



Anti-Discriminatory Policy

Men's Shelter of Charlotte complies with all applicable fair housing and civil rights requirements in 24 CFR 5.105(a). In addition, Men's Shelter of Charlotte makes known that ESG rental assistance and services are available to all on a nondiscriminatory basis and ensures that all citizens have equal access to information about ESG and equal access to the financial assistance and services provided under this program.

Persons who, as a result of national origin, do not speak English as their primary language and who have limited ability to speak, read, write, or understand English ("limited English proficient persons" or "LEP") may be entitled to language assistance under Title VI in order to receive a particular service, benefit, or encounter. In accordance with Title VI of the Civil Rights Act of 1964 (Title VI) and its implementing regulations, Men's Shelter of Charlotte agrees to take reasonable steps to ensure meaningful access to activities for LEP persons. Any of the following actions could constitute "reasonable steps", depending on the circumstances: acquiring translators to translate vital documents, advertisements, or notices, acquiring interpreters for face to face interviews with LEP persons, placing advertisements and notices in newspapers that serve LEP persons, partnering with other organizations that serve LEP populations to provide interpretation, translation, or dissemination of information regarding the project, hiring bilingual employees or volunteers for outreach and intake activities, contracting with a telephone line interpreter service, etc.

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. If the procedures that Men's Shelter of Charlotte intends to use to make known the availability of the rental assistance and services are unlikely to reach persons of any particular race, color, religion, sex, age, national origin, familial status, or disability who may qualify for such rental assistance and services, Men's Shelter of Charlotte will establish additional procedures that will ensure that such persons are made aware of the rental assistance and services.