

Fair Housing Policy

At FRANKLIN ASSET MANAGEMENT COMPANY, INC. or at any property in which it has been contracted to manage business is conducted in accordance with the Fair Housing Act. (the Civil Rights Act of 1968, as amended by the Fair Housing Amendments Act of 1988.)

Practicing Fair Housing is not only good business, it is mandatory.

It is the policy of FRANKLIN ASSET MANAGEMENT COMPANY, INC. or any property in which it has been contracted to manage to provide housing on an equal opportunity basis. We do not discriminate on the basis of race, religion, color, sex, familial status, age, national origin or handicap/disabled. All Fair Housing and Equal Opportunity requirements will be adhered to. This will include any other class of person as enacted by state or local ordinance.

Specifically, the Act provides protection against the following discriminatory housing practices if they are based on race, sex, sexual orientation, age, religion, color, handicap/disability, familial status, or national origin:

- ✓ Denying or refusing to rent or sell housing
- ✓ Treating differently applications for housing
- ✓ Treating residents differently in connection with terms and conditions
- ✓ Advertising a discriminatory housing preferences or limitation
- ✓ Providing false information about the availability of housing
- ✓ Harassing, coercing or intimidating people from enjoying or exercising their rights under the Act
- ✓ “Blockbusting” for profit persuading owners to sell or rent housing by telling them that people of a particular race, religion, etc. are moving into the neighborhood
- ✓ Imposing different terms for loans for purchasing, constructing, improving, repairing, or maintaining a home, or loans secured by housing.

PROTECTION FOR PEOPLE WITH DISABILITIES

- ⇒ Physical or mental impairment which substantially limits one or more major life activities
- ⇒ Having a record of such an impairment or
- ⇒ Being regarded as having such impairment.

This includes: mental illness, AIDS, blindness, hearing impairment, mental retardation, mobility impairment, etc.

ENFORCEMENT:

The Fair Housing Act give HUD the authority to hold administrative hearings unless one of the parties elects to have the case heard in U.S. District Court and to issue subpoenas. The Administrative Law judges in these proceedings can issue an order for relief, including actual damages, injunctive or other equitable relief and penalties. The penalties range from \$10,000 to \$50,000 and are paid to the Federal Government for damage payments to the proven victims. _____ (initial)

The discrimination complaint can be filed against all parties involved in the complaint HUD can pursue the owner of the apartment community, the management company and the employee involved in the complaint. _____ (initial)

The Act adds criminal penalties of a \$100,000 maximum fine and imprisonment as sanctions against people who willfully fail to give information and evidence or who willfully give false information in a fair housing investigation or proceeding. _____ (initial)

While employed by FRANKLIN ASSET MANAGEMENT COMPANY, INC. or any property in which it has been contracted to manage, if you are asked or even “encouraged” to disregard the FAIR HOUSING ACT please contact the Human Resources representative or the area’s Regional Property Manager immediately. _____ (initial)

I have read and fully understand the above statements regarding Fair Housing Guidelines. I understand that failure to comply with these policies and procedures could lead to my termination.

Employee Signature

Date

Supervisor’s Signature

Date