

Illinois Association of Housing Authorities (IAHA)

Fair Housing Training Conference

Effingham, Illinois

November 13-15, 2024

Agenda

Wednesday, November 13, 2024 (Day 1)

- 8:00 am – 8:15 am: Welcome - IAHA Office
- 8:15 am – 8:30 am: Welcome - HUD FHEO PDAS Shelley (Tentative)
- 8:30 am – 8:45 am: Welcome - HUD/Office of Field, Policy and Management
- 8:45 am – 9:00 am: Ice Breaker/Introduction
- 9:00 am – 9:30 am: Overview – HUD Fair Housing and FHAP Program (HUD/FHEO)
- 9:30 am – 10:00 am: Overview – IDHR Fair Housing (IDHR)
- 10:00 am – 10:15 am: Break
- 10:15 am – 12:15 pm: Training Module #1: ***Fair Housing Investigations under IDHR and HUD***
Presenters: IDHR and HUD
- 12:15 pm – 1:30 pm: Lunch
- 1:30 pm – 3:00 pm: Training Module #2: ***HUD Housing Investigations under Other Civil Rights Authorities***
Presenter: HUD
- 3:00 pm – 3:15 pm: Break
- 3:15 pm – 4:45 pm: Training Module #3: ***Resolution of Housing Discrimination Charges/Complaints by Mediation, Conciliation, and Settlement***
Presenters: IDHR and HUD
- 4:45 pm: End of Day One

Thursday, November 14, 2024 (Day 2)

- 8:00 am – 8:30 am: Recap of Day 1
- 8:30 am – 10:30 am: Training Module #4: ***Important Issues and Best Practices – Fair Housing Act/IHRA***
Presenter: IDHR

10:30 am – 10:45 am: Break

10:45 am – 12:45 pm: Training Module #5: ***Important Issues and Best Practices – Other Authorities Investigations***

Presenter: HUD

12:45 pm – 2:00 pm: Lunch

2:00 pm – 3:30 pm: Training Module #6: ***Building Collaborative Partnerships with IDHR***

Presenter: IDHR

3:30 pm - 4:45 pm: Office Hours

4:45 pm: End of Day Two

Friday, November 15, 2024 (Day 3): Reserved for IAHA

Module #1

Title: ***Fair Housing Investigations under IDHR and HUD***

Duration: 2 hours

Presenters: HUD/FHEO and IDHR

Outline:

- I. Setting the Table for Fair Housing (15 minutes)
 - a. What is the Fair Housing Enforcement Universe?
 - b. Who is HUD/FHEO versus IDHR?
- II. Intake Process (20 minutes)
 - A. HUD Intake Process (HUD/FHEO)
 - B. IDHR Intake Process (IDHR)
- III. Investigative Process (IDHR) (30 minutes)
 - A. Service of Charge + Verified Response
 - B. Interviews and Document Requests
 - C. Subpoena Authority
 - D. Final Investigation Report and Determination
 - E. Request for Review
- IV. Post Cause Litigation Process (IDHR) (45 minutes)
 - A. Administrative Proceedings
 - B. Hearing and ROD
 - C. Removal to the Circuit Court
 - D. Remedies
- V. Questions and Answers (10 minutes)

Module #2

Title: ***HUD Housing Investigations Under Other Civil Rights Authorities***

Duration: 1 ½ Hours

Presenter: HUD FHEO

Outline:

- I. Applicable Laws (15 Minutes)
 - A. Title VI of the Civil Rights Act of 1964
 - B. Section 504 of the Rehabilitation Act of 1973
 - C. Section 109 of Title I of the Housing & Community Development Act
 - D. Americans with Disability Act
- II. Investigative Process (45 minutes)
 - A. Compliance Reviews vs. Complaints
 - B. Interviews and Data Requests
 - C. On-site Inspections
 - D. LOF's and LOD's
 - E. Section 504 review process
 - F. Dual filed Title VIII (IDHR) and Other Civil Rights Authorities (HUD) investigative process
 - G. DOJ Title VI Investigation Manual
- III. Remedies (15 minutes)
- IV. Questions and Answers (15 minutes)

Module #3

Title: ***Resolution of Housing Discrimination Charges/ Complaints by Mediation, Conciliation, and Settlement***

Duration: 1 ½ Hours

Presenters: IDHR and HUD/FHEO

Outline:

- I. Conciliation/Settlement Process (15 Minutes)
 - A. Title VIII/IHRA (IDHR)
 - B. FHEO Other Authorities (HUD/FHEO)
- II. Mediation and Conciliation Agreements (IDHR) (30 Minutes)
 - A. Requirements/Standard Provisions
 - B. Compliance Monitoring & Enforcement
- III. Voluntary Compliance Agreements (HUD/FHEO) (30 Minutes)
 - A. Requirements/Standard Provisions
 - B. Compliance Monitoring
- IV. Questions and Answers (15 Minutes)

Module #4

Title: ***Important Issues and Best Practices – Fair Housing Act/IHRA***

Duration: 2 Hours

Presenter: IDHR

Outline:

- I. Important Issues (105 minutes)
 - A. Reasonable Accommodations
 - 1. General Overview
 - 2. Assistance Animals
 - 3. Parking
 - B. IHRA Specific Bases
 - a. Discrimination on the Basis of Age, Ancestry, Marital Status, Order of Protection Status, Pregnancy Status, etc.
 - b. Sexual Orientation and Gender Identify Discrimination
 - C. New Bases under IHRA
 - a. Arrest Record Discrimination
 - b. Source of Income Discrimination
 - c. Immigration Status Discrimination
 - D. Trending Bases/Issues
 - a. Harassment and Sexual Harassment
 - b. Familial Status Discrimination and Occupancy Standards
 - c. Religious Discrimination
 - d. Discrimination in Property Maintenance
 - e. Discriminatory Use of AI/Tenant Section and Advertising
- II. Questions and Answers (15 Minutes)

Module #5

Title: ***Important Issues and Best Practices – Other Authorities Investigations***

Duration: 2 Hours

Presenter: HUD/FHEO

Outline:

- I. Important Issues (105 minutes)
 - A. Preference Policies
 - B. Criminal Background Screening
 - C. Restrictive Occupancy Policies
 - D. Section 504/UFAS Compliance
 - E. Modifications under Section 504
 - F. Monitoring of Subrecipients
 - G. LEP Responsibilities
- II. Questions and Answers (15 minutes)

Module #6

Title: ***Building Collaborative Partnerships with IDHR***

Duration: 1 ½ Hour

Presenter: IDHR

Outline:

- I. IDHR Collaborative Partnerships (45 minutes)
 - a. Requests for IDHR Technical Assistance and Guidance
 - b. Requests for IDHR Training
 - c. Requests for IDHR Public Awareness Campaigns, Outreach and Speakers
 - d. Requests for IDR Compliance Enforcement Support Concerning Housing Provider Compliance with Fair Housing Laws
 - e. Requests for Amendments to IDHR Enforced Laws, Rules and Regulations
- II. Open Dialogue between Housing Authorities and IDHR (30 minutes)
- III. Questions and Answers (15 minutes)