



### Celebrating Fair Housing Month

Fair Housing Month is celebrated annually in the month of April to recognize the 1968 Fair Housing Act which prohibits discrimination in housing.

**Tools:** Visit [nar.realtor/FHM](http://nar.realtor/FHM) to access tools (including social media graphics) that will help you:  
“Check yourself. Educate yourself. Hold yourself accountable. Because That’s Who We R®”




**What:** “Focus On Fair Housing” with Nate Johnson

**Date:** Thursday, April 21, 2022

**When:** 11:00 a.m. – 12:30 p.m.

**Where:** Zoom



**Registration:**  
<https://us02web.zoom.us/meeting/register/tZ0ucuuhrjooHtYcUpLlOEW6gimF9OF4x7Jn>

### CALENDAR

#### EQUITY, DIVERSITY & INCLUSION

#### COMMITTEE MEETING DATES:

Thursday, May 12, 2022 (Zoom)

Thursday, July 21 (Hybrid)

**SAVE THE DATE: Statewide Diversity Event –**

Thursday, September 22

### BOOKS

#### Fair Housing Book Recommendations

<https://www.nar.realtor/fair-housing/fair-housing-month/fair-housing-book-recommendations>

### WHAT DOES IT MEAN?

#### **STEERING:**

“The practice of influencing a buyer’s choice of communities based upon one of the protected characteristics under the Fair Housing Act, which are race, color, religion, gender, disability, familial status, or national origin.” [Steer Clear of "Steering"](#)



NAR's interactive fair housing training platform, Fairhaven, takes real estate professionals through a fictional town as they try to close four transactions while being confronted with various discriminatory situations.

As you advance through Fairhaven you will receive feedback on how you reacted to the various scenarios. This feedback is intended to assist you in your real-life encounters. Completion of the simulation will take between 60 and 100 minutes, and you can pause and return at your convenience.

**Visit Fairhaven Today:**

<https://www.fairhaven.realtor>

## Protected Classes

The Fair Housing Act prohibits discrimination in housing for the following protected classes: **Race, Color, National Origin, Religion, Sex (including gender identity and sexual orientation), Familial Status, Disability.**

NAR opposes discrimination in housing based on the protected classes. "This policy is embodied in NAR's Code of Ethics. NAR also authorizes sanctions in response to a finding that a member has violated any fair housing law, including local and state laws that prohibit discrimination based on sexual orientation or gender identity. NAR policy is to support equal opportunity on the basis of sexual orientation and gender identity and the NAR Code of Ethics was amended in 2010 and 2013, to include this updated policy in the Code of Ethics."

## Fair Housing Pitfalls for Agents to Avoid

- Refuse to rent or sell housing or refuse to negotiate for housing based on protected classes (not in my neighborhood).
- Set different terms, conditions or privileges for sale or rental of a dwelling based on protected classes (extra for the kids).
- Falsely deny that housing is available for inspection, sale, or rental based on protected classes (sorry, not available for showings).
- Assign a person to a particular building or neighborhood or section of a building or neighborhood (it's better if you're on the ground floor with that wheelchair).
- Suggest or recommend against certain neighborhoods based on protected class (you don't want to live there).

## Examples of Housing Discrimination

- A real estate agent tries to persuade someone not to buy or rent a house in a certain neighborhood. This is called **steering**.
- A bank refuses to lend money to a buyer based on the racial and ethnic makeup of the community. This is called **redlining**.

More [Housing Discrimination](#) examples.

## Examples of Microaggressions as Potential Fair Housing Violations

- Complimenting someone on their ability to speak English based solely on the fact that they are a Person of Color.
- Saying something like "Oh, that's so gay!"

More examples of [Microaggressions](#).

## Arizona REALTORS® - Equity, Diversity & Inclusion Committee

<https://www.aaronline.com/arizona-realtors-inclusiondiversity-committee/>

[Watch](#) – "Voices of Fair Housing" – Fair Housing Center for Rights & Research.

[Learn](#) – NAR REALTOR® L.E.A.D – Diversity, Equity, and Inclusion (DEI) Course.

[Use](#) – NAR Fair Housing Toolkit