

FAIR HOUSING LAW

WHAT IS FAIR HOUSING?

Every individual has a right to safe and equitable housing. The Fair Housing Act of 1968 established civil rights law to promote "equal access" to housing, and prohibit housing discrimination against tenants on the basis of belonging to a protected class.

FEDERAL PROTECTED CLASSES

- Race
- Color
- National Origin
- Religion
- Family status
- Disability
- Sex

OREGON PROTECTED CLASSES

- Domestic Violence Survivors
- Sexual Orientation
- Gender Identity
- Marital Status
- Source of Income
 - Section 8

Every entity involved in the housing system is legally bound to Fair Housing guidelines and policies, and can be held liable for discrimination.

A tenant's right to file a complaint without retaliation is also protected under Fair Housing Law.

WANT TO LEARN MORE?

www.TheTrevorProject.org
www.TransEquality.org

Supporting the Transgender People in Your Life: A Guide to Being a Good Ally:
<https://transequality.org/issues/resources/supporting-the-transgender-people-in-your-life-a-guide-to-being-a-good-ally>

Transgender Resources:
https://www.americanbar.org/groups/diversity/sexual_orientation/resources/transgender_rights/



ABOUT FHCO

The Fair Housing Council of Oregon (FHCO) is a statewide civil rights organization that proactively promotes housing justice, equity, and inclusion. Our mission is to end illegal housing discrimination and promote equal access to housing choice through education and enforcement of fair housing law.

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Contact FHCO: 503-223-8197
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WELCOME HOME, NEIGHBOR!

A NEIGHBORHOOD GUIDE TO GENDER DIVERSITY & COMMUNITY INCLUSION



TENANT RIGHTS

Tenant on tenant harassment is covered under the Fair Housing Act if the harassment is based on protected class. If both neighbors have the same landlord, then the landlord has a legal responsibility to protect the fair housing rights of the people being harassed and to stop the harassment.

DISCRIMINATION ON THE BASIS OF GENDER IDENTITY MAY LOOK LIKE . . .

- You're harassed by neighbors at your apartment complex because you are transgender
- You're told by your landlord that they could not do anything to stop your neighbors from harassing you
- You're asked if you are transgender by your landlord
- Your self-identification of gender is not accepted by housing staff

If you suspect you have faced discrimination or want to learn more, call 1-800-424-3247 ext. 2 or submit a virtual intake form at www.fhco.org

For more information, read *Know Your Rights: Fair Housing and Transgender People*, by the National Center for Transgender Equality: https://transequality.org/sites/default/files/docs/kyr/FairHousing_March2012.pdf

GOOD NEIGHBOR PRACTICES

Welcome to your new home! Here, in this community, we want to make sure all neighbors feel at home -- especially our LGBTQIA+ neighbors. To promote inclusivity for trans & gender diverse individuals, please follow these Good Neighbor Practices:



Use the language a person uses for themselves, including one's name and pronouns. If you are unsure, politely ask, or use the singular "they/them" in reference.

Do not ask questions about an individual's medical transition, life pre-transition, or sexual activity. Think to yourself: "Do I need to know this information to treat them respectfully?" **Honor one's boundaries.**

WHAT ARE MICROAGGRESSIONS?

Microaggressions are subtle comments rooted in bias that can be hurtful to historically marginalized folks no matter the speaker's intention. For example: "Wow! You don't even look trans!"

WHAT IF I MAKE A MISTAKE?

Apologize! Seek to understand and empathize with the other person's lived experience. Do not center your guilt. Take responsibility for your actions and commit to do better next time.

TRANS & GENDER DIVERSITY

UNDERSTANDING GENDER

It is important to understand that sexual orientation and gender identity are separate from one another. While sexual orientation describes how one experiences attraction, **gender identity refers to one's internal understanding and experiences of gender**. Gender is also separate from sex, which is a classification assigned at birth based on biological characteristics.

Overall, **gender is a unique and personal experience that differs from person to person**. While we may not ever fully understand one another's lived experiences, for an inclusive community to flourish, it is important that we continue to practice empathy and respect.

Trans & gender diverse individuals are unequivocally welcomed in this community, and harassment or discrimination in any capacity will not be tolerated.

