

Fair Housing Training Outline

The Delaware Division of Human and Civil Rights is the state agency that investigates complaints of discrimination in housing and enforces federal and state fair housing laws. We conduct fair housing training sessions that educate and inform participants about the many aspects of fair housing today, including short presentations on fair housing rights for the public and longer, comprehensive training for housing providers and others. The following outline is for our comprehensive, three-hour training presentation. Attendees completing this session learn:

- Why and When Fair Housing Laws were passed
- Who federal and state laws protect, addressing the seven federal protected classes and the eight additional protected classes covered under Delaware's Fair Housing Act
- What constitutes illegal discrimination and actions prohibited under federal and state Fair Housing Laws, including but not limited to
 - Mortgage and appraisal discrimination
 - Purchase or rental discrimination
 - Discrimination in advertising
 - Services and facilities discrimination
 - Sexual and other forms of illegal harassment and housing providers' responsibilities to respond to harassment
 - VAWA protections for victims of domestic abuse
- Additional Fair Housing protections for people with disabilities
 - How the law defines a person with a disability
 - Assessing requests for Reasonable Modifications and Reasonable Accommodations
 - Fair Housing and service/assistance and support animals
 - Design and Construction Requirements
- Who is exempt from following fair housing laws
- What happens when a complaint is filed and the complaint investigation process
- Complaint remedies and penalties for findings of discrimination

The training session includes class exercises, cites federal and state case examples, and includes time for questions and answers. Certificates of completion are awarded to attendees who complete the full 3-hour session.