



FAIR HOUSING NONDISCRIMINATION POLICY

Guarantee Real Estate, a Berkshire Hathaway Affiliate ("Guarantee") strives to promote free choice of home location for all people. Guarantee requires the following to aid in achieving that goal:

- All GUARANTEE sales associates, broker-associates and salaried staff shall be reminded from time to time that federal, state and many other local ordinances prohibit discrimination in the rental, sale or financing of housing.
- In every GUARANTEE office and every model home in a project listed with GUARANTEE, a poster will be hung in a conspicuous place. The poster, approved by the Department of Housing and Urban Development, gives information and a reporting address to any person who believes they have been discriminated against in the rental, purchase or financing of a home. HUD considers non-compliance with the poster requirements prima facie evidence of discriminatory practices.
- Any display ad, brochure for distribution or other materials used for advertising a home or homes must contain the "equal housing opportunity" logo.
- Each sales manager shall be non-discriminatory in the hiring of sales associates, broker-associates and salaried staff.
- In the advertising of properties, the following guidelines are to be followed:
 - Do not use any words which directly or indirectly indicate racial preference, limitation or discrimination based on race, color, religion, sex, national origin, marital status, status with respect to public assistance, disability, familial status or sexual preference.
 - Directions to the property in words or symbols on maps must not be indicative of race, color, religion, sex, national origin, marital status, status with respect to public assistance, disability, familial status or sexual preference.
- "Title VIII of the Civil Rights Act of 1968" prohibits discrimination against any person because of:
 - Race
 - Color
 - Familial status
 - Creed
 - Physical impairment
 - National origin
 - Sex or sexual preference
- "Title VIII of the Civil Rights Act of 1968" PROHIBITED ACTS:
 - Refusal to deal
 - Discrimination in terms, conditions or privileges
 - Discrimination advertising
 - False representation
 - Blockbusting/Steering
 - Discrimination in financing
 - Discrimination in membership in multiple listing services and real estate brokers' organizations



Fair Housing

The federal Fair Housing Act prohibits discrimination in housing based on a person's:

- **Race** (any race)
- **Color** (any color)
- **Religion** (any religion or no religion)
- **National Origin** (any nationality)
- **Sex** (including gender identity)
- **Familial Status** (presence of children under 18 in family, pregnancy, or adults attempting to secure custody of children)
- **Disability**



Prohibited Conduct

Discrimination includes refusing to rent or sell, charging more, or offering different terms to someone because of his or her membership in one of the above groups. Housing providers are prohibited from making discriminatory statements or publishing discriminatory advertising, as well as from making false statements about availability. People with disabilities are also allowed to obtain reasonable accommodations to rules or policies to allow them to reside in housing and to make reasonable modifications to the property (such as installing grab bars or a ramp), if needed because of their disability.

Harassment and Retaliation

Harassing someone, or retaliating against or interfering with someone who is attempting to exercise their fair housing rights, is also prohibited.

Examples of possible discrimination...

"Sorry, but after we spoke on the phone we rented the last unit."

"This is a Christian home."

"You would feel more comfortable in a different neighborhood."

"Because of noise, families with children have to live on the first floor."

"I have to charge you a pet deposit for your service animal."

"You may not install grab bars in the bathroom."

"None of your kind of people live in this area."

"We only rent to people who speak English."

"Since you use a walker, you need additional insurance coverage."

"We have a strict policy: if you have an arrests history, you cannot rent here."

What properties are covered?

The Fair Housing Act covers most residential units, such as:

- Houses
- Apartments
- Condominiums
- Group homes
- Shelters (homeless & domestic violence)
- Migrant housing
- Long term transient lodging

There are limited exceptions for some housing, including owner-occupied buildings of 4 or fewer units and some single-family homes. In addition, religious organizations and private clubs who rent housing for non-profit purposes may favor their members. Contact the Fair Housing Project for more information.

Who must comply?

The Fair Housing Act applies to a wide variety of housing transactions, including rentals, sales, home mortgages, appraisals, and homeowners insurance. Landlords, property managers, real estate agents, lenders, insurance companies, homeowners associations, condo boards, and others are prohibited from discriminating against someone based on their membership in a one of the groups listed above.

Declare Your Personal Commitment to Fair Housing!



I pledge to:



Provide exceptional service to all people without regard to race, color, religion, gender (sex), disability, familial status, national origin, sexual orientation, or gender identity.



Keep informed about my rights and responsibilities under Fair Housing laws, both as an employee and a consumer.



Take a positive approach to fair housing practices and aspire to follow the spirit as well as the letter of the law.



Refuse to tolerate non-compliance no matter where I see it.



Learn about those who are different from me and celebrate those differences!

