



Housing Rights ADVOCATE

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The Austin Tenants' Council

www.housing-rights.org

Families with Children Face Discrimination

Mistakes of the Past

In a long-awaited move, the Texas Human Rights Commission (TCHR) rescinded its overly restrictive 1995 policy entitled TCHR Occupancy Policies for Families with Children under Fair Housing Laws in Texas. In its place, TCHR adopted HUD recommendations for occupancy policies which are far less restrictive. The Austin Tenants' Council and other fair housing advocates are relieved at the switch because the previous policy was believed to be discriminatory against families with children.

HUD's policy states that a fixed policy of no more than two persons per bedroom is not acceptable. Neither can a landlord use a policy that requires an infant to move into a larger unit when the child reaches six months of age. ATC believes that application of either of these policies is a violation of the fair housing act and will investigate landlords that use them through testing, and file complaints with HUD.

If you are a tenant and are told that you must rent an apartment larger than you think you need, contact the Austin Tenants' Council at 474-1961 for more information.

TCHR's previous policy stated that if landlords "timely" disclosed their newborn policy to the tenant, they could require a couple with a newborn child to rent a two-bedroom unit once the child reached six months of age or to even move out of the unit. The policy even allowed a landlord to require the tenant to move in the middle of a lease, though that was not typically done.

HUD standards, on the other hand,

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The Continuing Impact

In the fall of 2002, the ATC Fair Housing Program investigated a complaint from a family of five occupying a large, two-bedroom apartment. The family received a notice of non-renewal from management stating that they were in violation of the company policy of two persons per bedroom. The complainants, a husband and wife with three children ages nine, six and two years old, had lived at the property for five years.

Testing by ATC found evidence that this

complex, Centennial Place, managed by Churchill Forge Properties, used an overly restrictive occupancy policy of limiting two persons per bedroom even though the bedrooms were quite large. The

dimensions of the complainants' two bedrooms measured 13'x13' and 11.3' x 12.5'.

Subsequent testing of eight other apartment complexes managed by Churchill Forge Properties found evidence that these properties used the same occupancy policy. Stapled to the application was a document entitled, "Resident Selection Criteria." The first heading, "Occupancy Restrictions Per Unit", stated that "occupancy is limited to two (2) persons per bedroom, at most communities." It further stated that, "Residents who are a family under Fair Housing Laws may not exceed two persons per bedroom plus a child who is less than 6 months old.... If the resident's newborn child causes such occupancy standard to be exceeded during the lease term, upon renewal of lease residents must either (1)

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ATC Awarded FHIP and Bar Foundation Grants

The Austin Tenants' Council (ATC) is pleased to announce that it has been awarded grants from the Texas Bar Foundation to fund its Southwest Texas Education and Outreach Project and from the Department of Housing and Urban Development for the continued funding of its FHIP Private Enforcement Initiative.

The purpose of Southwest Texas Education and Outreach Project is to increase public awareness of the rights and responsibilities of tenants and landlords throughout Texas with special focus on residents of the Colonias along the Rio Grande Valley.

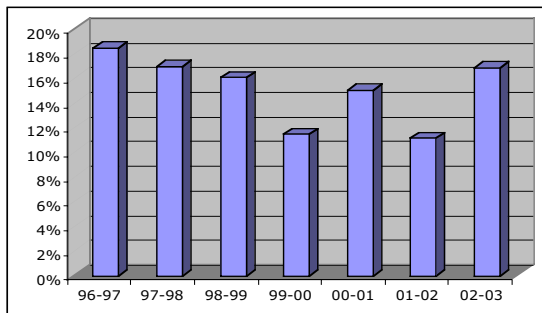
As part of this project, ATC will distribute educational materials at community centers, at city and county facilities, and at nonprofit social service agencies in the Valley region. ATC will also promote its other services including the Telephone Counseling Line and website. The services funded by this grant will decrease the need for litigation by providing respective parties with information on how they may properly enforce their rights. Services began November 30, 2002.

The generosity of the Texas Bar Foundation will have a significant impact on tenant and landlord rights in Texas. Since its inception in 1965, the Texas Bar Foundation has awarded more than \$6 million in grants to law-related programs. Supported by members of the State Bar of Texas, the Texas Bar Foundation is the nations largest charitably-funded bar foundation.

HUD's generosity will allow ATC to continue its investigations of fair housing complaints through complaint-based and systemic testing, and accessibility audits. This program will focus education and

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ATC's Percentage of Familial Status Discrimination Complaints by Year



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Landlord–Tenant News

A Call for Manufactured Homeowners to Organize

The Austin Tenants' Council, Consumers Union (CU), and Recreational Vehicle/Mobile Home Owners Association of Texas (RVMHOAT) will be hosting an informational meeting on the formation of a Capitol Area Chapter of RVMHOAT.

The meeting is Saturday, February 22nd at 10.00 AM, at the St. John's Recreation Center, 7500 Blessing Avenue in Austin. You may be reading this article after that date, but there is still plenty of time to participate as further meetings will be scheduled and much of the information presented will be available from the Austin Tenants' Council and CU.

The Consumers Union mailed an announcement of the meeting to about 5000 Travis County manufactured homeowners. Response so far has been great and we are hopeful that the meeting will be really beneficial to the participants. Around the country, manufactured

homeowners have successfully come together in associations to guard their rights on issues like tenants rights, home quality, and access to fairly priced financing for their homes.

The Austin Tenants' Council will provide information about the rights of lot-lease tenants and distribute a detailed brochure about the new laws that govern these tenancies. This information is currently available on our website at www.housing-rights.org.

The Consumers Union will distribute information on obtaining warranty service on a manufactured home and filing complainants with the state about dealers, installers, and manufacturers. They are also studying the quality and long-term durability of manufactured homes. They invited homeowners in their mailing to participate in the study by making their home available for inspection on February 19th and 20th. The results of this study

should provide some exciting information about the investment in manufactured housing that more and more people are making.

The Consumers Union's website on manufactured housing at www.consumersunion.org/mh/ has a lot of very useful information for those that cannot attend the meeting. There are reports and brochures on buying a manufactured home, residents buying their mobile home parks as a cooperative, obtaining warranty service, and other topics.

Representatives from the RV/ Mobile Home Owners Association of Texas will be available to talk about their organization and the benefits of being a member.

Hopefully, manufactured homeowners will be able to organize and have their voice heard so that they can protect their homes and preserve their rights, and make informed choices about the kind of manufactured home they purchase.



Getting Rent Assistance: The Highs and the Lows

At least once in their lives, most people run into financial problems. The reasons are varied: the loss of a job, an extended illness, or the increased cost of living. Based on the phone calls ATC receives, the number of people that need help with the rent tends to grow around the holidays. Fortunately, there are many sources, such as social service agencies and churches, who have funds specifically for rent assistance. Travis County Health and Human Services is one such agency. One location states that they have anywhere from 30 to 50 people show up at their door on the fourth day of every month. (Most rents are due on the first with late fees accruing after the third.)

Those that need assistance do not always qualify, mainly because of the agencies' criteria. For example, at Travis County, the tenant will need to prove that the current month's rent is late, provide proof of the total income for the last 30 days, meet the income guidelines, and the family has to be in the middle of a verifiable crisis. Most importantly, and maybe worst of all for those who are struggling financially, tenants can only receive rental assistance once a year.

The first week in January, ATC received a phone call from a tenant with a dilemma. She owed about \$200 in late fees from the previous month and now she was unable to pay her January rent of \$795, all because her employer had temporarily closed the office for a couple of weeks, leaving her without any income. The landlord had given the tenant several opportunities to catch up but the tenant's inability to pay was affecting him financially and he warned her of an impending eviction.

Not wanting to lose housing for her three children and herself, the tenant started looking for help. Knowing that it would be impossible to get over \$900 from one source, she contacted every local agency she could think of. After many phone calls and office visits, the tenant was initially able to gather just over \$600 in assistance, about one-third of it coming from Travis County.

In order to process a request, Travis County requires the landlord to first sign an approval form. By signing the form, the landlord agrees to wait up to 30 days to receive the rent assistance, and also agrees to not evict the tenant for non-payment of rent during that same period. Her landlord refused to sign the form, which

he has the right to do in Texas.

The tenant contacted ATC as soon as her landlord refused to sign the approval form. At the tenant's request, ATC spoke with her landlord to see if a resolution could be found. It was explained to him that the tenant had secured assistance from Travis County and several churches - the amount of which would cover over half of what she owed - plus she was promised additional assistance from another church. The tenant also expected to return to work four days later, and her first paycheck would arrive the following week.

While speaking with the landlord, the reason for his trepidation became clear: accepting money from Travis County would prevent him from taking legal action against the tenant, which might be necessary since her final payment would be delayed.

The landlord wanted the tenant to show good faith that she would pay off her debt, so eventually he agreed to accept all of the rental assistance as long as, within three days, the tenant paid him \$400 on her own. Fortunately, the landlord realized that agreeing to accept rent assistance was to his benefit, especially in the current rental market.



Una Invitación a Dueños de Casas Móviles para Organizarse

El Concilio para Inquilinos de Austin, la Unión de Consumidores (CU), y la Asociación de Texas del Vehículo Recreacional/Dueños de Casas Móviles (RVMHOAT) presentarán una reunión informativa sobre la formación de un Capítulo de RVMHOAT en el Área del Capitolio.

La reunión es el sábado, 22 de febrero a las 10:00 de la mañana, en el Centro de Recreación de St. John, 7500 Blessing Avenue en Austin. Usted puede estar leyendo este artículo después de aquella fecha, pero todavía hay mucho tiempo para participar, como otras reuniones serán programadas y la mayor parte de la información presentada estará disponible con el Concilio para Inquilinos de Austin y CU.

La Unión de Consumidores envió un anuncio de la reunión, a aproximadamente 5000 dueños de casas móviles en el Condado de Travis. La respuesta hasta ahora ha sido grandiosa y tenemos esperanza de que la reunión será realmente beneficiosa para los participantes. En todo el país, los dueños de casas móviles satisfactoriamente se han juntado en asociaciones para defender sus derechos sobre puntos como los derechos de inquilinos, la calidad de la casa, y el acceso a precios justos para financiar sus casas.

El Concilio para Inquilinos de Austin proporcionará la información sobre los derechos de dueños que alquilan el lote y distribuirá un folleto detallado sobre las leyes nuevas que gobiernan estas tenencias. Esta información actualmente está disponible en nuestro *website* en www.housing-rights.org.

La Unión de Consumidores distribuirá la información en la obtención de una garantía para una casa móvil y la clasificación de quejas con el Estado sobre distribuidores, instaladores, y fabricantes. Ellos también estudian la calidad y la durabilidad a largo plazo de casas móviles. Ellos invitaron a los propietarios a participar en un estudio para poner su casa disponible para la inspección el 19 y 20 de febrero. Los resultados de este estudio proveerán alguna información útil acerca de la inversión en casas móviles que más

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Familias con Niños Se Enfrentan con Discriminación

Los Errores del Pasado

En un movimiento muy anticipado, la Comisión de Derechos Humanos de Texas (TCHR) rescindió su póliza demasiado estricta de 1995 titulada la Póliza de TCHR de Ocupación para Familias con Niños bajo las Leyes de Vivienda Justa en Texas. En su lugar, TCHR adoptó recomendaciones de HUD para una póliza de ocupación mucho menos estricta. El Concilio para Inquilinos de Austin y otros defensores de vivienda justa son relevados por el cambio, porque la póliza anterior, como se creía, estaba discriminando contra familias con niños.

La póliza de HUD declara que una póliza fija de no más de dos personas por recámara no es aceptable. Un propietario tampoco puede usar una póliza que requiere a un inquilino que se mueva a una unidad más grande cuando el infante tenga seis meses de edad. ATC cree que el uso de cualquier de estas pólizas es una violación del acto de vivienda justa e investigará a propietarios que las ponen en práctica, y archivará quejas con HUD.

Si usted es un inquilino y dice que usted debe alquilar un apartamento más grande de lo que usted piensa que necesita, se puede poner en contacto con el Concilio para Inquilinos de Austin al 474-1961 para más información.

La póliza anterior del TCHR declaró que si los propietarios revelaron "oportunamente" su póliza acerca de los recién nacidos al inquilino, ellos podrían requerir a una pareja con un recién nacido para alquilar una unidad de dos recámaras una vez que el niño tenga seis meses de edad o aún moverse de la unidad. La póliza aún permitía a un propietario para requerir que el inquilino se mueva a la mitad del contrato, aunque esto no fuera hecho típicamente.

Las normas de HUD, por otra parte, declaran que la consideración de un infante en determinar el número de gente que puede vivir en una unidad de alquiler puede ser discriminatorio. Los casos judiciales generalmente encontraban que un infante no debería ser considerado en calcular el número de gente que vive en una unidad hasta que el infante tenga aproximadamente dos años. La póliza de HUD es clara, de tener una regla fija de dos personas por recámara no es suficiente.

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El Impacto Continuado

En el otoño de 2002, el Programa de Vivienda Justa de ATC investigó una queja de una familia de cinco personas ocupando un apartamento grande, de dos recámaras. La familia recibió un aviso de no-renovación del gerente que declaró que ellos estaban violando la póliza de la compañía de dos personas por recámara. Los reclamantes, un marido y su esposa con tres niños de edades entre nueve, seis y dos, habían vivido en la propiedad por cinco años.

Las investigaciones hechos por ATC encontraron evidencia que este complejo, Centennial Place, manejado por Churchill Forge Properties, usó una póliza de ocupación demasiado estricta de limitar a dos personas por recámara aún cuando las recámaras fueran bastante grandes. Las dimensiones de las dos recámaras de los reclamantes midieron 13'x13' y 11.3'x12.5'.

Las pruebas subsecuentes de otros ocho complejos manejados por Churchill Forge Properties encontraron evidencia que estas propiedades usaron la misma póliza de ocupación. Grapado a la solicitud había un documento titulado, «Criterio de Seleccionar los Residentes.» El primer título, «Restricciones de Ocupación Por Unidad», declararon que «la ocupación es limitada a dos (2) personas por recámara, en la mayoría de las comunidades.» Más tarde declaró que, «Los residentes que se consideran como una familia bajo las Leyes de Vivienda Justa no pueden exceder a dos personas por recámara más un niño que tiene menos de 6 meses.... Si el recién nacido del inquilino hace que tal estándar de ocupación sea excedido durante el término del contrato, sobre la renovación del contrato los residentes deben (1) moverse a otro apartamento del mismo dueño que tiene más recámaras y está disponible para alquilarse en ese momento, o (2) desocupar.»

Las personas que se hacen pasar por inquilinos potenciales visitaron a Silver Creek Apartments, Bartons Mill, Woodchase Apartments, Remington House, Cricket Hollow, A Country Place, Churchill Crossing y Stoney Ridge, y se informaron de alquilar un apartamento de una recámara para una familia de tres personas (la esposa, el marido y su niño de un año). Los agentes y gerentes de los

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Dueños de Casas Móviles

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y más gente hacen.

Para aquellos que no pueden asistir a la reunión, en el *website* de la Unión de Consumidores, www.consumersunion.org/mh/, contiene la información útil de casas móviles. Hay reportes y folletos acerca de la compra de una casa móvil, la compra colectiva del estacionamiento para casas móviles, obteniendo la garantía, y otros asuntos.

Los representantes de la Asociación de Texas del RV/Dueños de Casas Móviles estarán disponibles para hablar acerca de su organización y los beneficios de ser un miembro.

Esperamos que los dueños de casas móviles en Texas serán capaces de organizar y tener propia voz para que ellos puedan proteger sus casas y conservar sus derechos, y hacer opciones informadas sobre la clase de casas móviles que ellos compran.



Errores del Pasado

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Si una póliza de ocupación sea aceptable depende de muchas cosas incluyendo la capacidad del sistema de plomería, el tamaño de las recámaras, y leyes estatales y locales. La póliza anterior de TCHR no hizo ninguna referencia al tamaño o al número de recámaras en cuestión o a la configuración total de la unidad de alquiler. Esto es importante porque en algunos casos una recámara principal podría ser bastante grande para tres personas o más.

Como los antecedentes, las normas de HUD son basadas en una Memorándum de 1991 del Consejo General de HUD, Frank G. Keating. HUD creyó alguna confusión sobre su aplicación cuando retiró la Memorándum Keating en julio de 1995 con la intención de poner en práctica una nueva regla. Luego, en septiembre de 1995 HUD envió aviso a todas las agencias que hacen valer la ley de vivienda justa que ellos deberían seguir usando la Memorándum Keating hasta que una regla final fuera creada. Pero, la confusión no tenía nada que hacer con la práctica de la póliza de TCHR, que entró en efecto en mayo, dos meses antes de que la Memorándum Keating fue retirada.

HUD nunca adoptó una nueva regla y en diciembre de 1998, HUD publicó un

aviso que había rehabilitado por completo la Memorándum Keating como su póliza estándar de ocupación para el objetivo de hacer valer las leyes de vivienda justa. La póliza de TCHR era más estricta que las normas de HUD, y ATC se opuso cuando fue publicado por primera vez y otra vez en 1998.

La póliza de TCHR fue creada con bastante sugerencias de la Asociación de Apartamentos de Texas, la asociación privada de propietarios más grande en Texas. Ni TCHR ni TAA tienen cualquier autoridad para promulgar reglas en Texas, pero la interpretación por la industria de construcción era que la póliza de ocupación de TCHR tenía tanto poder.

Propietarios y gerentes repetidamente dijeron a ambos inquilinos y a ATC que ellos seguían la ley en su póliza de ocupación. Sorprendentemente este problema sigue aún hoy. (Vea el artículo de acompañamiento, el Impacto Continuo.)

ATC cree que esta póliza creó un impedimento serio a vivienda justa. El efecto era que requirieron a familias con niños para gastar considerablemente más dinero para su vivienda porque requirieron que ellos alquilaran apartamentos más grandes. Esto fue un beneficio a propietarios como los apartamentos con más recámaras son típicamente más difíciles para alquilar.

Desde 1995, el número de quejas de vivienda justa que reclaman la discriminación contra familias con niños ha sido consistentemente aproximadamente el 15% del total con el porcentaje más alto, el 18.5%, ocurriendo en 1996 inmediatamente después de que la póliza de TCHR fue publicada.

La TCHR no rescindió su póliza en 1998 y rechazó hacerlo por tres años más. La Junta de Comisionados de TCHR votó en mayo de 2001 rescindir su póliza, pero el cambio no fue puesto en práctica hasta el siguiente año.

El 16 de mayo de 2002, TCHR finalmente retiró su póliza anterior con un aviso de su nuevo Director, J.D. Powell, declarando que ahora usará el estándar de HUD como descrito en la Memorándum Keating. El Concilio para Inquilinos de Austin aplaude al Director Powell y a los Comisionados de TCHR por sus acciones en resolver este problema.



El Impacto Continuo

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apartamentos dijeron a ellos lo siguiente: «La ley de Texas prohíbe el alquiler de una recámara a más de dos personas,» o «Esto es una regla de vivienda justa: dos personas para uno de una recámara y hasta cuatro en uno de dos recámaras.» Otras declaraciones que ellos escucharon eran: «Usted necesitaría un apartamento de dos recámaras para tres personas», «Criterio gubernamental es una recámara para cada dos personas entonces usted tendría que alquilar uno de dos recámaras», o «Es una ley de ocupación del Estado de Texas: dos personas por recámara, entonces usted necesitaría uno de dos recámaras.» Estos apartamentos de una recámara tienen recámaras tan grande como 12' x 14'.

El ATC cree que Churchill Forge Properties hacen cumplir una póliza de ocupación demasiado estricta que tiene un impacto desperejo sobre familias con niños, y así está en violación del Acto de Vivienda Justa. Churchill Forge Properties maneja más de 10,000 propiedades en Texas, Nueva Inglaterra, Carolina Del Norte y Carolina del Sur.

La Directora del Programa de Vivienda Justa de ATC y el Escribano Legal de ATC intentaron mediar la queja contra Centennial Place. El gerente de Centennial Place fue proveído con una copia de la Declaración de Normas de Ocupación de HUD de Póliza publicada en 1998, el Código Uniforme de Vivienda y la declaración de la Comisión de Derechos Humanos en Texas sobre su póliza rescindida de ocupación (vea el artículo acompañado para detalles).

Cuando la mediación falló, ATC ayudó al reclamante, Nadia Zaidi, archivar una queja con HUD. ATC también archivó quejas con HUD contra los ocho apartamentos que fueron investigados, y contra la casa matriz de Churchill Forge. Estas nueve quejas de estado familiares actualmente están siendo investigadas por la Oficina Suroeste Regional de HUD.

El HUD mandó la queja de Zaidi para investigación a la Comisión de Austin de Derechos Humanos. La AHRC conciliaron la queja a la satisfacción de ambos el reclamante como el acusado. Sin embargo, muchas otras familias han sido afectadas por esta póliza de ocupación y ejemplifican el persistente impacto negativo de la declaración de la póliza de 1995 del TCHR.



Fair Housing News

Mistakes of the Past

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state that considering an infant when determining the number of people that can live in a rental unit may be discriminatory. Court cases have generally found that an infant should not be considered when calculating the number of people living in a unit until the infant is about two years of age. HUD's policy is clear that to have a fixed standard of two persons per bedroom is not sufficient.

Whether an occupancy policy is acceptable depends on many things including the capacity of the plumbing system, the size of the bedrooms, and state and local laws. TCHR's old policy made no reference to the size or number of bedrooms in question or to the overall configuration of the rental unit. This is important because in some cases a large master bedroom might be big enough for three or more people.

As background, HUD standards are based on a 1991 memo from HUD General Counsel, Frank G. Keating. HUD created some confusion about its applicability when it withdrew the Keating Memo in July 1995 with the intention of implementing a new rule. Then, in September 1995 HUD sent notice to all fair housing enforcement agencies that they should continue using the Keating Memo until a final rule was created. But the confusion this created had nothing to do with the implementation of TCHR's policy, which went into effect in May, two months before the Keating Memo was even withdrawn.

HUD never adopted a new rule and in December 1998, HUD published notice that it had fully reinstated the Keating Memo as its policy on occupancy standards for the purpose of fair housing enforcement. The TCHR policy was more restrictive than HUD standards and ATC objected when it was first published and again in 1998.

TCHR's policy was created with considerable input from the Texas Apartment Association, the largest private landlord association in Texas. Neither TCHR nor TAA has any authority to promulgate rules in Texas, but interpretation by the housing industry was that TCHR's occupancy policy carried that kind of weight. Landlords and managers repeatedly told both tenants and ATC that they were following the law. Surprisingly this problem continues today. (See accompanying article, The Continuing

Impact.)

ATC believes that this policy created a serious impediment to fair housing. The effect was that families with children were required to spend significantly more money for housing because they were required to rent larger apartments. This was a benefit to landlords as apartments with more bedrooms are typically harder to lease.

Since 1995, the number of fair housing complaints that claim discrimination against families with children has consistently been about 15% of the total with the highest percentage, 18.5%, occurring in 1996 immediately after the TCHR policy was published.

TCHR did not rescind its policy in 1998 and refused to do so for another three years. The TCHR Board of Commissioners voted in May 2001 to rescind their policy, but the change was not implemented until the following year.

On May 16, 2002, TCHR finally put their previous policy to rest with a notice from their new Director, J.D. Powell, stating that they will now use the HUD standard as described in the Keating Memo. The Austin Tenants' Council applauds Director Powell and the TCHR Commissioners for their actions to resolve this problem.



Continuing Impact

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move into another dwelling of the owner that has more bedrooms and is available for rent at that time, or (2) move out at that time."

Testers posing as potential renters visited Silver Creek Apartments, Bartons Mill, Woodchase Apartments, Remington House, Cricket Hollow, A Country Place, Churchill Crossing and Stoney Ridge, and inquired about renting a one bedroom apartment for a family of three (wife, husband and their one year old child). Testers were told the following by leasing agents or apartment managers: "Texas law prohibits renting a one bedroom to more than two people," or "It's a fair housing rule: two people for a one bedroom and up to four in a two bedroom." Other statements given testers were: "You would need a two bedroom apartment for three people", "Governmental criteria is one bedroom for every two people so you'd have to lease a two bedroom", or "It's a State of Texas occupancy law: two people per bedroom,

so you would need a two bedroom." These large, one bedroom apartments have bedrooms as big as 12' x 14'.

ATC believes that Churchill Forge Properties is enforcing an overly restrictive occupancy policy that has a disparate impact on families with children, and is thus in violation of the federal Fair Housing Act. Churchill Forge Properties manages over 10,000 properties in Texas, New England, North Carolina and South Carolina.

The Director of the ATC Fair Housing Program and the ATC Law Clerk attempted to mediate the complaint against Centennial Place. Management of Centennial Place was provided with a copy of the HUD Occupancy Standards Statement of Policy issued in 1998, the Uniform Housing Code and the Texas Commission on Human Rights statement on their rescinded occupancy policy (see accompanying article for details).

When mediation failed, ATC assisted the complainant, Nadia Zaidi, file a complaint with HUD. ATC also filed complaints with HUD against the eight apartments that were tested, and against the Churchill Forge parent company. These nine familial status complaints are currently being investigated by HUD's Southwest Regional Office.

HUD referred the Zaidi complaint for investigation to the Austin Human Rights Commission. AHRC successfully conciliated the complaint to the satisfaction of both the complainant and respondent. However, many other families have been affected by these occupancy policies and exemplify the lingering negative impact of TCHR's 1995 policy statement.



Grants

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outreach on recent immigrants and persons with disabilities. Special attention will be paid to discrimination directed at those of the Muslim faith and others that may be of Middle Eastern descent.

ATC will contact faith-based organizations in the Austin Metropolitan Service Area and provide fair housing materials for distribution to their members. In addition, ATC will network with community and cultural organizations to ensure that these Americans are provided the same protections from discrimination to which we are all entitled.

