

SAMPLE CORPORATE POLICY

By Donna E. Hanbery

[this is a policy that could be used as a company policy for Minnesota owners and managers]

Nondiscrimination Policy

It is our company policy to comply with Title VIII of the Civil Rights Act of 1968, as amended, (commonly known as the Fair Housing Act) and the Minnesota Human Rights Act by ensuring that apartments are available to all persons without regard to race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation. This policy means that, among other things, our company, and all of our agents and employees that have responsibility for renting, managing or administering any dwelling units must not discriminate in any aspect of the rental of dwellings against qualified applicants or tenants because of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation. Our agents and employees may not:

- A. Refuse to rent, or negotiate for the rental of, or otherwise make unavailable or deny, a dwelling to any person because of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation;
- B. Discriminate against any person in the terms, conditions or privileges of rental of a dwelling, or in the provision of services or facilities in connection therewith, because of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation;
- C. Make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement, with respect to the rental of a dwelling that indicates any preference, limitation, or discrimination based on race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation; or
- D. Represent to persons because of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation that any dwelling is not available for inspection or rental when such dwelling is in fact so available.

Our commitment to comply with the fair housing laws includes an affirmative duty to provide reasonable modifications and accommodations to qualified applicants and residents with disabilities. We will permit disabled persons, at their expense, to make reasonable modifications of existing premises, both the common area and the unit to be occupied by the disabled person, if modifications may be necessary to afford the disabled person full enjoyment of the premises. Further, we will make reasonable accommodations in our rules, policies, practices, or services when accommodations may be necessary to afford a disabled person equal opportunity to use and enjoy a dwelling.

Any action taken by an agent or employee that results in the unequal service, treatment or behavior to tenants on the basis of race, color, creed, religion, national origin, disability, familial status, sex, marital status, status with regard to public assistance or sexual orientation may constitute a violation of state and federal fair housing laws.

Any agent or employee who fails to comply with this Nondiscrimination Policy will be subject to appropriate disciplinary action.