

Attachment # – Affirmatively Furthering Fair Housing

Town of Dryden maintains a commitment to upholding The Federal Fair Housing Act, The Civil Rights Act of 1964 and the Americans with Disabilities Act in order to provide protection from housing discrimination. Established in 1963, the Office of Human Rights (OHR) is Tompkins County's civil rights enforcement and human rights outreach agency, which includes all municipalities within Tompkins County, one of which is Town of Dryden. OHR works to eliminate and prevent unlawful discrimination in housing, employment, credit, places of public accommodation, volunteer fire departments, and non-sectarian educational institutions; based on age, creed, race, color, sex, sexual orientation, gender identity, national origin, marital status, disability, military status, arrest record, conviction record, predisposing genetic characteristics, and familial status (in housing only). It enforces local law No.1-2004 which protects Tompkins County citizens from discrimination based on sexual orientation and gender identity/expression in employment, housing, public accommodation, education, and credit. It assists local residents in filing complaints with state and federal civil rights agencies and helps the Town of Dryden to meet its Affirmatively Furthering Fair Housing obligations. Additionally, The Tompkins County Human Rights Commission supports OHR as the Legislature-appointed advisory group charged with fostering mutual understanding and respect among all persons in Tompkins County, including the Town of Dryden by investigating fair housing issues and handling matters related to affirming fair housing on behalf of Tompkins County.

To comply with CDBG requirements and the AFFH Rule, the Town of Dryden:

Displays fair housing posters and distributes fair housing materials prepared by New York State, the municipality, US Department of Housing and Urban Development (HUD), and fair housing organizations to community residents, landlords, real estate professionals and lenders.

These activities include:

- Making a number of brochures for homeowners, landlords, and tenants regarding Fair Housing Laws available at the Town of Dryden offices,
- posting the USHUD Equal Opportunity/Fair Housing poster in the Town of Dryden offices,
- posting rights and obligations on the Town of Dryden website.

Passed a fair housing resolution that demonstrates a “good faith effort” in complying with fair housing requirements. That resolution, passed on _____, is in attachment. The fair housing resolution adopted by the Recipient must also be publicized and promoted within the community.

Designated a fair housing officer who is familiar with the fair housing regulation to complete the required duties of the AFFH. Town of Dryden Resolution No. 18(2023) (attached) appointed Ray Burger as the designated Fair Housing Officer and is responsible for actions and activities in the Town to affirmatively further fair housing.

Publicize the existence of the fair housing officer as the primary point of contact for all fair housing related issues.

Promotes fair housing education. Town of Dryden will make available to elected officials, municipality staff in charge of planning, zoning, building, housing, community and economic development, and their third-party consultants a fair housing training program. INHS as subrecipient will provide access to their Fair Housing Training to the Town of Dryden which is provided annually.

Promotes maximum choice within the community's total housing supply, works to lessen racial, ethnic, and economic concentrations, and facilitates desegregation and racially inclusive patterns in the occupancy and use of public facilities. Related activities include:

- Being subject to Tompkins County Local Antidiscrimination Law No. 1-2004 as a municipality of Tompkins County,
- Assisting those with complaints, and offering support through the Tompkins County Office of Human Rights to those who believe they are experiencing housing discrimination or other types of discrimination and need assistance pursuing complaints.

Since 2019 Tompkins County has contracted with CNY Fair Housing to conduct a variety of public information and technical assistance efforts, in coordination with the Office of Human Rights, to promote fair housing, including trainings for County staff, landlords, residents, an annual meeting, and development of a community survey. CNY Fair Housing staff also provides technical assistance to the Director of the OHR regarding reasonable accommodations related to homeownership programs and housing complaints. These services are available to the Town of Dryden as a municipality of Tompkins County.

The OHR planned the Journey of Fair Housing, a regional event which focused on Source of Income (SOI) discrimination in partnership with the New York State Division of Human Rights. A second event, Development of Changes in Fair Housing addressed emerging fair housing issues in Tompkins County and Federal and State policy changes, especially as pertained to AFFH and Disparate Impact.

Under CNY's contract with Tompkins County, CNY conducted five public meetings in 2021 via webinar and Facebook Live formats, covering current fair housing issues and updates on fair housing developments, fair housing basics, systemic discrimination, fair housing history, and current systemic issues such as zoning and NIMBY-ism.

In 2019, Tompkins County provided funds to LawNY to hire a paraprofessional to support their legal team in Tompkins County so they can respond to people with housing problems before they reach a crisis stage (such as eviction). Tompkins County also provided funding to engage The Community Dispute Resolution Center to provide "conflict coaching" for OHR clients that seek help resolving problems with landlords before they reach the level of a full legal dispute. These services are available

to the Town of Dryden as a municipality of Tompkins County.

Serves the housing needs of limited English proficient residents. INHS has an MOU with the Cornell Translation and Interpretation Program to provide needed translation and interpretation for LEP community members. By contracting with INHS as a subrecipient, Town of Dryden will be provided access to this service.