

## HOME's Fair Housing Classes for Providers

Housing Opportunities Made Equal, a nationally recognized non-profit fair housing agency, offers a wide variety of courses for housing professionals. Choose from this summary of class offerings or contact HOME to have a customized course developed for your staff. HOME's education and outreach staff will present at your preferred site at a reasonable cost. For details, call Deb Jetter at 513-977-2629 or email [deb.jetter@homecincy.org](mailto:deb.jetter@homecincy.org).

### Course Descriptions for Property Investors and Management Companies

HOME offers fair housing classes for real estate investors, property managers and staff (including service technicians). It presents training sessions for the Greater Cincinnati Real Estate Investors Association (REIA), the region's Apartment Association, and onsite for several large property management companies. Classes vary from one to three hours based on the needs of the audience.

**Fair Housing Basics for Rental Properties:** This course welcomes any new person working in property management or anyone who has not had previous fair housing training. Each participant will learn about fair housing compliance as it applies to rental properties. This is a great class to learn about fair housing basics and how to avoid possible discriminatory practices in advertising, tenant screening and selection, leasing, and the termination of tenants. It reviews current changes with the laws and how they impact the landlord and his/her relationship with applicants/tenants.

**Understanding the Fair Housing Rights of People with Disabilities:** This class is a must for anyone who is in property management. The rights of people with disabilities are unique and can be confusing for many property owners and managers who may struggle to understand them. Statistics reveal that the majority of fair housing violations occur with serving this protected class. Learn about how to handle and avoid common situations that may come up with applicants and residents concerning parking requests, companion/service animals, live-in caretakers, reasonable accommodation and modification requests, evictions, and much more.

**Advanced Fair Housing Class for Property Management Staff:** This class is especially for the people in property management who are looking for answers on how to handle the gray areas of fair housing compliance. It is also for those who want to know the latest updates and changes in fair housing laws that will affect their patterns and practices with regard to customers and applicants. This class is perfect for all property management staff, especially property managers, leasing agents and maintenance personnel.

**Fair Housing Compliance for Condo Associations and Property Management Staff:** Property management companies that serve condo associations should take this course to understand the dynamics of fair housing compliance as it applies to condo associations, their boards of directors, residents, and the managers of these properties. If your company is managing properties for condo associations or are considering venturing into this area, this class is a must for all property management staff serving these entities.

**Fair Housing Class for Section 8 Landlords:** This course is designed for Section 8 voucher landlords or any other investor who would like to learn more about the Section 8 program and how it works under fair housing laws. The class will examine current fair housing laws and how they apply to rental properties and the Section 8 tenant. Hear from fair housing experts and a representative from the local Section 8 office who will share information about the Section 8 program and answer property investors' questions. This course is only offered in Hamilton and Butler counties.

**Fair Housing Compliance for Service Technicians:** This fair housing course is designed especially for service technicians. It covers local, state, and federal fair housing laws and it addresses serious fair housing issues that specifically impact technicians who are around consumers more than any other staff representative. They also will learn how to apply risk reduction guidelines that will assist in preventing potential fair housing violations.

**Implicit Bias Workshop for Property Management Staff:** This three-hour workshop provides insights for every member of a property management team by creating a safe and trusting environment for participants to examine their known biases and discover some of their hidden ones. This class is crucial in understanding subtle beliefs that may inadvertently lead to fair housing violations.

### **Course Descriptions for Real Estate Sales Professionals**

For more than 36 years, HOME has trained thousands of real estate agents, managers, and brokers in fair housing compliance. Courses are offered regularly through the Cincinnati Area Board of Realtors and onsite at the region's largest firms including Sibcy Cline Realtors and Huff Realty. HOME presents relevant three-hour classes that meet CEU requirements and hold the interest of experienced agents.

**Basic Fair Housing Compliance for New Real Estate Agents:** Don't wait for the new agents in your company to be trained on fair housing compliance. This class offers immediate training that provides the first, best step in preventing potential fair housing complaints. This course teaches new real estate agents about local, state, and federal fair housing laws, common discriminatory practices Realtors should avoid in the home-buying process, and risk reduction guidelines that should be enforced. Students are challenged to apply these laws to their daily practices through real estate scenarios and coaching sessions.

**Fair Housing Risks in Today's Real Estate Industry:** Every real estate agent needs to be aware of the risks of doing business. This three-hour class spotlights the new fair housing risks that surround the home-buying process. Measures will also be discussed regarding how real estate agents can avoid these mistakes and be productive in each residential transaction.

**How to Avoid Illegal Steering in the Real Estate Market:** Steering buyers based on race or ethnicity is the illegal practice real estate agents have the hardest time understanding and avoiding. This class, developed in conjunction with the Cincinnati Area Board of Realtors, helps agents get beyond feeling they have to say, "I'm not allowed to say anything about that," to understanding the value they can provide to house-hunters without violating fair housing laws.

**Implicit Bias Workshop for Real Estate Professionals:** This workshop helps real estate agents become aware of their known and unknown biases in a safe setting so that agents won't inadvertently act upon them in ways that violate fair housing laws. This class was developed jointly with the Cincinnati Area Board of Realtors.

**Fair Housing Leasing Guidelines for Realtors:** This is a risk reduction class for real estate agents who handle rental properties. Although the principals of the fair housing laws are the same for both the sales and rental markets, the application of these regulations is completely different. This course will teach real estate agents how the fair housing laws applies to advertising, screening, tenant selection, protected class issues, tenant conflict, evictions, etc. This training is a must for any agent who has their own investment property or manages property for other investors.

**Accessibility and the Real Estate Professional:** This course promotes understanding about what housing accessibility means to the customer with disabilities and the fair housing laws that must be honored concerning this specific population. Participants become knowledgeable about fair housing accessibility issues and interact with people who are experts in how real estate agents should work with this consumer group.

**Train-the-Trainer Education for Managers and Brokers:** This course, designed specifically for company managers and brokers, provides the tools needed to educate sales teams about the basics of fair housing law. Students also learn how they should guide their agents in addressing some of the common fair housing issues they may encounter in their work.

### **Course Descriptions for Specific Organizations**

**Condo Association Boards and Condo Members:** The fair housing laws apply to condo associations, board members, and residents. However, many board members are unaware of their potential liability. This class covers how these laws can seriously impact a condo association and its members.

**Public Housing Authorities:** HOME regularly trains the staff of the Cincinnati and the Butler County housing authorities. Classes address Section 504 requirements in addition to basic fair housing concepts that apply specifically to public housing authorities and their residents.

**Local Governments:** Classes cover fair housing compliance in public services, zoning, and the obligation to "affirmatively further fair housing."

**Military Housing Providers:** HOME has trained at military bases throughout the country and understands the specialized needs of military property management companies as they serve a diverse population of military personnel and their families.