

Disability as a Protected Class

For the purpose of the Fair Housing Act, the law defines a person with a disability as one who: has a physical or mental impairment which substantially limits one or more major life activities; has a record of having an impairment; or is regarded as having such an impairment.

The law requires “reasonable modifications” be made to allow those with disabilities “full enjoyment” of the premises. That means, at the tenant’s expense, the landlord must allow installation of necessary aids like ramps, grab bars, and other similar items. The landlord must also make “reasonable accommodations” to policies like allowing a service animal or assigning a closer parking space.



Community Relations Division

The Community Relations Division is a civil rights agency that investigates all complaints of discrimination in employment, housing and public accommodation in the City of Salina. The goal of the Division is to conduct a thorough and objective investigation and to assume an impartial role throughout the process.

Areas of Jurisdiction

Employment: Must have a minimum of four employees and have a business located within city limits.

Housing: Property must be located within city limits and the landlord must have at least 4 rental properties.

Public Accommodation: Business must offer goods or services within city limits. Includes hotels, restaurants, bars, swimming pools, transportation companies, stores, recreation, government institutions or agencies.

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Do you feel like you have experienced discrimination?



Community Relations Division

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Fair Housing and Equal Opportunity

City of

Salina
Community
Relations
Division



Protection Under the Laws

The Federal Fair Housing Act and Chapter 13 of the Salina City Code prohibits discrimination based on **race, color, gender, disability, national origin, religion, or familial status.**

For example, a person may not refuse to sell or rent housing because the buyer or renter falls into one of those seven categories, which are known as "protected classes."

It is also unlawful with regard to the seven protected classes:

- To discriminate in the **terms, conditions or privileges** of the sale or rental of a dwelling, or in the provision of related services.
- To **make, print or publish a statement or advertisement** with the respect to the sale or rental of a dwelling that indicates any preference, limitation or discrimination.
- To **represent that a dwelling is not available** for inspection, sale, or rental when such dwelling is in fact available.



Who can file a complaint?

Persons who believe that they have been discriminated because of their race, religion, color, sex, national origin, disability, familial status, ancestry and age (employment) in violation of Chapter 13 of the Salina City Code may file a complaint with Salina's Community Relations Division.

There is no fee for filing a complaint. The complaint process is free of charge and all expenses for the investigation are handled by the Community Relations Division.

Housing complaints are dual-filed through the City of Salina and the Department of Housing and Urban Development (HUD).

Our Mission

The mission of the Salina Community Relations Division is to eliminate discrimination and to establish equality of justice for all persons within the City of Salina through civil rights enforcement, advocacy and education.

Can I be punished for filing a complaint?

The Division handles investigations in a confidential manner and without publicity. The law also gives protection from retaliation for filing a complaint with the Community Relations Division and exercising any rights under the Act.

What does "Familial Status" mean?

Familial Status generally refers to one or more individuals under the age of 18 who are living with an adult. For example, it is unlawful for a landlord to deny housing after discovering a tenant has children. The protection also extends to any person who is pregnant or in the process of securing legal custody of anyone under the age of 18.

Can filing a complaint stop an eviction?

The Division does not have the power to stop most evictions. If you believe your complaint also includes a wrongful eviction, you may want to seek out legal counsel. Tenants need to continue to pay rent during an investigation to avoid eviction for failure to pay.

