

**PERTAINING TO THE ADOPTION OF A FAIR HOUSING AND EQUAL
OPPORTUNITY PLAN**

WHEREAS, as a recipient of federal Community Development Block Grant funds from the United States Department of Housing and Urban Development received through the State of Maryland, Calvert County is required to comply with all federal statutes, regulations and Executive Orders relating to civil rights, fair housing, non-discrimination and equal opportunity;

WHEREAS, the County's compliance is not specific to the federally funded project or activity;

WHEREAS, the County must ensure that its administrative practices, policies and laws meet the intent of the statutes, regulations and Executive Orders;

WHEREAS, the community benefits when Calvert County commits to create an environment for its citizens where no one is excluded from participation or benefit due to their race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion;

WHEREAS, the denial of rights based on any of these protected classes is detrimental to the health, safety and welfare of the citizens and constitutes an unjust denial or deprivation of such inalienable rights which is within the power and the proper responsibility of government to prevent;

WHEREAS, in accordance with the federal Civil Rights Act of 1968, as amended, the federal Housing and Community Development Act of 1974, as amended, and the Fair Housing Act of 1988, the County will promote through fair, orderly and lawful procedures, the opportunity for each person to obtain housing of such person's choice in this community without regard to race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion;

WHEREAS, by the authority of the Board of County Commissioners, notice of a public hearing was published in The Recorder, a newspaper of general circulation in Calvert County, on Oct. 2nd & 4th, 2019;

WHEREAS, the Board of County Commissioners held a public hearing as advertised on Oct. 22, 2019, to review the Fair Housing and Equal Opportunity Plan; and

WHEREAS, upon consideration of the testimony of the public hearing and the comments of staff and the public, the Board of County Commissioners has determined that it is in the best

interests of the citizens of Calvert County to promote and encourage fair housing choice for all its residents through implementation of administrative practices, policies and laws that attempt to prohibit: discrimination in the sale or rental of housing, discrimination in housing financing, discrimination in providing brokerage services, and unlawful Intimidation through adoption of the Fair Housing and Equal Opportunity Plan attached hereto as Exhibit A.

NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners of Calvert County, Maryland, hereby adopts and enacts the Fair Housing and Equal Opportunity Plan attached hereto as Exhibit A.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that the President of the Board of County Commissioners of Calvert County, Maryland is authorized and empowered to execute any and all documents required to evidence adoption of the Fair Housing and Equal Opportunity Plan.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland, that in the event any portion of this Resolution is found to be unconstitutional, illegal, null or void, it is the intent of the Board of County Commissioners to sever only the invalid portion or provisions, and that the remainder of this Resolution shall be enforceable and valid.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland, that the foregoing recitals are adopted as if fully rewritten herein.

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that this Resolution shall be effective upon recordation without publication of a fair summary.

DONE, this 22nd day of October, 2019, by the Board of County Commissioners of Calvert County, Maryland, sitting in regular session.

Aye: 5

Nay: 0

Absent/Abstain: 0

ATTEST

**BOARD OF COUNTY COMMISSIONERS
OF CALVERT COUNTY, MARYLAND**

Karen S. Phelps
Karen Snyder Phelps, Clerk

Thomas E. Hutchins
Thomas E. Hutchins, President

Kelly D. McConkey
Kelly D. McConkey., Vice-President

Approved for form and legal sufficiency
by:

Mike Hart
Mike Hart

Pamela R. Lucas
Pamela R. Lucas
Associate County Attorney

Earl F. Hance
Earl F. Hance

Steven R. Weems
Steven R. Weems

Received for Record..... 10/23 2019
at 155 o'clock..... P M. Same day
recorded in Liber KPS No. 59
Folio 194 COUNTY COMMISSIONERS
ORDINANCES AND RESOLUTION.

Sally P. Smith

FAIR HOUSING AND EQUAL OPPORTUNITY PLAN

As a recipient of federal Community Development Block Grant funds from the United States Department of Housing and Urban Development received through the State of Maryland, Calvert County is required to comply with all federal statutes, regulations and Executive Orders relating to civil rights, fair housing, non-discrimination and equal opportunity. The County's compliance is not specific to the federally funded project or activity. The County must ensure that its administrative practices, policies and laws meet the intent of the statutes, regulations and Executive Orders.

Therefore, Calvert County commits to create an environment for its citizens where no one is excluded from participation or benefit due to their race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The denial of rights based on any of these protected classes is detrimental to the health, safety and welfare of the citizens and constitutes an unjust denial or deprivation of such inalienable rights which is within the power and the proper responsibility of government to prevent.

Fair Housing

In accordance with the federal Civil Rights Act of 1968 as amended, the federal Housing and Community Development Act of 1974 as amended, and the Fair Housing Act of 1988, the County will promote through fair, orderly and lawful procedures, the opportunity for each person to obtain housing of such person's choice in this community without regard to race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion.

To the best of our ability, Calvert County will promote and encourage fair housing choice for all its residents. The County's administrative practices, policies and laws will attempt to prohibit:

- Discrimination in the Sale or Rental of Housing
- Discrimination in Housing Financing
- Discrimination in Providing Brokerage Services
- Unlawful Intimidation

The County will accept complaints from any citizen that feels that they have been discriminated against related to their housing choice. The County will make an initial investigation and refer the complaint to the state or the federal housing departments.

For housing projects developed or assisted with federal funds, the County will ensure that its subrecipients and developers will comply with statutes, regulations and Executive Orders.

Equal Opportunity

In accordance with the federal Civil Rights Act of 1964 (as amended), no person in Calvert County shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance.

The County will ensure that it will not discriminate in its procurement practices. The County's procurement policies allow for open and competitive bidding concerning all procured goods and services. When applicable, the County will solicit bids from minority women owned businesses.

Affirmative Action Strategy

It is the policy of Calvert County not to discriminate against any employee or any applicant for employment because of race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The County will take affirmative action to insure that this policy includes but is not limited to the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training, layoff and termination. Additionally, the County will ensure that our contractors and subcontractors will not discriminate against any employee or applicant for employment.

Affirmatively Furthering Fair Housing

Calvert County commits to affirmatively further fair housing in our community. Our programs will be administered in accordance with our efforts to provide a range of fair housing choices to our citizens.

The County will undertake the following activities on an annual basis:

- Adopt a Fair Housing Proclamation and celebrate the month of April as Fair Housing Month
- Develop and distribute a fair housing brochure informing our residents of their rights under state and federal laws. The brochure will be available at all public buildings and will be mailed with local utility bills.
- Review local zoning laws and building codes to determine if they impact fair housing choice
- Review sales and rental practices in our community to determine if their practices are discriminatory
- Conduct a survey to assess public attitude about fair housing and housing discrimination
- Conduct a survey to assess housing needs
- Sponsor an annual workshop on fair housing
- Provide housing counseling to minority and non-english speaking residents to help them find housing outside areas of concentration

Excessive Force

The National Affordable Housing Act (NAHA) of 1990, as amended requires recipients of federal Community Development Block Grant funds through the United States Department of Housing and Urban Development to protect individuals engaging in non-violent civil rights demonstrations. To that end, the County is required to develop and maintain a policy of enforcing applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstrations.

The Calvert County Sherriff provides for the safety of its citizens. The County prohibits the use of excessive force by employees of the Sheriff against anyone engaged in non-violent civil rights demonstrations.

Limited English Proficiency

Calvert County recognizes that, as its population increases, its population now includes persons from other countries whose primary language is not English. To that end, the County will make efforts to identify various populations and to provide information to them in a language they understand.

Personnel Policies

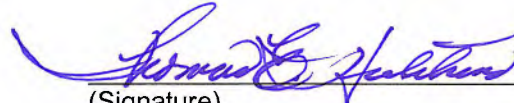
Calvert County's personnel policies are in compliance with all federal and state equal opportunity requirements. They are updated as requirements change.

Specifically, employees are notified of their rights, responsibilities and requirements of their specific jobs and as a representative of this County. The personnel policies provide information on compensation, leave, termination, grievances, benefits, sexual harassment, and employee reviews. The personnel policy and Ethics Ordinance also provide information about conflict of interest provisions related to contracting and procurement.

A full copy of the personnel policies may be obtained in the Personnel Office during normal business hours and may be viewed online at www.generacode.com.

ATTEST/WITNESS

Karen S. Phelps



(Signature)
Chief Elected Official

This Fair Housing and Equal Opportunity Plan is hereby adopted by the Board of County Commissioners of Calvert County, Maryland on October 22, 2019. It is effective for a 3 year period until October 21, 2022.