

BK0076PG0266

**PERTAINING TO THE REPEAL AND READOPTION OF A FAIR HOUSING AND
EQUAL OPPORTUNITY PLAN**

WHEREAS, as a recipient of federal Community Development Block Grant funds from the United States Department of Housing and Urban Development received through the State of Maryland, Calvert County is required to comply with all federal statutes, regulations and Executive Orders relating to civil rights, fair housing, non-discrimination and equal opportunity;

WHEREAS, the County's compliance is not specific to the federally funded project or activity;

WHEREAS, the County must ensure that its administrative practices, policies and laws meet the intent of the statutes, regulations and Executive Orders;

WHEREAS, the community benefits when Calvert County commits to create an environment for its citizens where no one is excluded from participation or benefit due to their race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion;

WHEREAS, the denial of rights based on any of these protected classes is detrimental to the health, safety and welfare of the citizens and constitutes an unjust denial or deprivation of such inalienable rights which is within the power and the proper responsibility of government to prevent;

WHEREAS, in accordance with the federal Civil Rights Act of 1968, as amended, the federal Housing and Community Development Act of 1974, as amended, and the Fair Housing Act of 1988, the County will promote through fair, orderly and lawful procedures, the opportunity for each person to obtain housing of such person's choice in this community without regard to race, color, national origin, ethnicity, gender, disability, familial status, marital Opportunity status, age or religion;

WHEREAS, after due notice, the County Commissioners conducted a public hearing on April 8, 2025 in order to hear public comments regarding the repeal of Resolution 34-19 and adoption of the Fair Housing & Equal Opportunity Plan attached hereto as Exhibit A; and

WHEREAS, after considering public input and staff comments and recommendations regarding this matter, the Board of County Commissioners has determined that it is in the best interests of the citizens of Calvert County to promote and encourage fair housing choice for all its residents through implementation of administrative practices, policies and laws that attempt to prohibit: discrimination in the sale or rental of housing, discrimination in housing financing, discrimination in providing brokerage services, and unlawful Intimidation through adoption of the Fair Housing and Equal Opportunity Plan attached hereto as Exhibit A, made a part hereof and incorporated herein by reference.

NOW, THEREFORE, BE IT RESOLVED, that the Board of County Commissioners of Calvert County, Maryland, hereby **REPEALS** Resolution 34-19 and **ADOPTS** and enacts the Fair Housing and Equal Opportunity Plan attached hereto as Exhibit A;

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Re: Fair Housing & Equal Opportunity Plan

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that the President of the Board of County Commissioners of Calvert County, Maryland is authorized and empowered to execute any and all documents required to evidence adoption of the Fair Housing and Equal Opportunity Plan;

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland, that in the event any portion of this Resolution is found to be unconstitutional, illegal, null or void, it is the intent of the Board of County Commissioners to sever only the invalid portion or provisions, and that the remainder of this Resolution shall be enforceable and valid;

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland, that the foregoing recitals are adopted as if fully rewritten herein; and

BE IT FURTHER RESOLVED, by the Board of County Commissioners of Calvert County, Maryland that this Resolution shall be effective upon recordation without publication of a fair summary.

DONE, this 8th day of April, 2025, by the Board of County Commissioners of Calvert County, Maryland, sitting in regular session.

Aye: 5
Nay: 0
Absent/Abstain: 0

ATTEST:

**BOARD OF COUNTY COMMISSIONERS
OF CALVERT COUNTY, MARYLAND**

Katie Brittain
Katie Brittain, Clerk

Earl F. Hance
Earl F. Hance, President

Toad Ireland
Toad Ireland, Vice-President

Approved for form and legal sufficiency
by:

Mark C. Cox Sr.
Mark C. Cox Sr.

John Norris, III
John Norris, III, County Attorney

Catherine M. Grasso
Catherine M. Grasso

Mike Hart
Mike Hart

**EXHIBIT A
FAIR HOUSING AND EQUAL OPPORTUNITY PLAN**

As a recipient of federal Community Development Block Grant funds from the United States Department of Housing and Urban Development received through the State of Maryland, the Calvert County is required to comply with all federal statutes, regulations and Executive Orders relating to civil rights, fair housing, non-discrimination and equal opportunity. The County's compliance is not specific to the federally funded project or activity. The County must ensure that its administrative practices, policies and laws meet the intent of the statutes, regulations and Executive Orders.

Therefore, Calvert County commits to create an environment for its citizens where no one is excluded from participation or benefit due to their race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The denial of rights based on any of these protected classes is detrimental to the health, safety and welfare of the citizens and constitutes an unjust denial or deprivation of such inalienable rights which is within the power and the proper responsibility of government to prevent.

Fair Housing

In accordance with the federal Civil Rights Act of 1968 (as amended), the federal Housing and Community Development Act of 1974 (as amended), and the Fair Housing Act of 1988, the County will promote through fair, orderly and lawful procedures, the opportunity for each person to obtain housing of such person's choice in this community without regard to race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion.

To the best of our ability, the Calvert County will promote and encourage fair housing choice for all its residents. The County's administrative practices, policies and laws will attempt to prohibit:

- Discrimination in the Sale or Rental of Housing
- Discrimination in Housing Financing
- Discrimination in Providing Brokerage Services
- Unlawful Intimidation

The County will accept complaints from any citizen that feels that they have been discriminated against related to their housing choice. The County will make an initial investigation and refer the complaint to the state or the federal housing departments.

For housing projects developed or assisted with federal funds, the County will ensure that its subrecipients and developers will comply with statutes, regulations and Executive Orders.

Equal Opportunity

In accordance with the federal Civil Rights Act of 1964 (as amended), no person in the Calvert County shall be excluded from participation in, denied benefits of, or subjected to discrimination under any program or activity receiving federal financial assistance.

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The County will ensure that it will not discriminate in its procurement practices. The County's procurement policies allow for open and competitive bidding concerning all procured goods and services. When applicable, the County will solicit bids from minority women owned businesses.

Affirmative Action Strategy

It is the policy of the Calvert County not to discriminate against any employee or any applicant for employment because of race, color, national origin, ethnicity, gender, disability, familial status, marital status, age or religion. The County will take affirmative action to ensure that this policy includes but is not limited to the following: recruitment and employment, promotion, demotion, transfer, compensation, selection for training, layoff and termination. Additionally, the County will ensure that our contractors and subcontractors will not discriminate against any employee or applicant for employment.

Affirmatively Furthering Fair Housing

Calvert County commits to affirmatively further fair housing in our community. Our programs will be administered in accordance with our efforts to provide a range of fair housing choices to our citizens.

The County will undertake at least one of the following activities on an annual basis:

- Adopt a Fair Housing Proclamation and celebrate the month of April as Fair Housing Month
- Develop and distribute a fair housing brochure informing our residents of their rights under state and federal laws. The brochure will be available at all public buildings and will be mailed with local utility bills.
- Sponsor an annual workshop on fair housing

Excessive Force

The National Affordable Housing Act (NAHA) of 1990 (as amended) requires recipients of federal Community Development Block Grant funds through the United States Department of Housing and Urban Development to protect individuals engaging in non-violent civil rights demonstrations. To that end, the County is required to develop and maintain a policy of enforcing applicable State and local laws against physically barring entrance to or exit from a facility or location which is the subject of such nonviolent civil rights demonstrations.

The Calvert County Sheriff provides for the safety of its citizens. The County prohibits the use of excessive force by employees of the Sheriff against anyone engaged in non-violent civil rights demonstrations.

Limited English Proficiency

Calvert County recognizes that, as its population increases, its population now includes persons from other countries whose primary language is not English. To that end, the County will make efforts to identify various populations and to provide information to them in a language they understand.

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Personnel Policies

Calvert County's personnel policies are in compliance with all federal and state equal opportunity requirements. They are updated as requirements change.

Specifically, employees are notified of their rights, responsibilities and requirements of their specific jobs and as a representative of this county. The personnel policies provide information on compensation, leave, termination, grievances, benefits, sexual harassment, and employee reviews. The personnel policy and Ethics Ordinance also provides information about conflict-of-interest provisions related to contracting and procurement.

A full copy of the personnel policies may be obtained in the Personnel Office during normal business hours and may be viewed online at <https://ecode360.com/15520793>.

Expiry

This Citizen Participation Plan shall be effective for a 5 year period, and may be renewed.

Received for Record..... 4/10 20 25
at 4:26 o'clock..... P.....M. Same day
recorded in Liber KPS No. 76
Folio..... 246 COUNTY COMMISSIONERS
ORDINANCES AND RESOLUTION.

Garry P. Smith