



Non-Discrimination and Equal Access Policy

Michigan Balance of State Continuum of Care (MIBOSCO) is committed to ensuring that all persons experiencing homelessness are treated with dignity and respect, and are receiving equitable access to and quality of services to end their homelessness. Therefore, all Continuum of Care (CoC) Program or Emergency Solutions Grant (ESG) recipients must comply with all federal, state and local laws and regulations protecting the rights of potential or actual program participants. These laws and regulations are detailed in the body of this policy below.

Non-Discrimination and Equal Access Policy

All housing and services coordinated through MIBOSCO must be available to all eligible persons, regardless of race, color, national origin, religion, sex, age, familial status, disability, actual or perceived sexual orientation, gender identity, gender expression, marital status, height, or weight. MIBOSCO and its partners will take all necessary steps to ensure that housing and services are administered in accordance with all applicable Federal and State civil rights laws, including, but not limited to:

- [Fair Housing Act](#), a Federal law which prohibits discriminatory housing practices based on race, color, religion, sex, national origin, disability, or familial status.
- [Section 504 of the Rehabilitation Act](#), a Federal law which prohibits discrimination on the basis of disability under any program or activity receiving Federal financial assistance.
- [Title VI of the Civil Rights Act](#), which prohibits discrimination on the basis of race, color, or national origin under any program receiving Federal financial assistance.
- [Title II of the Americans with Disabilities Act](#), which prohibits public entities, which include State and local governments, from discriminating against individuals with disabilities in all their services, programs, and activities, which include housing, and housing-related services such as housing search and referral assistance.
- [Title III of the Americans with Disabilities Act](#), which prohibits private entities that own, lease, and operate places of public accommodation, which include shelters, social service establishments, and other public accommodations providing housing, from discriminating on the basis of disability.
- [HUD's Equal Access in Accordance with Gender Identity Rule](#), which prohibits discrimination based on sexual orientation, gender identity, and marital status.
- [Michigan's Elliott-Larsen Civil Rights Act](#), which prohibits discrimination based upon religion, race, color, national origin, age, sex, height, weight, familial status, or marital status.

Family Separation Policy

Families experiencing homelessness should not be separated when receiving services unless the health and well-being of children are at immediate risk. The age and gender of a child under the age of 18 shall not be used as a basis for denying a family's admission to any housing services. In addition, a broad definition of family must be used that allows for single parent households of any gender identity, two parent households including same sex parents and LGBT parents, and extended families to be served together with their children.

Furthermore, in compliance with HUD's Equal Access in Accordance with Gender Identity Rule, all households that present as a family must be served together as a family, whether that family includes adults and children, or just adults, and regardless of the age, disability, marital status, actual or perceived sexual orientation, or gender identity or expression of any member of the family.

Procedures

All Housing Assessment and Resource Agencies (HARAs) within the MIBOSCOC must adhere to all applicable laws and regulations as listed above. This includes, but is not limited to, reviewing internal policies and procedures and screening procedures, and ensuring all staff interacting with participants understand the various regulations/guidance.

All HARAs, CoC Program recipients and sub-recipients, and ESG recipients and sub-recipients must post related HUD Equal Access Fact Sheets in locations accessed by participants. MIBOSCOC staff will provide Fact Sheets if needed.

MIBOSCOC Staff will provide training opportunities live and accessible on the online learning management system to assist members in understanding and meeting the requirements of the laws, regulations, and guidance.

The MIBOSCOC will use appropriate and inclusive language in communications, publications, trainings, and other policy documents that consistently affirms the MIBOSCOC's commitment to serving all eligible persons in adherence with the HUD Equal Access Rule.

Participants who feel that they have been a victim of discrimination and/or have experienced family separation by a provider within the MIBOSCOC may file a grievance with the MIBOSCOC Leadership ([click here](#)) and HUD's Office of Fair Housing ([click here](#)). The MIBOSCOC (as applicable and appropriate) will take immediate action to resolve

inappropriate behavior and harassment by any person (staff, volunteers, contractors or participants). MIBOSCOC will investigate claims and will work with HUD to stop and prevent discrimination. These steps may include, but are not limited to:

- Technical Assistance
- Complying with a Corrective Action Plan (CAP)
- Sharing with CoC Executive Committee
- Written report of Equal Access Rule violation to HUD
- Potential discontinued funding