
Overview

The Kings Tulare Continuum of Care on Homelessness (KTCoC) is a consortium of partners that includes homeless service providers, advocacy groups, government agencies, and homeless individuals who are working together to address the housing and support service needs of people experiencing homelessness in this region of the San Joaquin Valley.

KTCoC is committed to acknowledging and honoring the fundamental value and dignity of all individuals regardless of race, ethnicity, religion, sexual orientation, or gender identity. We pledge to work with our entire community to end homelessness in Kings and Tulare Counties. We believe that each individual has the right to seek and receive services in an atmosphere that promotes equal treatment and opportunity and that prohibits unlawful discriminatory practices.

KTCoC has adopted these anti-discrimination policies and procedures to ensure that everyone experiencing homelessness in Kings and Tulare Counties has equal access, without discrimination, to all necessary housing and supportive services. These policies and procedures provide guidance to all staff, volunteers, and contractors of all agencies funded through the Continuum of Care (CoC) and Emergency Solutions Grants (ESG) programs in Kings and Tulare Counties.

Equal Access Protections

CoC- and ESG-funded service providers in Kings and Tulare County are prohibited from discriminating against anyone seeking homeless services based on race, ethnicity, color, national origin, language, ancestry, religion, sex, familial status, marital status, disability, age, gender, and LGBTQ+ (lesbian, gay, bisexual, transgender, queer/questioning, etc.) status.

All providers must manage their programs in accordance with federal and local nondiscrimination and equal opportunity provisions including the [Fair Housing Act](#), Section 504 of the [Rehabilitation Act](#), Title VI of the [Civil Rights Act](#), Titles II and III of the [Americans with Disabilities Act](#), and HUD's [Equal Access rule: 24 CFR 5.100, 5.105\(a\)\(2\), and 5.10b\(b\)](#).

KTCoC will:

- Provide annual training to service providers and others regarding the HUD Equal Access and Gender Identity Rules and related requirements;
- Use appropriate inclusive language in communications, publications, training events, personnel handbooks, and other policy documents that affirms the CoC's commitment to serving all eligible clients;
- Regularly monitor CoC- and ESG-funded agencies to ensure compliance with HUD's Equal Access and Gender Identity Rules, and other applicable civil rights and fair housing laws and regulations.

All service providers will:

- Ensure no person is denied access to facilities, services, aid, or other benefits;
- To the best of their ability, ensure the safety of all clients accessing services;
- Ensure that staff and volunteers maintain the confidentiality of clients demographic and personal information including gender identity;
- Make reasonable accommodations and modifications for people accessing services who need additional support;
- Take all steps to prevent the separation of families when they are accessing services unless the health and well-being of children are at immediate risk;
- Take prompt action to resolve inappropriate behavior, treatment, harassment, or any other equal access issues by staff, volunteers, or clients;
- Include policies and procedures in employee handbooks and training that prohibit discrimination and provide guidance to staff to ensure that all persons have equal access to services.

Confirmed acts of discrimination, harassment, and misconduct will be dealt with appropriately by KTCOC. Responsive actions may include training and/or counseling with progressive correction measures if the conduct isn't rectified.