

**WELCOME!**

# Fair Housing Chills



A few announcements before we get started...



# Education Resources

Today's Conference Presentation  
Available Here



Scan QR Code  
for Access:

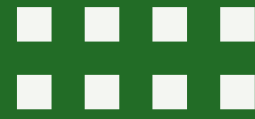




# Lunch Time Prize Giveaways

Lunch is in **Hall 4**, southeast side of the trade show floor. There will be **\$10K** in prizes given away!





Entrance

Concessions

W&I Trash Voids & Recycling
Precision Concrete
Utah Erection Low
Western Verify
Service of Sandy
Apartment.com
Lowestor Towing
Hainsworth Laundry
ECC Exteriors
ATI Restoration
Column Bolt
Mountain West Power Washing
MyLinkLine
Vidat Etking

Luxer One	BCC Construction Group
Yardi Breeze	Junk King
Surface Experts	

U.S. Towns of Salt Lake City	Top Job Asphalt
Google Fiber	Utah Disaster Cleanup
Alre-Master	National Fire and Safety
Meridian Construction	

HD Supply	Command?
Hardy Manufacturing	Blusky Restoration
Mendenhall Commercial Laundry	Watchtower Security
HandyTrac	Western Disaster Clean Up
National Apartment Association	Restvine
Surface Restoration	

DC Electric	
SimpliVerisa	Atlas Disposal
MethMob	Cutting Edge Landscape
M&M Asphalt Services	Epoxy Panda
Park M	Pest Share
Westcoat	Scenology Utah
as wash utah	Land Share Commercial Pool and Spa
ePremium Insurance Agency	Impact Property Solutions
Western Reporting	Low's Pro Supply
PooPrints	Swift Integrated Services
Unforgettable Coatings	

HECC	
Roto-Rooter Services	BrightView Landscape
FirstDigital	Revive Exterior Services
Bath Filter of Utah	Utah Flood Guys
ADI Decon	Soungum Waste
Realdia.ai	
Builder Area Maintenance and Remediation LLC	Hellaspoke
Surface Xchange	
Complete Commercial Waterproofing	
Simply Right Inc	Guillermo Blanco Towing
Worx Landscaping & Snow Removal	

Titan Legal	
FireAvert	Pest Xperts
KSL Homes	Innovative Cleaning
Superior RainGutters	Zillow Rentals
Interroll Solutions	Thrive Landscape Services
Utah Community Action	WIC Water Conservation
Mycrealplan	How to Maintenance
3 Keys Lending	Spartan Construction & Asphalt

All Pro Security	
Ally Waste	
Your Home Improvement Company	
Rental Housing Association of Utah	Rental Housing Association of Utah

Greenway Waste & Recycling	
Responsible Recyclables	Identibys
LeaseGuard	Axis Bank
American Roofing	The Roofing Center
SafeChem Pest	USROW Property Restoration
Historic of Utah County and north central Utah	Salvage Creations Furniture
Utah Housing Authority LLC	Catholic Community Services
Housing Connect	UALD
MRD Roofing & Slaters	Quantum Fiber

Alta Air Conditioning	
	Real Property Management
Floor Trade of Utah	BASCO Inc
Trash Butler	Clearcut Building Solutions
Fraxion Fitness by DIX	Statewide Concessions and Process Services
How In the West	OneApp Insurance
Interstate Roofing	Restore Pipe Systems
Liveable	SLC JUNK
Freeland Marketing & Photography	Apex Life Safety Systems LLC

Sherwin Williams	
Kinety	Disaster Professional
Ace Outer Inc	Filloglax
BMR	Standard Liability Protection
Loveland Landscapes	Builder Area Maintenance
Fosch	Milburn Landscape
Identify	Restore 360 Inc
Fitness Machine Technician	Conversation Logic
Intermountain outcarts	Appello

Bliss Cleaning Services	
Go Pave Utah	

LUNCH

Sponsored by:

# SIGNATURE Card

WIN \$500!

- Visit Each Booth
- Have each Vendor Initial their space
- Turn your card into RHA booth by 3:15pm

Two Winners Drawn at 3:15pm Closing Ceremonies

Enter your name & contact info below for the \$500 Signature Card Drawings, Exhibitor Prize Presentations, and more!

Name: \_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

# Signature Cards

As you visit the trade show floor, remember to get your signature card filled out. Turn it in at registration by 3:15 PM to be entered to win two \$500 Cash prizes at the 3:30 closing ceremonies, also in Hall 4.

# RHA P.A.C. Fundraising Giveaway

- Donate \$25 or more to the RHA PAC for a chance to win \$500!
- Winner announced at 3:30 Closing Ceremonies.



## Rental Housing Association of Utah P.A.C.

### Why Donate to the RHA P.A.C. (Political Action Committee)?

“Every man owes a part of his time to the business in which he is engaged. No man has the moral right to withhold his support for an organization that is striving to improve condition within his sphere”

- Theodore Roosevelt

Scan Me To  
Donate Today



[www.rhautah.org/event-pac-donation](http://www.rhautah.org/event-pac-donation)

### The RHA P.A.C. Funds Efforts That:



Monitor legislative and regulatory issues at the local, state, and federal level.



Help elect and maintain officials who are supportive of property rights.

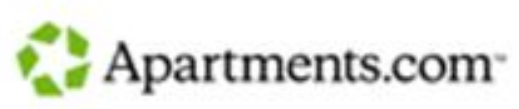


Support balanced laws and suggest alternatives to ineffective ones.



Build relationships with other stakeholders, including local governments and advocacy groups.

# Thank you to our class Sponsors!



# The following activities are illegal, under the Fair Housing Act:

- Threatening, coercing, **intimidating or interfering** with anyone exercising a Fair Housing right
- Advertising or making a statement that indicates a limitation or preference based on membership in a protected class
- Discriminating in housing due to membership in a protected class

Definition of something that has a “chilling effect” in fair housing

“Any action or policy that deters or discourages a person from exercising a Fair Housing Right”

# Fair Housing Chills can be intentional or inadvertent

- Intentional – “We really don’t want that kind of person here”
- Inadvertent – “There really aren’t any people like you here so you may feel uncomfortable”

# Fair Housing Chills can be Conscious or Unconscious

- Conscious – “We are supposed to allow equal housing opportunity, but we have found this type of person doesn’t do well here so we try to discourage them where possible”
- Unconscious – “I am worried that someone like that living here would be unhappy or make others unhappy”

# Fair Housing Chills can be Actions or Policies

- Action – Saying to a family, “You probably wouldn’t want to live in building H because its mostly senior citizens and it’s a long way from the playground and its pretty close to the dangerous canal.”
- Policy – When a family comes, we show them the units near the park and playground and don’t show them the units further away where the majority of senior citizens live.

# Classic Chill



Charging a deposit or higher rent on someone with a service or emotional support animal

# Classic

# Chill



Regardless of intent (risk mitigation)  
the policy has the effect of  
“punishing” someone in a protected  
class

# Classic

# Chill



How a tenant might respond –  
“Well, I don’t want to pay that  
fee/rent – I guess I will look  
somewhere else”

# Classic

# Chill



Charging more money to a disabled person = an “action or policy that deters or discourages someone from exercising a fair housing right”

# Classic



# Chill

“If I can create a “difficulty” in the process (slow it down for someone in a protected class) I might be able to accept another applicant first

# Classic



# Chill

“Turtle chills”, doing anything to slow down the process and allow an alternative to slip ahead of a prospect is discrimination!

The following are  
chills that should be  
avoided!

# Examples Federal Protected Classes -

## **Assistance Animals**

“Yes, we allow assistance animals, but just so you know, they can cause a lot of damage. So, we have a list here of common ways assistance animals cause damages and the amount we charge. We want you to look this over and agree to it before we allow the animal”

# Examples Federal Protected Classes - continued

## **Assistance Animals**

We have an automatic de-dander treatment you will have to pay for after you move to eliminate any risk a future renter will have an allergic reaction to your animal

True Story – “Our attorney says we have to allow assistance animals but says we can require the animal wear diapers whenever its in-doors”

# Examples Federal Protected Classes - continued

## **Families**

“We require families with children to rent ground floor units”

# Examples Federal Protected Classes - continued

## **National Origin**

- Requiring any additional documentation or requirements you would not require of a person from Utah
- Requiring an interpreter

# Examples Federal Protected Classes - continued

## **Religion**

# Examples Federal Protected Classes - continued

## **Race/Color**

# Examples of Chills on State Protected Classes

## 3 Utah Protected Classes

- Source of Income
- Sexual Orientation
- Gender Identity

# Examples Utah Protected Classes - continued

## **Sexual Orientation/Gender Identity**

- To a same-sex couple saying: “Just so you know, the people that live around here are really religious and might be really sensitive to public displays of affection”
- To a same-sex couple saying: “This is a rough neighborhood, and I worry for your safety if some of these people found out you are LGBTQ +”

# Examples Utah Protected Classes - continued

- Action - Saying to a section 8 voucher holder: “The process for approving a section 8 applicant takes a lot of time and a lot of work and almost never gets approved. Are you sure you want to apply?”
- Policy – We don’t consider an applicant on section 8 “in-line” until there has been an inspection and final approval of the voucher