

**AGENDA**  
*FAIR HOUSING & STRUCTURAL ACCESSIBILITY*

**DAY ONE**

- 8:00**      **Registration**
- 8:30**      **Welcome and Introductions**
- 8:45**      **Learning Outcomes**
- Briefly identify group concerns/experiences with implementing reasonable accommodation and fair housing issues
- General Principles – Facilitated Discussion**
- What is Fair Housing?
  - What Does Discrimination Mean to PHAs?
  - Definition of the Seven Federally-Protected Classes
  - Understanding your Local Laws/Working with Advocates
  - Fair Housing Complaints
  - Disability/Diversity Awareness – Attitudinal Barriers and Etiquette/Statutory Communication Requirements
- Fair Housing Laws and Requirements**
- History of Fair Housing
- 10:15**      **Break**
- 10:30**      **Fair Housing Laws and Requirements (con't)**
- Title VI of the Civil Rights Act
  - Fair Housing Act (Title VIII of the Civil Rights Act of 1968)
    - Section 504 and Duties of the 504 Coordinator
  - Americans with Disabilities Act (ADA)
  - Executive Orders
    - LEP, Equal Access, VAWA,

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**PHA Compliance**

- Notice and Record Keeping Requirements
- Consolidated Plan/Fair Housing Planning
  - Analysis of Impediments
- Affirmative Fair Housing Marketing
- Opportunity (Mobility) Counseling
- New Freedom Initiative – PIH 2012-31
- HUD Civil Rights Monitoring Reviews

**12:00** Lunch (on your own)

**1:00** **Persons with Disabilities**

- HUD Definition of Person with Disabilities
- ADA Definition of Disabled for Reasonable Accommodation Verification
  - What the PHA May and May Not Ask
- Information on HUD's Smoke-free Toolkit

**The Reasonable Accommodation Process**

- Notification to Applicants and Residents
- Handling Requests
- Documentation and Verification

**2:30** **Break**

**2:45** **The Reasonable Accommodation Process (con't)**

- Consideration of Reasonableness of Request
  - Undue Financial and Administrative Burden
  - Fundamental Alteration to Program
  - Direct Threat
- Mitigating Factors
- Health and Safety

**5:00** **End of Day One**

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**DAY TWO**

- 8:00 Live-in Aides and Medical Equipment**
- Definition of a Live-in Aide
  - Live-in Aide Screening
  - OIG Audits and Over-subsidization
- 8:30 Service Animals**
- Definition of a Service Animal
  - Verification, Fees and deposits
- 10:15 Break**
- 10:30 Modifications – Physical Accessibility**
- Fair Housing Act
  - Needs Assessments
- Violence Against Women Act (VAWA)**
- Purpose of VAWA and Obligations of the PHA
  - Denials/Terminations Issues
  - Sensitivity and Issues of Confidentiality
- Waiting List Management and Preferences**
- Limited English Proficiency (LEP)**
- Final HUD Guidance Federal Register Notice 1/22/2007
  - HUD Four Factor Analysis for PHAs in LEP Planning
- Section 3 of the HUD Act of 1968**
- Background, Compliance and Enforcement
  - Training, Employment and Contracting Opportunities
  - Implementation
  - PHA Responsibilities
  - Section 3 Summary Reports (Form HUD-60002)
- 12:00 Lunch (on your own)**

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- 1:00 Fair Housing Familial Status Issues**
- Common PHA Mistakes
  - Advertising
- Gender Identity, Sexual Orientation, and Marital Status**
- Sexual Harassment**
- Quid Pro Quo Sexual Harassment
  - Hostile Housing Environment Sexual Harassment
- National Origin, Race, and Religious Discrimination**
- Steering
  - Hate Crimes and PHA Liability
- 2:00 Program Specific Issues**
- Fair Housing Issues in HCV
    - Renting From a Relative
    - Mandatory Mobility Support for Persons with Disabilities
    - Voucher Extensions and Exception Payment Standards
    - Disability Vouchers
  - Public Housing
    - Site-Based Waiting Lists
    - Accessibility of PHA Structures and Units (UFAS)
    - Needs Assessment
    - Turnover of Accessible Units
- 2:45 Break**
- 3:00 Certificates of Participation Awarded and Exam Administered**
- 5:00 End of Day Two**

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**DAY THREE**

- 8:00      **Registration**
- 8:30      **Welcome and Introductions**
- Overview of Various Accessibilities Standards**
- Section 504
  - Uniform Federal Accessibility Standards
  - ADA
  - Fair Housing
  - Architectural Barriers Act
- 10:15     **Break**
- 10:30     **How Do the Accessibility Standards Affect Our Bricks and Buildings**
- Strategies for Compliant Kitchens**
- Strategies for Compliant Bathrooms**
- 12:00     **Lunch (on your own)**
- 1:00      **Accessible Routes**
- Accessible Public and Common-Use Areas**
- Common Design and Construction Violations and Solutions**
- 2:30      **Break**
- 2:45      **Making Housing Accessible Through Accommodation and Modifications**
- Wrap up and Final Questions**
- 4:00      **End of Session**