

NON-DISCRIMINATION POLICY

_____ is committed to equal opportunity in housing. _____ does not discriminate on the basis of race, color, religion, national origin, sex, disability (physical or mental), familial status (having or expecting a child under 18), creed, age (18 and older), sexual orientation, marital status, military status, arrest records, lawful source of income (including housing voucher programs), gender identity or expression, veteran status, domestic violence victim status, first responder status, alienage or citizenship status, and ethnicity. _____ affirms its policy of equal housing opportunity pursuant to federal, state and local fair housing laws.

It is the policy and practice of _____ not to engage in or assist the efforts of others to engage in housing discrimination. Consistent with that policy, we remind you that the anti-discrimination laws of the United States, New York State, Nassau and Suffolk County are quite specific in the area of housing, and in conformance with those laws, you must not engage in any of the following conduct:

1. Refuse to show, rent, negotiate for the rental of, or otherwise make unavailable or deny, apartments to any person because of their race, color, religion, national origin, sex, disability (physical or mental), familial status (having or expecting a child under 18), creed, age (18 and older), sexual orientation, marital status, military status, arrest records, lawful source of income (including housing voucher programs), gender identity or expression, veteran status, domestic violence victim status, first responder status, alienage or citizenship status, and ethnicity, including refusing to communicate with hearing impaired individuals who are using a telephone relay operator or other assistance to communicate by telephone;
2. Discriminate against any person in the terms, conditions or privileges of rental or in the provision of services or facilities, including offering rent or security deposit discounts, fee waivers, promotions and other financial incentives to rent an apartment because of a prohibited basis;
3. Make any verbal or written statement or inquiry with respect to the rental of apartments that indicates any preference, limitation or discrimination concerning a prohibited basis, or any statement indicating an intention to make any such preference, limitation or discrimination;
4. Represent to any person because of a prohibited basis that any apartment is not available for inspection or rental when such apartment is in fact so available;
5. Discriminate against any person in offering individual apartment units or in assigning persons to such units because of a prohibited basis;
6. Enter into an agreement that imposes any restriction upon persons to whom rental housing may be shown or rented because of a prohibited basis;

7. Direct or steer any individual away from or toward a particular building, neighborhood or vacancy because of a prohibited basis, including directing or steering individuals with disabilities who have a service or emotional support animal;
8. Deny requests for reasonable accommodation to rules, policies, practices, or services, unless such requests are not reasonably related to a disability based need, impose an undue financial and administrative burden, or fundamentally alter the nature of the housing program offered. In such a case, reasonable alternatives must be explored.
9. Coerce, intimidate, threaten or interfere with any person who is a prospective tenant or current tenant or anyone assisting a prospective tenant or current tenant to exercise or enjoy the rights guaranteed by the federal Fair Housing Act and state and local fair housing laws.

It is important to understand that any action you take because of race, color, religion, national origin, sex, disability (physical or mental), familial status (having or expecting a child under 18), creed, age (18 and older), sexual orientation, marital status, military status, arrest records, lawful source of income (including housing voucher programs), gender identity or expression, veteran status, domestic violence victim status, first responder status, alienage or citizenship status, and ethnicity, that has the effect of making housing unavailable to such persons protected under these laws may constitute a violation of federal, state, and/or local laws.

Providing equal opportunity to all persons is the law. _____ is firmly committed to the goal of fair housing. **You should understand that any violation of this non-discrimination policy may lead to disciplinary action, up to and including discharge.**