Analysis of Impediments to Fair Housing Choice

2013 UPDATE

City of Elizabeth
Union County, New Jersey

June 2013

Prepared by:

CGP&H

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Elizabeth, NJ 07201

Prepared with assistance from Susan Ucci, MPA, Director of EHIP

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I. Introduction

This report is the annual update of the City of Elizabeth's Analysis of Impediments to Fair Housing Choice. In 2010 the City of Elizabeth prepared an Analysis of Impediments to Fair Housing Choice to satisfy requirements of the Housing and Community Development Act of 1974, as amended. This act requires that any community receiving Community Development Block Grant (CDBG) funds, HOME Investment Partnership (HOME) funds, Emergency Solutions Grant funds, and Housing Opportunities for Persons with AIDS funds, affirmatively further fair housing.

The City of Elizabeth is an entitlement community and receives CDBG, HOME, and Emergency Solutions Grant funds from the Department of Housing and Urban Development (HUD). As a result, the City is responsible for conducting these programs and any other federal programs in compliance with the Fair Housing Act. The responsibility of compliance with the federal Fair Housing Act extends to nonprofit organizations and other entities that receive federal funds through Elizabeth.

In addition to the Housing and Community Development Act of 1974, the Civil Rights Act of 1968 also directs HUD's review of fair housing practices. An amendment to Title VIII of the Civil Rights Act passed in 1988, known as the Fair Housing Act of 1988, extended the scope of coverage of the law to include families with children, and persons with disabilities as protected classes. Enforcement powers of HUD, including a monetary penalty for discrimination, were also added.

The analysis of impediments to fair housing choice is a comprehensive review of the jurisdiction's laws, regulations, and administrative policies, procedures, and practices affecting the location, availability, and accessibility of housing, as well as an assessment of conditions, both public and private, affecting fair housing choice.

This update provides a brief review of any changes related to fair housing that may have occurred since the 2012 AI update was prepared in May 2012. It includes the following primary steps:

- Survey to agencies that provide housing and housing-related services to members of the protected classes;
- Review of any complaints to HUD Office of Fair Housing and Equal Opportunity, New Jersey Division of Civil Rights and the Elizabeth Human Rights Commission;
- Status on activities identified in the 2012 Action plan; and
- Identification of new activities that should be added to the Fair Housing Action Plan.

II. Status of Fair Housing in Elizabeth

The update includes inquiries with HUD Office of Fair Housing and Equal Opportunity, the New Jersey Civil Rights Commission, and the Elizabeth Human Rights Commission to determine whether there were any new housing complaints since the completion of the Analysis of Impediments to Fair Housing Choice in 2012. Non-profit and other service providers were surveyed about fair housing incidents and issues that have been reported to them or they have witnessed directly. A review of the real estate section of the New Jersey Star Ledger was conducted to evaluate whether there was any discrimination in the housing advertisements.

HUD Office of Fair Housing and Equal Opportunity Center

Fair housing complaints can be filed directly with the Newark HUD Office of Fair Housing and Equal Opportunity Center. HUD is responsible for investigating and mediation. While complainants have the option of filing suit in Federal District Court, HUD usually investigates the case and it is resolved by an administrative hearing. For the 2010 AI, HUD provided a summary of the total complaints filed in the City of Elizabeth between 2004 and 2010 and information on how the cases were resolved.

In March 2012 a letter was sent to the HUD office of Fair Housing and Equal Opportunity requesting an update on Fair Housing complaints. And e-mail response from HUD was received indicating that there were no new complaints in Elizabeth since the preparation of the 2010 Analysis of Impediments to Fair Housing. In March 2013 a similar e-mail was sent and a reply was received on April 29, 2013 indicating that there was one pending complaint against the City of Elizabeth Home Improvement Program alleging discrimination based on national origin. The City subsequently received a letter from HUD which stated that no reasonable cause existed to believe that a discriminatory housing practice occurred and the case was dismissed.

New Jersey Division of Civil Rights

The New Jersey Division of Civil Rights (DCR) is part of the New Jersey Office of the Attorney General, Department of Law and Public Safety and is the agency responsible for investigating discrimination complaints and eradicating illegal discrimination in New Jersey. The division's work is focused in three areas: employment, housing and public housing discrimination.

In 2010 during the preparation of the Analysis of Impediments to Fair Housing, a letter was sent to the DCR requesting information on fair housing complaints filed at the Division. On June 4, 2010, CGP&H received a letter from the Division stating that any requests must be done on its OPRA Request Form. For the 2011 AI update, an OPRA request was submitted to DCR and a response was received stating that DCR does not possess any records relating to fair housing complaints.

For the 2013 Update another OPRA request was submitted on March 4, 2013. An e-mail response was received on March 19, 2013. A chart was provided which showed that during 2013

there were three complaints against the City of Elizabeth Housing Authority. The complaints were based on denial of accommodations - two due to physical disability and one due to mental disability. The cases are still under investigation and have not yet been resolved.

A summary of complaints to the New Jersey Division of Civil Right is shown the chart below:

Summary of New Jersey Division of Civil Rights Complaints		
Year	Complaints	Status
2012	2 complaints against realtors. Complaints related to disability, familial status and natural origin	Unknown
2013	3 complaints against City of Elizabeth Housing Authority. Complaints based on denial of accommodation (2 due to physical disability and 1 mental disability)	Under investigation and not resolved
Source: New Jersey Division of Civil Rights		

Human Rights Commission

Fair Housing complaints in Elizabeth are handled by the Human Rights Commission. The commission was created to "foster, through community effort or otherwise, good will, cooperation, and conciliation among the groups and elements of the neighborhoods of the city." Human rights is defined as any action or activity which has an effect upon any person based on sex, race, creed, color, national origin, ancestry, age, familial status, sexual orientation and physical or mental disability. In 2011 the long time Director of the Commission retired. In 2012 a new Director was appointed and the Commission was re-organized. In 2013 the Commission began holding regular meetings again on the first Monday of the month. The Commission is also developing a formal system to tract complaints. According to the Director, during 2012 they did not receive any formal discrimination complaints.

Fair Housing Survey

The Elizabeth Home Improvement Program (EHIP) developed a survey to obtain input regarding Impediments to Fair Housing choice. Fair housing surveys were distributed at the following meetings:

- Affordable Housing Task Force meeting on 1/15/13
- Affordable Housing Developers meeting on 2/6/13
- Youth and Recreation Task Force meeting on 2/6/13
- Continuum of Care Task Force meeting on 2/6/13

A copy of the survey is included in Appendix A. The survey and related discussion at the meetings focused on outreach to households and landlords about fair housing and fair housing complaints.

A total of fifteen surveys were returned from a wide range of organizations including banks, affordable housing providers, and social service agencies. Ten (66%) of the respondents reported that they are providing information about fair housing to households. Seven (46%) of these agencies are providing the information in languages other than English with Spanish being the most prevalent language. One agency provided outreach about fair housing to landlords.

Two agencies indicated that in the past 12 months, their agency dealt with between one and five clients who had experienced fair housing discrimination because an owner, landlord, property manager, realtor or other entity refused to rent or sell the client a unit because of race, color, sex, familial status or national origin. These surveys were from the YMCA of Elizabeth and Bridgeway Rehabilitation Services. The YMCA of Elizabeth also reported fair housing complaints in 2012. There were also two agencies that reported incidents of landlords refusing to make reasonable accommodations for the elderly or disabled.

The outcomes of these complaints are unknown. Future Analysis of Impediments to Fair Housing and Updates will continue to include surveys regarding landlord discrimination. This ongoing monitoring will help determine whether there is a pattern of landlord discrimination. In addition, future Analysis of Impediments to Fair Housing and Updates will monitor complaints with the HUD Office of Fair Housing to track whether there are any trends.

In addition during 2013 a review was conducted of select affordable housing properties that receive City funds to create and maintain affordable residential apartment units. A bi-lingual survey was sent to tenants in order to determine if they were being charged the correct rents. Surveys were initially sent to approximately fifty units in six different apartment buildings and an additional mailing was planned for later in the spring of 2013. No discrepancies were reported in the surveys that were returned as of April 15, 2013. A copy of the survey is included in Appendix B of this report.

Newspaper Advertisements

The Sunday March 10, 2013 real estate section of the New Jersey Star Ledger was reviewed. No evidence of discrimination was discovered during this review of rental and for sale listings in Elizabeth.

III. Updates to Fair Housing Action Plan

The City of Elizabeth has made significant progress addressing the impediments to fair housing that were identified in the 2010 Analysis of Impediments to Fair Housing. In addition no new impediments have been identified. The Fair Housing Action Plan has been updated and included in Appendix D. The following is an overview of the City's progress implementing the activities:

Impediment # 1: There is evidence of housing discrimination in Elizabeth based on race, national origin, familial status, disability, sex, and retaliation.

This Update has included tracking complaints with the HUD Office of Fair Housing and Equal Opportunity Center, the New Jersey Civil Rights Division, and the Elizabeth Human Rights Commission. Next year the City will conduct additional research to determine the status and results of the investigation related to the 2012 and 2013 complaints. In addition, the Elizabeth Human Rights Commission will develop a more effective system for tracking human rights complaints.

In 2010 the City added information about education and outreach to landlords to the survey to affordable housing providers. This has enabled the City to have a better understanding of the outreach currently being conducted in the City.

The City continues to make fair housing issues a topic at the Affordable Housing Task Force meetings. In January 2013 representatives from the Affordable Housing Task Force met with the Elizabeth Home Improvement Program staff. During the meeting the participants reviewed the City's existing housing programs, updated barriers to affordable housing, developed strategies to address those barriers and discussed Impediments to Fair Housing Choice including Limited English Proficiency. They also completed surveys to obtain their input on Impediments to Fair Housing Choice as discussed in detail in Section II of this report.

For the 2012 AI Update block level data from the 2010 census was reviewed to determine if there were any census tracts with high concentrations of households living in poverty, households headed by females and minority households. The data indicates that while there are patterns of concentration, they are not significant enough to show proof of discrimination. Census data will be tracked again in 2014 to determine if any new trends have emerged.

Impediment # 2: There is a lack of outreach about fair housing law to renters and homeowners

The Elizabeth Home Improvement Program continues to promote awareness of fair housing laws among renters and homeowners by scheduling special events and placing bilingual posters in public places. For example, various posters are located in the EHIP office in City Hall. In 2013 bi-lingual posters were distributed to non-profits during CDBG week in April. Posters were also sent via e-mail to developers/property managers and social service agencies with a message encouraging them to display the posters in accessible places. Copies of the posters are included in Appendix C.

EHIP also provided information at various community events throughout the year including National Night Out, July Fest, and Health Fairs. EHIP is also including fair housing in their spring presentations to Ward meetings throughout the City. These presentations will also include information about the programs offered by EHIP.

In 2010 a link to information about fair housing was posted on the City's website. This includes English and Spanish versions of HUD's "Fair Housing: Equal Opportunity for All" and "Truth in Renting" which is published by the New Jersey Department of Community Affairs.

Impediment # 3: There is a need for revised affirmative marketing procedures and increased monitoring of HOME grantees.

The City developed new affirmative marketing guidelines in 2011. Guidelines and forms were distributed to HOME grantees. A training session on affirmative marketing procedures was held in March 2011. The monitoring of grantees is ongoing.

Impediment # 4: Improve access to populations that do not speak English

The 2011 AI update identified a new recommendation- the development of a formal Language Assistance Plan (LAP). In May 2012 the LAP was completed by the Director of the Elizabeth Home Improvement Program A four factor analysis was conducted and census data was analyzed which showed that the majority of Elizabeth's LEP population is Spanish speaking with a limited number of Portugese, Haitian Creole, Italian and Polish speaking persons. An informal survey of users showed that the number of Spanish speaking persons contacting the Department of Planning & Community Development was at least 10 people per week while the number of Indo- Europeans was less than 1 or 2.

The recommendations of the LAP included: translating vital documents into Spanish only and translating outreach and marketing materials into the other languages mentioned previously, providing oral interpretation services such as bilingual staff, telephone line interpreters and informal interpreters to all clients that request them, conducting outreach to LEP identified persons through public notices, reception services and presentation of LAP information to all entities receiving funding through various Department programs and providing LAP training to all Department staff.

Since the Department was unable to complete these recommendations in 2012, they will be a priority in 2013.

A summary of the Fair Housing Action Plan is provided in Appendix D.

Appendices

Appendix A-2013 Fair Housing Survey

The U.S. Dept. of Housing & Urban Development (HUD) and the City of Elizabeth believe that:

" the principles embodied in the concept of "Fair Housing" are fundamental to healthy communities and that communities must be encouraged and supported to include real effective fair housing strategies in their overall planning and development process, not only because it's the law, but because it is the right thing to do".

Fair Housing choice is defined as: *the ability of persons of similar income levels to have available the same housing choices regardless of race, color, religion, sex, national origin, familial status, sexual orientation, gender identity, or handicap.* To determine if impediments to fair housing choice exist in Elizabeth, we are conducting a brief survey. If impediments are identified, the City will take appropriate actions to overcome the effects of any identified impediments.

Please take a few moments to answer the following questions:

Do you, or your agency/company:

Provide information about fair housing to households? ☐ Yes ☐ No

If yes, please explain how the information is distributed: _____

_____

Is this information provided in any languages other than English? ☐ Yes ☐ No

If yes, please list other languages:_____

How many households do you provide fair housing information to annually? _____

Provide any outreach to private landlords on fair housing laws? ☐ Yes ☐ No

If yes, please explain how the information is distributed: _____

_____

Is this information provided in any languages other than English? ☐ Yes ☐ No

If yes, please list other languages:_____

How may Landlords do you provide fair housing information to annually? _____

Experienced opposition from the community when proposing a new affordable housing development? ☐ Yes ☐ No

If yes, please describe the type of housing proposed and the population to be served:

_____

_____

What neighborhood was the proposed project located in? _____

What was the stated reason for the opposition? _____

_____

_____

What was the final outcome (i.e., did the project proceed)? _____

_____

_____

During the past 12 months (2012) have you, or anyone in your agency/company, dealt with clients who experienced the following:

An owner, landlord, property manager, realtor, or other entity refused to rent or sell or otherwise make unavailable or deny, a dwelling because of race, color, sex, familial status, or national origin? ☐ Yes ☐ No

If yes, How many **documentable** * incidents are you aware of:

☐ 0 incidents ☐ 1 -5 incidents ☐ 6-10 incidents ☐ Over 10 incidents

* **Documentable incidents** refers to incidents that can be backed up with written proof i.e. name address of client, nature of incident, date of occurrence, name/address of violator, etc.

An owner, landlord, property manager or other entity refused to make reasonable accommodations necessary for a disabled person to have an equal opportunity to use and enjoy a dwelling. *(discrimination on the basis of handicap)* ☐ Yes ☐ No

If so, How many **documentable** * incidents are you aware of:

☐ 0 incidents ☐ 1-5 Incidents ☐ 6-10 incidents ☐ Over 10 incidents

An owner, landlord, property manager, realtor, or other entity refused to rent to tenants with Housing Choice Voucher/Section 8 Certificates and if they would, whether they would without regard to race, national origin, disability, or the presence of children (familial status).

☐ Yes ☐ No

If Yes, How many **documentable** * incidents are you aware of:

☐ 0 incidents ☐ 1-5 Incidents ☐ 6-10 incidents ☐ Over 10 incidents

Was denied a loan/mortgage not because of poor credit, lack of assets or adequate income, but because of race, national origin, disability, or the presence of children (familial status).

☐ Yes ☐ No

If so, How many **documentable** * incidents are you aware of:

☐ 0 incidents ☐ 1-5 Incidents ☐ 6-10 incidents ☐ Over 10 incidents

Would have liked to have lodged a housing related complaint, but did not know where to do so.

☐ Yes ☐ No

If so, How many **documentable** * incidents are you aware of:

☐ 0 incidents ☐ 1-5 Incidents ☐ 6-10 incidents ☐ Over 10 incidents

☐ Other discrimination experienced – Explain _____

_____

Thank you for your time and input. Please sign, date this survey, and return it to:

Susan J. Ucci
Community Development Program Director
Elizabeth Home Improvement Program
Elizabeth City Hall – Room 109
50 Winfield Scott Plaza
Elizabeth, NJ 07201

Completed By: _____
(Print Name/Title)

Signature : _____ Date: _____

Agency Name:_____

Agency Address: _____

Appendix B – 2013 Tenant Affordable Rent Survey

CITY OF ELIZABETH, NEW JERSEY

DEPARTMENT OF PLANNING AND COMMUNITY DEVELOPMENT
ELIZABETH HOME IMPROVEMENT PROGRAM

50 WINFIELD SCOTT PLAZA, ROOM 109
ELIZABETH, NEW JERSEY 07201
(908) 352-8450
(908) 352-2275 FAX

J. CHRISTIAN BOLLWAGE
MAYOR

William Reyes
Planning a & Community Development Director

SUSAN J. UCCI
Community Development Program Director

February 19, 2013

Dear Tenant:

The City of Elizabeth ("City") is currently conducting a review of select affordable housing properties. The City has provided funds to certain property owners to create and maintain affordable residential apartment units. In return for this financial assistance, the owners promised to maintain the rents affordable and within program limits. To ensure that property owners are complying with this restriction and that tenants are not being overcharged, the City respectfully requests that you complete the attached survey to the best of your ability.

If, as a result of the City's review, the City determines that the rent paid exceeds or our rental limits, we shall notify you immediately and adjustments shall be required.

Please know that the City is conducting this survey in the best interests of the rental community and your timely response can only improve your current living situation.

I thank you in advance for taking the time to complete this survey. Please return the survey, along with a copy of your lease, in the envelope provided. All information shall remain confidential.

Sincerely,

Diana Lorenzo
Monitor

TENANT SURVEY FORM

Name: _____
(Please print clearly)

Address: _____ **Unit Number:** _____

Phone: _____ **E-mail:** _____

Year you moved into building: ☐ 2001 ☐ 2002 ☐ 2003 ☐ 2004 ☐ 2005 ☐ 2006
☐ 2007 ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011 ☐ 2012 ☐ 2013

Number of people residing in the unit: _____

How much do you pay each month for rent? _____

When have you experienced rent increases?

☐ In a particular month (insert month _____) ☐ At time of lease renewal ☐ Other (Explain: _____)

In addition to rent, do you pay the landlord/property manager any other fees? If so, please indicate below:

Storage: $_____per month Laundry:$ _____ per month

Parking: $ _____ per month Other: (Explain) $_____ per month for _____

Signature _____ Date _____

Please remember to enclose a copy of your current lease agreement.

CITY OF ELIZABETH, NEW JERSEY

DEPARTMENT OF PLANNING AND COMMUNITY DEVELOPMENT
ELIZABETH HOME IMPROVEMENT PROGRAM

50 WINFIELD SCOTT PLAZA, ROOM 109
ELIZABETH, NEW JERSEY 07201

(908) 352-8450
(908) 352-2275 FAX

J. CHRISTIAN BOLLWAGE
MAYOR

William Reyes
Planning a & Community Development Director

SUSAN J. UCCI
Community Development Program Director

February 19, 2013

Apreciado(a) Inquilino(a):

La ciudad de Elizabeth ("ciudad") está realizando una revisión de propiedades selectivas de viviendas razonables. La ciudad ha proporcionado fondos monetarios a ciertos dueños de propiedades para crear y mantener unidades razonables de apartamentos residenciales. A cambio de esta ayuda financiera, los propietarios se comprometieron a mantener los alquileres razonables dentro de los límites del programa. Para asegurar que los dueños están cumpliendo con esta condición y que no se esta sobrecargando la renta a los inquilinos, la ciudad le solicita respetuosamente diligenciar la encuesta adjunta de la manera más objetiva posible de acuerdo a su conocimiento.

Si, como resultado de la revisión, la ciudad determina que la renta pagada excede los límites de alquiler, le notificaremos inmediatamente y se realizarán los respectivos ajustes.

Por favor entienda que la ciudad está realizando esta encuesta en aras de conseguir una mejor conveniencia para nuestra comunidad de Inquilinos y su oportuna respuesta mejorará la situación de vida actual.

Le agradezco de antemano el tiempo que dedique en llenar esta encuesta. Por favor devuelva la encuesta, junto con una copia de su contrato de arrendamiento, en el sobre adjunto. Toda la información será confidencial.

Atentamente,

Diana Lorenzo
Monitor

FORMULARIO DE ENCUESTA A INQUILINO

Nombre: _____

(Por favor escriba claramente)

Dirección:_____ **Número de Unidad:** _____

Teléfono: _____ **Correo Electrónico:** _____

Año que se mudo al edificio: ☐ 2001 ☐ 2002 ☐ 2003 ☐ 2004 ☐ 2005 ☐ 2006 ☐ 2007
☐ 2008 ☐ 2009 ☐2010 ☐ 2011 ☐2012 ☐2013

Número de personas que residen en la unidad: _____

¿Cuál es el pago mensual de alquiler?_____

¿En que fechas le han incrementado la renta?

☐ Mes Exacto ☐ En el momento de la renovación del contrato (Escriba el mes _____) ☐ Otro(Explique: _____)

Además de alquiler, ¿paga al propietario/administrador otros cargos? Si es así, por favor indique a continuación:

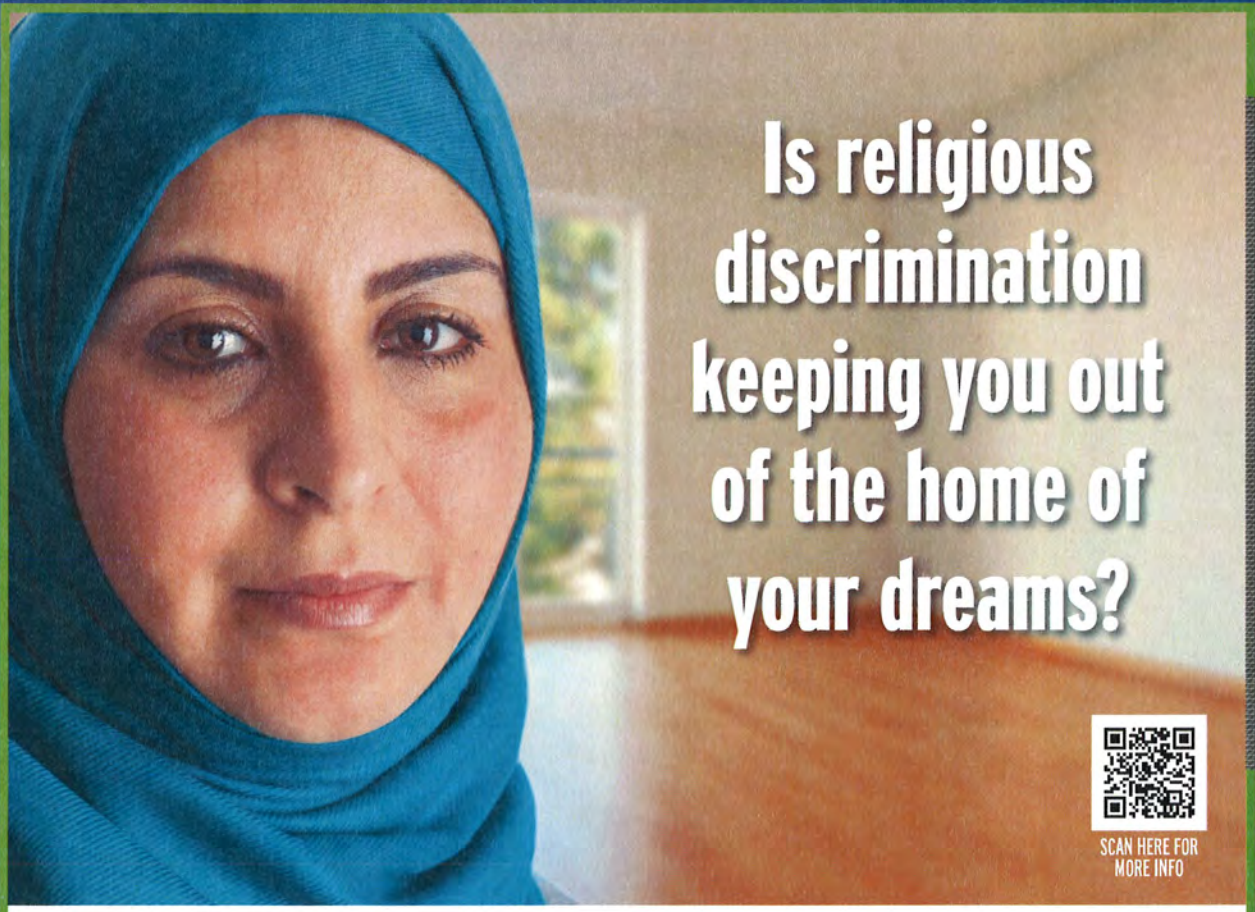
Cuarto de deposito: $_____por mes Lavandería: $_____por mes

Estacionamiento: $_____por mes Otros: (Explique)$ _____por mes para _____

Firma _____ Fecha _____

Por favor recuerde adjuntar una copia de su contrato actual

Appendix C – 2013 Public Posters –Housing Discrimination



Housing discrimination based on any form of religion isn't just unfair – it's against the law. If you feel that you've been denied the sale, rental or financing of a home because of religion, race, color, national origin, sex, familial status or disability, report it to HUD or your local fair housing center.

Here are some possible signs of housing discrimination:

- **"I'll show you neighborhoods with mosques."**
- **"We only take people who speak English clearly."**
- **"You might be more comfortable living elsewhere."**

Fair Housing Is Your Right. Use It.

Visit **www.hud.gov/fairhousing** or call the HUD Hotline
1-800-669-9777 (English/Español) **1-800-927-9275** (TTY)

US DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

NFHA
National Fair Housing Alliance

EQUAL HOUSING OPPORTUNITY

A public service message from the U.S. Department of Housing and Urban Development in partnership with the National Fair Housing Alliance. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, familial status or disability. For more information, visit www.hud.gov/fairhousing.

They told me to "Try someplace else."

So I did. I called HUD.

SCAN HERE FOR MORE INFO

I found the perfect apartment near a park and public transportation. I asked for a reasonable accommodation for my service dog, but the landlord told me "no pets - try someplace else." So I called HUD and found out it's illegal for a housing provider to prohibit service animals. I filed a complaint, and now my dog and I have a great place to live.

Fair Housing Is Your Right. Use It.

Landlords must make reasonable accommodations for persons with disabilities, such as allowing for service animals or providing an accessible parking space. Report housing discrimination to HUD or your local fair housing center.

Visit **www.hud.gov/fairhousing** or call the HUD Hotline
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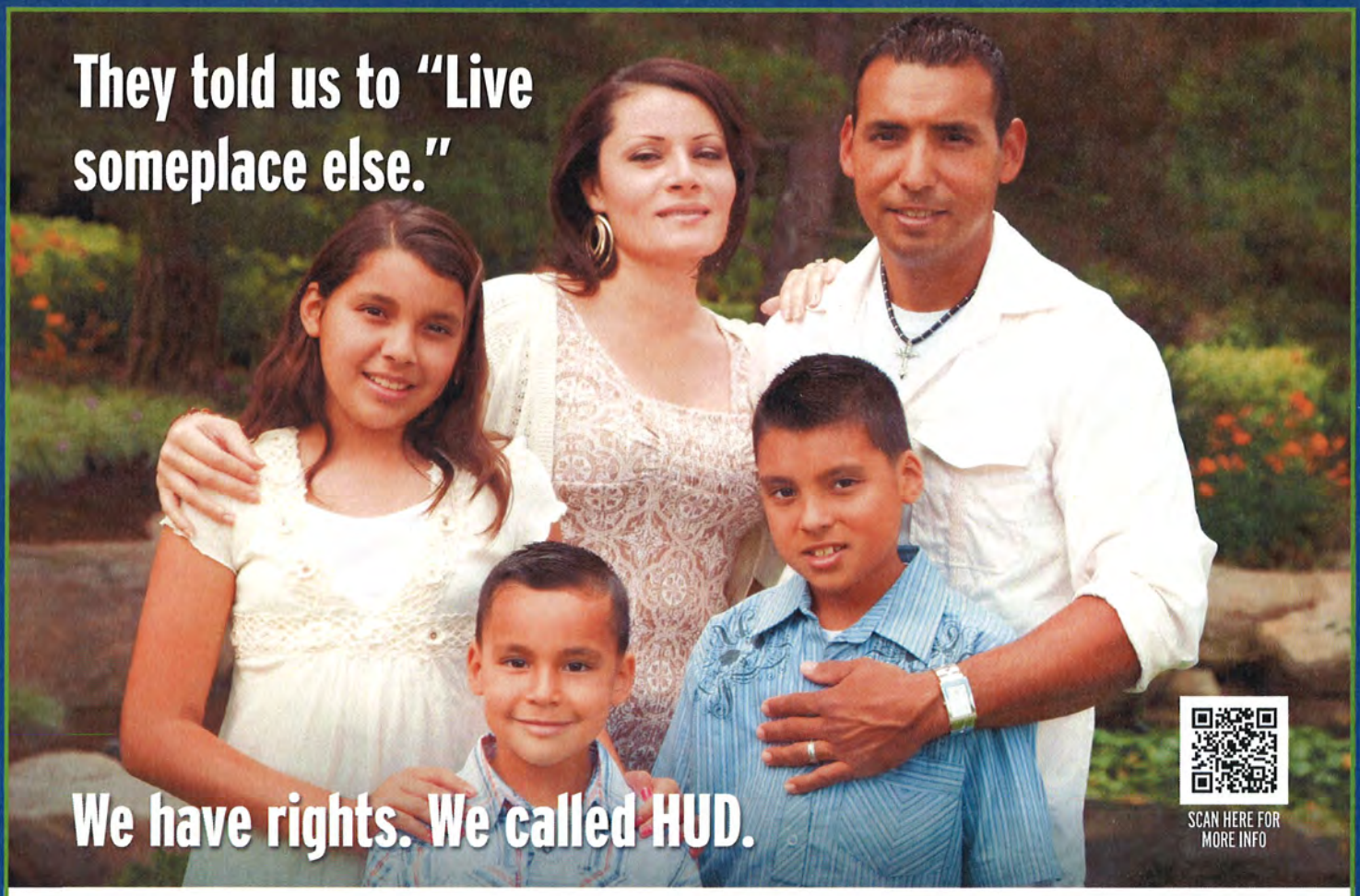

We found a three-bedroom apartment we loved in a great neighborhood with good schools and a beautiful park. But the landlord told us to live someplace else that would be better for our family. We filed a complaint with HUD, and now we have a wonderful place to live.

Here are some telltale signs of housing discrimination against families with children:

- **Allowing only one child per bedroom**
- **Charging a higher security deposit for families with kids**
- **Limiting families with children to the first floor or certain buildings**
- **Refusing to rent to families with children**

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You + Fair Housing = A Better Community

The solution to housing discrimination starts with you. If you have been trying to buy or rent a house or apartment and you believe your rights have been violated, contact HUD or your local fair housing center. The Fair Housing Act prohibits housing discrimination because of race, color, sex, religion, national origin, familial status or disability.

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SCAN HERE FOR MORE INFO

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Housing discrimination isn't just unfair – it's against the law. If you feel that you've been denied the sale, rental or financing of a home because of race, color, national origin, religion, sex, familial status or disability, report it to HUD or your local fair housing center.

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HOUSING DISCRIMINATION. IT'S UNLAWFUL, UNFAIR AND UN-AMERICAN.

He fought overseas for his country and shouldn't have to fight housing discrimination at home. The federal Fair Housing Act prohibits housing discrimination because of disability, color, sex, religion, national origin, familial status or race. If you suspect housing discrimination, contact HUD or your local fair housing center.

Fair Housing Is Your Right. Use It.

Visit **www.hud.gov/fairhousing** or call the HUD Hotline
1-800-669-9777 (English/Español) **1-800-927-9275** (TTY)

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La discriminación de vivienda basada en cualquier tipo de religión no es simplemente injusta; va contra la ley. Si crees que te han negado la venta, el alquiler o el financiamiento de un hogar por tu raza, color, nacionalidad, religión, sexo, situación familiar, o discapacidad, repórtalo a HUD o a tu centro local de equidad de vivienda.

Te presentamos algunos signos de posible discriminación de vivienda:

- **"Le mostraremos vecindarios con mezquitas."**
- **"Sólo aceptamos personas que hablan inglés claramente."**
- **"Usted quizás se encuentre más cómodo viviendo en otro sitio."**

La Equidad de Vivienda Es Tu Derecho. Úsalo.

Visita **www.hud.gov/fairhousing** o llama la línea directa de HUD
1-800-669-9777 (English/Español) **1-800-927-9275** (TTY)

US DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

NFHA
National Fair Housing Alliance

EQUAL HOUSING OPPORTUNITY

Un mensaje de servicio público del Departamento de Vivienda y Desarrollo Urbano de los Estados Unidos en asociación con la Alianza Nacional de Equidad de Vivienda. La Ley Federal de Equidad de Vivienda prohíbe la discriminación por motivos de raza, color, religión, nacionalidad, sexo, situación familiar o discapacidad. Para más información, visita **www.hud.gov/fairhousing.**

Me Dijeron: "Intente en otro sitio."

Y lo hice. Llamé a HUD.

ESCANEAR AQUÍ PARA MAS INFORMACIÓN

Encontré el apartamento perfecto cerca de un parque y del transporte público. Pregunté por un alojamiento razonable para mi perro de servicio, pero el propietario me dijo "no se permiten mascotas; intenta en otro sitio." Entonces llamé a HUD y descubrí que es ilegal que un proveedor de vivienda prohíba los animales de servicio. Presenté una queja, y ahora mi perro y yo tenemos un buen lugar donde vivir.

La Equidad de Vivienda Es Tu Derecho. Úsalo.

Los propietarios deben hacer las reformas razonables necesarias para personas con discapacidad, como permitir los animales de servicio o brindar un espacio de parqueo accesible. Reporta la discriminación de vivienda a HUD o a tu centro local de equidad de vivienda.

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Encontramos un apartamento de tres habitaciones que nos encantó en un buen vecindario con buenas escuelas y un hermoso parque. Pero el propietario nos dijo que viviéramos en otro sitio que sea mejor para una familia como la nuestra. Presentamos una queja con HUD y ahora tenemos un hermoso lugar donde vivir.

Estos son algunos signos claros de discriminación de vivienda en contra de familias con niños:

- **Permitir sólo un niño por habitación**
- **Cobrar un depósito de seguro más alto para familias con niños**
- **Limitar a las familias con niños al primer piso o a determinados edificios**
- **Negarse a alquilar a familias con niños**

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Tú + Equidad de Vivienda = Una Mejor Comunidad

La solución a la discriminación de vivienda comienza contigo. Si has estado intentando comprar o alquilar una casa o un apartamento; y crees que se han violado tus derechos, contacta a HUD o a tu centro local de equidad de vivienda. La Ley Federal de Equidad de Vivienda prohíbe la discriminación por motivos de raza, color, religión, nacionalidad, sexo, situación familiar o discapacidad.

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La discriminación de vivienda no es simplemente injusta; va contra la ley. Si crees que te han negado la venta, el alquiler o el financiamiento de un hogar por tu raza, color, nacionalidad, religión, sexo, situación familiar, o discapacidad, repórtalo a HUD o a tu centro local de equidad de vivienda.

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LA DISCRIMINACIÓN DE VIVIENDA. ES ILEGAL, INJUSTA Y ANTI-AMERICANA.

El luchó en el exterior por su país y no debería tener que luchar contra la discriminación en su hogar. La Ley Federal de Equidad de Vivienda prohíbe la discriminación por raza, color, nacionalidad, sexo, situación familiar o discapacidad. Si sospechas que se trata de discriminación de vivienda, llama a HUD o a tu centro local de Equidad de Vivienda.

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Appendix D- 2013 Fair Housing Action Plan

Fair Housing Action Plan – 2013 Update

Recommended Activities	**Time Frame**	**Responsible Party / Potential Partners**	**Estimated Cost/ Potential Source of Funds**	**2013 Update**
Impediment # 1: There is evidence of housing discrimination in Elizabeth based on race, national origin, familial status, disability, sex, and retaliation.				
1. Tracking complaints with the HUD Office of Fair Housing and Equal Opportunity Center and the New Jersey Civil Rights Division	Annually	City of Elizabeth (EHIP)	No cost	Tracked in 2013 update.
2. Compile list of housing complaints made with the Elizabeth Human Rights Commission	Annually	City of Elizabeth (EHIP and Human Rights Commission)	No cost	Tracked in 2013 Update. No complaints received.
3. Educate landlords about through mailings to owners who register with Fair Rental Housing Board	Annually	City of Elizabeth (EHIP, Fair Rental Housing Board)	$2,000, CDBG, HOME	Mailing completed in 2012 to 500 apartment building owners.
4. Provide outreach about Fair Housing requirements to landlords not registered with the Fair Rental Housing Board	Annually	City of Elizabeth (EHIP)	$1,000, CDBG, HOME	Outreach conducted by five service providers in 2012.
5. Make fair housing issues a topic at all Affordable Housing Task Force Meetings	Annually	City of Elizabeth (EHIP)	No cost	Completed in 2013.
6. The City should analyze 2010 census data on the census tract level to determine if there are emerging trends in patterns of minority concentration	2012	City of Elizabeth (EHIP)	No cost	Completed in 2012. Will track again in 2014.
7. Analyze annual information collected from the Fair Housing and Equal Opportunity Center, the New Jersey Civil Rights Division, and the Elizabeth Human Rights Commission.	2015	City of Elizabeth (EHIP)	No cost	Information analyzed in 2013 update. Additional follow-up will be completed in 2014 to determine outcome of complaints.

Recommended Activities	**Time Frame**	**Responsible Party / Potential Partners**	**Estimated Cost/ Potential Source of Funds**	**2013 Update**
Impediment # 2: There is a lack of outreach about fair housing law to renters and homeowners				
8. Promote awareness of fair housing laws among renters and homeowners by scheduling special events and placing bilingual brochures in public places.	Annually	City of Elizabeth (EHIP)	$1,000, CDBG, HOME	EHIP and other entities have been providing outreach to renters and homeowners.
9. Add a link to information about fair housing resources on the City's website	September 2010	City of Elizabeth	No cost	Link was added in 2011 and confirmed in 2012 & 2013.
10. Survey tenants in affordable housing developments to determine whether they are being charged the correct rents.	2013 & 2014	EHIP	No cost	First round of surveys completed in March 2013. Additional surveys will be distributed in April 2013. 2014 AI Update will include full analysis of results.

Recommended Activities	**Time Frame**	**Responsible Party / Potential Partners**	**Estimated Cost/ Potential Source of Funds**	**2013 Update**
Impediment # 3: There is a need for revised affirmative marketing procedures and increased monitoring of HOME grantees.				
11. Adopt a new affirmative marketing procedure that is either based on HUD's standard Form 935.2 or the state of New Jersey requirements	September 2010	City of Elizabeth (EHIP)	No cost	Affirmative marketing procedure was adopted in 2011. Procedure still in place.
12. Hold training to HOME grantees on the affirmative marketing requirements.	November 2010	City of Elizabeth (EHIP)	No cost	Training to HOME grantees was held in March 2011.
13. Monitor grantees to ensure that they are following the affirmative marketing procedures	Annually	City of Elizabeth (EHIP)	No cost	Monitoring is ongoing.

Recommended Activities	**Time Frame**	**Responsible Party / Potential Partners**	**Estimated Cost/ Potential Source of Funds**	**2013 Update**
Impediment # 4: Improve access to populations that do not speak English				
14. Conduct the four factor analysis	March 2012	City of Elizabeth (EHIP)	No cost	Completed in May 2012.
15. Develop Language Access Plan (LAP)	March 2012	City of Elizabeth (EHIP)	No cost	Completed in May 2012.
16. Translate vital documents into Spanish & translate outreach and marketing materials into other languages-	March 2014	City of Elizabeth (EHIP)	No cost	Will be completed in 2013.
17.Provide LAP training to all staff	March 2014	City of Elizabeth (EHIP)	No Cost	Will be completed in 2013.
18.Monitor & Update the LAP	March 2014	City of Elizabeth (EHIP)	No Cost	On-going