



CCHA – NON-DISCRIMINATION POLICY

The Chittenden County Homeless Alliance (CCHA) and its member agencies are dedicated to ensuring nondiscrimination and equal opportunity for participants in programs funded by the Continuum of Care (CoC). This non-discrimination policy applies to all CoC-funded programs of CCHA and its member agencies. It does not apply to non-CoC-funded programs of member agencies.

Pursuant to the Fair Housing Act, 42 U.S.C. §§ 3601-19, CCHA and covered programs shall not discriminate against program participants and applicants on the basis of race, color, religion, sex, familial status, or national origin. Pursuant to the Age Discrimination Act of 1975, 42 U.S.C. §§ 6101-07, they shall not discriminate on the basis of age. They shall not discriminate on the basis of actual or perceived disability pursuant to Title II of the Americans with Disabilities Act, 42 U.S.C. § 12101 et seq.. In accordance with the Equal Access Rule, 24 CFR § 5.105 (a)(2), they shall not discriminate on the basis of actual or perceived sexual orientation, gender identity, or marital status. Pursuant to Vermont fair housing law, 9 V.S.A. § 4503, CCHA and its member agencies shall not discriminate against program participants and applicants on the basis of race, sex, sexual orientation, gender identity, age, marital status, religious creed, color, national origin, or disability, or because a person intends to occupy a dwelling unit with one or more minor children, or because a person is a recipient of public assistance.

In spite of the preceding paragraph, pursuant to 24 CFR § 578.93, housing and supportive services for specific subpopulations is permissible if the housing and services address a need identified by CCHA and meets one of the following:

1. The housing is limited to one sex where it consists of a single structure with shared bedrooms or bathing facilities.
2. The housing is limited to a specific subpopulation, so long as admission does not discriminate against any protected class under federal nondiscrimination laws in 24 CFR § 5.105 (e.g., the housing may be limited to homeless veterans, victims of domestic violence and their children, or chronically homeless persons and families).
3. The housing may be limited to families with children.
4. If the housing has in residence at least one family with a child under the age of 18, the housing may exclude registered sex offenders and persons with a criminal record that includes a violent crime.
5. Sober housing may exclude persons who refuse to sign an occupancy agreement or lease that prohibits program participants from possession, using, or being under the influence of illegal substances and/or alcohol on the premises.
6. If the housing is assisted with funds under a federal program that is limited by federal statute or Executive Order to a specific subpopulation, the housing may be limited to that subpopulation.
7. Agencies may limit admission to, or provide preference for, subpopulations of homeless persons and families who need the specialized supportive services that are provided in the housing. While the housing may offer services for a particular type of disability, no otherwise eligible individuals with disabilities, or families including an individual with a disability, may be excluded on the grounds that they do not have a particular disability.

CCHA and covered programs shall comply with the accessibility requirements of the Fair Housing Act, Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 794, and Titles II and III of the Americans with Disabilities Act, as applicable. In accordance with the requirements of 24 CFR § 8.4 (d), all programs shall ensure that their program's housing and supportive services are provided in the most integrated setting appropriate to the needs of persons with disabilities.

Persons with limited English proficiency shall be provided with meaningful access to CoC-funded programs and services pursuant to Executive Order 13166 and Title VI of the Civil Rights Act of 1964.

CCHA and its member agencies shall administer CoC-funded rental assistance so as to affirmatively further fair housing in accordance with Executive Order 12259 (Dec. 31, 1980). They shall:

1. Affirmatively market their housing and supportive services to eligible persons regardless of race, color, national origin, religion, sex, age, familial status, or handicap who are least likely to apply in the absence of special outreach, and maintain records of those marketing activities;
2. Where they encounter a condition or action that impedes fair housing choice for current or prospective program participants, provide such information to the CoC jurisdiction that provided the certification of consistency with the Consolidated plan; and
3. Provide program participants with information on rights and remedies available under applicable Federal, State, and local fair housing and civil rights laws.

The age and gender of a child under age 18 shall not be used as a basis for denying any family's admission to covered programs.