

Learning Activity 1-1: Overview Quiz

1. If a participant informs you that they want to file a fair housing complaint against the PHA, the PHA must immediately provide information on how to file the complaint with HUD's office of Fair Housing and Equal Opportunity (FHEO).
 - a. True
 - b. False
2. A person can only file a viable claim under federal fair housing laws if that person is part of a historically discriminated minority based on a protected classification and not if that person is a member of the majority group.
 - a. True
 - b. False
3. A PHA complies with their duty to affirmatively further fair housing if they take any action rationally related to promoting affordable, safe, decent housing that is accessible and free of unlawful discrimination.
 - a. True
 - b. False
4. Under the disparate impact theory of liability, PHAs may violate the Fair Housing Act when policies or practices have an unjustified discriminatory effect, even when there is no intent to discriminate.
 - a. True
 - b. False
5. Source of income is a protected class under the Federal Fair Housing Act.
 - a. True
 - b. False
6. If state or local laws differ from federal fair housing laws, the PHA should follow the law that is most protective of the individual.
 - a. True
 - b. False

Section 1.5: Disability Awareness and Etiquette

7. A participant may only bring a discrimination complaint if PHA policy overtly (openly) discriminates against a protected class.
 - a. True
 - b. False
8. If a participant needs a sign language interpreter for a PHA meeting, who pays the costs?
 - a. PHA
 - b. Family
9. A religion must be an “official” religion to be protected under the Fair Housing Act.
 - a. True
 - b. False
10. Supreme Court decisions cannot affect the interpretation of the PHA’s obligations under the Fair Housing Act.
 - a. True
 - b. False

Learning Activity 2-1: Laws Quiz

1. All PHAs are put under a voluntary compliance agreement if found in violation of an FHEO civil rights review audit.
 - a. True
 - b. False

2. PHA programs must serve persons with disabilities in the most integrated setting appropriate. This means that PHAs must have a sign language interpreter attend all public meetings, even if no one has requested one.
 - a. True
 - b. False

3. Section 504 of the Rehabilitation Act applies to both PHAs and HCV owners.
 - a. True
 - b. False

4. Under Section 504, a PHA with 15 or more employees must have a designated 504 coordinator.
 - a. True
 - b. False

5. Under federal law, all requests for a reasonable accommodation must be reviewed by the PHA's 504 coordinator.
 - a. True
 - b. False

Section 2.6: Fair Housing Executive Orders and Other Regulatory Requirements

6. The Fair Housing Act only applies to recipients of federal financial assistance.
 - a. True
 - b. False

7. A fair housing complaint may only be brought if a PHA purposefully delays or does not act on a reasonable accommodation request.
 - a. True
 - b. False

8. Where may a person file a fair housing complaint?
 - a. With HUD
 - b. With a nonprofit or fair housing agency
 - c. A federal court or private action with legal aid
 - d. All of the above

Learning Activity 3-1: General Compliance Quiz

1. PHAs have an affirmative duty to be both vigilant and proactive with regard to fair housing compliance.
 - a. True
 - b. False

2. PHAs are required to keep data on racial, ethnic, gender, and disability status of applicants and participants for at least three years.
 - a. True
 - b. False

3. HUD encourages PHAs to assist persons with disabilities transitioning from institutions and persons at serious risk of institutionalization with access to PHA-assisted housing in order to accomplish the goals of the New Freedom/Money Follows the People Initiatives (Olmstead Act).
 - a. True
 - b. False

Learning Activity 4-1: Disability Definitions Quiz

1. Temporary impairments may necessitate a reasonable accommodation under federal law. Disabilities do not have to be permanent or have existed for a certain period of time before a request is made.
 - a. True
 - b. False
2. “Sensitivities,” like chemical sensitivity, allergy to cigarette smoke, or allergies to food, always rise to the level to constitute a disability under FHA/ADA/504 definition, and the PHAs must grant reasonable accommodations in all cases.
 - a. True
 - b. False
3. A participant or applicant is protected from discrimination under the Americans with Disabilities Act (ADA) if they have a record of or are perceived as having a disability.
 - a. True
 - b. False
4. The PHA should define what is considered as valid third-party for verification of a disability. However, limiting verification to only doctors is not allowed.
 - a. True
 - b. False
5. If a PHA approves a particular request for a reasonable accommodation for one applicant or participant, the PHA is required to approve all accommodation requests of this kind in the future.
 - a. True
 - b. False
6. If a participant is granted a reasonable accommodation, they will also always be eligible for HUD medical expense deductions.
 - a. True
 - b. False

Section 4.6: Denial of Admission

7. A person must have a disability that impacts three or more major life activities to request an accommodation.
 - a. True
 - b. False
8. HUD's definition of disability is stricter than the ADA/FHA/504 definition of disability.
 - a. True
 - b. False
9. If the disability is obvious or otherwise known, the PHA may not verify the disability.
 - a. True
 - b. False
10. It is a violation of Section 504 and the Fair Housing Act for a public housing authority to inquire whether an applicant or tenant is capable of living independently.
 - a. True
 - b. False
11. If a PHA receives confidential medical information, the PHA should place the information in a sealed envelope in the file.
 - a. True
 - b. False
12. To show that a requested accommodation may be necessary, there must be an identifiable relationship (nexus) between the requested accommodation and the individual's disability.
 - a. True
 - b. False

Section 5.2: Consideration of Reasonableness of Request

Learning Activity 5-1: Inspection Process—Fundamental Change to Program

- Arnold has a disability that he has documented for the PHA that causes him to have extreme bouts of paranoia. Arnold and his physician have asked that the PHA not conduct inspections of Arnold's apartment. The stress of having anyone touch his things, move his stuff, or assess his housekeeping is very traumatic and often causes him to have breakdowns over the anxiety of anticipating such a visit for weeks ahead of the scheduled visit. As a reasonable accommodation, the PHA agrees to forgo annual inspections as long as Arnold and his doctor verify annually that this inspection reasonable accommodation is still needed to allow Arnold to have equal access and enjoy his housing programming.
- Is the PHA's decision reasonable? Why? Why not? Did the PHA have any alternatives?

Section 5.2: Consideration of Reasonableness of Request

Learning Activity 5-2: Occupancy—Consideration of Reasonableness of Request

- Bob is 75 years old, has a disability which makes everyday tasks a chore, and reports to the PHA that he suffers from depression and high levels of anxiety. His two sons used to live with him but have moved out since Bob's last annual re-exam. Given Bob's new one-person household status, according to PHA subsidy standards, Bob no longer qualifies for his two-bedroom unit voucher and will not be able to meet rent obligations in his current apartment with only a one-bedroom voucher subsidy.
- Bob requests that he be allowed to stay in his two-bedroom apartment with a two-bedroom subsidy as a reasonable accommodation. He brings in documentation from his physician that the move will be detrimental to his condition and his level of anxiety is such that his mental health would be much better if he did not have to deal with the pressures of finding a new place, packing, and adjusting to a new environment. Moving will take a toll on Bob's mental and physical health. His case worker says that he should rest assured, she will talk to the Section 504 Coordinator herself—after all no poor, old man with a good rental history should be forced to move given all his struggles with disabilities.
- What possible options could the PHA consider in this situation?

Learning Activity 5-3: Threat to Health and Safety

- James X, a tenant at the Shady Oaks apartment complex, is arrested for threatening his neighbor while brandishing a baseball bat. The Shady Oaks’ lease agreement contains a term prohibiting tenants from threatening violence against other residents. Shady Oaks’ rental manager investigates the incident and learns that James X threatened the other resident with physical violence and had to be physically restrained by other neighbors to keep him from acting on his threat.
- Following Shady Oaks’ standard practice of strictly enforcing its “no threats” policy, the Shady Oaks rental manager issues James X a 30-day notice to quit, which is the first step in the eviction process.
- James X’s attorney contacts Shady Oaks’ rental manager and explains that James X has a psychiatric disability that causes him to be physically violent when he stops taking his prescribed medication. Suggesting that his client will not pose a direct threat to others if proper safeguards are taken, the attorney requests that the rental manager grant James X an exception to the “no threats” policy as a reasonable accommodation based on James X’s disability.
- After consulting with James X, the attorney reports that James X is unwilling to receive counseling or submit to any type of periodic monitoring to ensure that he takes his prescribed medication.
- Question: What should the PHA do? Does the PHA have to “wait for something to happen” before it can act?

Section 5.3: Serious or Repeated Lease Violations by People with Disabilities

Learning Activity 5-4: Health and Safety

- Daybreak Apartments served Jack Hale, an HCV participant current with his rent with a thirty-day notice to “cure or quit” for violations of failure to “maintain the apartment in clean and sanitary condition.” Jack did not “cure” his violation for unsanitary conditions and poor housekeeping and eventually his case went to court with Jack’s legal counsel bringing the Fair Housing Act as Jack’s defense. At trial, the landlord presented evidence that the apartment had a foul odor emanating into the rest of the building; that the toilet was frequently filled with feces and urine; and that garbage, rotting food, and dirty laundry were strewn about. Further, Jack has recently refused to return calls to his social worker and stopped seeing his therapist, and it is undisputed that his unit is filthy.
- Jack’s counsel showed several documents to the court, including offers by the state mental health department to send in workers to help clean Jack’s unit if by performing such duties, Daybreak Apartments would halt the eviction process. Daybreak Apartments never responded to Jack’s counsel’s request that his client be provided a reasonable accommodation in the form of the eviction process being terminated and assistance from a third party agency provided on a regular basis in cleaning Jack’s unit.
- Daybreak Apartments is able to show that it gave Jack plenty of opportunities to clean his unit or get help cleaning his unit before the eviction process formally begun. Plus, there was absolutely no guarantee that the state agency could really help Jack keep his unit clean especially since Jack had a history of turning away inspectors or visitors to his apartment.
- Who wins? Is Jack still housed or on the street? Why?

Learning Activity 5-5: Consideration of Reasonableness of the Request

- Joe, a voucher holder, requested that he be given additional medical expenses when his rent was calculated as a reasonable accommodation for his disability. He had a particular disability and it was not safe for him to use a stove or oven. His PHA did not dispute that Joe was a person with a disability or that his disability prevented him from cooking meals in the stove or on the oven, but the PHA denied the requested additional medical allowance expenses.
 - Joe's advocate argued in the appeal, conducted by the 504 coordinator, that Joe's disability made it necessary for Joe to go out to eat meals which resulted in increased food costs. Those food costs, the advocate argued, should be considered medical expenses as a reasonable accommodation of his disability by the PHA. Without the requested accommodation, Joe was unable to afford his rent, along with his other normal expenses, adversely impacting his quality of life and his ability to use and enjoy his dwelling. Put another way, but for the accommodation, the advocate argued, Joe "likely" will be "denied an equal opportunity" to use and enjoy his dwelling.
 - The PHA responded that the requested accommodation was neither necessary nor reasonable. It contended that to the extent the disability presented a difficulty in his daily meal preparation, Joe had alternative methods of obtaining or preparing food which required no accommodation by the PHA. In the PHA's view, Joe's disability did not prevent him from obtaining or preparing meals in other alternative methods such as eating cold food, using a microwave, or having someone else prepare his meals. In fact, the PHA got Joe enrolled on a state program that allowed for a care attendant to come in several times a week (at no cost to Joe) to make meals.
 - Joe, however, preferred eating out, did not want a care attendant in his home, and had shown a nexus between the disability and the requested accommodation. Case law and HUD guidance suggests that the PHA should take into consideration the person with the disability's preferred method of accommodation since that person is best aware of his/her own needs.
 - Question: Did Joe need a reasonable accommodation? If so, was Joe's request reasonable?
-
-
-

Learning Activity 5-6: Reasonable Accommodation Quiz

1. Do applicants or participants have to fill out an official PHA request for accommodation form in order to be granted the accommodation?
 - a. Yes
 - b. No
2. When deciding whether an accommodation poses an undue financial burden, the PHA must see what the PHA has approved in the past to make sure the cost is not excessive.
 - a. True
 - b. False
3. A PHA may deny the request for an extra bedroom for special medical equipment if the PHA determines that the current unit size is sufficient to accommodate the medical equipment.
 - a. True
 - b. False
4. If a PHA grants a request for an extra bedroom for medical equipment, the PHA should reverify the continued need for the bedroom, which could include verifying the need visually.
 - a. True
 - b. False
5. A reasonable accommodation does not require reducing or waiving essential program requirements, like waiving the requirement to pay rent.
 - a. True
 - b. False

6. If a person with disabilities commits a serious or repeated violation of the lease, the housing provider may ask for satisfactory assurances that the violations will not continue if a reasonable accommodation is granted.
 - a. True
 - b. False
7. A PHA need not grant an accommodation when:
 - a. The direct threat will still exist
 - b. It poses a financial and administrative burden
 - c. It would mean a fundamental alteration to programming
 - d. Any of the above
8. Before approving an adult, household member, including a live-in aide, the PHA must run a criminal background.
 - a. True
 - b. False
9. A live-in aide is a person who would not be living in the unit except to provide the necessary supportive services.
 - a. True
 - b. False
10. Relatives may never be live-in aides.
 - a. True
 - b. False
11. A PHA may establish a policy that prohibits a live-in aide from holding an outside job, and/or a policy requiring that the live-in aide work a certain amount of hours in the home.
 - a. True
 - b. False
12. Home visits are always reasonable when requested by a person with disabilities.
 - a. True
 - b. False

13. A PHA or other housing provider may refuse a reasonable accommodation for an assistance animal if the specific animal poses a direct threat that cannot be eliminated or reduced to an acceptable level through actions the individual takes to maintain or control the animal.
 - a. True
 - b. False
14. If a municipality has an ordinance that bans certain dog breeds, the ban also applies to service animals.
 - a. True
 - b. False
15. A PHA may require documentation that a service animal has been professionally trained.
 - a. True
 - b. False
16. The children of live-in aides are not allowed to reside in the unit.
 - a. True
 - b. False
17. PHAs may choose to limit verification for reasonable accommodation to physicians.
 - a. True
 - b. False
18. PHAs should always offer a specific reasonable accommodation to a person with an obvious disability even before the person asks for an accommodation.
 - a. True
 - b. False
19. Hoarding is a manifestation of a disability, protected under federal law.
 - a. True
 - b. False

Learning Activity 6-1: Other FH Issues Quiz

1. Protections under the Violence Against Women Act (VAWA) are afforded to women only.
 - a. True
 - b. False
2. Under VAWA, if the perpetrator of domestic violence is the head of household, PHAs are obligated to continue to assist the individual.
 - a. True
 - b. False
3. If a PHA is in compliance with VAWA, it does not need to worry about obligations to domestic violence victims under state and local laws.
 - a. True
 - b. False
4. The PHA must send the Notice of Occupancy Rights under VAWA and the VAWA certification form only when requested by an applicant or participant.
 - a. True
 - b. False
5. If a PHA receives conflicting information from two members of the household under VAWA, the PHA may require additional third-party documentation.
 - a. True
 - b. False
6. Both PHAs and HCV owners have obligations under VAWA.
 - a. True
 - b. False
7. A landlord must not charge a family with children a higher security deposit than families without children.
 - a. True
 - b. False

8. Kids must be excluded from all “designated elderly” developments.
 - a. True
 - b. False
9. PHAs may be found liable for not holding program participants who are known perpetrators of hate crimes accountable.
 - a. True
 - b. False
10. Property owners and property managers have a duty to prevent or stop sexual harassment committed by employees, agents, or contractors or they may be held liable for the illegal acts of others.
 - a. True
 - b. False
11. Claims regarding sexual harassment can be brought under the federal Fair Housing Act against an HCV landlord.
 - a. True
 - b. False
12. A PHA can be held liable if an individual supervisor commits or allows sexual or other harassment in the workplace even if the PHA has adequate policies regarding sexual and other harassment.
 - a. True
 - b. False
13. Harassment can be written, verbal, or other conduct, and does not require physical contact.
 - a. True
 - b. False

Learning Activity 7-1: HCV Specific Quiz

1. A listing of accessible units is recommended as an element of mobility counseling for the HCV program.
 - a. True
 - b. False
2. A PHA has an affirmative duty to take meaningful actions to try to assure that housing choice vouchers are being used throughout its jurisdiction rather than just in a few neighborhoods.
 - a. True
 - b. False
3. HUD regulations require that PHAs assist people with disabilities in the HCV program with finding units. This includes recruiting landlords with accessible units.
 - a. True
 - b. False
4. If a family requests an extension of the voucher term as a reasonable accommodation, the PHA must extend the voucher term for the amount of time reasonably required for that purpose.
 - a. True
 - b. False
5. A PHA may make an exception to the “relatives rule” if the PHA determines that approving the unit will provide a reasonable accommodation for a family member who is a person with a disabilities.
 - a. True
 - b. False

Section 7.3: Denial of a Reasonable Accommodation Request

6. HCV landlords must pay for all reasonable accommodations for tenants with disabilities under the Fair Housing Act.
 - a. True
 - b. False
7. The PHA must terminate a family evicted for serious violation of the lease, with no exceptions.
 - a. True
 - b. False

Learning Activity 8-2: PH-Specific Quiz

1. Put the following into the proper order for filling a vacant accessible unit.
 - a. Current tenant at another PHA property site who needs the accessibility feature
 - b. Other applicants without disabilities who agree to move with reasonable notice
 - c. Applicants on the wait list needing the features of the accessible unit
 - d. Current tenants at that property site who need the accessibility feature
 1. _____
 2. _____
 3. _____
 4. _____
2. A PHA may not ask a resident to pay fees associated with a motorized scooter as reasonable accommodation, but if the individual's use of the scooter causes excessive damage to the unit or common areas, the PHA may later charge the resident the cost of repairing the damages.
 - a. True
 - b. False
3. What percent of newly constructed PH units must be accessible to people with mobility impairments?
 - a. 10 percent
 - b. 2 percent
 - c. 5 percent
 - d. 30 percent
4. What percent of newly constructed PH units must be accessible to people with hearing/vision impairments?
 - a. 10 percent
 - b. 2 percent
 - c. 5 percent
 - d. 30 percent

Section 8.6: Unit Offers to Elderly Or Disabled Families

5. For federally assisted new construction and substantial rehabilitation housing, Section 504 requires owners round up when calculating the number of units that require accessibility features.
 - a. True
 - b. False
6. Just because a unit meets the FHA design and construction requirements does NOT mean the unit is an accessible unit as defined by UFAS and Section 504.
 - a. True
 - b. False
7. Site-based waiting list requirements include hiring independent testers every five years to assure there is no discrimination taking place.
 - a. True
 - b. False
8. The PHA must pay moving expenses for any transfer.
 - a. True
 - b. False
9. The PHA must pay moving expenses to transfer a resident to an accessible unit if the accessible unit is needed as a reasonable accommodation for a person's disability.
 - a. True
 - b. False

Quiz Answer Key

Overview Quiz

1. a
2. b
3. a
4. a
5. b
6. a
7. b
8. a
9. b
10. b

Laws Quiz

1. b
2. b
3. b
4. a
5. b
6. b
7. b
8. d

General Compliance Quiz

1. a
2. a
3. a

Disability Definitions Quiz

1. a
2. b
3. a
4. a
5. b
6. b
7. b
8. a
9. a
10. a
11. b
12. a

Reasonable Accommodation Quiz

1. b
2. b
3. a
4. a
5. a
6. a
7. d
8. a
9. a
10. b
11. b
12. b
13. a
14. b
15. b
16. b
17. b
18. b
19. a

Other FH Issues Quiz

1. b
2. b
3. b
4. b
5. a
6. a
7. a
8. b
9. a
10. a
11. a
12. a
13. a

HCV Specific Quiz

1. a
2. a
3. a
4. a
5. a
6. b
7. b

PH Specific Quiz

1. d, a, c, b
2. a
3. c
4. b
5. a
6. a
7. b
8. b
9. a