

Applicable Civil Rights Laws and Regulations
(Note: CPD programs refers to CDBG, HOME, ESG, and HOPWA)

CIVIL RIGHTS LAW	DESCRIPTION	PROGRAM APPLICABILITY	ACTIVITY APPLICABILITY	MANUAL REFERENCES
Title VI of the Civil Rights Act of 1964 (42 USC 2000d) <ul style="list-style-type: none"> Regulations: 24 CFR Part 1 	This law provides that no person shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance.	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Contracting (Business Opportunities) Displacement 	
Title VIII of the Civil Rights Act of 1968 (aka The Fair Housing Act) (42 USC 3601-3620) <ul style="list-style-type: none"> Regulations: 24 CFR Parts 100, 103, 110, 115 & 121 	Also known as the Fair Housing Law, this law prohibits discrimination in housing on the bases of race, color, religion, sex, national origin, disability, and familial status. This law also mandates that HUD administers its programs in a manner that affirmatively furthers fair housing.	All CPD program participants and their subrecipients involved in housing-related activities. Includes Affirmatively Furthering Fair Housing (AFFH).	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services Displacement 	
Executive Order 11063, as amended by Executive Order 12259 <ul style="list-style-type: none"> Regulations: 24 CFR 107 	This Executive Order, as amended by Executive Order 12259, provides that no person shall, on the basis of race, color, religion, sex, or national origin, be discriminated against in housing (and related facilities) provided with Federal assistance, and in lending practices with respect to residential property when such practices are connected with loans insured or guaranteed by the Federal government.	Participants and their subrecipients that use CPD funds for programs involving the provision, rehabilitation, or operation of housing and related facilities.	<ul style="list-style-type: none"> Housing and Related Services 	
Section 504 of the Rehabilitation Act of 1973, as amended (29 USC 794) <ul style="list-style-type: none"> Regulations: 24 CFR Part 8 	This law provides that no otherwise qualified individuals with disability shall, solely because of his/her disability, be excluded from the participation in, be denied the benefits of, or be discriminated against under any	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services Employment 	

	program or activity receiving Federal financial assistance.			
Title II of the Americans with Disabilities Act of 1990 (Public Law 101-336) <ul style="list-style-type: none"> Regulations: 28 CFR 35 (Department of Justice) 	This law prohibits disability discrimination by all public entities at the local level including by state and local public housing, housing assistance, and housing referral programs.	State and local governments and their partners, agencies, and other instrumentalities, even if no Federal funding is provided.	<ul style="list-style-type: none"> Housing and Related Services 	
Section 282 of the HOME Investment Partnerships Act at title II of the Cranston-Gonzales National Affordable Housing Act	This law requires that HOME program funds recipients agree to post notices containing their policy against discrimination in conspicuous places available to applicants for employment and employees. All solicitations or advertisements for employees shall state that all qualified applicants will receive consideration for employment without regard to race, color, national origin, religion, or sex.	Participants and their subrecipients that use HOME funds.	<ul style="list-style-type: none"> Housing and Related Services 	
Equal Access Rule 24 CFR 5.105(a)(2)	This rule requires that assisted housing be made available without regard to actual or perceived sexual orientation, gender identity, or marital status.	Participants and their subrecipients that use CPD funds for programs involving the provision or operation of housing and related facilities.	<ul style="list-style-type: none"> Housing and Related Services 	
Age Discrimination Act of 1975 (42 USC 6101-07) <ul style="list-style-type: none"> Regulations: 24 CFR Part 146 	This Act provides that no person shall be excluded from participation, denied program benefits, or subjected to discrimination on the basis of age under any program or activity receiving Federal funds.	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services Employment 	
Executive Orders 11246, as amended by 12086 <ul style="list-style-type: none"> Regulations: 41 CFR Chapter 60 (Department of Labor) 	This Executive Order provides that no person shall be discriminated against, on the basis of race, color, religion, sex, or national origin, in any phase of employment during the performance of Federal or	Participants and their subrecipients in all CPD programs receiving Federal financial assistance. Applicable to all their own and subrecipients' employment	<ul style="list-style-type: none"> Employment 	

	Federally assisted construction contracts in excess of \$10,000.	activities.		
Executive Order 11375 Regulations: 41 CFR Part 60	This Executive Order prohibits discrimination on the basis of sex in hiring and employment in both the United States federal workforce and on the part of government contractors.	Participants and their subrecipients in all CPD programs receiving Federal financial assistance. Applicable to all their own and subrecipients' employment activities.	<ul style="list-style-type: none"> • Employment 	
Section 3, Housing and Urban Development Act of 1968 (12 USC 1701u) <ul style="list-style-type: none"> • Regulations: 24 CFR Part 135 	This law provides that, to the greatest extent feasible, opportunities for training and employment shall be given to lower income residents of the project area. Section 3 also provides that contracts for work related to such projects shall be awarded to business concerns that are located in, or which are owned in substantial part by persons residing in the project area. (Note: The Housing and Community Development Act of 1980 defined "project area" as the unit of local government or the metropolitan area or the non-metropolitan county in which the project is located.)	Participants and their subrecipients in CPD programs that generate employment and other economic opportunities for low- and very-low income persons and business concerns and the participant's subrecipients, contractors, and subcontractors where the entity meets the applicable monetary threshold.	<ul style="list-style-type: none"> • Contracting (Business Opportunities) 	
The Small Business Act (Public Law 95-507) <ul style="list-style-type: none"> • Regulations: 24 CFR Part 85 Section 36(e)(i-vi) 	This law makes federal procurement contracting more readily accessible to all small businesses and stipulates that it is the policy of the Federal government to provide maximum practicable opportunities in its acquisitions of goods and services to small businesses, small disadvantaged businesses and women-owned businesses.	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> • Contracting (Business Opportunities) 	
Section 281 of the Cranston-Gonzalez National Affordable Housing Act	This law provides that recipients of HUD grant funds must establish and oversee a minority outreach program that includes minority-	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> • Contracting (Business Opportunities) 	

	and women-owned businesses in all contracting activities entered into for the provision of federal housing programs.			
Executive Order 12432 Minority Business Enterprise Development	This Executive Order, also known as Minority Business Enterprise Development, directs each Federal agency having substantial procurement or grant making authority to develop a minority business development plan and programs and to encourage recipients of Federal grants and cooperative agreements to achieve reasonable minority business participation in contracts let because of its grants and agreements.	Participants and their subrecipients in all CPD programs that receive Federal financial assistance.	<ul style="list-style-type: none"> Contracting (Business Opportunities) 	
Executive Order 11625, as amended <ul style="list-style-type: none"> Regulations: 41 CFR Part 60 	This Executive Order provides that affirmative steps be taken by grantees and their contractors to utilize minority and socially and economically disadvantaged businesses.	Participants and their subrecipients in CPD programs that generate economic opportunities.	<ul style="list-style-type: none"> Contracting (Business Opportunities) 	
Executive Order 12138 National Women's Business Enterprise Policy <ul style="list-style-type: none"> Regulations: 41 CFR Part 60 	This Executive Order, also known as the National Women's Business Enterprise Policy, provides that affirmative steps be taken by grantees and their contractors to utilize women owned businesses.	Participants and their subrecipients in CPD programs that generate economic opportunities.	<ul style="list-style-type: none"> Contracting (Business Opportunities) 	
Section 562 of the Housing and Community Development Act of 1987 (42 USC 3608a) <ul style="list-style-type: none"> Regulations: 24 CFR Part 121 	This law requires that HUD program recipients collect and report specified data.	Participants and their subrecipients in all CPD programs.	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing Employment Contracting (Business Opportunities) Displacement 	
Section 109 of the Housing and	This law provides that no person	Participants and their	<ul style="list-style-type: none"> Benefits, Services, 	

<p>Community Development Act of 1974 (42 USC 5309)</p> <ul style="list-style-type: none"> Regulations: 24 CFR Part 6 	<p>shall, on the grounds of race, color, national origin, or sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity funded in whole or in part with funds made available under Title I of the Act.</p>	<p>subrecipients in all CPD programs receiving funds in whole or in part under Title I of the Housing and Community Development Act of 1974.</p>	<p>Methods of Administration</p> <ul style="list-style-type: none"> Employment Contracting (Business Opportunities) Displacement 	
<p>Executive Order 12898, Environmental Justice</p> <ul style="list-style-type: none"> Regulations: 24 CFR Parts 50.4(l) and 58.5(j) 	<p>The Executive Order addresses environmental justice requiring that recipients identify and address, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations.</p>	<p>States, local governments, other participants, and their subrecipients in all CPD programs receiving Federal financial assistance, including other entities that are recipients or subrecipients of funding.</p>	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services 	
<p>Title IX of the Education Act Amendments of 1972 (20 USC 1681 et. seq.)</p> <ul style="list-style-type: none"> Regulations: 24 CFR Part 3 	<p>This Act prohibits discrimination on the basis of sex in programs containing any training and/or education components.</p>	<p>Participants and subrecipients administering CPD programs containing any training and/or education components.</p>	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services 	
<p>Section 104(b)(2) of the Housing and Community Development Act of 1974 (42 U.S.C. 5304)</p> <ul style="list-style-type: none"> Regulations: 24 CFR 570.487(b) 	<p>This law requires certain certifications by participants and their grantees funded under Title I of the Housing and Community Development Act of 1974.</p>	<p>Participants and their subrecipients funded under Title I of the Housing and Community Development Act of 1974</p>	<ul style="list-style-type: none"> Benefits, Services, Methods of Administration Housing and Related Services Displacement 	
<p>Pennsylvania Human Relations Act</p>	<p>This Act provides that no individual or group shall on the grounds of race, color, familial status, religious creed, ancestry, age, sex, national origin, handicap or disability, use of guide or support animals because of the blindness, deafness or physical handicap of the user or because the user is a handler or trainer of support or guide animals be subjected to discrimination in the Commonwealth of Pennsylvania.</p>	<p>Participants and their subrecipients under HUD funded programs</p>	<ul style="list-style-type: none"> Housing and Related Services Employment Contracting (Business Opportunities) 	

