THDA Non-Discrimination Quiz

1. Title VI of the Civil Rights Act of 1964 prohibits discrimination in programs and activities that receive Federal financial assistance on the basis of:
    - ☐ Age, race and national origin
    - ☐ Race, color and national origin
    - ☐ Sex, age and race

2. In addition to discrimination, Title VI also prohibits:
    - ☐ Harassment
    - ☐ Institutional codes of conduct
    - ☐ Employment and work related opportunities

3. Other federal non-discrimination laws prohibit discrimination on the basis of:
    - ☐ Sex, age, political ideology
    - ☐ Handicap/disability,
    - ☐ Age, sex & handicap/disability

4. According to Title VI, agencies operating programs with Federal financial assistance:
    - ☐ Can choose to provide different services and benefits to different groups of people.
    - ☐ Can deny services, aids or benefits.
    - ☐ Can provide services, aids and benefits in different ways for certain people.
    - ☐ None of the above.

5. Sub-recipients/contractors of agencies who receive Federal financial assistance are required to have a Title VI Coordinator & follow Title VI requirements in a similar fashion to the primary recipient (THDA)?
    - ☐ True
    - ☐ False

6. Who is a Limited English Proficient (LEP) Person?
    - ☐ A person who does not speak English as their primary language and has the limited ability to speak, write or understand English.
    - ☐ A person from the United States that cannot read.
    - ☐ A person who does not speak English at all.
    - ☐ Answers A and C

7. When an LEP person contacts THDA with questions or a request for services, which of the following procedures should be followed?
    - ☐ Access the AVAZA language line.
    - ☐ Use a language identification guide to determine translation needs.
    - ☐ Provide vital written documents in chosen language.
    - ☐ All of the above.

8. The purpose of Title VIII of the Civil Rights Act of 1968 (Federal Fair Housing Act) is to ensure that everyone has equal access to housing regardless of their race, color, national origin, religion, sex, disability, familial status.
    - ☐ True
    - ☐ False

9. Based on federal fair housing law, which of the following people would be protected:
    - ☐ A divorced female, single parent
    - ☐ A 35-year-old single, Jewish man
    - ☐ A 50-year-old white man
    - ☐ All of the above

10. In addition to federal non-discrimination laws, Tennessee also has a state law prohibiting discrimination in housing activities?
    - ☐ True
    - ☐ False

11. What rental practices are banned in the rental of housing if based on race, color, national origin, religion, sex, disability, and familial status?
    - ☐ Refusing to rent or negotiate for housing.
    - ☐ Setting different terms, conditions, or privileges for the rental of housing, such as different lease provisions related to rental charges, security deposits, and other lease terms.
    - ☐ Threatening, coercing, intimidating, or interfering with anyone exercising a fair housing right or assisting others who exercise that right.
    - ☐ All of the above.

12. When developing policies to protect residents and property from potential criminal acts, a housing provider may deny access for which of the following and not be in danger of creating a policy that creates an unjustified discriminatory effect based on protected characteristics?
    - ☐ One or more arrests for felony crimes in the past three years.
    - ☐ Any criminal conviction regardless of what type or when the conviction occurred.
    - ☐ A felony criminal conviction that occurred in the past three years.
    - ☐ All of the above.
    - ☐ None of the above.

13. If a housing community has a strictly enforced "No Pet" policy, it would be considered a reasonable accommodation to allow a person with a mental illness, such as Post Traumatic Stress Disorder, an emotional support animal.
    - ☐ True
    - ☐ False

14. Anyone protected by Title VI that feels they have been discriminated against has how many days to file a complaint to be investigated by the state Human Rights Commission?
    - ☐ 60
    - ☐ 90
    - ☐ 180

15. Title VI decisions may be appealed.
    - ☐ True
    - ☐ False