



LORAIN METROPOLITAN HOUSING AUTHORITY

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EQUAL HOUSING OPPORTUNITY

LORAIN METROPOLITAN HOUSING AUTHORITY FAIR HOUSING PLAN

It is the policy and commitment of the Lorain Metropolitan Housing Authority (LMHA) to ensure that fair and equal housing opportunities are granted to all persons, in all housing opportunities and development activities funded by the United States Department of Housing and Urban Development (HUD), regardless of race, color, religion, gender, marital status, familial status as defined in Section 4112.01 of the Ohio Revised Code, national origin, ancestry, military status as defined in that section, or disability as defined in that section. This is done through a program of education, analysis of impediments, a Fair Housing Officer, and development of a procedure for complaints of discrimination.

This plan incorporates the directives of State/Federal and Local laws and Executive Orders, 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 Act of 1968, as amended
- c. Executive Order 11063, as amended by Executive Order 12259
- d. Section 104(b) of Title I of the Housing and Community Development Act of 1974, as amended
- e. Section 109 of Title I of the Housing and Community Development Act of 1974, as amended
- f. Section 3 of the Housing and Community Development Act of 1968, as amended
- g. Sections 503 and 504 of the Rehabilitation Act of 1973, as amended
- h. The Americans with Disabilities Act of 1990
- i. The Age Discrimination Act of 1975, as amended
- j. Executive Order 11246 (as amended by Executive Orders 12375 and 12086) Equal Opportunity under HUD contracts and HUD-assisted construction contracts
- k. Executive Order 12892, Leadership and Coordination of Fair Housing

LMHA commits to providing and promoting racial and economic integration in all housing developments. LMHA will take affirmative steps to reach qualifying individuals and families from all racial and ethnic groups, including those with disabilities.

Analysis of Impediments

This Authority will review the Analyses of Impediments to fair housing choices conducted by area jurisdictions or by consortiums on behalf of the area jurisdictions. LMHA shall determine if any action, decisions or omissions which adversely affect housing choices is influenced by LMHA policies, procedures or practices and, if so, adjust them accordingly. LMHA retains the services of fair housing consultants to assist in this assessment.

Promoting Fair Housing Rights and Choice

LMHA will annually adopt the Fair Housing Policy Statement and Resolution demonstrating its commitment to promoting fair housing rights and choice. LMHA shall continue to advertise through various forms of media to attract potential tenants of all minority and non-minority groups within the housing market, regardless of race, color, religion, gender, marital status, familial status as defined in Section 4112.01 of the Ohio Revised Code, national origin, ancestry, military status as defined in that section, or disability as defined in that section. All advertising for LMHA's owned or managed properties contain the Equal Housing Opportunity logo.

LMHA provides to applicants a list of other affordable housing providers in the area so that they may consider alternative housing choices. LMHA displays Fair Housing posters in all management locations signifying their commitment to fair housing. All of LMHA's bid advertisements include the phrase "Equal Housing Opportunity Employer."

LMHA attends and participates in annual Fair Housing conferences in the county and conducts fair housing training of all its employees on an annual basis.

Steps to Remedy Discrimination

If a tenant or applicant complains to LMHA that they believe they were a victim of discrimination, the LMHA Management staff shall immediately investigate the complaint and make efforts to expeditiously resolve it. If the complainant is not satisfied with the proposed resolution, the staff shall contact the LMHA Fair Housing Officer for further investigation and remediation efforts. The staff shall also provide to the complainant information on how to issue a complaint to the Ohio Civil Rights Commission (888-278-7101) or to the Fair Housing and Equal Opportunity division at HUD (800-669-9777).

LMHA periodically hires fair housing testers to assess LMHA housing programs for any instances of discrimination. The results of the testing are used to educate LMHA staff in how to ensure nondiscrimination in the performance of their jobs.

Amendments

Lorain Metropolitan Housing Authority's Executive Director shall amend and revise this plan whenever necessary to ensure compliance with federal, state and local equal housing opportunity policies.

 4/11/14

Homer A. Virden, Executive Director
Lorain Metropolitan Housing Authority

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