



TOWN OF EAST GRANBY

INCORPORATED 1858

EAST GRANBY, CONNECTICUT 06026

OFFICE OF FIRST SELECTMAN

PHONE (860) 653-2576

FAX (860) 653-4017

FAIR HOUSING RESOLUTION TOWN OF EAST GRANBY CT

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 East Granby 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 RESOLVED, That the Town of East Granby 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 East Granby 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 East Granby 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.

Adopted by the **Town of East Granby** on **March 9, 2016**


James M. Hayden
First Selectman

Town Seal



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Fair Housing Policy Statement

It is the policy of the East Granby 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 East Granby 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 East Granby or any of sub-recipient of the Town of East Granby 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 East Granby.

The municipality's Fair Housing Officer is responsible for the enforcement and implementation of this policy. The Fair Housing Officer, Alicia Van Neil may be reached at 860-413-3328 or aliciav@egtownhall.com.

Complaints pertaining to discrimination in any program funded or administered by the Town of East Granby, may be filed with the Town's Social Services Department. The municipality's Grievance Procedure will be utilized in these cases.

Complaints may also be filed with the Commission on Human Rights and Opportunities, 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 East Granby employees and they are expected to fully comply with it. In addition, a copy will be posted throughout East Granby.

Revised April 8, 2019

4-8-2019
Date


James M. Hayden - First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE by contacting [Name, Address, Phone Number].



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Town of East Granby CT

AFFIRMATIVE ACTION POLICY STATEMENT

As First Selectman of the Town of East Granby, I recognize the need for Affirmative Action and I pledge my commitment to undertake positive actions to overcome the present effects of past practices or barriers to equal employment opportunity and to achieve the full and fair participation of minorities, women, people with disabilities, older persons, and all other protected groups found to be underutilized in the Town of East Granby's work force or affected by policies having an adverse impact. In the spirit of Executive Order 11, signed by Governor Ella Grasso November 21, 1975, and Executive Order 9, signed by Governor William A. O'Neill on January 3, 1984, I further state that this Town of East Granby will comply with the anti-discrimination provisions of the state and federal laws and regulations listed at the end of this section.

I recognize the hiring difficulties experienced by minorities, people with disabilities and by many older persons and, where appropriate, I have set goals to overcome the present effects of past discrimination, if any, to achieve the full and fair utilization of such persons in the work force. I further pledge that the Town of East Granby will affirmatively provide services and programs in a fair and impartial manner.

Where adverse impact is identified, the Town of East Granby will: (1) review its personnel policies and procedures to ensure that barriers, which unnecessarily exclude protected classes and practices, which have an illegal discriminatory impact, are identified and eliminated; (2) explore alternative approaches to employ minorities and members of protected classes; (3) administer all terms, conditions, privileges and benefits of the employment process in an equitable manner; and (4) establish procedures for the extra effort that may be necessary to ensure that the recruitment and hiring of protected group members reflect their availability in the job market.

It is the policy of the Town of East Granby to provide equal employment opportunities without consideration of race, color, religion, age, sex, marital status, national origin, genetic information, past/present history of mental disability, ancestry, mental retardation, learning or physical disabilities including but, not limited to blindness, sexual orientation, political belief or criminal record, unless the provisions of Section 46a-60(b), 46a-80(b) and 46a-81(b) of the Connecticut General Statutes are controlling or there is a bonafide occupational qualification excluding persons in one of the above protected groups. This policy applies to all aspects of the employer/employee relationship including, but not limited to, recruitment, hiring, referrals, classifying, advertising, training, upgrading, promotion, benefits, compensation, discipline, layoff and terminations.

The Town of East Granby will implement, monitor and enforce this Affirmative Action Policy Statement in conjunction with the applicable federal and state laws, regulations and executive orders listed below: 13th, 14th and 15th Amendments of the United States Constitution, Civil Rights Act of 1866, 1870, 1871, Equal Pay Act of 1963, Title VI and VII of the 1964 United States Civil Rights Act, presidential Executive Orders 11246, amended by 11375, (Nondiscrimination under federal contracts), Act 1 Section 1 and 20 of the Connecticut Constitution, Governor Grasso's Executive Order Number 11, Governor O'Neill Executive Order Number 9, the Connecticut Fair Employment Practices Law (46a-63-64). Discrimination against Criminal Offenders (46a-80). Connecticut General Statutes, Connecticut Code of Fair Accommodations Law (46-63-64), definition of Blind (46a-51 (1), definition of Physically Disabled (46a-51 (15), definition of Mentally Retarded (46a-51 (13), cooperation with the Commission of Human Rights and Opportunities (46a-77), Sexual Harassment (46-60-(a) Connecticut Credit Discrimination Law (360436 through 439), Title I of the State and the Local Fiscal Assistance Act of 1972 and the Americans with Disabilities Act of 1992.

This policy statement will be given annually to all Town of East Granby employees and will also be posted throughout the Town of East Granby. I also expect each supplier, union, consultant and other entity (s) with which we do business to comply with all applicable State and Federal Equal Opportunity laws and regulations. The Town of East Granby will not knowingly do business with any entity debarred from participation in any federal or state program or found to be in violation of any state or federal anti-discrimination law.

I have assigned the responsibility to achieve the successful implementation of our goals and objectives to , Selectmen Executive Assistant Nicole Sokolowski, 860-413-3301, nicoles@egtownhall.com

4-8-19

Date


James M. Hayden
First Selectman

THIS STATEMENT IS AVAILABLE IN LARGE PRINT OR ON AUDIO TAPE FROM THE ADA-504 COORDINATOR BY CALLING 860-413-3301.



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Town of East Granby CT

Compliance with Title VI of the Civil Rights Act of 1964

The Town of East Granby CT does not discriminate in the provision of services, the administration of its programs, or contractual agreements. The Town of East Granby 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 East Granby's Fair Housing Plan and is fully implemented to ensure compliance by the Town of East Granby, as the recipient, and by sub- recipients. The cooperation of all personnel is required.


James M. Hayden – First Selectman

4-8-19
Date



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Town of East Granby - ADA NOTICE

The Town of East Granby does not discriminate on the basis of disability in admission to, access to, or operations of its programs, services, or activities. The Town of East Granby does not discriminate on the basis of disability in its hiring or employment practices.

This notice is provided as required by Title II of the Americans with Disabilities Act of 1990.

Questions, concerns, complaints, or requests for additional information regarding the ADA may be forwarded to the Town of East Granby's designated ADA Compliance Coordinator.

Name: James Hayden

Title: First Selectman / ADA Compliance Coordinator

Office Address: 9 Center Street, East Granby CT 06026

Phone Number Voice: 860-413-3301 **TDD**

Email Address: jimh@egtownhall.com

Days/Hours Available: M-F 8:00 am to 4:00 pm

Individuals who need auxiliary aids for effective communication in programs and services of the Town of East Granby are invited to make their needs and preferences known to the ADA Compliance Coordinator.

This notice is available in large print, on audio tape, and in Braille, from the ADA Compliance Coordinator.


First Selectman

4-8-19
Date



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MUNICIPAL GRIEVANCE PROCEDURE

This Grievance Procedure is established to meet the requirements of the Americans with Disabilities Act. It may be used by anyone who wishes to file a complaint alleging discrimination on the basis of disability in employment practices and policies or the provision of services, activities, programs, or benefits by the Town of East Granby CT.

The complaint should be in writing and contain information about the alleged discrimination such as name, address, phone number of complainant and location, date, and description of the problem. Alternative means of filing complaints, such as personal interviews or a tape recording of the complaint will be made available for persons with disabilities upon request.

The complaint should be submitted by the grievant and/or his/her designee as soon as possible but no later than 60 calendar days after the alleged violation to:

James M. Hayden – 860-413-3301
9 Center Street, East Granby CT 06026

Within 15 calendar days after receipt of the complaint, James Hayden, the ADA Compliance Coordinator will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting, James M. Hayden will respond in writing, and, where appropriate, in a format accessible to the complainant, such as large print, Braille, or audio tape. The response will explain the position of James M. Hayden and offer options for substantive resolution of the complaint.

If the response by James M. Hayden does not satisfactorily resolve the issue, the complainant and/or his/her designee may appeal the decision of the ADA Coordinator within 15 calendar days after receipt of the response to the Board of Selectmen or their designee.

Within 15 calendar days after receipt of the appeal, the Board of Selectmen or their designee will meet with the complainant to discuss the complaint and possible resolutions. Within 15 calendar days after the meeting the Board of Selectmen or their designee will respond in writing, and where appropriate, in a format accessible to the complainant, with a final resolution of the complaint.

All written complaints received by James M. Hayden, appeals to the Board of Selectmen or their designee, and responses from the ADA coordinator and Board of Selectmen or their designee will be kept by the Town of East Granby for at least three years.

4-8-19
Date


Name, Title



**EQUAL HOUSING
OPPORTUNITY**

**We Do Business in Accordance With the Federal Fair
Housing Law**

(The Fair Housing Amendments Act of 1988)

**It is Illegal to Discriminate Against Any Person
Because of Race, Color, Religion, Sex,
Handicap, Familial Status, or National Origin**

In the sale or rental of housing or
residential lots

In the provision of real estate
brokerage services

In advertising the sale or rental
of housing

In the appraisal of housing

In the financing of housing

Blockbusting is also illegal

Anyone who feels he or she has been
discriminated against may file a complaint of
housing discrimination:

1-800-669-9777 (Toll Free)

1-800-927-9275 (TTY)

www.hud.gov/fairhousing

**U.S. Department of Housing and
Urban Development
Assistant Secretary for Fair Housing and
Equal Opportunity
Washington, D.C. 20410**

What Happens When You File a Complaint

CHRO will notify you when it receives your complaint and will normally:

- Notify the alleged violator of your complaint and require an answer be submitted
- Investigate your complaint and determine whether there is reasonable cause to believe that the Act has been violated

Conciliation: CHRO will try to reach an agreement with the person your complaint is against. A conciliation agreement must protect both you and the public interest. If an agreement is signed, CHRO will take no further action on your complaint. However, if CHRO has reasonable cause to believe that a conciliation agreement is breached, CHRO can file suit to enforce the agreement.

Hearing: After investigating your complaint, CHRO will inform you as to whether there is reasonable cause to believe that discrimination occurred. If reasonable cause is found, your case will be heard in an administrative hearing unless you or the respondents want the case to be heard in Superior Court. Either way, there is no cost to you.

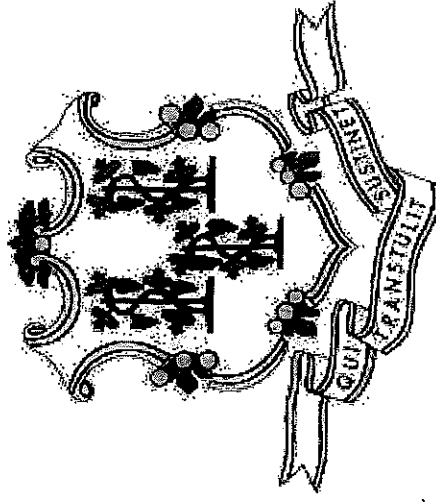
Complaint Referrals: If CHRO has determined that your complaint also alleges a violation of the Federal Fair Housing Act, CHRO will assist you in filing a federal complaint with the United States Department of Housing and Urban Development (HUD).

Your Right to Equal Opportunity Housing

Commission on Human Rights
and Opportunities

450 Columbus Boulevard, Suite 2
Hartford, CT 06103

Phone: (860) 541-3400
Fax: 860-541-4701



Commission on Human Rights
and Opportunities
450 Columbus Boulevard, Suite 2
Hartford, CT 06103

Connecticut's Discriminatory Housing Practices Act

Connecticut's Discriminatory Housing Practices Act prohibits discrimination in housing because of:

- Race or color
- National origin
- Ancestry
- Creed (Religion)
- Sex
- Marital Status
- Age (non-minors)
- Familial status (families with children under the age of 18 living with parents or legal custodians and pregnant women)
- Disability (physical, mental or learning)
- Lawful source of income (income derived from social security, SSI, housing assistance such as Section 8, child support, alimony, public or general assistance)
- Sexual orientation
- Gender Identity or Expression
- Veteran Status

What Housing is Covered?

The Act covers most housing. In some circumstances, the Act may exempt owner-occupied buildings with up to four units and housing designed for and occupied by older persons. Other exemptions may apply in certain circumstances.

What Is Prohibited?

In the Sale and Rental of Housing: No one may take any of the following actions based on race, color, national origin, ancestry, creed, marital status, age, familial status, disability, lawful source of income, sex or sexual orientation, gender identity or expression:

- Refuse to rent or sell housing
- Refuse to negotiate for housing
- Make housing unavailable
- Deny a dwelling
- Set different terms, conditions or privileges for the sale or rental of a dwelling
- Provide different housing services or facilities
- Falsely deny housing is available for inspection, sale or rental
- For profit, induce owners to sell or rent (blockbusting)
- Deny anyone access to or membership in a facility or service (such as a multiple listing service) related to the sale or rental of housing,
- Restrict or attempt to restrict the choices of any buyer or renter (steering)
- Discriminate in providing mortgage or home equity loans

In addition, if you have a mental or physical disability, your landlord may not: 1) refuse to let you make reasonable modifications, at your expense, if necessary for you to use the housing; or, 2) refuse to make reasonable accommodations in rules, practices, or services if necessary for you to use the housing.

If You Think Your Rights Have Been Violated

CHRO is ready to help you with any problem involving housing discrimination. If you think your rights have been violated, contact the CHRO to discuss your situation, to obtain the forms for filing a formal complaint, or to make an appointment for assistance in filing a formal complaint. A formal notarized complaint must be filed no later than 180 days after an alleged violation, but you should file as soon as possible.

What to tell CHRO:

- Your name and address
- The name and address of the person your complaint is against
- The address or other identification of the housing involved
- A short description of the alleged event(s) that caused you to believe that your rights were violated
- The date these events occurred

Where to Write: Send your inquiry or formal complaint (signed and notarized) to:

Commission on Human Rights and
Opportunities
Housing Discrimination Unit
450 Columbus Boulevard, Suite 2
Hartford, CT 06103