



“Fair Housing and Beyond” Learning Objectives

Lesson 1: The Protected Classes and Discrimination

- Identify the need for fair housing education of staff, the property owner, and the vendors contracted to the property
- Describe the federal protected classes
- Identify the state or local government protections that may exceed the federal protections
- Explain how fair housing rights extend to all residents and guests of the lease signatories
- Recognize the difference in discrimination between treatment and impact
- Identify excuses and justifications for discriminatory practices in order to remove them

Lesson 2: Focus on Disability

- Describe the statutes that govern protections from discrimination against disability at the federal level
- Identify the importance of demonstrating sensitivity to disability
- Identify the range of “reasonability” in the definition of “reasonable” accommodations and modifications
- Discuss issues of the disability protection that extend to other physical and mental health challenges that impact the property
- Identify additional resources

Lesson 3: Fair Housing and Property Operations

- Discuss issues involving maintenance staff and third-party vendors
- Analyze communications protocols and the role they play in avoiding fair housing
- Determine issues in handling resident complaints
- Identify documentation as the best defense against fair housing complaints, and set those guidelines in light of the statute of limitations requirements
- Identify the impact of fair housing laws on resident selection
- Identify fair housing advertising guidelines