



## **NON-DISCRIMINATION POLICY**

### **A. General Policy**

The Rochester Land Bank Corporation (“RLBC”) does not discriminate on the basis of actual or perceived age, race, creed, religion, color, national origin, gender, sexual orientation, disability, marital status, alienage or citizenship in employment or in its programs or activities.

The RLBC shall include these policy statements in all bid documents, contracts, and leases.

### **B. RLBC’s Contractors, Lessors, Vendors and Suppliers**

1. RLBC’s contractors, lessors, vendors and suppliers shall not discriminate on the basis of actual or perceived age, race, creed, religion, color, national origin, gender, sexual orientation, disability, marital status, alienage or citizenship in the performance of services or programs pursuant to agreement with RLBC.

2. RLBC’s contractors, lessors, vendors and suppliers shall comply with Title VIII of the Civil Rights Act of 1968 (42 U.S.C. 3601 et seq.) popularly known as the Fair Housing Act, which prohibits any person from discriminating in the sale or rental of housing, the financing of housing, or the provision of brokerage services, including otherwise making unavailable or denying a dwelling unit to any person because of race, color, religion, sex or national origin, and shall comply with all applicable fair housing and civil rights requirements in 24 CFR 5.105(a).

3. RLBC’s contractors, lessors, vendors and suppliers shall make known that the services or programs available pursuant to agreement with RLBC are available to all on a nondiscriminatory basis and ensure that all citizens have equal access to information about the services or programs pursuant to this agreement. RLBC’s contractors, lessors, vendors and suppliers must take reasonable steps to ensure meaningful access to programs to persons with limited English proficiency (LEP) including but not limited to providing language assistance or ensuring that program information is available in the appropriate languages for the geographic area served by the program and that LEP persons have meaningful access to services or programs pursuant to this agreement, in accordance with the “Final Guidance to Federal Financial

Assistance Recipients Regarding Title VI Prohibition Against National Origin Discrimination Affecting Limited English Proficient Persons” (72 Federal Register 2732; January 22, 2007). In addition, all notices and communications shall be provided in a manner that is effective for persons with hearing, visual, and other communication related disabilities consistent with section 504 of the Rehabilitation Act of 1973 and implementing regulations at 24 CFR 8.6.