

What happens when I file a charge of discrimination?

We are a neutral, fact finding agency, which means that we do not advocate for the Charging Party or Respondent when investigating an allegation of discrimination. The following is a synopsis of the steps involved in our investigatory process:

- ◆ Speak confidentially with an Investigator.
- ◆ File a formal complaint of discrimination.
- ◆ Allow at least 20 days for the Respondent to answer the allegations of discrimination.
- ◆ Discuss the Respondent's position with the Charging Party and allow the Charging Party to present evidence to rebut what the Respondent has said.
- ◆ Discuss what the Charging Party wants to settle the complaint.
- ◆ Request additional information (if needed) from the Respondent based on the Charging Party's rebuttal.

A variety of things may occur at this point, depending on the facts of each individual case:

- ◆ Schedule an On-Site to the Respondent's site. Interview witnesses, and obtain necessary documentation. OR
- ◆ Schedule a Fact Finding Conference in which both parties are brought in to discuss the facts of the case as well as potential conciliation.
- ◆ Conduct any final interviews with the Charging Party and Respondent.
- ◆ Investigator makes a recommendation of **No Probable Cause** or **Probable Cause** to the Executive Director.
- ◆ **No Probable Cause** cases are dismissed.
- ◆ **Probable Cause** cases are either settled, sent to administrative hearing, or Circuit Court (depending on decision made by the Charging Party and/or Respondent).



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Fair Housing



Its Your Right Use it !

Discrimination will Not Be Tolerated in Fayette County

Am I Protected Under the Law?

Federal, State and Local laws prohibit discrimination in housing based on a person's: **race, color, sex, religion, national origin, disability (handicap), sexual orientation/gender identity and/or familial status.** The goal of the Fair Housing Law is to ensure that all persons with similar incomes have the same housing choices available to them regardless of their protected class status.

In the sale or rental of housing, it is **illegal** to:

- ◆ refuse to rent or sell to someone who qualifies because of their protected class status
- ◆ provide different services or facilities based on a protected class status
- ◆ falsely deny housing is available because of a person's protected class status
- ◆ impose different rules on different people because of their protected class status

Furthermore, it is **illegal** for lending institutions to:

- ◆ refuse to accept mortgage loan applications based on a person's protected class status
- ◆ refuse to provide loan information based on a person's protected class status
- ◆ give different people different terms/conditions on a loan based on a person's protected class status
- ◆ discriminate in the appraisal of property based on a person's protected class status

In addition, it is **illegal** for any person involved in any aspect of housing to:

- ◆ threaten, intimidate, or interfere with any person's fair housing rights; or
- ◆ advertise any availability of housing that states a preference or limitation based on a person's **race, color, sex, national origin, religion, national origin, disability (handicap), sexual orientation/gender identity and/or familial status.**

What can HRC Do?

The Lexington-Fayette Urban County Human Rights Commission has been enforcing the Fair Housing Laws since 1966; predating the passage of Title VIII of the Civil Rights Act of 1968 which made fair housing a national policy.

Our Investigators have substantial experience in handling housing discrimination. All of our Investigators annually attend training through the Department of Housing and Urban Development (HUD) as well as other fair housing agencies.

If you feel you have been discriminated against, contact one of our Investigators to discuss filing a housing discrimination charge.

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