

List of Applicable Laws and Regulations for Fair Housing and Equal Opportunity

Federal Laws and Regulations (included amendments)	Fair Housing and Nondiscrimination	Accessibility	Equal Employment and Contracting
Title VI of the Civil Rights Act of 1964: This Act provides that no person shall on the basis of race, color, or national origin be excluded from participation in, be denied the benefits of, or be subject to discrimination under any program or activity receiving Federal financial assistance.	X		
Title VIII of the Civil Rights Act of 1968 (The Fair Housing Act): This Act prohibits discrimination in housing on the basis of race, color, religion, sex, or national origin. This law also requires actions which affirmatively promote fair housing.	X	X	
Civil Rights Restoration Act of 1987: This Act restores the broad scope of coverage and clarifies the application of the Civil Rights Act of 1964. It also specifies that an institution which receives Federal financial assistance is prohibited from discriminating on the basis of race, color, national origin, religion, sex, disability, or age in a program or activity which does not directly benefit from such assistance.	X		
Section 109 of Title I of the Housing and Community Development Act of 1974: This section of Title I provides that no person shall on the basis of race, color, national origin, or sex be excluded from participation in (including employment), be denied the benefits of, or be subject to discrimination under any program or activity funded in whole or in part under Title I of the Act.	X		X
The Fair Housing Amendment of 1988: This Act amended the original Fair Housing Act by providing for the protection of families with children and people with disabilities, strengthening penalties for acts of housing discrimination, expanding the Justice Department's jurisdiction to bring suit on behalf of victims in Federal district courts, and creating an exemption to the provisions barring discrimination on the basis of familial status for those housing developments that qualify as housing for persons age 55 or older.	X		
The Housing for Older Persons Act of 1995 (HOPA): This Act retains the requirement that housing must have one person who is 55 years of age or older living in at least 80 percent of its occupied units. The Act also retains the requirement that housing facilities publish and follow policies and procedures that demonstrate intent to be housing for persons 55 and older.	X		
The Age Discrimination Act of 1975: This Act provides that no person shall on the basis of age be excluded from participation in, denied the benefits of, or be subject to discrimination under any program or activity receiving Federal funding assistance. Effective January 1987, the age cap of 70 was deleted from the laws. Federal law preempts any state law currently in effect on the same topic, including scattered sections of Title 4, Chapter 21 of the Tennessee Code Annotated.	X		

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<p>Section 504 of the Rehabilitation Act of 1973: This section provides that no otherwise qualified individual shall, solely by reason of his or her disability, be excluded from participation in (including employment), be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal funding assistance. Section 504 also contains design and construction accessibility provisions for multi-family dwellings developed or substantially rehabilitated for first occupancy on or after March 13, 1991.</p>	X	X	X
<p>The American with Disabilities Act of 1990 (ADA): This Act modifies and expands the Rehabilitation Act of 1973 to prohibit discrimination against “a qualified individual with a disability” in employment and public accommodations. The ADA requires that an individual with a physical or mental impairment who is otherwise qualified to perform the essential functions of a job, with or without reasonable accommodation, be afforded equal employment opportunity in all phases of employment. Tennessee adopted similar protections in the Tennessee Disability Act, as amended, codified at T.C.A. § 8-50-103, and in scattered sections of Title 4, Chapter 21 of the Tennessee Code Annotated.</p>	X	X	X
<p>Executive Order 11063: This Executive Order provides that no person shall be discriminated against any person on the basis of race, color, religion, creed, sex, or national origin in housing and related facilities provided with Federal assistance, and lending practices with respect to residential property when such practices are connected with loans insured or guaranteed by the Federal government.</p>	X		
<p>Executive Order 12892: This Executive Order provides that the administration of all Federal programs and activities relating to housing and urban development must be carried out in a manner to further housing opportunities throughout the United States.</p>	X		
<p>The Equal Employment Opportunity Act of 1972: This Act empowers the Equal Employment Opportunity Commission (EEOC) to bring civil action in Federal court against private sector employers after the EEOC has investigated the charge, found “probable cause” of discrimination, and failed to obtain a conciliation agreement acceptable to the EEOC. It also brings Federal, state, and local governments under the Civil Rights Act of 1964.</p>			X
<p>The Immigration Reform and Control Act of 1986 (IRCA): Under IRCA, employers may hire only persons who may legally work in the U.S., meaning citizens and nationals of the U.S. and aliens authorized to work in the U.S. The employer must verify the identity and employment eligibility of anyone to be hired, in part, by completing the Employment Eligibility Verification Form I-9.</p>			X

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<p>The Uniform Guidelines on Employee Selection Procedures adopted by the EEOC in 1978: These guidelines, codified at 29 CFR Part 1607, apply to employee selection procedures in the areas of hiring, retention, promotion, transfer, demotion, dismissal and referral. They are designed to assist employers, labor organizations, employment agencies, and licensing and certification boards in complying with the requirements of Federal laws prohibiting discriminatory employment.</p>			X
<p>Section 3 of the Housing and Development Act of 1968, as amended: This section requires the provision of opportunities for training and employment that arise through HUD-financed projects to lower-income residents of the project area, to the greatest extent feasible and consistent with Federal, state and local laws and regulations. Additionally, contracts must be awarded to businesses that provide economic opportunities for low- and very low-income persons residing in the area. 1992 amendments to Section 3 included requirements for providing these opportunities in contracts for housing rehabilitation, including lead-based paint abatement, and other construction contracts.</p>			X
<p>The Vietnam Era Veterans' Readjustment Assistance Act of 1974 (as amended by the Jobs for Veterans Act of 2002): This Act was passed and amended to ensure equal employment opportunities for veterans of the Vietnam War and other qualified covered veterans. Affirmative action is required in the hiring and promotion of veterans.</p>			X
<p>Executive Order 11246: This Executive Order, as amended, applies to all Federally assisted construction contracts and subcontracts, and provides that no person shall be discriminated against on the basis of race, color, religion, sex, or national origin.</p>			X