

MFA FAIR HOUSING PLAN AND POLICY 2018



**NEW MEXICO MORTGAGE FINANCE AUTHORITY
FAIR HOUSING PLAN AND POLICY 2018**

I. Policy Statement

It will be the policy and commitment of the New Mexico Mortgage Finance Authority (MFA) to ensure that fair and equal housing opportunities are granted to all persons, in all housing opportunities and development activities funded by MFA regardless of race, color, religion, gender, sexual orientation, marital status, lawful source of income, familial status, national origin, ancestry, age or mental or physical disability. This will be done through a program of education, an Analysis of Impediments, designation of a Fair Housing Officer and development of a procedure for complaints of discrimination. This plan will incorporate the directives of State and Federal laws and Executive Orders, including, but not limited to:

- a. Title VI of the Civil Rights Act of 1964
- b. The Fair Housing Act – Title VIII of the Civil Rights Act of 1968, as amended
- c. Executive Order 11063, as amended by Executive Order 12259
- d. Section 104(b) of Title I of the Housing and Community Development Act of 1974, as amended
- e. Section 109 of Title I of the Housing and Community Development Act of 1974, as amended
- f. Section 3 of the Housing and Community Development Act of 1968, as amended
- g. Sections 503 and 504 of the Rehabilitation Act of 1973, as amended
- h. The Americans with Disabilities Act of 1990
- i. The Age Discrimination Act of 1975, as amended
- j. Executive Order 11246 (as amended) Equal Opportunity Under HUD contracts and HUD-assisted Construction Contracts
- k. Executive Order 12892, Leadership and Coordination of Fair Housing
- l. New Mexico Human Rights Act, (28-1-1 NMSA 1978 et seq.)

MFA commits to providing and promoting racial and economic integration in any housing development receiving funding from MFA, and will take affirmative steps to reach beneficiaries from all racial and ethnic groups, as well as the physically or mentally handicapped and families with children, and to reach a broad range of income eligible beneficiaries for appropriate and applicable housing opportunities.

II. Fair Housing Officer

In accordance with Title VIII, Civil Rights Act of 1968, as amended, the Fair Housing Officer below has been designated to handle fair housing complaints and activities:

***Robyn Powell, Compliance Officer
New Mexico Mortgage Finance Authority
344 4th Street SW
Albuquerque, New Mexico 87102
505-843-6880***

The Fair Housing Officer is responsible for responding to housing complaints as well as implementation of the Fair Housing Plan activities and actions. While not expected to be an “expert” in Fair Housing Laws, at a minimum, the officer will be familiar with the complaint process and Federal and State Laws, which address Fair Housing. Records will be retained which show the date, time, nature of complaint



and decisions made in the complaint process(es). A separate file will maintain a record of all housing discrimination complaints and follow-up actions.

III. Complaint Process

The Fair Housing Officer will reasonably assist the complainant in submitting the complaint to the appropriate body. The individual(s) filing the complaint will then be advised of the option of filing directly with the U.S. Department of Housing and Urban Development (HUD), the New Mexico Human Rights Division (NMHRD), the Equal Employment Opportunity Commission (EEOC), or with all agencies simultaneously. The Fair Housing Officer will keep a record of the progress on the number of complaints filed, actions taken, and the status of each complaint.

Additional Steps

- MFA will annually adopt this Fair Housing Policy Statement as an indication of its commitment to Fair Housing.
- MFA will display Fair Housing posters identifying the agency's Fair Housing Officer, title, address and phone number in prominent locations in MFA's office. In addition, Fair Housing information will be distributed outside of the agency to traditional housing partners.
- To emphasize that MFA does not engage in or allow discriminatory housing practices, MFA may utilize the Fair Housing logo in printed materials and print advertising. Similarly, MFA may utilize Fair Housing statements in verbal announcements, public service announcements or similar advertising. Logos and statements will appear at the end of materials or scripts.
- Advertisements for employment must include the phrase that MFA is an Equal Opportunity Employer, and that nothing in the job posting guarantees employment.

IV. Analysis of Impediments

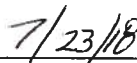
MFA will undertake a periodic Analysis of Impediments to Fair Housing Choice and conduct a review of policies, practices and procedures that affect the location, availability and accessibility of housing.

V. Amendments

The Policy Committee of MFA will review and amend this Plan annually to remain current with state/federal affirmative action and equal opportunity policies and procedures, and local actions and activities, to further the purposes of this Plan.



Isidoro R. Hernandez
Deputy Director of Programs



Date

