



# STUDENT MANUAL

*2022 Version*

## INTRODUCTION



Welcome to the Fair Housing Academy and congratulations on taking the next step to ensure that all North Carolinians have access to fair housing! By completing this program, you reaffirm your commitment to the Fair Housing Act, avoid serious fair housing violations and guarantee you have the training and tools needed to actively combat housing discrimination

After everything that happened in Long Island with the Newsday Report, NC REALTORS® realized it was time to expand our fair housing education and help North Carolina REALTORS® navigate issues related to fair housing. The Fair Housing Academy gives you the opportunity to learn from fair housing experts at the National Association of REALTORS® and around the country.

## NC REALTORS® DIVERSITY AND INCLUSION STATEMENT

NC REALTORS®, representing over 50,000 REALTORS® who reside in diverse communities across North Carolina, embodies our REALTOR® Code of Ethics, the governing document which protects the housing rights of all people, regardless of race, color, religion, sex, handicap, familial status, national origin, sexual orientation, or gender identity. We embrace equality and inclusivity, honoring individuals and respecting differing perspectives to reach common goals for the betterment of all. Racism and discrimination have no home in North Carolina.

*Adopted by the NC REALTORS® Board of Directors on October 15, 2020*

# PRE-TRAINING DISCUSSION



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. What does fair housing mean to you as a REALTOR®?

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2. What challenges do you think the real estate community is facing today?

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# THE FAIR HOUSING CHARGE – IT STARTS WITH YOU



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. What methods do you use to be sure the people you work with have consistent treatment?

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2. If you do not currently have a system, what do you need to do to create a uniform treatment of every client?

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**3. What was your reaction to learning about past discriminatory practices by the National Association of REALTORS®?**

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**4. What are your thoughts regarding past discriminatory policies by developers and the federal government?**

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**5. What do you think about the actions being taken to correct these practices?**

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# THE FAIR HOUSING JOURNEY – PAST, PRESENT AND FUTURE



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

Nate mentioned the three distinct “bedrocks” of housing discrimination: Redlining, Blockbusting and Steering.

1. Were you surprised by these statements? Why or why not?

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2. Have you seen/experienced any of these practices? If so, please explain.

Yes

No

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**3. What can you and the REALTOR® community do to combat these practices?**

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**How much do you know about the ongoing challenges in discrimination against those with disabilities?**

- I do not know anything.
- I know a little.
- I am well-informed.

**4. What do you think are the biggest issues in discrimination in the area of those with disabilities?**

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# THE FAIR HOUSING TEST – LESSONS FROM LONG ISLAND



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. Prior to now, were you aware of the Newsday investigation into the discriminatory practices of REALTORS®?

Yes

No

2. Please describe your reaction to the video.

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3. Have you participated in any Fair Housing training through your local association?

Yes

No

4. How do you feel about the comments from Bo Patton regarding the actions New York State may be taking regarding this issue?

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# THE FAIR HOUSING CHALLENGE – BECAUSE THAT’S WHO WE “R”



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

In an effort to combat housing discrimination at a National level, NAR released Fairhaven in 2020.

**1. Prior to now, were you aware of the Fairhaven training and if so, have you completed the program?**

- Yes, I was aware and completed the program.
- Yes, I was aware, but did not complete the program.
- No, I was not aware.

**2. If completed, how did you feel about playing both the role of the REALTOR® and the consumer?**

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**3. If you have not completed the Fairhaven program, are you willing to commit to completing it within the next 30 days?**

- Yes
- No

**4. Do you understand what implicit bias is, and have you taken any training on the subject?**

- Yes, I understand and have taken training on implicit bias.
- Yes, I understand, but have not taken training on implicit bias.
- No, I do not understand.

**5. Are you aware that NAR released an Implicit Bias Training video?**

Yes

No

**6. Are you willing to commit to watching the video within the next 30 days and report back about anything that may have surprised you from the training?**

Yes

No

# THE FAIR HOUSING ACT – YOUR LEGAL OBLIGATIONS (RESIDENTIAL)



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. Please list the federally protected classes and any additional protected classes recognized through the REALTOR® Code of Ethics.

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2. Have you used buyer lover letters in the past?

- Yes  
 No

3. What are your feelings about NAR's belief that buyer lover letters should not be used?

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4. Looking at your marketing program, have you questioned your approach in terms of Fair Housing? Please explain.

Yes

No

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# THE FAIR HOUSING ACT – YOUR LEGAL OBLIGATIONS (PROPERTY MANAGEMENT)



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. Do you have a clear understanding of the responsibilities of property managers/landlords regarding service animals and assistance animals?

Yes

No

2. How do you handle new tenant interaction to protect yourself from violations of Fair Housing and ADA Law?

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3. Please list three things that could be violations of Fair Housing or ADA Law in screening tenants.

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2) \_\_\_\_\_

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3) \_\_\_\_\_

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# THE FAIR HOUSING VIOLATION – RISKS, PENALTIES AND HOW TO AVOID THEM



Student Name: \_\_\_\_\_

Date Completed: \_\_\_\_\_

1. How do you feel about the increase in fair housing compliance testing being implemented by HUD?

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2. What systems do you need to put in place to protect your clients/customers fair housing rights?

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3. Would you pass if a tester called on you today?

- Yes
- No

**4. Were you aware of the fines and penalties that can be imposed for fair housing violations?**

Yes

No

**5. How would a fair housing violation affect your business?**

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