

## ATLANTA COC ANTIDISCRIMINATION AND EQUAL ACCESS POLICY

The Atlanta Continuum of Care (CoC), which is comprised of homeless service providers, does not, and shall not, discriminate based on race, color, religion (creed), gender, gender expression, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. These activities include, but are not limited to, provision of all direct services, hiring and firing of staff, and selection of volunteers and vendors. We are committed to providing an inclusive and welcoming environment for all members of our staff, clients, volunteers, subgrant recipients, vendors, and clients.

Additionally, the Atlanta CoC adheres to the ***Equal Access in Accordance with an Individual's Gender Identity in Community Planning and Development Programs***, which ensures that CoC-funded projects are open to all eligible individuals and families, regardless of sexual orientation, gender identity, or marital status. Equal access to all accommodations, benefits, and services are provided to individuals and families.

In accordance with the ***2016 HUD Gender Identity Final Rule (24 CFR Part 5)***, CoC-funded agencies agree to grant equal access to facilities, and other buildings and facilities, benefits, accommodations, and services to individuals in accordance with the individual's gender identity, and in a manner that affords equal access to the individual's family.

Further, in accordance with the ***2012 HUD Equal Access to Housing Final Rule***, CoC-funded agencies agree ensure that all shelter programs are open to individuals and families regardless of sexual orientation, gender identity, or marital status. A family is defined as how individual families define themselves and could include but not be limited to two parent households, same sex households, single father households, households with adult and/or minor children, and households with teenage males.

Finally, City of Atlanta shelters must provide services to individuals and families without regard to actual or perceived sexual orientation or gender identity.<sup>1</sup> Non-discrimination laws apply to all aspects of shelter operations, including admissions, room, and programming assignments, permitted attire and access to wrap-around services.

**CoC-funded agencies agree to operate CoC-funded projects in strict adherence to this Policy. Failure to comply with this Policy could be grounds for termination of a CoC-funded grant agreement.**

<sup>1</sup> Atlanta Code of Ordinances §§ 94-66 and 94-68 (applicable to shelters located in the City of Atlanta); US Housing and Urban Development Equal Access Rule, 77 Federal Rule 5662, as supplemented by Notice CPD-15-02 (applicable to shelters that are HUD-assisted, HUD-insured or are otherwise recipients or subrecipients of HUD funds).