

**Ann Arbor Human Rights Commission
Non-Discrimination (NDO) and Fair Chance Access to Housing (FCAH) Ordinances
Inquiries and Complaints Received and Addressed in 2021**

Intake Number	Ordinance	Intake Date	Basis of the Complaint/Inquiry	Date Completed	Description and Disposition
2021-1	NDO	1.6.21	Source of Income, Income	1.9.21	Housing. Landlord announced a mid-lease increase in rent that would negatively affect low-income tenants. This case involved input from the Housing Commission and the City Attorney's Office and was ultimately handled by Legal Services.
2021-2	NDO	3.8.21	National Origin	3.26.21	Employment. Location was found to be outside our jurisdiction, but complainant was counseled and referred to EEOC.
2021-3	NDO	3.1.21	Arrest Record	4.20.21	Public accommodation. The action described in the complaint was not illegal. Some counseling/education was provided.
2021-4	FCAH	4.15.21	Criminal Record	4.26.21	Housing. First complaint under the Fair Chance Access to Housing Ordinance (just passed). Ordinance was explained to local property manager and information was sent to allow that person to get changes in the online application made at the national level of the property management company. Complainant was guided to a paper application that excluded the criminal-background questions. ¹

Intake Number	Ordinance	Intake Date	Basis of Complaint/Inquiry	Date Completed	Description and Disposition
2021-5	NDO	4.13.21	Gender Expression, Sexual Orientation	6.9.21	City Government. Complainant understood a comment from a City leader as demeaning gender expression and sexual orientation in the City. Complainant wished for a public statement against this action and the HRC agreed that a resolution against this kind of speech among City leadership was called for. The HRC passed its <i>Resolution Condemning Offensive and/or Hateful Speech and sent it to City Council on 6.9.21.</i>
2021-6	NDO	4.28.21	Race, Color, National Origin, Retaliation	--	Employment. The complaint involved a City position requiring prior union action. It remained pending due to ongoing union grievances throughout 2021.
2021-7	NDO	5.27.21	Income.	6.3.21	Housing. Complainant felt landlord was attempting to pressure them to sign a new, contract mid-lease. Referred to Housing Commission.
2021-8	NDO	5.27.21	Race	6.30.21	Employment. Complainant expressed concern about their treatment as a short-term City employee and wanted that information passed on to the supervisor. The HRC conveyed that information as requested.
2021-9	NDO	5.27.21	Race	9.21.21	Public Accommodations. Disorderly conduct driven by mental illness resulted in the disputed action. Complainant agreed that their claim of discrimination could not be determined given the circumstances under which it had occurred.

Intake Number	Ordinance	Intake Date	Basis of the Complaint/Inquiry	Date Completed	Description and Disposition
2021-10	NDO	6.29.21	National Origin	--	Housing. Allegations that a condo association's leadership was unfairly elected and biased against a certain racial/ethnic group of owners was discussed. Information about how to read the association's bylaws and counseling about how to influence leadership took place. No formal complaint was filed in 2021.
2021-11	NDO	7.21.21	Gender, Sexual Orientation	9.21.21	Employment. Complainant did not respond to HRC requests to discuss this complaint.
2021-12	NDO	8.30.21	Source of Income	9.15.21	Housing. Landlord refused to accept prospective tenants with valid housing vouchers. HRC explained the prohibition against discriminating on the basis of source of income.
2021-13	NDO	11.17.21	Disability	11.22.21	Housing. Landlord refused to rent to a person because they needed to keep an emotional-support animal. Complaint referred to Fair Housing Center.

Intake Number	Ordinance	Intake Date	Basis of the Complaint/Inquiry	Date Completed	Description and Disposition
2021-14	NDO	8.31.21	Race, Income, Health	10.17.21	Housing. While the apparently poor treatment of the tenants was blamed on race, discrimination could not be established by either the HRC or the complainant's attorney. The HRC explained the available options and the complainant chose to break the contract and move to a new facility.
2021-15	FCAH	10.14.21	Criminal Record	10.26.21	Housing. The provisions of the new ordinance were explained to the landlord
2021-16	NDO	12.28.21	Gender Identity, Gender	--	Public Accommodations. Complaint alleged harassment by retail store management and was not completed in 2021.

ⁱ There were a number of inquiries about the new FCAH ordinance. The responses to those followed the model set by this one. The distribution of the Fair Chance Access to Housing Poster also helped to educate both those offering rental housing and those hoping to find it.