



Fair Housing Policy

1. Scope of Purpose

Title VIII of the Civil Rights Act establishes federal policy for providing fair housing throughout the United States. The intent of Title VIII is to assure equal housing opportunities for all citizens. As a recipient of federal community development funds under Title I of the Housing and Community Development Act of 1974, the City of Plymouth is obligated to certify that it will affirmatively further fair housing.

The City of Plymouth is dedicated to advancing inclusion and equity for all residents by developing this Fair Housing Policy to further create a safe, healthy, and accessible community in which to thrive.

2. Policy Statement

It is the policy and commitment of the City of Plymouth to ensure that fair and equal housing opportunities are achievable for all persons in all housing opportunities and development activities funded by the city regardless of race, color, religion, gender, sexual orientation, marital status, status with regard to public assistances, familial status, national origin, or disability. This commitment is upheld through external policies that provide access to all constituents and fair housing information and referral services; and internal procedures and practices that promote fair housing and inclusion.

3. External Practices

a. Intake and Referral

The City of Plymouth has designated the Executive Director of the Housing and Redevelopment Authority as the responsible entity for the intake and referral of all fair housing complaints. At a minimum, the Executive Director will be trained in state and federal fair housing laws, the complaint process for filing discrimination complaints, and the state and federal agencies that handle complaints. The date, time, and nature of the fair housing complaint and the referrals and information given will be fully

documented. The Housing and Redevelopment Authority will advise the City Council on City programs and policies affecting fair housing and address concerns where appropriate.

b. Meaningful Access

i. **Online Information.** The City of Plymouth will have information about fair housing clearly displayed on its website. The website will continue to link to various fair housing resources, including the Department of Housing and Urban Development, Minnesota Department of Human Rights, Mid-Minnesota Legal Aid, Southern Minnesota Regional Legal Services, and others. The website will also link to state and federal fair housing complaint forms.

c. **In-Person Information.** The City of Plymouth will provide fair housing information to anyone requesting such information at the city offices. Information provided will include:

- i. A list of fair housing enforcement agencies
- ii. Frequently asked questions in regards to fair housing law; and
- iii. Fair housing complaint forms

d. **Languages.** The City of Plymouth is committed to providing information in the native language of its residents. The City of Plymouth will provide information in languages other than English as described in the Administrative Plan for the Housing Choice Voucher Program.

4. Internal Practices

The City of Plymouth enacts the following to promote awareness and proficiency regarding fair housing issues in all of its government functions.

- a. **Training.** The City will train its staff and elected officials on fair housing considerations.
- b. **Housing Analysis.** The City will review its housing on a periodic basis to determine the affordability of both rental and owner-occupied housing for the purpose of informing future City action.
- c. **Code Analysis.** The City will review its municipal code on a periodic basis, with specific focus on ordinances related to zoning, building and occupancy standards, to identify any potential for disparate impact or treatment.
- d. **Project Planning and Analysis.** City planning functions and development review will consider housing issues, including whether potential projects may perpetuate segregation or lead to displacement of protected classes.
- e. **Community Engagement.** The City will seek input from underrepresented populations in the community. Conversations regarding fair housing, development, zoning, and land use changes may be facilitated by the City.
- f. **Affirmatively Furthering Fair Housing.** As a recipient of federal funds, the City agrees to participate in the Regional Analysis of Impediments, as organized by the regional Fair Housing Implementation Council (FHIC), an ad hoc coalition of Community Development Block Grant (CDBG) entitlement jurisdictions and others working together to affirmatively further fair housing. The City will review the recommendations from the analysis for potential integration into City planning documents, including the Consolidated Plan, the Comprehensive Plan, and other related documents.