



**TOWN OF PORT DEPOSIT
RESOLUTION 10-2021**

**MARYLAND COMMUNITY DEVELOPMENT BLOCK GRANT PROGRAM
FAIR HOUSING AND EQUAL OPPORTUNITY PLAN**

A Resolution by the Mayor and Council of the Town of Port Deposit to adopt a Fair Housing and Equal Opportunity Plan to meet the of the Civil Rights Act of 1968 (as amended); the Fair Housing and Community Development Act of 1976 (as amended); and the Fair Housing Act of 1988; and the National Affordable Housing Act (NAHA) of 1990 (as amended) for Community Development Block Grant funds.

WHEREAS, State of Maryland through the Department of Housing and Community Development has solicited applications from eligible jurisdictions to apply for funding under the Maryland Community Development Block Grant Program; and

WHEREAS, the Town of Port Deposit is eligible to apply for funds from the Maryland Community Development Block Grant program through the Maryland Department of Housing and Community Development; and

WHEREAS, the Mayor and Council of the Town of Port Deposit intend to comply with the fair housing and equal opportunity requirement to apply for Community Development Block Grant program funding.

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Council of the Town of Port Deposit hereby adopt and shall maintain a written *Fair Housing and Equal Opportunity Plan*. The plan shall be effective for a 3-year period until May 18, 2024, and is attached to this Resolution.

IN WITNESS WHEREOF, we have set our hands and seals and enacted Resolution 11-2021 on this 18th day of May, 2021.

MAYOR AND COUNCIL of the TOWN of PORT DEPOSIT, MARYLAND

Robert Kuhs, Mayor

Kevin Brown, Deputy Mayor

Christopher Broomell, Council

William Baron, Council

ATTEST:

Town Administrator

Thomas Knight, Council



FAIR HOUSING AND EQUAL OPPORTUNITY PLAN TOWN OF PORT DEPOSIT, MARYLAND

As a recipient of federal Community Development Block Grant funds from the United States Department of Housing and Urban Development received through the State of Maryland, the Town of Port Deposit is required to comply with all federal statutes, regulations and Executive Orders relating to civil rights, fair housing, non-discrimination and equal opportunity. The Town's compliance is not specific to the federally funded project or activity. The Town must ensure that its administrative practices, policies and laws meet the intent of the statutes, regulations and Executive Orders.

Therefore, the Town of Port Deposit commits to create an environment for its citizens where no one is excluded from participation or benefit due to their race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The denial of rights based on a person being a member of any of these protected classes is detrimental to the health, safety and welfare of the citizens and constitutes an unjust denial or deprivation of such inalienable rights which is within the power and the proper responsibility of government to prevent.

Fair Housing

In accordance with the federal Civil Rights Act of 1968 (as amended), the federal Housing and Community Development Act of 1974 (as amended), and the Fair Housing Act of 1988, the Town will promote through fair, orderly and lawful procedures, the opportunity for each person to obtain housing of such person's choice in this community without regard to race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion.

To the best of our ability, the Town of Port Deposit will promote and encourage fair housing choice for all its residents. The Town's administrative practices, policies and laws will attempt to prohibit:

Discrimination in the Sale or Rental of Housing
Discrimination in Housing Financing
Discrimination in Providing Brokerage Services
Unlawful Intimidation

The Town will accept complaints from any citizen that feels that they have been discriminated against related to their housing choice. The Town may make an initial investigation and will refer the complaint to the state or the federal housing departments.

For housing projects developed or assisted with federal funds, the Town will ensure that its sub-recipients and developers will comply with statutes, regulations and Executive Orders.

{Grantees are strongly encouraged to draft housing ordinances which allow for enforcement actions. List any specific efforts that will be undertaken to support fair housing choice.}

Equal Opportunity

In accordance with the federal Civil Rights Act of 1964 (as amended), no person in the Town of Port Deposit shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance.

The Town will ensure that it will not discriminate in its procurement practices. The Town's procurement policies allow for open and competitive bidding concerning all procured goods and services. When applicable, the Town will solicit bids from minority women owned businesses.

Affirmative Action Strategy

It is the policy of the Town of Port Deposit not to discriminate against any employee or any applicant for employment because of race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The Town will take affirmative action to insure that this policy includes but is not limited to the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training, layoff and termination. Additionally, the Town will ensure that our contractors and subcontractors will not discriminate against any employee or applicant for employment.

Affirmatively Furthering Fair Housing

The Town of Port Deposit commits to affirmatively further fair housing in our community. Our programs will be administered in accordance with our efforts to provide a range of fair housing choices to our citizens.

To Town will undertake the following activities on an annual basis:

[Listed below are several examples of activities and actions that can be undertaken to affirmatively further fair housing. The Grantee is required to undertake one or more.]

Adopt a Fair Housing Proclamation and celebrate the month of April as Fair Housing Month;

Develop and distribute a fair housing brochure informing our residents of their rights under state and federal laws. The brochure will be available at all public buildings and will be mailed with local utility bills.

Review local zoning laws and building codes to determine if they impact fair housing choice Review sales and rental practices in our community to determine if their practices are discriminatory

Conduct a survey to assess public attitude about fair housing and housing discrimination

Conduct a survey to assess housing needs

Sponsor an annual workshop on fair housing

Provide housing counseling to minority and non-english speaking residents to help them find housing outside areas of concentration

Excessive Force

The National Affordable Housing Act (NAHA) of 1990 (as amended) requires recipients of federal Community Development Block Grant funds through the United States Department of Housing and Urban Development to protect individuals engaging in non-violent civil rights demonstrations. To that end, the Town is required to develop and maintain a policy of enforcing applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civilrights demonstrations.

The Town of Port Deposit maintains a police department for the safety of its citizens. The Town prohibits the use of excessive force by employees of the police department against anyone engaged in non-violent civil rights demonstrations. This is more defined in the Town police department's "Use of Force" policy.

Limited English Proficiency

The Town of Port Deposit recognizes that, as its population increases, its population now includes persons from other countries whose primary language is not English. To that end, the Town will make efforts to identify various populations and to provide information to them in a language they understand.

[If the specifics are known about the numbers of persons and which languages are required, it is recommended that they be identified in this section. List the specific types of actions the Grantee will undertake.]

Personnel Policies

The Town of Port Deposit's personnel policies are in compliance with all federal and state equal opportunity requirements. They are updated as requirements change.

Specifically, employees are notified of their rights, responsibilities and requirements of their specific jobs and as a representative of this Town. The personnel policies provide information on compensation, leave, termination, grievances, benefits, sexual harassment, and employee reviews. The personnel policy also provides information about conflict of interest provisions related to contracting and procurement.

A full copy of the personnel policies may be obtained at the Town Hall during normal business hours.

ATTEST/WITNESS



Town Administrator

TOWN OF PORT DEPOSIT



Mayor Robert Kuhs
Chief Elected Official

This Fair Housing and Equal Opportunity Plan is hereby adopted by the Town of Port Deposit on the 18th day of May, 2021. It is effective for a 3 year period until May 18, 2024.