



**National  
Fair Housing**  
TRAINING ACADEMY

# Fair Housing Forum

## A Conversation on Sexual Harassment in Housing Situations

June 25, 2020





# Poll 1

## Who is on the call today?

What type of organization do you represent?

- FHIP
- FHAP
- HUD
- Other

# Poll 2

Are you teleworking or has your office reopened?

- Teleworking
- Office has reopened
- Both

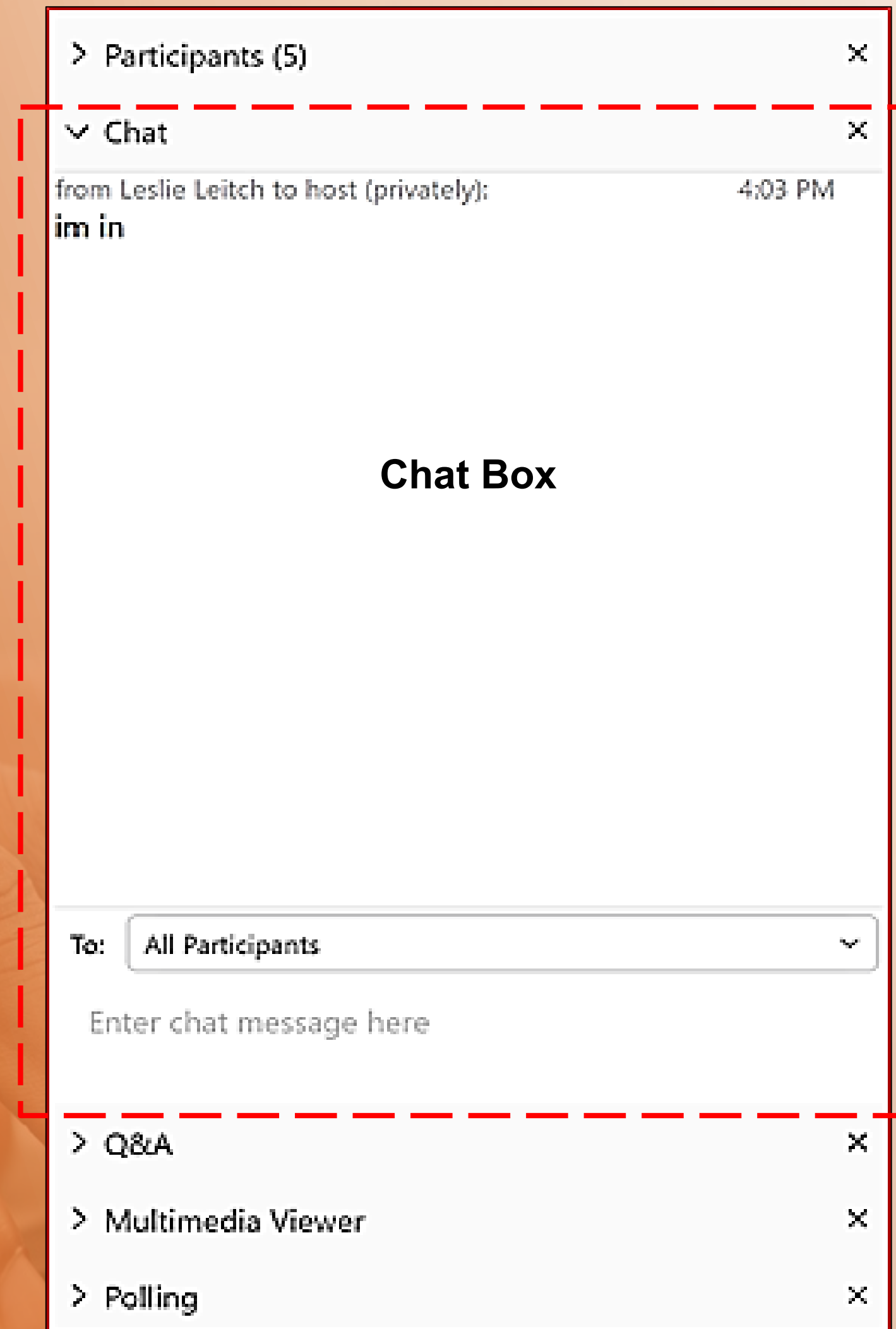
# Webinar Instructions

Close e-mail/other programs

For technical difficulties:

1. Sign out, then sign in again
2. Request help in Chat Box

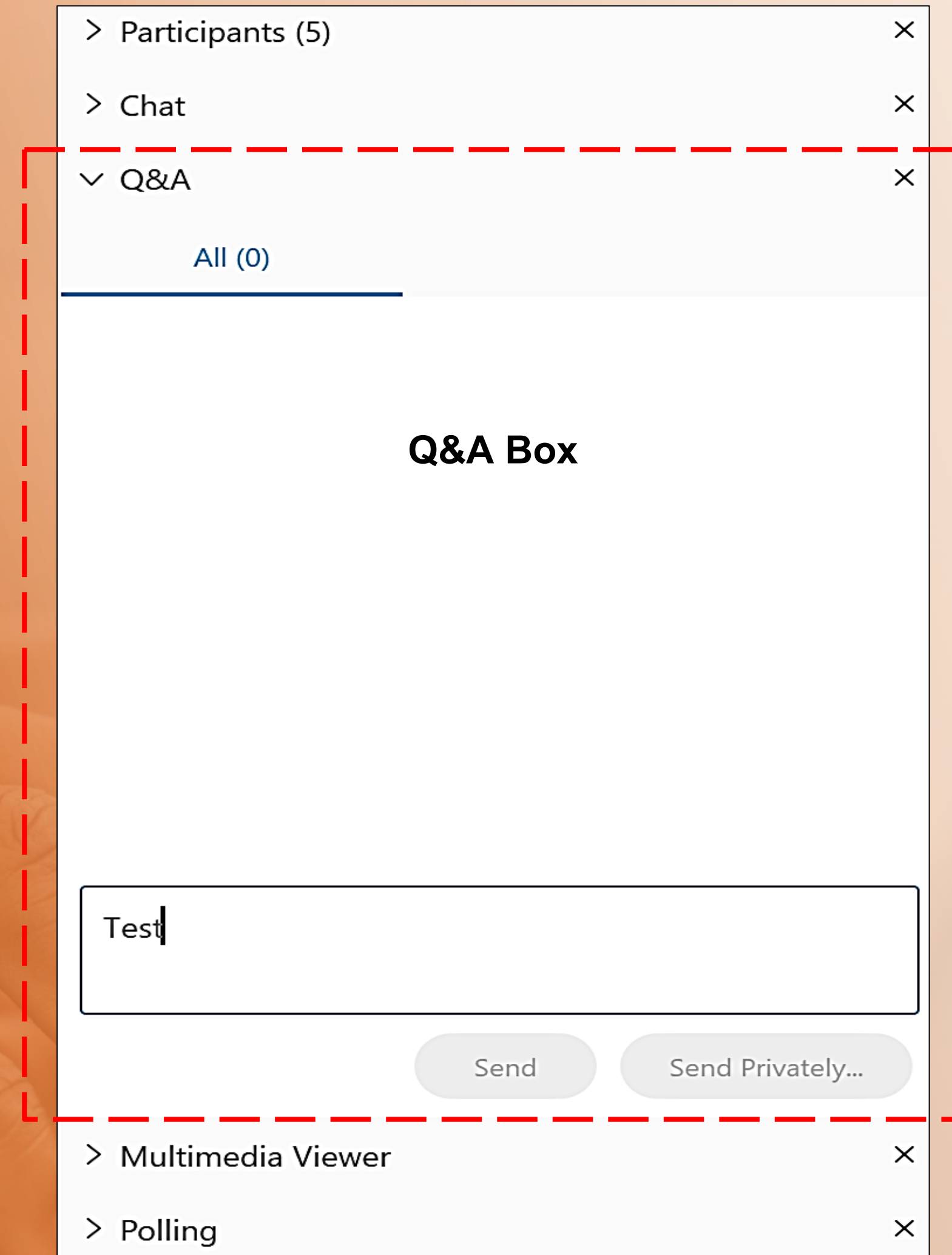
This session will be recorded





# Webinar Instructions

Submit questions to the presenters/panelists at any time using the Q&A box



The screenshot shows a sidebar menu on the right side of a webinar interface. The menu items are: > Participants (5), > Chat, > Q&A, > Multimedia Viewer, and > Polling. The Q&A item is expanded, showing a sub-menu with 'All (0)' and a 'Q&A Box' section. The 'Q&A Box' section contains a text input field with the text 'Test' and two buttons: 'Send' and 'Send Privately...'. The entire Q&A section is highlighted with a red dashed border.

> Participants (5) ×

> Chat ×

✓ Q&A ×

All (0)

**Q&A Box**

Test

Send Send Privately...

> Multimedia Viewer ×

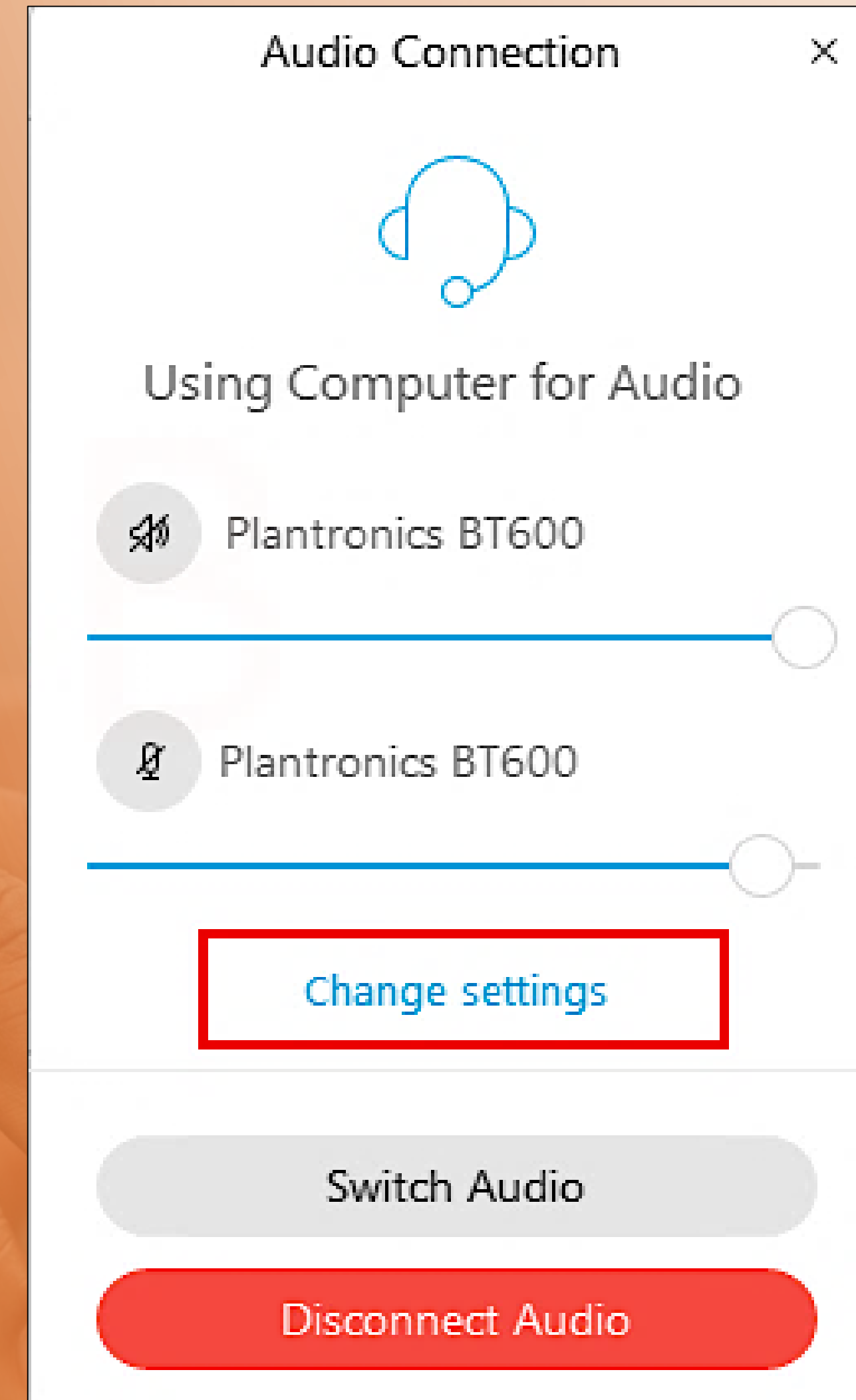
> Polling ×



# Webinar Instructions

Participants will be muted

Change your audio settings

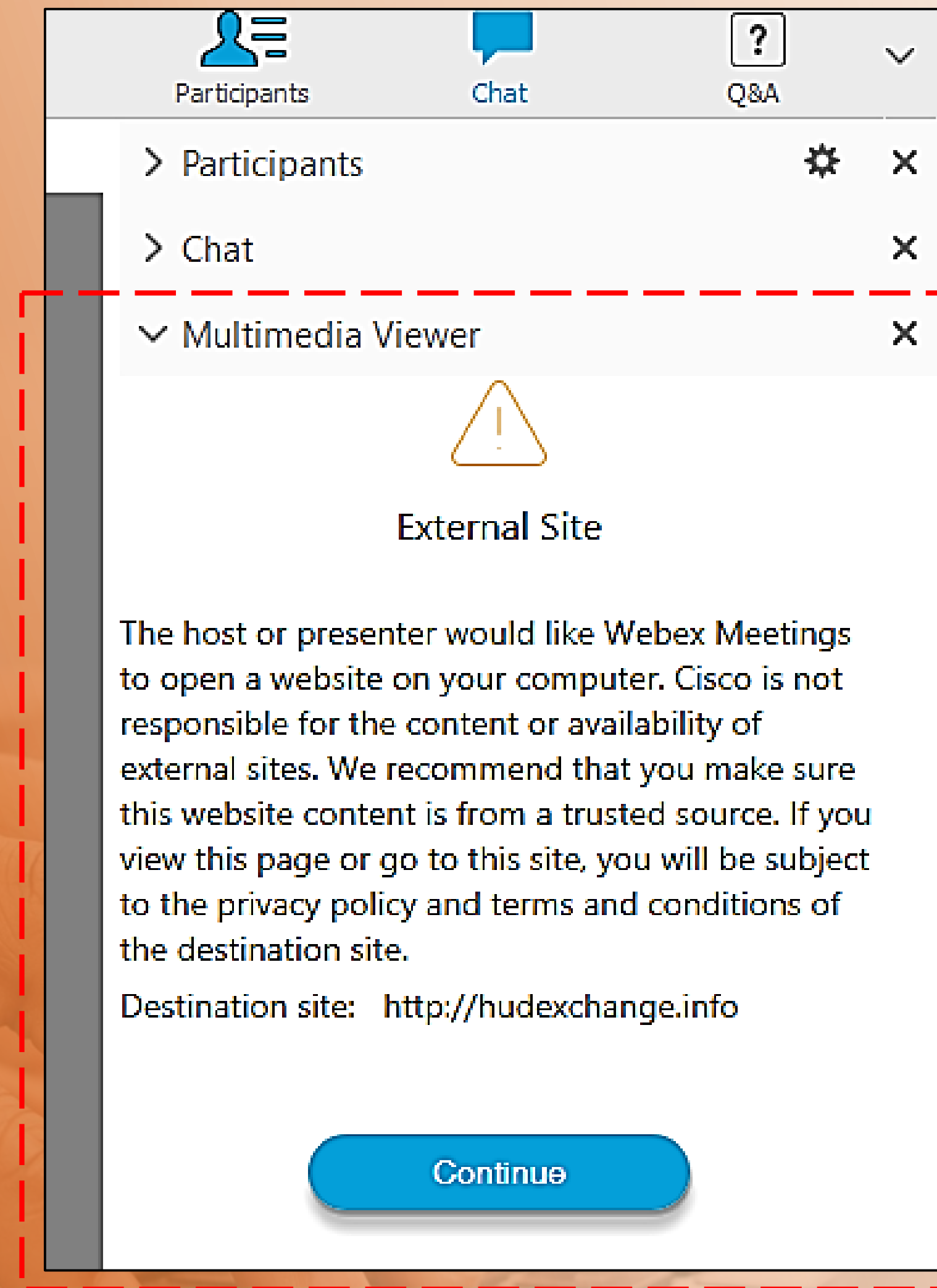




# ACCESSIBILITY: Closed Captions

Open the Multimedia Viewer box  
on the right

Font settings may be changed:  
“Sunrise View” (yellow on blue)  
is recommended





# AGENDA

Purpose

Introduction to NFHTA

Open Forum

Emerging Topic: Sexual Harassment in Housing Situations

Closing



# Purpose

Sexual  
Assault





# Anna María Farías

Assistant Secretary for Fair Housing  
and Equal Opportunity







# David Enzel

Deputy Assistant Secretary for  
Enforcement and Programs



**National  
Fair Housing**  
TRAINING ACADEMY



# Open Forum



# Poll 3

Has your agency ever received sexual harassment complaints?

- Yes
- No
- N/A



# Poll 4

Has your agency seen an uptick in reported complaints of sexual harassment since the COVID-19 Pandemic was declared on March 11?

- Yes
- No
- N/A





# **EMERGING TOPIC:** Sexual Harassment in Housing Situations



# Presenters

**MODERATOR:** Melody Taylor, HUD

**PANELISTS:**

Lynn Grosso, HUD FHEO

Kathleen Pennington, HUD OGC

Lisa Rice, NFHA

Megan Whyte de Vasquez, DOJ



# What constitutes sexual harassment under the Fair Housing Act?



# Definition

## Sexual harassment definition

- Quid pro quo
- Hostile environment

The reasonable person standard



# Who is most vulnerable to sexual harassment in housing situations?





**Can you provide examples of a few key cases, the allegations involved, and positive outcomes that occurred as a result?**



# SAMPLE CASES

*Shellhammer v. Llewellyn* [770 F. 2nd 167 (6th Cir. 1985)  
(unpublished).]

*United States v. Kansas City Kansas Housing Authority* [No. 2:15-cv-09352 (D. Kan. Sept. 29, 2017)]

*CNY Fair Housing, Inc. v. Waterbury* [No. 5:17-cv-868  
(N.D.N.Y.)]

*United States v. Waterbury* [No. 5:18-440 (N.D.N.Y. Aug. 9, 2019) (consent decree entered)]



**What resources are available to educate people about sexual harassment in housing and what steps they can take to stop it?**





**When your landlord sexually harasses you,**

**THERE'S NO ~~PLACE LIKE~~ HOME**


Sexual harassment by a landlord, maintenance worker or anyone associated with your property is against the law. The Fair Housing Act protects you from harassment, including someone repeatedly entering your home without permission, making unwelcome sexual advances or refusing to make repairs because you deny sexual favors. If this happens to you, file a housing discrimination complaint.

Go to [hud.gov/fairhousing/sexualharassment](https://hud.gov/fairhousing/sexualharassment)  
or call **1-800-669-9777**  
Federal Relay Service **1-800-877-8339**  
*If you fear for your safety, call 911.*

 **NFHA**  
National Fair Housing Alliance

 **FAIR HOUSING: THE LAW IS ON YOUR SIDE.**  
A public service message from the U.S. Department of Housing and Urban Development in cooperation with the National Fair Housing Alliance. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, familial status or disability.






**When your landlord sexually harasses you, THERE'S NO PLACE LIKE HOME.**

Sexual harassment by a landlord, maintenance worker or other person involved in the rental process is illegal. The Fair Housing Act protects you from harassment, including making unwelcome sexual advances or requests for sexual favors without your permission, making unwelcome sexual advances or requests for sexual favors, or making unwelcome sexual advances or requests for sexual favors. If this happens to you, file a housing discrimination complaint with HUD.

Go to [hud.gov/fairhousing/sexualharassment](https://www.hud.gov/fairhousing/sexualharassment) or call **1-800-669-9777**  
Federal Relay Service **1-800-877-8339**  
*If you fear for your safety, call 911.*

 **FAIR HOUSING: THE LAW IS ON YOUR SIDE.**  
A public service message from the U.S. Department of Housing and Urban Development. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, disability, and familial status.



**¿Tu propietario quiere sexo a cambio de hacer reparaciones?**

**Eso es ilegal.**

El acoso sexual por parte de un propietario, trabajador de mantenimiento o de otra persona vinculada con tu propiedad de alquiler es ilegal. La Ley de Igualdad de Vivienda te protege del acoso, que incluye personas que entran repetidamente a tu apartamento sin tu permiso, que hacen avances sexuales no deseados o que se niegan a hacer reparaciones porque rechazas favores sexuales. Si esto te sucede, haz una denuncia por discriminación.


Para obtener más información, visita [hud.gov/fairhousing/sexualharassment](https://www.hud.gov/fairhousing/sexualharassment) o llama al **1-800-669-9777**  
Servicio de Retransmisión Federal **1-800-877-8339**

 **NFHA**  
National Fair Housing Alliance

*Si tienes por tu seguridad, llama al 911.*

 **IGUALDAD DE VIVIENDA: LA LEY ESTÁ DE TU LADO.**  
Un mensaje de servicio público del Departamento de Vivienda y Desarrollo Urbano de los Estados Unidos en cooperación con la Alianza Nacional de Igualdad de Vivienda. La Ley Federal de Igualdad de Vivienda prohíbe la discriminación por motivos de raza, color, religión, nacionalidad, sexo, situación familiar o discapacidad.





**When your landlord sexually harasses you, THERE'S NO PLACE LIKE HOME.**

Sexual harassment by a landlord, maintenance worker or other person associated with the property is illegal. The Fair Housing Act protects you from harassment, intimidation, or coercion, making unwelcome sexual advances or requests for sexual favors without your permission. If this happens to you, file a housing discrimination complaint with HUD.

Go to [hud.gov/fairhousing/sexualharassment](http://hud.gov/fairhousing/sexualharassment) or call **1-800-669-9777**  
Federal Relay Service **1-800-877-8339**  
If you fear for your safety, call 911.

**FAIR HOUSING: THE LAW IS ON YOUR SIDE.**  
A public service message from the U.S. Department of Housing and Urban Development. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, disability, and familial status.

¿Tu propietario quiere sexo a cambio de hacer reparaciones?

# Eso es ilegal.

El acoso sexual por parte de un propietario, trabajador de mantenimiento o de otra persona vinculada con tu propiedad de alquiler es ilegal. La Ley de Igualdad de Vivienda te protege del acoso, que incluye personas que entran repetidamente a tu apartamento sin tu permiso, que hacen avances sexuales no deseados o que se niegan a hacer reparaciones porque rechazas favores sexuales. Si esto te sucede, haz una denuncia por discriminación.

Para obtener más información, visita [hud.gov/fairhousing/sexualharassment](http://hud.gov/fairhousing/sexualharassment) o llama al **1-800-669-9777**  
Servicio de Retransmisión Federal **1-800-877-8339**

**Si tienes por tu seguridad, llama al 911.**

**IGUALDAD DE VIVIENDA: LA LEY ESTÁ DE TU LADO.**  
Un mensaje de servicio público del Departamento de Vivienda y Desarrollo Urbano de los Estados Unidos en cooperación con la Alianza Nacional de Igualdad de Vivienda. La Ley Federal de Igualdad de Vivienda prohíbe la discriminación por motivos de raza, color, religión, nacionalidad, sexo, situación familiar o discapacidad.

在没有性骚扰的环境安全生活，本来就应这样。



房东或与住房相关的任何人的性骚扰违反《公平住房法案》。如果您遇到不请自来的性举动，或者因为您拒绝提供性照顾而被威胁搬走，您可以提出违反公平住房指控。


要提交指控，请访问 [hud.gov/fairhousing](http://hud.gov/fairhousing) 或致电 **1-800-669-9777**  
如果您担心个人安全，请致电 911。

公平住房是您的权利。请使用。

此公告是由美国住房和城市发展部携手国家公平住房联盟发布。联邦《公平住房法案》禁止由于种族、肤色、信仰、原国籍、性别、家庭状况或残疾进行歧视。欲得更多信息，请访问：[www.hud.gov/fairhousing](http://www.hud.gov/fairhousing)。

Logos: U.S. Department of Housing and Urban Development, U.S. Department of Housing and Urban Development, NFHA National Fair Housing Alliance





**When your landlord sexually harasses you, THERE'S NO PLACE LIKE HOME.**

Sexual harassment by a landlord, maintenance worker or other person associated with the property is illegal. The Fair Housing Act protects you from harassment, including making unwelcome sexual advances or requests for sexual favors without your permission. If this happens to you, file a housing discrimination complaint with HUD.

Go to [hud.gov/fairhousing/sexualharassment](http://hud.gov/fairhousing/sexualharassment) or call **1-800-669-9777**  
Federal Relay Service **1-800-877-8339**  
If you fear for your safety, call 911.

**FAIR HOUSING: THE LAW IS ON YOUR SIDE.**  
A public service message from the U.S. Department of Housing and Urban Development. The federal Fair Housing Act prohibits discrimination because of race, color, religion, national origin, sex, disability, and familial status.

¿Tu propietario quiere sexo a cambio de hacer reparaciones?

# Eso es ilegal.

El acoso sexual por parte de un propietario, trabajador de mantenimiento o de otra persona vinculada con tu propiedad de alquiler es ilegal. La Ley de Igualdad de Vivienda te protege del acoso, que incluye personas que entran repetidamente a tu apartamento sin tu permiso, que hacen avances sexuales no deseados o que se niegan a hacer reparaciones porque rechazas favores sexuales. Si esto te sucede, haz una denuncia por discriminación.

Para obtener más información, visita [hud.gov/fairhousing/sexualharassment](http://hud.gov/fairhousing/sexualharassment) o llama al **1-800-669-9777**  
Servicio de Retransmisión Federal **1-800-877-8339**

Si tienes por tu seguridad, llama al 911.

**IGUALDAD DE VIVIENDA: LA LEY ESTÁ DE TU LADO.**  
Un mensaje de servicio público del Departamento de Vivienda y Desarrollo Urbano de los Estados Unidos en cooperación con la Alianza Nacional de Igualdad de Vivienda. La Ley Federal de Igualdad de Vivienda prohíbe la discriminación por motivos de raza, color, religión, nacionalidad, sexo, situación familiar o discapacidad.

在没有性骚扰的环境安全生活，本来就应这样。



房东或与住房相关的任何人的性骚扰违反《公平住房法案》，或者因为您拒绝提供性照顾而被威胁搬走，您可以提出违反《公平住房法案》的投诉。

要提交指控，请访问 [hud.gov/fairhousing](http://hud.gov/fairhousing) 或致电 **1-800-669-9777**  
如果您担心个人安全，请致电 911。

公平住房是您的权利。请使用。

该公益信息由美国住房和城市发展部携手国家公平住房联盟发布。联邦《公平住房法案》禁止基于种族、肤色、宗教、国籍、性别、家庭情况或残疾歧视。

你的房东想要你用性活动换维修？

# 这是违法的。

房东、维修工或与你租赁房产相关的任何人实施性骚扰，都违反法律。《公平住房法案》保护你不受骚扰，包括有人屡次未经允许进入你的公寓，做出不请自来的性举动，或因为你拒绝提供性照顾而拒绝维修。如果你遇到这样的事情，就提交住房歧视指控。

更多了解，请访问 [hud.gov/fairhousing/sexualharassment](http://hud.gov/fairhousing/sexualharassment) 或致电 **1-800-669-9777**  
联邦听力或语音残障电话 **1-800-877-8339**

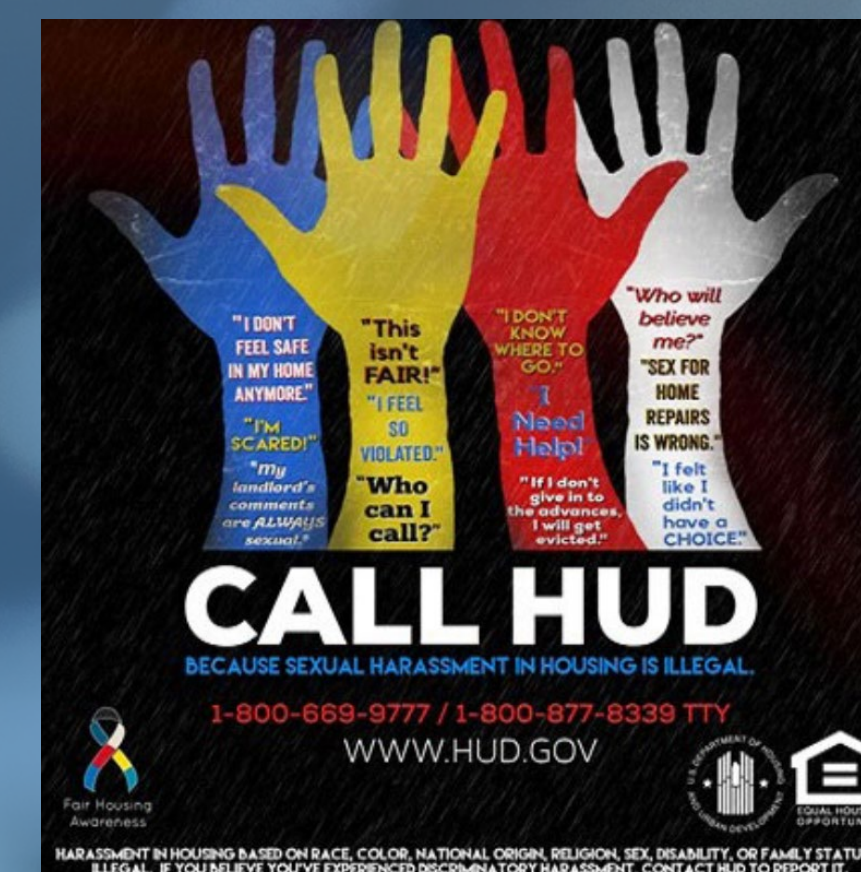
如果你担心你的安全，请致电911。

**公平住房：法律支持保护你。**  
该公益信息由美国住房和城市发展部携手国家公平住房联盟发布。联邦《公平住房法案》禁止因种族、肤色、宗教、国籍、性别、家庭情况或残疾歧视。



# Education, Outreach, and Training Materials

- PSAs (print in 8 languages, pre-roll video, radio, TV)
- “Safe at Home” podcast about sexual harassment in housing
- HUD’s sexual harassment resources page (training tools, fact sheets, videos)
- DOJ’s page on sexual harassment in housing (video and cases)



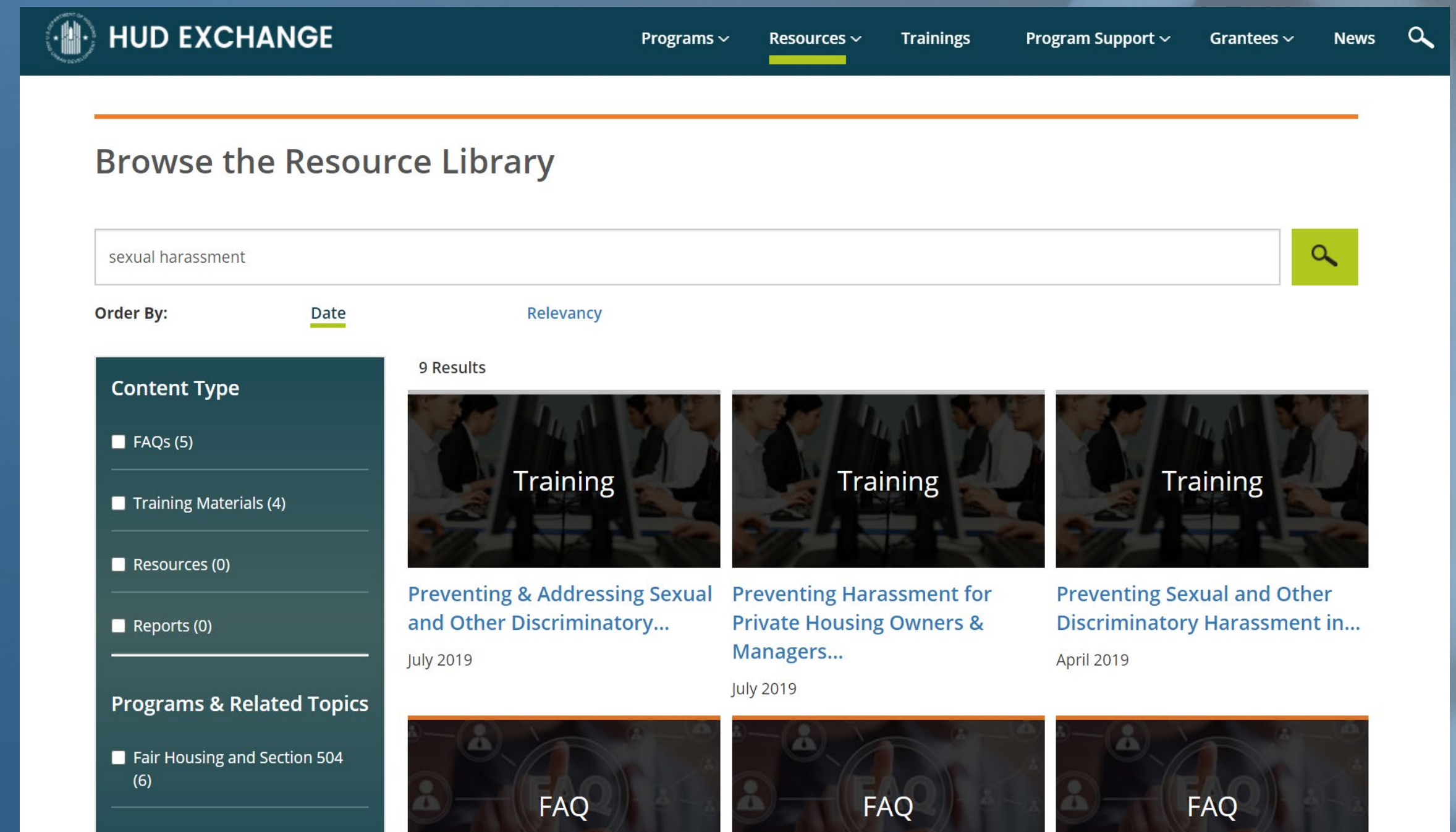


**Would you please provide an  
overview of some of the key  
components of an investigation  
into a complaint of sexual  
harassment in a housing situation?**



# HUD's Investigation Manual and Other Resources

- Title VIII Investigation Handbook, Chapter 8, Section 8-3
- HUD Exchange







# Questions?

Please submit questions  
through the Q&A box.



# Poll 5

What additional resources do you need to better assist those who file complaints of sexual harassment in housing?



# Poll 5

- a. Training on how to conduct education and outreach
- b. Training on working with persons who have experienced sexual harassment in housing
- c. More information about resources that are available
- d. Coaching on conducting investigations
- e. Other (submit your answer in the Q&A box)



# Poll 6

What additional topics would you like to hear about through this series?



# Poll 6

- a. COVID-19 and Fair Housing Protections for Persons with Disabilities
- b. Adaptive Leadership in a Time of Crisis
- c. Effective Fair Housing Testing in a Virtual Environment
- d. COVID-19 and Emerging Fair Housing Issues
- e. Other (submit answer in Q&A box)





Next National Fair Housing  
Forum:

## Investigating Complaints of Sexual Harassment in Housing Situations

July 9, 2020

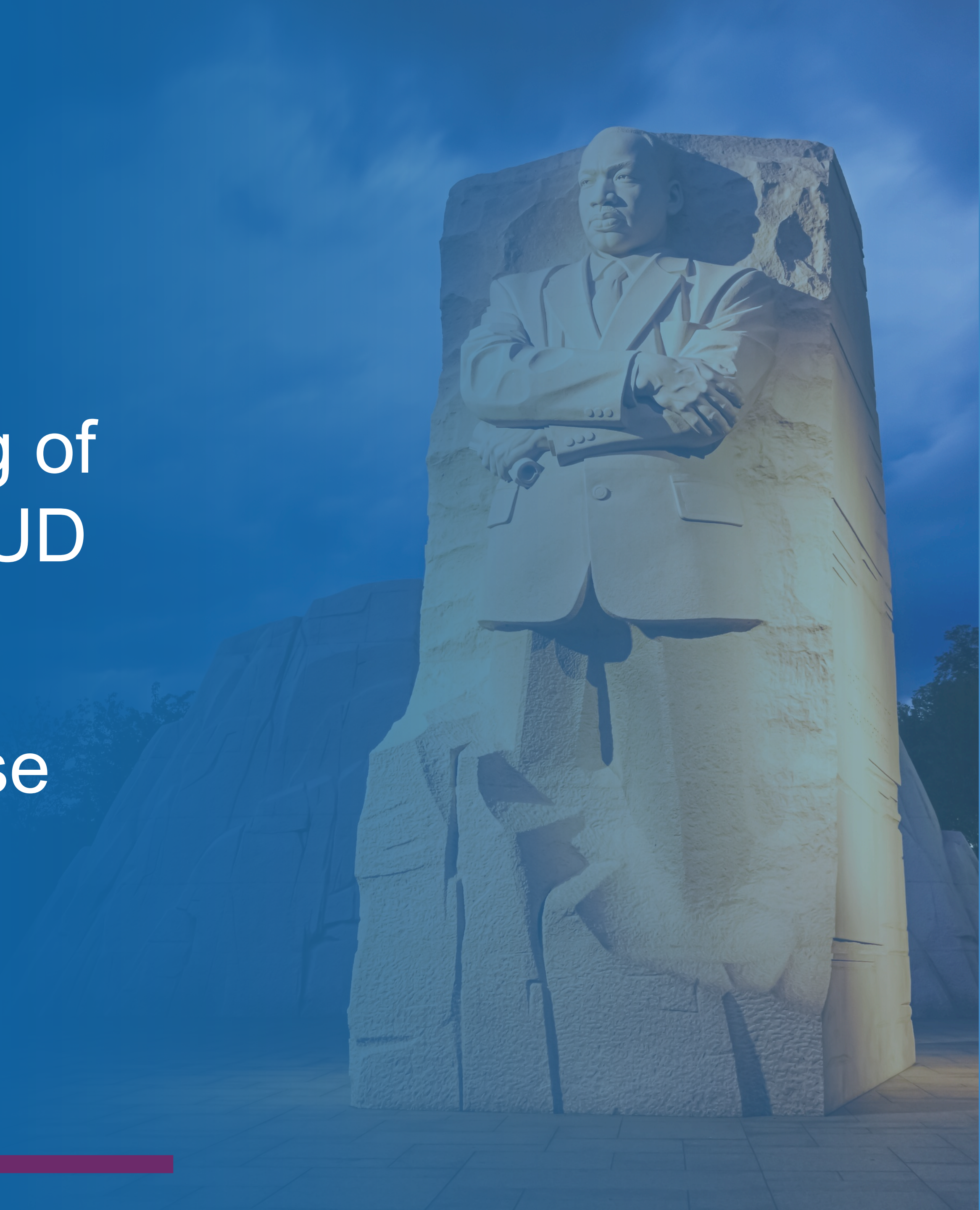
2:00 PM – 3:30 PM ET





Slide presentation and recording of  
this event will be available on HUD  
Exchange

Evaluation and Feedback: Please  
complete the training survey







**This webinar is made possible by:**



HUD Office of Fair Housing  
and Equal Opportunity

**NFHA** NATIONAL  
FAIR HOUSING  
ALLIANCE





# Thank you for participating

