

Continuum of Care Nondiscrimination Statement

The One Roof and all CoC and ESG Funded Programs will comply with all HUD (as specified in HUD CPD-17-01 Section 1(d)) nondiscrimination requirements, including, but not limited to:

- The Fair Housing Act prohibits discriminatory housing practices based on race, color, religion, sex, national origin, disability, or familial status;
- Section 504 of the Rehabilitation Act prohibits discrimination on the basis of disability under any program or activity receiving Federal financial assistance;
- Title II of the Americans with Disabilities Act prohibits public entities, which includes State and local governments, and special purpose districts, from discriminating against individuals with disabilities in all their services, programs, and activities, which include housing, and housing-related services such as housing search and referral assistance;
- Title VI of the Civil Rights Act prohibits discrimination on the basis of race, color, or national origin under any program or activity receiving Federal financial assistance;
- Title III of the Americans with Disabilities Act prohibits private entities that own, lease, and operate places of public accommodation, which include shelters, social service establishments, and other public accommodations providing housing, from discriminating based on disability;
- And, HUD's Equal Access Final Rule (24 CFR 5.105(a)(2)) prohibits discriminatory eligibility determinations in HUD-assisted or HUD-insured housing programs based on actual or perceived sexual orientation, gender identity, or marital status, including any projects funded by the CoC Program, ESG Program, and HOPWA Program.

Equal access requires all CoC funded programs plus the owners, operators, managers, staff and volunteers of any shelters, programs or services funded by any CPD program, to grant equal access to such facilities and services in accordance with an individual's gender identity, and in a manner that affords equal access to the individual's family as well. Equal access will be provided using person-centered practices such as Trauma Informed Care, one that is promoted throughout all CoC funded programs with all subpopulations of people at-risk of and experiencing homelessness.

One Roof is an Equal Opportunity Employer. One Roof supports and is committed to the principle of non-discrimination. It is our policy to hire, promote, train and to carry out all employment and service decisions without regard to race, color, religion, age, gender, perceived sexual orientation, national origin or ancestry, political affiliation or belief, Veteran's status, geographic location, marital status, or status as a qualified individual with a disability, and in accordance with applicable state and federal statutes, executive orders and regulations. The Coordinated Entry referral process is informed by Federal, State, and local Fair Housing laws and regulations and ensures clients are not "steered" toward any particular housing facility or neighborhood because of race, color, national origin, religion, sex, disability, or the presence of children.

CoC- and ESG-funded providers shall not discriminate on the basis of any protected characteristic, including race, ethnicity, color, national origin, language, ancestry, religion, sex, familial status, age, gender identity, LGBTQ+ (lesbian, gay, bisexual, transgender, queer/questioning, etc) status, marital status, domestic or sexual violence victim status, or sensory, mental, or physical disability.

This means that One Roof CoC and participating agencies and their staffs, volunteers, and contractors will not:

- Deny any person facilities, services, financial aid, or other benefits.
- Provide services that are different, or are provided in a different form, from that provided to others under the program or activity.
- Subject any person to segregated or separate treatment in any facility or in any matter or process related to receipt of any service or benefit under the program or activity.
- Restrict in any way access to, or the enjoyment of any advantage or privilege enjoyed by others in connection with, facilities, services, financial aid, or other benefits under the program or activity.
- Treat any person differently from others in determining whether the person satisfies any admission, enrollment, eligibility, membership, or other requirement or condition, which individuals must meet to be provided shelter, services, or other benefits provided under the program or activity.
- Deny meaningful access to persons with limited English proficiency, to include translated documents, notice of client's rights, grievance forms, and other materials vital for program access or fail to work with language services or an interpreter to assist persons who speak an alternate primary language other than the staff persons and need assistance communicating.

One Roof CoC and ESG participating agencies shall make housing available to all otherwise eligible individuals regardless of actual or perceived sexual orientation, gender identity, or marital status. Agencies will ensure equal access to programs for all individuals and their families; provide housing, services, and/or accommodations in accordance with a clients' gender identity; and determine eligibility without regard to actual or perceived sexual orientation, gender identity, or marital status.

The Fair Housing Act applies to all programs operating within the Central Alabama CoC. Providers shall not discriminate because of race, color, national origin, religion, sex (including gender identity and sexual orientation), familial status, or disability. To affirmatively further fair housing, programs must:

- Market their housing and supportive services to eligible persons regardless of race, color, national origin, religion, sex, age, familial status, or disability who are least likely to apply in the absence of special outreach;
- Where a provider encounters a condition or action that impedes fair housing choice for current or prospective participants, provide such information to the jurisdiction that provided the certification of consistency with the Consolidated Plan; and to the Continuum of Care
- Provide program participants with information on rights and remedies available under applicable federal, state, and local fair housing and civil rights laws.