



KANSAS CITY MISSOURI

Ordinance No. 231019 – Banning Source-of-Income Discrimination in Housing

Goal: To facilitate the City's stated goal of fair housing throughout the City by banning discrimination against current and potential tenants based on the lawful and reasonably verifiable source of income they use to pay the full price of the rent.

Sec. 38-105. Housing.

(a) It is the policy of the city to provide, within constitutional limitations, for fair housing throughout the corporate limits of the city.

Structure of the Ordinance

1. **Prohibition** on Source-of-Income (“**SOI**”) discrimination
2. **Investigation** procedures to uncover such discrimination
3. **Financial Enforcement** for violators
4. **Rental-Permit-Based Enforcement** within the Healthy Homes program
5. **Publicizing** of the ordinance throughout Kansas City

1. Prohibition on SOI discrimination

- Currently, discrimination based on a “protected trait” prohibited
- Proposed ordinance classifies “source of income” as a “protected trait”

(b) Within this section “protected trait” shall mean actual or perceived race, color, religion, national origin, sex, mental or physical disability, marital status, familial status, age sexual orientation or gender identity, gender expression, ethnic background, being a victim of domestic violence, sexual assault or stalking, or source of income.

- Additional protections for renters, incl. reinforce existing “holistic consideration” requirement

2. Investigation procedures to uncover discrimination

- Improved complaint process
- Clearer timeline for investigations
- Regular audits and reports

3. Financial Enforcement for violators

- \$1,000 fine (other discrimination = \$500 fine plus up to 180 days imprisonment)
- Fines allocated to Tenant Support Fund

4. Rental-Permit-Based Enforcement within the Healthy Homes program

- Existing permit program allows suspensions for housing discrimination
- Source-of-Income-related suspension places permit on “Special Probationary Status”
- Required anti-discrimination training, disclosing rental advertisements

5. Publicizing Ordinance

- City Manager publicizes ordinance, adds to Tenant Bill of Rights

Section 3. That the City Manager is directed to:

(a) Provide notification of this ordinance to tenants through, among other things, City websites, city government television and video services, notices on City property, City communications, community events, and to conduct outreach with neighborhood associations, apartment buildings and tenant unions. This effort will exist in perpetuity and will not be exclusive to the first year of the ordinance's passage.

(b) Identify an annual source of funding to implement the provisions of this ordinance, including establishing a reasonable number of investigator positions within the Civil Rights and Equal Opportunity Department.

(c) Affix the substantive changes made by this Ordinance as an addendum to the Tenant Bill of Rights.

Questions?