



Carver County Community Development Agency

Non-Discrimination Policy

It is the policy of the Carver County Community Development Agency (CCFDA) to comply fully with Title VIII of the Civil Rights Act of 1968, as amended (the Fair Housing Act) and the Minnesota Human Rights Act. CCCDA is committed to ensuring that housing and housing-related services are available to all people without discrimination.

CCFDA shall not discriminate against any applicant, resident, or household member on the basis of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status regarding public assistance, or sexual orientation.

This policy applies to all CCCDA employees involved in the leasing, management, administration, or operation of dwelling units and housing programs.

Prohibited Conduct

CCFDA employees may not, because of a protected class:

- Refuse to rent, lease, negotiate for housing, or otherwise make housing unavailable.
- Discriminate in the terms, conditions, or privileges of rental, or in the provision of services or facilities associated with housing.
- Make, print, publish, or cause to be made any notice, statement, or advertisement indicating a preference, limitation, or discrimination.
- Represent that a dwelling is not available for inspection or rental when it is, in fact, available.

Any unequal service, treatment, or behavior toward applicants or residents based on a protected class may constitute a violation of state and federal fair housing laws.

Reasonable Accommodations and Modifications

CCFDA has an affirmative duty to provide reasonable accommodation and permit reasonable modifications for qualified applicants and residents with disabilities.

- Reasonable modifications to dwelling units or common areas will be permitted when necessary to afford a person with a disability full enjoyment of the premises. Modifications are generally made at the resident's expense, except where federal funding requires the property to pay.
- Reasonable accommodations in rules, policies, practices, or services will be made when necessary to afford a person with a disability equal opportunity to use and enjoy housing.

Requests for an accommodation or modifications will be evaluated in accordance with applicable law.



Reporting Alleged Violations

Any applicant, resident, or employee who believes that discrimination, unequal treatment, or a failure to provide reasonable accommodation has occurred is encouraged to report the concern promptly. Reports may be made verbally or in writing to the Deputy Director of the Carver County Community Development Agency.

The Deputy Director is responsible for:

- Receiving and reviewing reports of alleged violations of this policy.
- Coordinating internal review and response efforts.
- Determining whether corrective action is warranted; and
- Referring matters to external agencies when appropriate.

Reporting a concern internally does not limit or replace an individual’s right to file a complaint with external agencies, including the U.S. Department of Housing and Urban Development (HUD) or the Minnesota Department of Human Rights (MDHR).

Anti-Retaliation

Retaliation against any person for reporting a concern, requesting accommodation, or participating in an investigation related to this policy is strictly prohibited.

Enforcement

Any employee who fails to comply with this Non-Discrimination Policy will be subject to appropriate disciplinary action, up to and including termination, in accordance with agency policy.

IMPORTANT INFORMATION The Carver County CDA provides free interpreter services, upon request.
معلومات مهمة تقدم Carver County CDA خدمات الترجمة الشفوية مجاناً عند الطلب.
COV LUS QHIA TSEEM CEEB Qhov chaw Carver County CDA muaj neeg txhais lus dawb, yog koj xa tau kev pab.
ВАЖНАЯ ИНФОРМАЦИЯ По Вашей просьбе Carver County CDA может бесплатно предоставить Вам услуги переводчика.
INFORMACIÓN IMPORTANTE Carver County CDA proporciona interpretés a su pedido, gratis para Usted.
MACLUUMAAD MUHIIM AH Carver County CDA waxa ay idiin heli kartaa tarjubaan lacag la'aan ah, haddii aad codsataan.