



Missouri Balance of State Continuum of Care *Adopted Anti Discrimination Policy*

The Mo BoS CoC does not discriminate against anyone seeking homeless services based on race, color, national origin, religion, sex, familial status, disability, age, gender, gender identity, sexual orientation, or marital status. The Mo BoS CoC embraces diversity and differences within our communities by providing equal professional services to all people regardless of funding source. In order to serve the clients who are most vulnerable to discrimination, the Mo BoS CoC has chosen to include additional protections such as gender identity and sexual orientation to ensure those in need of housing and homelessness services are not discriminated against.

The Mo BoS CoC will comply with all applicable Federal and State civil rights and fair housing laws and requirements, including HUD's Equal Access Rule. 24 CFR §578.93(a) requires CoC grantees to operate in compliance with federal nondiscrimination and equal opportunity requirements; see 24 CFR 5.105 (a) for a full list of applicable laws, regulations and Executive Orders.

All agencies within the Mo BoS CoC are expected to comply with this policy and all applicable Federal and State civil rights and fair housing laws and requirements, including HUD's Equal Access Rule. To ensure agencies have the capabilities to do so, the Mo BoS CoC will conduct at least annually an anti-discrimination and cultural competency training free to all Mo BoS CoC members either in person or via webinar. Additionally, the Mo BoS CoC will at least annually review data from the system to determine if any race or gender disparities exist to understand where gaps in services exist.

Resources and References including Related Policies and Regulations

Affirmatively Furthering Fair Housing

24 CFR § 578.93(c) requires that CoC grantees must affirmatively market housing and supportive services to eligible persons—regardless of race, color, national origin, religion, sex, age, familial status, or handicap—who are least likely to apply in the absence of special outreach, and maintain records of those marketing activities.

[Fair Housing Rights and Obligations](#)

[HUD Equal Access Final Rule](#)



Mechanisms for Reporting Violations

[HUD's Portal for Online Fair Housing Complaints \("File a Housing Discrimination Complaint" tab\)](#)

[Missouri Commission on Human Rights](#)

HUD Resources

[HUD 11/16/16 Equal Access and Gender Identity Rules Training](#)

[Equal Access for Transgender People: Supporting Inclusive Housing and Shelters](#)

[HUD Notice: Appropriate Placement for Transgender Persons in Single-Sex Emergency Shelters and Other Facilities](#)

Resources for Making Your Program Safe and Welcoming for Members of the LGBT Community

[HUD Resources for Homeless LGBT Community](#)

[National Gay & Lesbian Task Force, Transitioning Our Shelters: A Guide to Making Homeless Shelters Safe for Transgender People](#)

[Trans and Gender Non-Conforming Youth Storytelling Movement](#)

[Anti-Violence Project Privileges Held by Non-Trans People](#)

Resources for Incorporating Gender Inclusive Strategies within Domestic Violence Shelters

FORGE: Tipsheets for Providers

- [Tipsheet #1: Why Include People of All Genders in Shelters?](#)
- [Tipsheet #2: How Shelters Decide to Integrate All Genders](#)
- [Tipsheet #3: How Shelters Prepare for Gender Integration](#)
- [Tipsheet #4: Addressing Concerns from Stakeholders](#)
- [Tipsheet #5: Creating Trans-Inclusive Bathrooms in Shelters](#)
- [Tipsheet #6: Safety Measures in Gender-Integrated Shelters](#)
- [Tipsheet #7: Trans-Specific Shelter Supplies](#)
- [Tipsheet #8: Dealing with Conflict and Bias in Gender-Integrated Shelters](#)