair housing in the community. Document the analysis and make it available to the public. Develop a fair housing action plan with corresponding steps to address actions the subrecipient will undertake to promote fair housing.
3. Undertake a review of existing fair housing ordinances, zoning, and land use practices for discriminatory policies and practices. Document the review and make it available to the public. Develop a fair housing action plan with corresponding steps to address discriminatory practices.
4. Support and participate in an educational program coordinated with local realtors, home builders, and/or mortgage lenders designed to provide information on fair housing rights.

5. Establish a fair housing complaint referral program that provides public information and assistance to persons who want to file a complaint with the federal government or Oregon. Procedures for filing housing discrimination complaints are described on the HUD website at portal.hud.gov/hudportal/HUD?src=/topics/housing_discrimination and at the Fair Housing Council of Oregon by calling 503-223-8197 or 800-424-3247 (Voice and TTY).
6. Provide financial or other documented local support to state or local fair housing organizations that provide information, referral, and other assistance in the community. CDBG-DR administration funds can be used for this without receiving prior approval from the state.
7. Host an informal fair housing session for local employers to encourage cooperation in efforts to find housing for their employees and to promote equal housing choices within the community.
8. Speak to an elementary school class about the fair housing rights of the children and their families.
9. Host and invite the Fair Housing Council of Oregon to have a discussion with group leaders or rental property owners and managers about their fair housing responsibilities.
10. Adopt a resolution that supports government-assisted housing programs in the community and print a notice or advertisement that appears in a prominent location of the local newspaper that states that the subrecipient is an active supporter of fair housing laws. The notice or advertisement must include the contact information for the subrecipient's fair housing representative.
11. Develop a community fair housing webpage that prominently displays the community's commitment to further fair housing on the community website, including links to fair housing enforcement and education agencies.

Subrecipients may ask the state to approve other actions designed to further fair housing choice in their communities, such as implementing the actions identified within the subrecipient's fair housing action plan.

Oregon State Requirement: Subrecipients must meet the minimum requirements below:

1. All subrecipients must adopt a fair housing resolution that certifies it will affirmatively further fair housing and submit the resolution to OHCS within a period of six months before the first draw for non-construction activities/funds.
2. All local government subrecipients must distribute and post the fair housing posters and brochures at City Hall and/or the county courthouse and other locations within the community and submit documentation that this was completed within a period

of six months before the first draw for non-construction activities/funds.² Brochures and posters can be found at fhco.org or hud.gov/program_offices/fair_housing_equal_opp/marketing

3. All subrecipients must undertake and complete at least one additional fair housing activity for each grant prior to the final draw for grant funds. The subrecipients must inform OHCS of the specific additional fair housing action planned and clearly document within the project file the completed action. Documentation can include but is not limited to a copy of a newly adopted fair housing action plan, newspaper articles covering the additional fair housing activity, meeting and board minutes, contracts and agreements with workshop presenters, sign-in sheets, websites, and video files. If subrecipients have an alternative activity, they may present to OHCS for pre-approval to meet this additional requirement (e.g., providing fair housing training to staff). If a subrecipient has received more than one grant per program year, subrecipient need only conduct one additional fair housing activity for both grants.

8.3.3 Fair Housing Organizations and Resources

Information about fair housing can be obtained by contacting the Fair Housing Council of Oregon (FHCO) at 800-424-3247 (hotline) or at fhco.org.³ FHCO can also be contacted by mail at:

Fair Housing Council of Oregon
1221 SW Yamhill St., #305
Portland, OR 97205

The FHCO also has resource packets with a host of materials summarizing the fair housing laws, resource lists, and contact information available upon request. Grant subrecipients are encouraged to obtain a copy of this resource packet as early as possible in the project to use as a resource in complying with federal and Oregon fair housing laws.

² If the jurisdiction that the subrecipient is serving or where the activity is located comprises 5% or more non-English-speaking persons, the fair housing resolution, brochures, and posters must be disseminated in the applicable non-English language. Subrecipients can reference OHCS' Language Access Plan to understand the percentage of non-English or LEP people in their county: oregon.gov/ohcs/disaster-recovery/Pages/ReOregon-Public-Involvement.aspx

³ The FHCO is a statewide nonprofit organization that provides a wide range of resources to communities. They promote equal access to housing by providing education, outreach, technical assistance, and enforcement opportunities.

Examples of local organizations that are often involved in fair housing activities include:

- Community development corporations and other nonprofits
- Boards of realtors
- Lender associations and financial institutions
- Legal aid programs
- Public housing authorities
- Community action agencies

Oregon has developed a 2021–2025 Fair Housing Action Plan, which provides a listing of resources and actions necessary to remove impediments to fair housing. A copy can be obtained here: [Attachment B - 2022 Proposed FHAP Report.pdf](#).⁴ Subrecipients can obtain copies of fair housing posters, brochures, and videos for use from FHCO and OHCS.

8.3.4 Housing and Infrastructure in Support of Housing Additional Requirements

To ensure compliance with 24 CFR 5.151, subrecipients, including local governments, public housing authorities, and developers, will ensure or will work with landlords in order to take meaningful and specific actions to affirmatively further fair housing. If a project contains five or more units, OHCS will ensure that the landlord develops a project-specific Affirmative Fair Housing Marketing Plan (AFHMP) and a tenant selection plan. The AFHMP is a defined marketing and outreach plan that strategizes how to conduct targeted outreach to minority groups in the community who are least likely to apply for housing. The AFHMP is required for projects that contain five or more units.

HUD's Implementing Affirmative Fair Housing Marketing Requirements Handbook 8025.1 provides extensive guidance on AFHMPs and can be found at [hud.gov/program_offices/administration/hudclips/handbooks/fheo/80251](https://www.hud.gov/program_offices/administration/hudclips/handbooks/fheo/80251)

8.3.4.1 Non-Discrimination, Equal Employment Opportunities, and Affirmative Action in Housing

The Fair Housing Act prohibits discrimination against protected class members in the sale, rental, conditions, and financing of dwellings and in other housing-related transactions.

⁴ The full web address for this document is [oregon.gov/ohcs/development/Documents/Attachment%20B%20-%202022%20Proposed%20FHAP%20Report.pdf](https://www.oregon.gov/ohcs/development/Documents/Attachment%20B%20-%202022%20Proposed%20FHAP%20Report.pdf)

Steps that can be taken to prevent discrimination in housing include the following:

1. Develop and adopt a fair housing policy that includes methods of enforcement.
2. Disseminate information concerning housing services and activities through agencies and organizations that routinely provide services to protected groups.
3. Review contract documents used by subrecipient and lending institutions participating in local programs to eliminate any discriminatory intent or practice.
4. Evaluate criteria for selecting subrecipients of housing assistance for any discriminatory effect.
5. Offer assistance to persons experiencing discrimination in housing.
6. Provide housing counseling services to minorities and women seeking housing outside areas of concentration.
7. Work with local real estate brokers to formulate a Voluntary Area-wide Marketing Agreement.
8. Work with local banks to post "equal lending opportunity" advertisements.
9. Use "equal housing opportunity" slogan and logo on subrecipient correspondence.
10. Sponsor fair housing seminars and campaigns.
11. Work with minority and women leaders in the area to promote housing development and increase minority and female participation.
12. Assist local housing developers in developing outreach programs to attract minorities and females.
13. Review zoning ordinances and comprehensive plans to ensure that they promote de-concentration of assisted housing units.
14. Create a local housing authority.
15. Publicly advertise the city as a "fair housing city."
16. Adopt a code enforcement ordinance that will compel landlords to keep their units in safe and sanitary condition.

8.3.4.2 Equal Access in Accordance With an Individual's Gender Identity in Community Planning and Development Programs

On Sept. 21, 2016, HUD published a final rule entitled "Equal Access in Accordance With an Individual's Gender Identity in Community Planning and Development Programs." This rule, effective Oct. 21, 2016, ensures that all individuals have equal access to many of HUD's core shelter programs in accordance with their gender identity.

HUD's new rule requires grantees, subrecipients, or providers to establish, amend, or maintain program admissions, occupancy, and operating policies and procedures so that

equal access is provided to individuals based on their gender identity. HUD has provided a document (included here in Appendix C) that subrecipients can post publicly to inform clients and staff of the equal access requirements. Therefore, a lesbian, gay, bisexual, transgender, queer/questioning (LGBTQ) person's experience with sexual orientation or gender identity in housing discrimination will be covered by the Fair Housing Act.⁵

Examples:

1. A gay man is evicted because his landlord believes he will infect other tenants with HIV/AIDS. That situation may constitute illegal disability discrimination under the Fair Housing Act because the man is perceived to have a disability, HIV/AIDS.
2. A property manager refuses to rent an apartment to a prospective tenant who is transgender. If the housing denial is because of the prospective tenant's nonconformity with gender stereotypes, it may constitute illegal discrimination on the basis of sex under the Fair Housing Act.

Oregon State Requirement Note: Oregon is one of several states that already bans sexual orientation housing discrimination and gender identity or expression housing discrimination. If a person has experienced, or is about to experience, housing discrimination, they should contact the Oregon Bureau of Labor & Industries (BOLI).

To file a complaint with BOLI, the individual may submit a complaint for free online at the following link: complaints.boli.oregon.gov/home/file-complain

If a person is unsure about whether to file a complaint or needs assistance filing a complaint, they can contact BOLI by phone at 971-245-3844 or email at boli_help@boli.oregon.gov.

Additionally, if a person has experienced, or is about to experience, housing discrimination, they can contact HUD's Office of Fair Housing and Equal Opportunity (FHEO) for help at 800-877-0246.

To file a complaint with FHEO, the individual may submit a complaint for free online at the following link: hud.gov/fairhousing/fileacomplaint

⁵ The Equal Access in Accordance With an Individual's Gender Identity in Community Planning and Development Programs is one of three regulations that are the Equal Access Rule (EAR). HUD has created a toolkit to provide training on the EAR and how to follow it successfully through HUD's programs. This information is available through the HUD Exchange located here: hudexchange.info/programs/fair-housing/lgbtqia-fair-housing-toolkit/lgbtqia-protections/huds-equal-access-rule/

8.4 Section 504

Compliance with the provisions of Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. 754), requires that subrecipients shall operate each program or activity receiving federal financial assistance so that the program or activity, when viewed in its entirety, is readily accessible to and usable by individuals with disabilities.

Section 504 provides that, “No otherwise qualified individual with handicaps in the United States shall, solely by reason of his handicap, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.” The subrecipient is responsible for compliance with Section 504 by the developer in economic development and housing programs.

8.4.1 Section 504 Requirements

In order to comply with Section 504, the following actions must be initiated:

1. **Assurance** — Each Subrecipient Agreement with OHCS includes compliance provisions that the CDBG-DR program will be operated in compliance with Section 504 requirements (24 CFR 8.50(a)). This provision within the agreement obligates the subrecipient for the period during which federal financial assistance is extended.
2. **Self-Evaluation** — Each subrecipient shall complete a self-evaluation of current policies and practices with respect to communications, employment, and program/physical accessibility to determine whether, in whole or in part, they do not or may not meet the requirements of being accessible to individuals with disabilities. The self-evaluation must be completed within six months of the execution date of the Subrecipient Agreement.

The subrecipient must maintain a file, make available for public inspection, and provide to the responsible civil rights official, upon request: (1) a list of the interested persons consulted, (2) a description of areas examined in the self-evaluation and any problems identified, and (3) a description of any modifications made and of any remedial steps taken.

3. **Building Designation and Status** — The self-evaluation shall designate all buildings and structures as “new” or “existing” depending on whether the building was constructed or altered after July 1988 (24 CFR 8.51(a)). The self-evaluation shall determine whether buildings and structures that house programs and services for the public can be approached, entered, and used by persons with disabilities. At minimum, the following items should be addressed in the self-evaluation: parking — spaces, curbs, ramps; routes and pathways — slopes, levels, ramps, notices; entrance ways — widths and heights; interiors — door grasp, pressure,

pathways, elevators; service — counter heights, notices; and auxiliary services — telephones, restrooms, drinking fountains.

4. **Policy Modifications vs. Structural Changes** — Each subrecipient shall modify any policies and practices that do not meet the requirements for program accessibility (24 CFR 8.51). Compliance with 504 does not necessarily require a subrecipient to make each of its existing facilities accessible to and usable by individuals with disabilities, or require a subrecipient to take any action that they can demonstrate would result in a fundamental alteration in the nature of its program or activity or in undue financial and administrative burdens. Therefore, a subrecipient may comply with the requirements of this section in its programs and activities receiving federal financial assistance through such means as relocation of programs, assignment of aids to beneficiaries, home visits, or any other method that results in making its program or activity accessible to individuals with disabilities. A subrecipient is not required to make structural changes in existing facilities where other methods are effective in achieving compliance with this section (24 CFR 8.21(i)).
5. **Visually or Hearing Impaired** — Each subrecipient must ensure that members of the population eligible to be served or likely to be affected directly by a federally assisted program who have visual or hearing impairments are provided with the information necessary to understand and participate in the program. Methods for ensuring participation include, but are not limited to, qualified sign language and oral interpreters, readers, or the use of recorded and Braille materials.
6. **Benefit to Those With Disabilities** — Each subrecipient must maintain data for OHCS showing the extent to which individuals with disabilities are beneficiaries of federally assisted programs.

8.4.2 Other Section 504 Requirements, as Applicable

If structural changes to non-housing facilities will be undertaken to achieve program accessibility, a subrecipient shall develop a transition plan with the assistance of interested persons, including organizations representing persons with disabilities. (24 CFR 8.21 (c) (4)).

The construction activities identified in the transition plan must be completed within three years of completion of the transition plan. The transition plan must be made available for public inspection, and, at a minimum, it shall:

1. Identify all physical obstacles that limit the accessibility of programs and activities to individuals with disabilities.
2. Describe in detail the method to be used in making the facility accessible.

3. Set a schedule for completion of the modifications. If the schedule exceeds one year, then the subrecipient must identify the actions to be taken during each year of the transition period.
4. Identify the individual responsible for implementation of the transition plan.
5. Identify the persons or groups with whose assistance the plan was prepared.

NOTE: Unless the grant subrecipient has recently acquired a facility that was constructed prior to 1988 that will house programs and services available to the public and intends to make physical alterations to this facility, the three-year construction period for meeting the accessibility requirement for existing facilities under this regulation will have expired.

Any new non-housing facilities designed, constructed, or altered after July 11, 1988, shall be designed and constructed to be readily accessible to and usable by individuals with disabilities (24 CFR 8.32).

8.4.2.1 Subrecipients That Employ 15 or More Persons

In addition to the above requirements, subrecipients that employ 15 or more persons (not full-time equivalents) are required to comply with the following requirements.

1. **Designated 504 Coordinator** — A responsible employee must be designated to coordinate the community's efforts to comply with Section 504.
2. **Grievance Procedures and Complaints** — The community must adopt grievance procedures that incorporate appropriate due process standards and that provide for the prompt and equitable resolution of complaints alleging any action prohibited by this part. Such procedures need not be established with respect to complaints from applicants for employment or from applicants for admission to housing covered by this part. The subrecipient must publicize how and to whom a complaint can be submitted.

8.4.3 Communicating With Persons With Hearing, Visual, and Manual Impairments

Section 504 regulations also require that the subrecipient provide appropriate auxiliary aids where necessary to afford an individual with disabilities an equal opportunity to participate in, and enjoy the benefits of, a program or activity receiving federal financial assistance (24 CFR 8.6(a)(1)).

The subrecipient must make arrangements in advance of all public meetings to offer, on request and as appropriate, sign language interpreters or other assistance. These services do not have to be provided automatically for every meeting, but the willingness to make

accommodation for persons with hearing, visual, or manual impairments must be offered in public announcements about public meetings. In addition, all public meetings must be held in a location that is accessible to all individuals.

Oregon Department of Human Services' Deaf and Hard of Hearing Services maintains a directory of communication services online at the following link: oregon.gov/odhs/aging-disability-services/pages/deaf-hard-of-hearing-services.aspx

In every public meeting notice, the subrecipient must include a statement to the effect that persons with hearing, visual, or manual impairments who wish to participate in the meeting should contact the recipient by a certain date so that appropriate communication assistance can be arranged. The recipient must be ready to back up that commitment with the necessary assistance. If there are no requests for assistance, the meeting can proceed without making further arrangements. During monitoring of the grant, the subrecipient must be able to provide documented evidence that the required notice was made and, if a request was made for assistance, how the subrecipient responded.

Subrecipients may use the following sample language for public meeting notices:

"The [meeting facility] is accessible for persons with disabilities. Please let us know if you will need any specific accommodations to attend the meeting."

The regulation requires that you must have available a Telecommunication Device for the Deaf (or TDD) or equally effective method for communicating with hearing-impaired persons. Oregon has an approved relay service, which may be utilized. In order to utilize the relay system, the subrecipient must have a policy indicating the use of the relay system by the subrecipient and publish the telephone numbers in the newspaper.

Oregon State Requirement Note: Persons with all types of disabilities must be able to communicate with the subrecipient. When the subrecipient communicates with applicants and beneficiaries of the project by phone, a TTY is required. Where such contact is infrequent, the subrecipient may instead use a TTY relay service. The Oregon Telecommunications Relay Service (OTRS) provides full telephone accessibility to deaf, hard of hearing, or speech-impaired persons. To access OTRS, call the voice number from a TTY or 711 from a voice phone. More information is available at oregonrelay.com or by calling 800-735-1232.

The Public Utility Commission encourages public agencies that receive more than one call a week from persons with hearing impairments to purchase a TTY rather than depend on the relay service, which was established to assist individual citizens.

8.5 Equal Employment Opportunities (EEO)

8.5.1 Equal Opportunities and Non-Discrimination Provisions

Subrecipients must take actions to ensure that no person or group is denied benefits such as employment, training, housing, and contracts generated by the CDBG-DR project on the basis of race, color, religion, sex, national origin, age, or disability.

8.5.2 Non-Discrimination, Equal Opportunity, and Affirmative Action in Employment

Employment may not be denied on the basis of race, color, national origin, sex, age, religion, familial status, or disability. Steps that can be taken to prevent discrimination in employment include the following:

1. Maintain employment data that indicates staff composition by race, sex, disabled status, and national origin.
2. Review existing personnel policies to ensure compliance with non-discrimination and equal opportunity requirements.
3. Advertise locally as an equal opportunity employer.
4. Publish statements of non-discrimination in any CDBG-DR program communications or publications.
5. Develop a network of information points that serve minority, elderly, women, disabled, and ethnic groups, in addition to newspapers or public service channels, to advertise employment opportunities.
6. Develop and implement a Section 3 compliance plan.
7. Display EEO posters prominently at all job sites.
 - a. Posters are available at [dol.gov/sites/dolgov/files/OFCPP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf](https://www.dol.gov/sites/dolgov/files/OFCPP/regs/compliance/posters/pdf/22-088_EEOC_KnowYourRights.pdf)
8. Take affirmative action to overcome the effect of past discrimination.

8.5.3 Actions To Overcome Prior Discrimination

Documentation is necessary of any affirmative actions the local government has taken to overcome the effects of prior discrimination as determined through a formal compliance review or court proceeding, where the subrecipient has previously discriminated against

persons on the grounds of familial status, race, color, national origin, or sex in administering a program or activity funded in whole or in part with CDBG funds.

Oregon State Requirement Note: Subrecipients that have been the subject of formal compliance or court actions related to discriminatory practices must inform OHCS about their situation and describe actions resulting from the compliance order or court action. During the state's onsite monitoring of the program, the subrecipient must provide any such documentation for the preceding five years.

8.5.4 Non-Discrimination, Equal Employment Opportunities, and Affirmative Action for Construction Contracts

Subrecipients must take all necessary steps to notify minority businesses, women's business enterprises, labor surplus area firms, and Section 3 businesses of contracting opportunities.⁶ Contractors may not discriminate against any employee or applicant for employment because of race, creed, color, or national origin.

1. Place the qualified applicable businesses on solicitation lists to receive notice of contracting opportunities.
2. If the applicable businesses are a potential respondent, directly request a response to the solicitation.
3. When feasible, divide the total requirements into smaller tasks or quantities to allow for participation by the applicable businesses.
4. When feasible, establish delivery schedules that can encourage participation by the applicable businesses.
5. When appropriate, use services and assistance from the Small Business Administration and Minority Business Development Agency of the Department of Commerce.
6. Require contractors to take the affirmative steps for any subcontracts.

⁶ The exact wording of the affirmative steps is available at 2 CFR 200.321 located here: [ecfr.gov/current/title-2/section-200.321](https://www.ecfr.gov/current/title-2/section-200.321)

8.6 Language Access Plan (LAP)/Limited English Proficiency (LEP)

8.6.1 Language Access Plan Requirements

OHCS and subrecipients are required to ensure meaningful access to agency services, programs, and activities for persons who have LEP. Subrecipients must identify property owners or beneficiaries who have difficulty speaking or reading English and ensure that services are available to them in accordance with OHCS requirements.

Subrecipients may either create their own LAP or adopt OHCS' LAP, which can be found in English and Spanish at: oregon.gov/ohcs/disaster-recovery/Pages/ReOregon-Public-Involvement.aspx

Subrecipients must notify OHCS whether they will adopt OHCS' LAP or will develop their own. The development or adoption of an LAP must be done before the first draw.

8.6.1.1 LAP Requirements

If a subrecipient decides to develop or provide their own LAP, it must comply with the measures outlined below:

1. Conduct the four-factor analysis prior to advertising for application public hearing.
2. If the four-factor analysis reveals there are 1,000 or more LEP persons or 5% or more LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will provide appropriate language assistance by:
 - a. Translating all vital documents
 - b. Posting notices of application public hearings in areas frequented by LEP persons of the threshold population(s) in the language(s) spoken
 - c. Providing translation services at public hearings, if requested to do so by LEP persons
3. If the four-factor analysis reveals there are less than 50 LEP persons but 5% or more LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will provide appropriate language assistance by:
 - a. Posting notices of application public hearings in areas frequented by LEP persons of the threshold population(s) in the language(s) spoken
 - b. Providing translation services at public hearings, if requested to do so by LEP persons

4. If the four-factor analysis reveals there are less than 50 LEP persons and fewer than 5% LEP persons in the eligible population in the jurisdiction or among current beneficiaries, the applicant will provide appropriate language assistance by providing translation services at public hearings, if requested to do so by LEP persons.

If an LAP is required, the subrecipient's LAP will include certifications that the LAP has been developed and adopted, and will be implemented for all projects funded by CDBG-DR. The subrecipient's LAP will include an identification of all LEP populations exceeding 1,000 persons or 5% of total jurisdiction population, whichever is less; the identification of materials to be made available to LEP persons; the means by which the materials will be made available to LEP persons; and the identification of any other translation services that may be necessary. Subrecipients will be monitored for implementation of their LAPs.

All subrecipients receiving federal funds through OHCS will report annually on services provided to LEP persons. Subrecipients will review their respective plans each year to evaluate their effectiveness and to make any needed changes. OHCS will assist agencies in finding appropriate translation resources and disseminate translated federal program notices, brochures, posters, and other documents. OHCS will monitor the delivery of any required language assistance on an ongoing basis. OHCS will review the LAP, evaluate the effectiveness of its implementation, and update the LAP, on an annual basis, in order to ensure continued responsiveness to community needs. The LAP evaluation will consist of:

1. Revision of the LAP, as necessary, by monitoring changes in demographics and services provided, updating available resources and tools, modifying methods of implementation, and addressing any issues or concerns.
2. Analysis of language assistance usage, including the number of language service requests, the languages most frequently encountered, the primary modes of communication, and the costs associated with services rendered.
3. Assessment of response to requests by LEP individuals and subrecipients regarding the delivery of language assistance services.

8.6.1.2 LEP Requirements

LEP persons are individuals who do not speak English as their primary language and who have a limited ability to read, write, speak, or understand English. Subrecipients must take steps to provide meaningful access to federally funded programs for all LEP persons. Subrecipients should establish and adopt a plan, determining if there is a need for LEP services within the community and, if applicable, how appropriate language assistance will be given.

Program activities that should be made accessible to LEP persons include:

1. Public notices and hearings regarding applications for grant funding, amendments to project activities, and completion of grant-funded projects
2. Publications regarding environmental reviews, civil rights, and other program requirements
3. Other program documents as needed

To determine the local need for LEP services, subrecipients may use the United States Census Bureau Data at the following link: data.census.gov

Appendix B contains specific instructions for how to find LEP persons through the Census Bureau Data website.

The table below sets forth safe harbors for written translations.

Size of Language Group	Requirement
1,000 or more in the eligible population in the market area or among current beneficiaries	Translated vital documents
More than 5% of the eligible population or beneficiaries and more than 50 in number	Translated vital documents
More than 5% of the eligible population or beneficiaries and 50 or fewer in number	Translated written notice of right to receive free oral interpretation of documents
5% or less of the eligible population or beneficiaries and fewer than 1,000 in number	No written translation required
1,000 or more in the eligible population in the market area or among current beneficiaries	Translated vital documents

8.7 Civil Rights Compliance Documentation

Subrecipients are required to document compliance with the key regulations and requirements of civil rights, fair housing, Section 3, and equal opportunity laws at the beginning of the program and continue to be diligent and consistent in implementing their civil rights responsibilities.

8.7.1 Documentation Required at Project Start-Up

Prior to releasing any funds, OHCS must receive the following documentation at project start-up from all subrecipients:

1. Appointment of civil rights officer
2. Non-discrimination/EEO policy
3. Policy and notice of non-discrimination on basis of disability. Subrecipient may combine this policy with their non-discrimination/EEO policy
4. Section 3 Policy for subrecipients carrying out construction and construction-related activities only
5. Appointment of a Section 504 Coordinator for subrecipients with 15 or more employees
6. Section 504 Grievance Procedures for subrecipients with 15 or more employees
7. Adopted resolution of OHCS' LAP or completion of subrecipient LAP

Local government subrecipients only:

8. Citizen Participation Plan, including complaint and grievance procedures
9. Excessive Force Policy
10. Adopted resolution(s) regarding applicable Citizen Participation Plan, Section 3 Policy, Excessive Force Policy, Section 504 Policy and Grievance Procedures, and Fair Housing Policy

8.7.2 Ongoing Compliance Documentation

During the grant period, subrecipients must ensure that all activities funded by CDBG-DR are conducted in a manner that ensures equal opportunity and access to all persons in accordance with civil rights, equal opportunity, and affirmative action laws, regulations, and requirements.

1. Section 504 Self-Evaluation Review: Complete within six months of Subrecipient Agreement execution.
2. Fair housing: Document efforts to affirmatively further fair housing.
3. Section 3 Business Participation: Document efforts to solicit Section 3 businesses and maintain data concerning the number and dollar amount of contracts awarded to locally owned businesses.
4. Minority Business Participation: Document efforts to solicit minority- and women-owned businesses and maintain data concerning the number and dollar amount of contracts awarded to minority businesses.

5. Maintain records of any monitoring actions and any findings as well as copies of contractors' certifications and monthly utilization reports documenting contractor compliance.
6. Maintain records of program applicants as well as direct and indirect beneficiaries, including race, color, sex, national origin, age, and disability status.
7. Record race, head of household, age, and income data of persons affected by displacement and/or relocation, if applicable.
8. Maintain human resources documents regarding employment, including training handbooks, policy and procedure manuals, resolutions, and ordinances regarding civil rights requirements.
9. Maintain documentation related to any complaints received and action taken to notify OHCS or HUD, if applicable.
10. Conduct annual report on LAP and LEP services and evaluate effectiveness.

8.8 Appendix A: Applicable Requirements by Entity

Requirement	Citation	Local Government	Nonprofit
Citizen Participation Plan	24 CFR 570.486 and 24 CFR 91.115(e)	Regulations requiring Citizen Participation and comments apply to state and local units of government.	Nonprofit subrecipients under agreement with the state to implement some or all of a state's CDBG-DR program will not be required to have a separate plan but must comply with the provisions of the state Citizen Participation Plan.
Excessive Force Policy	24 CFR 91.325(b)(6)	A state must certify that it will require its units of general local government receiving CDBG-DR funds to certify that they are adopting policy prohibiting excessive force by law enforcement agencies and that state and local laws regarding excessive force will be followed.	Nonprofit subrecipients must certify they will follow and enforce any applicable state or local laws regarding prohibition of excessive force for non-violent civil rights demonstrations.
Section 504 Designation of Responsible Employee and Adoption of Grievance Procedures	24 CFR 8.53	Designation of responsible employee. A recipient that employs 15 or more persons shall designate at least one person to coordinate its efforts to comply with this part. Adoption of grievance procedures. A recipient that employs 15 or more persons shall adopt grievance procedures that incorporate appropriate due process standards and that provide for the prompt and equitable resolution of complaints alleging any action prohibited by this part. Such procedures need not be established with respect to complaints from applicants for employment or from applicants for admission to housing covered by this part.	
Section 504 Notice	24 CFR 8.54	A recipient that employs 15 or more persons shall take appropriate initial and continuing steps to notify participants, beneficiaries, applicants, and employees, including those with impaired vision or hearing, and unions or professional organizations holding collective bargaining or professional agreements with the recipient that it does not discriminate on the basis of handicap in violation of this part.	

Requirement	Citation	Local Government	Nonprofit
		The notification shall also include an identification of the responsible employee designated pursuant to § 8.53.	
Section 504 Complaints	24 CFR 8.56	Investigations. The responsible civil rights official shall make a prompt investigation whenever a compliance review, report, complaint, or any other information indicates a possible failure to comply with this part. Who may file. Any person who believes that he or she has been subjected to discrimination prohibited by this part may by himself or herself or by his or her authorized representative file a complaint with the responsible civil rights official. When to file. Complaints shall be filed within 180 days of the alleged act of discrimination, unless the responsible civil rights official waives this time limit for good cause shown. Notification. The responsible civil rights official will notify the complainant and the recipient of the agency's receipt of the complaint within 10 calendar days. Within 20 calendar days of acknowledgment of the complaint, the responsible civil rights official will review.	
Section 504 Self-Evaluation	24 CFR 8.51	Each recipient shall, within one year of July 11, 1988, and after consultation with interested persons, including individuals with handicaps or organizations representing individuals with handicaps: (1) Evaluate its current policies and practices to determine whether, in whole or in part, they do not or may not meet the requirements of this part; (2) Modify any policies and practices that do not meet the requirements of this part; and (3) Take appropriate corrective steps to remedy the discrimination revealed by the self-evaluation.	
Section 3	2 CFR Part 75	Section 3 requirements apply to housing rehabilitation, housing construction, or other public construction projects.	
Affirmatively Further Fair Housing	24 CFR 151	Each subrecipient must complete at least one additional fair housing activity for each grant prior to the final draw of grant funds. Options are listed in section 8.3.2 of subrecipient manual.	

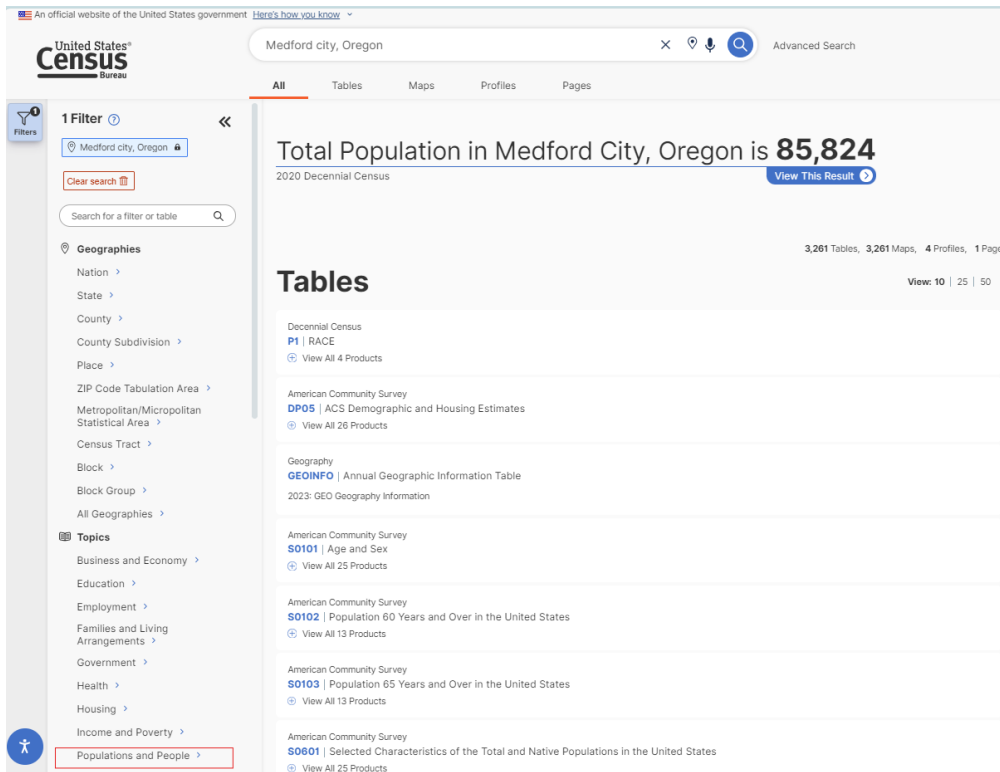
8.9 Appendix B: Using the Census Bureau Data Website

Step 1: Go to data.census.gov.

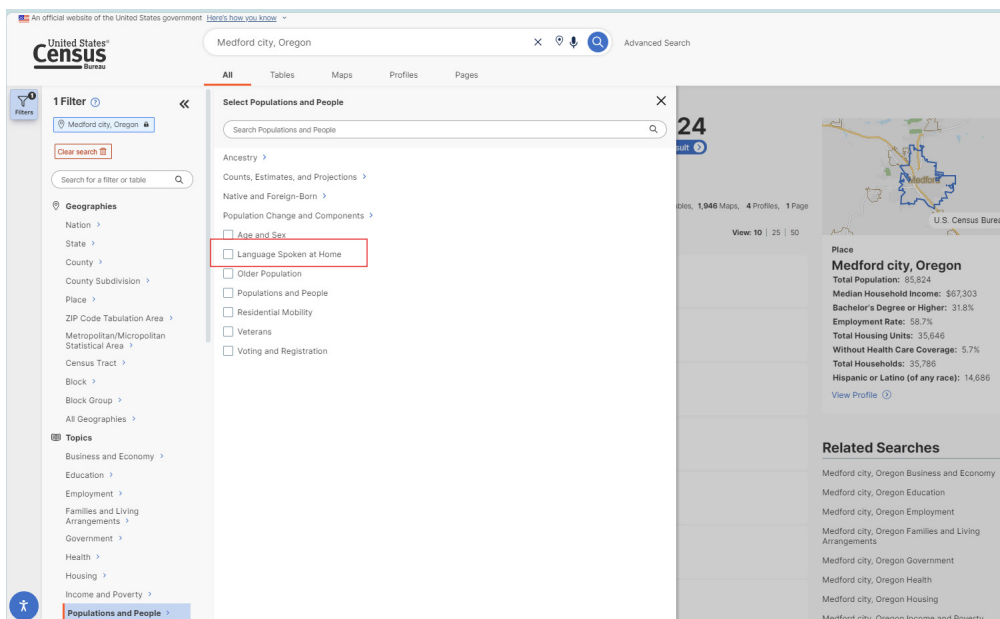
Step 2: Type in the geographic location for the area covered by the LAP in the search bar, and click the blue magnifying glass button to search, as shown below:



Step 3: On the left side of the webpage, there are different filters for the census data. Under “Topics,” select “Populations and People,” shown below with a red box around the button:



Step 4: A window will appear in the center of the page with the option to further filter the data. Select “Language Spoken at Home,” as shown below with a red box around the button:



Step 5: To see the table, once you have selected “Language Spoken at Home,” close the filter by clicking the “X” in the upper right corner. This is shown with a red box around the button:

The screenshot shows the United States Census Bureau website interface. The search bar at the top contains "Medford city, Oregon". The left sidebar shows the "2 Filters" section with "Medford city, Oregon" and "Language Spoken at Home" selected. A red box highlights the "X" button in the upper right corner of the filter panel. The main content area displays the "Select Populations and People" section with a search bar and a list of categories including "Ancestry", "Counts, Estimates, and Projections", "Native and Foreign-Born", "Age and Sex", "Language Spoken at Home" (checked), "Populations and People", "Residential Mobility", and "Veterans". The right sidebar shows the "Medford" results page with a map and a table of statistics.

Place
Medford city, Oregon
Total Population: 65,824
Median Household Income: \$66,1
Bachelor's Degree or Higher: 26.1
Employment Rate: 54.3%
Total Housing Units: 35,648
Without Health Care Coverage: 6
Total Households: 34,867
Hispanic or Latino (of any race): 1

Step 6: The selected tables should now be visible. Ensure that “All” is selected, and then click “View All Tables” at the bottom of the page. Both items are shown below with red boxes identifying the selections:

The screenshot displays the United States Census Bureau website for the topic "Language Other Than English Spoken At Home in Medford City, Oregon is N ± N". The page shows a list of tables under the "Tables" section, with a "View All Tables (72)" button highlighted at the bottom. The "All" filter is selected in the top navigation bar. The page also includes a sidebar with filters for Geographies, Topics, Surveys, and Years, and a right-hand panel with a map and related searches.

United States Census Bureau

Medford city, Oregon

All Tables Maps Charts Profiles Pages

2 Filters

Medford city, Oregon

Language Spoken at Home

Clear search & filters

Search for a filter or table

Geographies

- Nation
- State
- County
- County Subdivision
- Place
- ZIP Code Tabulation Area
- Metropolitan/Micropolitan Statistical Area
- Census Tract
- Block
- Block Group
- All Geographies

Topics

- Education
- Employment
- Families and Living Arrangements
- Health
- Housing
- Income and Poverty
- Populations and People
- Race and Ethnicity

Surveys

- American Community Survey
- Decennial Census

Years

- ☐ 2023
- ☐ 2022
- ☐ 2021
- ☐ 2020
- ☐ 2019
- ☐ 2018
- ☐ 2017
- ☐ 2016
- ☐ 2015
- ☐ 2014
- ☐ 2013

Language Other Than English Spoken At Home in Medford City, Oregon is N ± N

2023 American Community Survey 1-Year Estimates

[View This Result](#)

72 Tables, 72 Maps, 72 Charts, 4 Profiles, 1 Page

Tables

View: 10 | 25 | 50

American Community Survey

S1001 | Language Spoken at Home

[View All 27 Products](#)

American Community Survey

S1003 | Characteristics of People by Language Spoken at Home

[View All 27 Products](#)

American Community Survey

S1002 | Limited English Speaking Households

[View All 27 Products](#)

American Community Survey

B06007 | Place of Birth by Language Spoken at Home and Ability to Speak English in the United States

[View All 29 Products](#)

American Community Survey

B08113 | Means of Transportation to Work by Language Spoken at Home and Ability to Speak English

[View All 14 Products](#)

American Community Survey

B08513 | Means of Transportation to Work by Language Spoken at Home and Ability to Speak English for Workplace Geography

[View All 14 Products](#)

American Community Survey

B10054 | Language and Ability to Speak English of Grandparents Living With Own Grandchildren Under 18 Years by Responsibility for Own Grandchildren and Age of Grandparent

[View All 14 Products](#)

American Community Survey

B16002 | Detailed Household Language by Household Limited English Speaking Status

[View All 15 Products](#)

American Community Survey

B16003 | Age by Language Spoken at Home for the Population 5 Years and Over in Limited English Speaking Households

[View All 15 Products](#)

American Community Survey

B16004 | Age by Language Spoken at Home by Ability to Speak English for the Population 5 Years and Over

[View All 17 Products](#)

[VIEW ALL TABLES \(72\)](#)

Place

Medford city, Oregon

Total Population: 85,824

Median Household Income: \$66,186

Bachelor's Degree or Higher: 26.1%

Employment Rate: 54.3%

Total Housing Units: 35,646

Without Health Care Coverage: 6.0%

Total Households: 34,867

Hispanic or Latino (of any race): 14,686

[View Profile](#)

Related Searches

- Medford city, Oregon Business and Economy
- Medford city, Oregon Education
- Medford city, Oregon Employment
- Medford city, Oregon Families and Living Arrangements
- Medford city, Oregon Government
- Medford city, Oregon Health
- Medford city, Oregon Housing
- Medford city, Oregon Income and Poverty
- Medford city, Oregon Populations and People
- Medford city, Oregon Race and Ethnicity

Step 7: Select “Table DP02 | Selected Social Characteristics in the United States,” as shown below with a red box around the link:

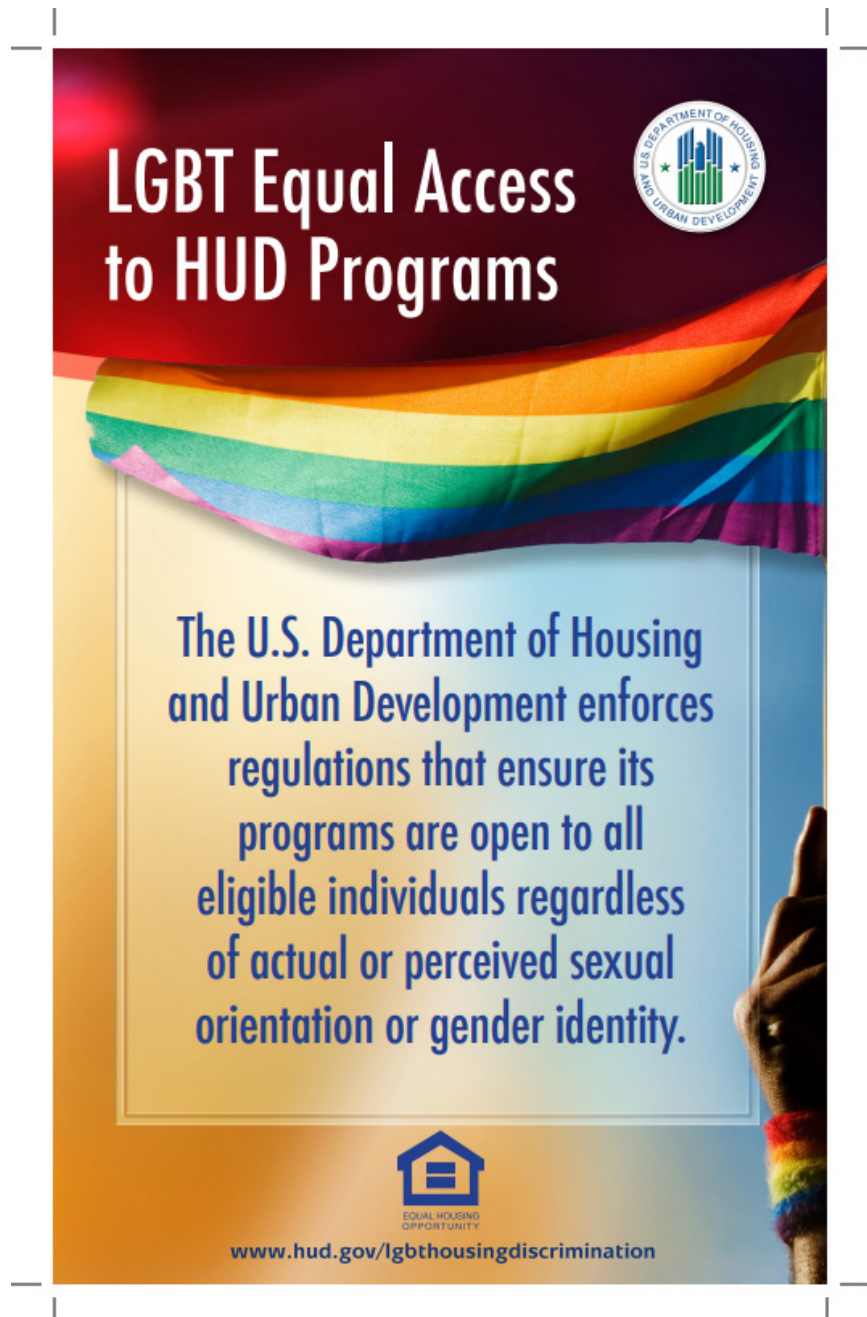
The screenshot shows the United States Census Bureau website interface. At the top, there is a search bar with 'Medford city, Oregon' entered. Below the search bar, there are tabs for 'All', 'Tables', 'Maps', 'Profiles', and 'Pages'. The 'Tables' tab is selected. On the left side, there is a sidebar with 'Geographies' and 'Topics' sections. The 'Topics' section is expanded, showing various categories like Education, Employment, Families and Living Arrangements, Health, Housing, Income and Poverty, and 'Populations and People', which is highlighted. Below 'Populations and People' is the 'Surveys' section, which includes 'American Community Survey' and 'Decennial Census'. The 'Years' section is also visible, with checkboxes for years from 2022 down to 2013. The main content area displays a list of tables. The table 'DP02 | Selected Social Characteristics in the United States' is highlighted with a red box. The table is part of the 'American Community Survey' and is labeled 'DP02'. It has a link to 'View All 27 Products'.

This link will provide a table with many data elements that can be used and that include data on Language Spoken at Home.

8.10 Appendix C: HUD Equal Access Poster

The most current version of the HUD Equal Access Poster can be found here:

[hud.gov/program_offices/fair_housing_equal_opp/housing_discrimination_and_persons_identifying_lgbtq](https://www.hud.gov/program_offices/fair_housing_equal_opp/housing_discrimination_and_persons_identifying_lgbtq)



HUD's regulations requiring equal access to LGBT persons include the following:

- A general equal access provision which requires housing that is funded by HUD or subject to a mortgage insured by the Federal Housing Administration (FHA) to be made available without regard to actual or perceived sexual orientation, gender identity, or marital status;
- Clarification that the terms "family" and "household," as used in HUD programs, include persons regardless of actual or perceived sexual orientation, gender identity, or marital status;
- Prohibition on owners and operators of HUD-funded housing or housing insured by FHA from asking about an applicant's or occupant's sexual orientation or gender identity for the purpose of determining eligibility or otherwise making housing available; and
- Prohibition on FHA lenders from taking into account actual or perceived sexual orientation or gender identity in determining the adequacy of a potential borrower's income.

If you believe a housing provider or FHA-insured lender violated this rule or otherwise denied housing to someone because of actual or perceived sexual orientation, gender identity, or marital status, contact your local HUD office or HUD's Office of Fair Housing and Equal Opportunity for help at (800) 669-9777 or (800) 927-9275 (TTY).



www.hud.gov/lgbthousingdiscrimination