Palouse HFH

Antidiscrimination Policy

Purpose: The purpose of this policy is to ensure compliance with federal and state anti-discrimination laws, and most importantly encourage respectful and consistent treatment of all individuals engaging with Palouse HFH.

Policy: In the spirit of Christian community, Palouse HFH's employees and volunteers will adhere to the "Platinum Rule" or "treat others as they would like to be treated." Palouse HFH will adhere to the letter and spirit of federal and state fair housing law when selecting a future Habitat homeowner. Palouse HFH will not discriminate based on race, color, national origin, religion, sex, familial status, disability or use of service animals, the presence of children, sexual orientation and gender identity, marital status, military/veteran status, or any other status protected under Washington or Idaho state law, or under federal law.

Palouse HFH will follow suggested practices set out in the HFHI Homeowner Selection AOM to ensure that the selection process meets federal non-discrimination practices.

In hiring, Palouse HFH will follow HFHI guidelines for fair advertising, interviewing and employment practices.

At the Surplus Sale, Palouse HFH volunteers and staff will not discriminate in service to customers or donors.

Rationale: The primary federal laws prohibiting discrimination in housing and credit transactions that pertain to Habitat affiliates are the Fair Housing Act, or FH Act, and ECOA. Compliance with nondiscriminatory practices also is required under the U.S. Policy Handbook and the Habitat for Humanity Affiliate Covenant, which is signed by all affiliates. The term "discrimination" includes denying applicants by using preferences or other criteria that result in decisions having a disparate impact on certain groups of applicants, or by using different procedures or selection criteria for different applicants. If their policies or procedures even create the appearance of preferences, affiliates can be challenged on their selection criteria or become the subject of negative media reports or community perception, resulting in significant reputational risk. The FH Act prohibits discrimination by any person or entity in the sale, rental and financing of dwellings on the basis of race, color, national origin, religion, sex, familial status or handicap. The ECOA, as implemented by Regulation B, establishes guidelines for collecting and evaluating credit information, and prohibits creditors from discriminating on the basis of race, color, religion, national origin, sex, marital status, age (provided the applicant is old enough to legally enter into a contract), receipt of public assistance or because the applicant has in good faith exercised any right under the federal Consumer Credit Protection Act. The law applies to any individual or entity that regularly participates in a credit decision (i.e., decides whether to extend credit) and includes banks, retailers, bank card companies, finance companies and credit unions. The ECOA applies to affiliates, since they make loans to the families who become Habitat homeowners. Washington state has laws prohibiting discrimination based on sexual orientation, need for a service animal, or veteran status.

Adopted by the Palouse HFH Board of Directors June 5, 2018