

TOWN OF OLD SAYBROOK
Office of the Board of Selectmen

302 Main Street • Old Saybrook, Connecticut 06475
Telephone (860) 395-3123 • FAX (860) 395-3125

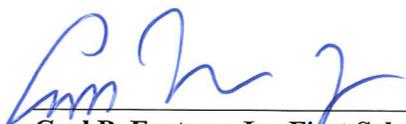
FAIR HOUSING RESOLUTION
TOWN OF OLD SAYBROOK

- Whereas, All persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and
- Whereas, Federal fair housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and
- Whereas, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and
- Whereas, The Town of Old Saybrook is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice.

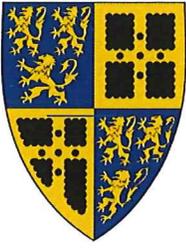
NOW THEREFORE, BE IT RESOVED, That the Old Saybrook Board of Selectmen hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

BE IT FURTHER RESOLVED, That the chief executive officer of the Town of Old Saybrook or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town of Old Saybrook and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.

Readopted by the Board of Selectmen on Tuesday, April 8, 2014.



Carl P. Fortuna Jr., First Selectman



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Town of Old Saybrook
Fair Housing Policy Statement

It is the policy of the Town of Old Saybrook to promote fair housing opportunities and to encourage racial and economic integration in all its programs and housing development activities.

Programs funded and administered by the Town of Old Saybrook must comply with the provisions of Section 46a-64c of the C.G.S., and with related state and federal laws and regulations that prohibit discriminatory housing practices.

The Town of Old Saybrook or any sub-recipient of the Town of Old Saybrook will carry out an affirmative marketing program to attract prospective buyers or tenants of all majority or minority groups, without consideration of race, color, religion, sex, national origin, ancestry, creed, sexual orientation, gender identity or expression, marital status, lawful source of income, disability, age or because the individual has children in all programs and housing development activities funded or administered by the Town of Old Saybrook.

The First Selectman's Office is responsible for the enforcement and implementation of this policy. The First Selectman, Carl P. Fortuna Jr., may be reached at 860-395-3123 or cfortuna@town.old-saybrook.ct.us.

Complaints pertaining to discrimination in any program funded or administered by this Town of Old Saybrook, may be filed with the First Selectman's Office. The municipality's Grievance Procedure will be utilized in these cases.

Complaints also may be filed with the Commission on Human Rights and Opportunity, Special Enforcement Unit, 21 Grand Street, Hartford, CT 06106, Telephone (860) 541-3403 within 180 days of the alleged violation by submitting a notarized complaint and/or the Boston Regional Office of FHEO, U.S. Department of Housing and Urban Development, Thomas P. O'Neill, Jr. Federal Building, 10 Causeway Street, Room 321, Boston, MA 02222-1092, Telephone (617) 994-8300 or 1-800-827-5005, TTY (617) 565-5453. A complaint may be filed with HUD within one year after an alleged violation. Additionally, an individual may file suit, at his/her expense, in Federal District Court or State Court within two years of an alleged violation. If the individual cannot afford an attorney, the Court may appoint one. A suit can be brought even after filing a complaint, if the complaining party has not signed a conciliation agreement and an Administrative Law Judge has not started a hearing. A court may award actual and punitive damages and attorney's fees and costs.

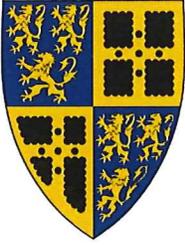
A copy of this policy statement will be given annually to all Town of Old Saybrook employees and they are expected to fully comply with it. In addition, a copy will be posted throughout the Town of Old Saybrook.

4-8-2014
Date



Carl P. Fortuna, Jr., First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE by contacting Carl P. Fortuna, Jr., First Selectman, Town of Old Saybrook, 302 Main Street, Old Saybrook, CT 06475. Telephone, 860-395-3123.



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Town of Old Saybrook

Compliance with Title VI of the Civil Rights Act of 1964

The Town of Old Saybrook does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of Old Saybrook seeks to fully carry out its responsibilities under the Title VI Regulations.

Title VI of the Civil Rights Act of 1964 prohibits discrimination on the grounds of race, color or national origin in programs and activities receiving Federal financial assistance. Title VI provides that No person shall on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be otherwise subjected to discrimination under any programs covered by the Regulations.

This policy is effectuated through the methods of administration outlined in the Town of Old Saybrook's Fair Housing Plan and is fully implemented to ensure compliance by the Town of Old Saybrook, as the recipient, and by sub- recipients. The cooperation of all personnel is required.



Carl P. Fortuna, Jr., First Selectman



Date

SECTION 504 SELF-EVALUATION QUESTIONNAIRE

The following questions will help applicants complete your self-evaluation. The questions are organized into five areas: 1) Program Policy and Procedures, 2) Employment, 3) Effective Communication, 4) Notice of Nondiscrimination, and 5) Grievance Procedure. Applicants should mark Yes or No for each question, and should be prepared to provide written documentation to support these answers.

Program Policy and Procedures

1. Does your town or city have a written policy stating that it does not discriminate against people with disabilities? Yes No
2. Does your staff know and understand about your commitment not to discriminate? Yes No
3. Does your town or city provide training on 504/ADA, (including access issues, sensitivity and awareness) on different disability groups? Yes No
4. Do you have a designated coordinator for the Section 504 Rehabilitation Act and the Americans With Disabilities Act (ADA) compliance requirements? Yes No
5. Do you identify the persons with disabilities and other individuals who helped in your self-evaluation, and is their participation described? Yes No
6. Do you briefly describe your town or city programs and services, including their purpose, scope, activities, and participants? Yes No
7. Do you list and review the resource manuals that govern your programs, including laws, statutes, rules, policies, ordinances, and other guidelines? Yes No

8. Do you describe any services provided by your agency to particular disability groups? Yes No
9. Do you describe a separate or special program for individuals with disabilities? Yes No
10. If yes to #9, do you have written procedures to ensure that these individuals may also participate in programs available to the public? Yes No
11. In the following areas, do you describe any program eligibility, admission requirement, or licensing standards that an individual must meet before qualifying for a benefit or service provided by your town or city that may directly or indirectly affect individuals with disabilities. **For any item marked yes, describe the steps taken to modify your agency's policies, practices, and procedures.** Yes No
- a. Deny a qualified individual with a disability the opportunity to participate in or benefit from the aid, benefit, or service? Yes No
- b. Afford an opportunity for participation or benefit that is not equal to that afforded others? Yes No
- c. Provide a qualified individual with a disability with an aid, benefit, or service that is not as effective in affording equal opportunity to obtain the same result, gain the same benefit, or reach the same level of achievement as that provided to others? Yes No
- d. Provide different or separate aids, benefits, or services to individuals with disabilities unless necessary to make them as effective as those provided to others? Yes No
- e. Provide assistance or contract with a person or entity that discriminates based on disability? Yes No
- f. Deny a qualified individual with a disability the opportunity to participate as a member of planning or advisory boards? Yes No
- g. Limit the enjoyment of a qualified individual with a disability any right, privilege, advantage or opportunity enjoyed by other qualified individuals who receive your services? Yes No

Employment

1. In the following areas, do you describe your policies, practices or procedures that are followed to ensure that there is no discrimination based on disabilities? Yes No
- a. Recruiting advertisements Yes No
- b. Processing of applications Yes No
- c. Employment testing Yes No
- d. Interviewing and orientation Yes No
- e. Promotion, transfer, demotion, lay-off, or reinstatement, including changes in compensation resulting from these actions Yes No
- f. Job assignments Yes No
- g. Job classifications, use of unpaid leave of vacation and sick leave, absence, or compensatory time Yes No
- h. Opportunities for and financial support of training opportunities, conferences, health and insurance benefits, agency-sponsored activities, including recreational or social programs Yes No
2. Do you describe how you ensure that any employment-related criteria (including minimum qualifications and testing requirements) which would adversely affect the opportunities of individuals with disabilities are related to the job and are a business necessity? Yes No
3. Do you describe how your town or city responds to a request for an accommodation in testing and interviews? Yes No
4. Do you describe the steps taken to ensure that nondiscriminatory questions are asked in a hiring interview? Yes No

5. Do you describe the steps that are taken to determine if an individual with a disability is capable of performing the essential functions of a particular job, with or without a reasonable accommodation? Yes No

6. Do you describe the process the town or city uses to determine whether a request for a reasonable accommodation on the job can be granted or would cause undue hardship? Yes No

7. Do you describe your town or city's policy and procedures for maintaining the confidentiality of employee medical information, voluntary self-identification of disability, and requests for accommodation? Yes No

8. Do you describe the training or other measures taken to ensure that employees and supervisors do not subject individuals with disabilities to discrimination because of insensitivity or lack of knowledge? Yes No

Effective Communication

1. Do you describe the steps taken by your agency to ensure that communications with applicants, participants, and members of the public with disabilities are as effective as communications with others? Yes No

2. If any written materials are provided by your program or services, are the following alternatives provided? Yes No

- a. audio tape Yes No
- b. Braille Yes No
- c. reader Yes No
- d. aide Yes No
- e. mailed to home Yes No
- f. large print Yes No
- g. interpreter Yes No
- h. other assistance Yes No

3. Do you describe the auxiliary aids and services that will be provided to individuals with a disability? Yes No
4. Do you describe how an individual with a disability may request assistance and express their preference for auxiliary aids and services? Yes No
5. Do you describe how your town or city regularly advertises to the public that you will provide auxiliary aids and services for effective communication to participate in your programs and services? Yes No
6. Do you describe how your town or city will ensure that meetings, hearings, and conferences will be accessible for individuals with communication disabilities? Yes No
7. Do you describe how the town or city will provide auxiliary aids or services on request? Yes No
8. Do you describe how your town or city will use TDD (telecommunication device for the disabled) or the state relay system to communicate with those who have impaired hearing or speech, including training of staff? Yes No
9. Do you have a 911 emergency service? Yes No
10. If yes to #9, is there a TDD connected to this service? Yes No

11. If you use relay services, do you list the name of the company and type of services provided? Yes No
12. Are your TDD or relay service phone numbers printed on agency brochures, notices, and letterhead listed in telephone directories? Yes No
13. Does your town or city have an 800 number? Yes No
14. If yes to # 13, do you describe how the town or city has made the 800 number usable by persons with hearing impairments? Yes No
15. Do you let the public use your telephone? Yes No
16. If yes to question 15, is there at least one designated phone that is hearing-aid compatible? Yes No
17. If your town or city determines that equally effective communication cannot be provided, do you have the following:
- a. A statement included in your self-evaluation from the head of your agency or designee. Yes No
- b. Reasons why the service, program or activity would be fundamentally altered or would result in undue financial and administrative burdens Yes No
- c. A description of what other provide the action will be taken to benefits or services to the maximum extent possible Yes No

Notice of Nondiscrimination

1. Does your self-evaluation include a copy of your Notice of Nondiscrimination? Yes No
2. Does your notice include the following information?
 - a. A statement that your entity does not discriminate under 504 or the ADA Yes No
 - b. Your 504/ADA coordinator's name, address, telephone number, and office hours Yes No
 - c. A statement that asks individuals to give at least three to five days advance notice to request auxiliary aids or other services Yes No
 - d. A statement notifying availability of individuals about the alternative formats Yes No
 - e. A statement that your town or city has a grievance procedure available to resolve complaints Yes No
3. Do your written materials contain a notice that your town or city complies with Section 504/ADA and will offer accommodations for individuals with disabilities? Yes No
4. Are you documenting methods on how you will make your notice available to the public on an ongoing basis? Yes No
5. Are you publishing your policy of non-discrimination in the newspaper once a year? Yes No

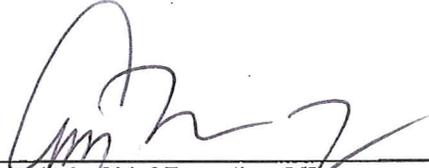
Grievance Procedure

1. Have individuals with disabilities used your services in the past? Yes No
2. Have there been obvious difficulties or complaints about your services from individuals with disabilities? Yes No

3. If yes to #2, do you document the problems and steps to resolve these concerns? Yes No
4. Do you have written procedures on how to deal with those specific problems or complaints? Yes No
5. Do you have written procedures on what to do if your town or city cannot accommodate a person with a disability? Yes No
6. Does your self-evaluation include a copy of your grievance procedure? Yes No
7. Does your plan include action steps to notify the public on an ongoing basis about your grievance procedure? Yes No
8. Does your grievance procedure include a statement allowing an individual to submit a grievance in alternative formats? Yes No
9. Does your grievance procedure include a time limit to file a complaint? Yes No
10. Does your grievance procedure inform individuals of their right to file a complaint with a state or federal agency and include the appropriate address(es)? Yes No

5.29-12

Date


Municipality's Chief Executive Officer