

HOUSING AUTHORITY OF PRINCE GEORGE'S COUNTY'S NON-DISCRIMINATION & ACCESSIBILITY POLICY

It is the policy of the Housing Authority of Prince George County (HAPGC) to provide equal housing opportunities for all qualified residents and applicants. In the selection of families to HAPGC programs, services, or activities, it is unlawful to discriminate on the grounds of race, color, gender, gender identity, religion, national origin, citizenship status, familial status, marital status, partnership status, military status, lawful occupation, sexual orientation, disability, lawful source of income, or on the grounds that a person is a victim of domestic violence, dating violence, sexual assault or stalking. Under this policy, no qualified resident, participant, or applicant will be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under HAPGC's programs. This policy also prohibits retaliation.

All HAPGC properties must comply with this policy in accordance with the Fair Housing Act of 1968 (as amended by the Fair Housing Act of 1988), Title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990 (including the ADA Amendments Act of 2008), as well as Maryland State and Prince George County Human Relations Commission Laws, and the U. S. Department of Housing and Urban Development's (HUD) regulations governing Fair Housing and Equal Opportunity, as each may be amended. All terms, conditions and privileges must be offered equally to all prospective residents, applicants, current housing voucher recipients and current residents of all HAPGC programs.

Nondiscrimination and Accessibility Policy

It is the policy of HAPGC to be within full compliance with applicable Civil Rights laws and contains the following provisions:

- a. Nondiscrimination Notice* – HAPGC does not discriminate on the basis of disability in admission or access to, or treatment or employment in, its programs and activities under Section 504, the ADA, the Fair Housing Act, and other applicable civil rights laws. See 24 C.F.R. §§ 5.105(a), 8.4, 8.54.

- b. Accessibility Standards* – HAPGC will ensure Compliance with the Accessibility Standards, including but not limited to Current and New Developments, and ensure program accessibility that applies independently of any Reasonable Accommodations or other requirements under HAPGC's Fair Housing Policies.

- c. Units with Some Accessibility Features* – It is the policy of HAPGC to offer a unit with some accessibility features as opposed to a unit that fully complies with the Accessibility



Standards to a tenant or applicant with disabilities, HAPGC will inform the tenant or applicant in writing that the unit is not a Designated Accessible Unit, but, instead contains certain accessibility features. The notice will list what features are accessible and allow the person to decline the unit if it does not meet the person's needs, without losing the person's place for the next available Accessible Unit. If HAPGC offers units with some accessibility features, it will maintain a list of those units that is separate from its list of Designated Accessible Units.

- d. *Occupancy of Accessible Units*** – It is the Policy of HAPGC that Accessible Units will be occupied according to the following priorities: (1) current tenants with disabilities within the same program (i.e. public housing, PBV, or Mod Rehab*) who require the accessibility features, (2) tenants with disabilities in another HAPGC program who require the accessibility features, and (3) eligible qualified applicants with disabilities on HAPGC's waiting list who require the accessibility features. If there is no eligible current tenant or applicant in need of the Accessible Unit, HAPGC will conduct targeted outreach and marketing to attempt to identify an individual in need of the Accessible Unit. If none of those steps are successful, the unit may be offered to an applicant or tenant who does not require the accessibility features provided that such applicant or tenant signs a Lease Addendum. See 24 C.F.R. § 8.27.

Please note HAPGC currently as of April 2022 does not have Mod Rehab units within its portfolio.*

- e. Lease Addendum** – It is the Policy of HAPGC that Tenants without a disability, *which requires accessibility features*, who occupy an Accessible Unit or a Unit with Accessibility Features must sign a Lease Addendum stating that they will relocate to a vacant, non-accessible unit of comparable size at the same Development and at HAPGC's expense, within thirty (30) days of notice by HAPGC or the minimum amount of notice required by state law, if there is an eligible applicant or tenant with a disability who requires the accessibility features of the unit.

HAPGC will provide Federal, State, and local information to applicants, residents and other interested parties regarding discrimination and any recourse available to them if they believe they may be victims of discrimination. Such information will be made available with any application for housing, services and/or housing voucher, and all applicable Fair Housing Information and Discrimination Complaint Forms will be made available at the HAPGC administrative offices. In addition, all required written information and posted advertisements for Equal Housing Opportunity will be displayed in the leasing area of all HAPGC leasing offices and Housing Choice Voucher Service Centers. This information is displayed in alternative languages, such as Spanish, and contains the appropriate Equal Housing Opportunity language and logo. HAPGC does not discriminate on the basis of disability in admission or access to, or treatment or employment in, its programs and activities under Section 504, the ADA, the Fair Housing Act, and other applicable civil rights laws.



HAPGC offers units with some accessibility features as well as fully accessible units that comply with the Accessibility Standards to tenants or applicants with disabilities.

In addition, HAPGC, upon request, will make reasonable efforts to provide appropriate aids and services leading to effective communication for qualified residents and applicants with disabilities so that they can participate equally in HAPGC programs, services, or activities, including qualified sign language interpreters, documents in Braille, or other ways of providing information and communications accessible to individuals who have speech, hearing, or vision impairments.

HAPGC will make reasonable modifications to its policies and programs to afford qualified residents, participants, and applicants with disabilities an equal opportunity to participate in its programs, services, or activities.

HAPGC will evaluate requests for reasonable accommodations to determine if and how requests can be accommodated. HAPGC and its agents may deny an accommodation request if it constitutes a fundamental alteration in the nature of the program or is determined to be an undue financial and administrative burden to HAPGC. Should you need to request a reasonable accommodation or modification you may contact HAPGC's Section 504 Coordinator at (301) 883-5576 or via email at DHCD-504@co.pg.md.us. HAPGC will follow its Reasonable Accommodation Policy, a copy of which can be found in the Administrative Plan & ACOP.

Persons who require an auxiliary aid or service for effective communication, or a modification of policies or procedures to participate in an HAPGC program, service, or activity may contact HAPGC's Section 504 Coordinator at (301) 883-5576 or via email at DHCD-504@co.pg.md.us. HAPGC will follow its EFFECTIVE COMMUNICATION POLICY: For HAPGC Communications with Resident, Participant and Applicant Families, a copy of which can be found in the Admin Plan & ACOP.

Any resident, participant, or applicant may also contact any of the following Federal, State, or local human/civil rights agencies listed below to report housing discrimination or retaliation:

Philadelphia Regional Office U.S. Department of Housing and Urban Development Mid-Atlantic Office 100 Penn Square East, 12th Floor Philadelphia, PA 19107 (215) 861-7643 Toll free: (888) 799-2085 Fax: (215) 656-3449

Maryland Commission on Civil Rights William Donald Schaefer Tower 6 Saint Paul Street, Suite 900 Baltimore, MD 21202-1631 (410) 767-8600 Toll free: (800) 637-6247 TTY: (410) 333-1737 Fax: (410) 333-1841

Prince George County Human Relations Commission 14741 Governor Oden Bowie Dr. Suite L105 Upper Marlboro, MD 20772 (301) 883-6170 Fax: (301) 780-8244



Copies of this policy are available in accessible formats to persons with disabilities upon request.
You may contact HAPGC's Section 504 Coordinator at (301) 883-5576 or via email at DHCD-504@co.pg.md.us.

