

# REASONABLE ACCOMMODATION POLICY

## ABOUT THE POLICY

The Fair Housing Amendments Act (“FHAA”) prohibits discrimination by associations against certain protected categories, including people with disabilities. Associations are required to grant a disabled person a reasonable accommodation to the Association’s rules, regulations and restrictions so that the disabled person can have equal use and enjoyment of the community.

Associations unaware of the FHAA can be accused of discrimination by enforcing rules, regulations and restrictions against disabled people when a reasonable accommodation is appropriate. Some common examples of discrimination are failing to allow a disabled owner to keep their emotional support animal, and failing to grant a disabled resident a closer parking space to their unit. Boards need to know the definition of a disability, and the legal criteria by which they should conduct their review of whether to grant a reasonable accommodation.

## WHY DO WE RECOMMEND IT?

To minimize potential discrimination claims within your association, we recommend adopting a Reasonable Accommodation Policy. The policy should set forth a process for requesting reasonable accommodations, reviewing the requests, and making decisions on the same.

## WHAT WE CAN DO TO HELP

Altitude Community Law offers options to draft a new policy as follows:

### 1. New Policy

We can assist with drafting a new policy for a fixed fee. This policy will include:

- a standardized form of requests;
- guidelines for request evaluations; and
- a sample healthcare provider confidential certification letter

### 2. Hourly

We can also update any of your existing policies on an hourly basis.

**Contact us below for pricing**, with questions, or if you would like to move forward with the recommended policy updates:



(303) 432-9999



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