

Gables Residential's Reasonable Accommodations and Reasonable Modifications Policies

Gables Residential is thoroughly committed to following the letter and spirit of Fair Housing laws. As such, Gables has initiated policies and procedures which ensure compliance with all local and federal fair housing requirements. In particular, we strive to ensure that residents with disabilities are able to enjoy their apartments and common and public use areas by permitting reasonable accommodations and reasonable modifications when necessary. By law, an individual with a disability, an individual who becomes disabled, someone asking on behalf of an individual with a disability, or someone with recurring visits from an individual with a disability may request a reasonable accommodation or reasonable modification.

A **Reasonable Accommodation** is defined as a change, exception or adjustment to a rule, policy, practice or service that may be necessary for a person with a disability to have equal opportunity to use and enjoy a dwelling and/or public and common use space. Common examples of reasonable accommodations are assigning a resident with a mobility impairment a parking spot close to the building entrance and waiving a "no pet" policy to allow an individual with a disability the use of a service or support animal.

A **Reasonable Modification** is defined as a structural change made to an existing premises, occupied or to be occupied by a person with a disability, in order to afford such a person full enjoyment of the premises. Reasonable modifications can include structural changes to interiors and exteriors of dwellings and to common and public use areas. Common examples of reasonable modifications include the installation of grab bars in a bathroom or adding a ramp to the primary entrance of the building.

- **Disability** is defined as a person who has a physical or mental impairment which substantially limits one or more major life activities (walking, seeing, hearing, speaking, breathing, caring for one's self, performing manual tasks, learning, and working.)
- The definition of **disability** also includes a person who has a record of such impairment, or a person who is regarded and treated by another person as having a disability even though that person does not have a disability, or has a disability which does not substantially limit a major life activity.
- **Disability** is very broadly defined and includes, but is not limited to physical disability, such as the use of a wheelchair, intellectual or learning disabilities, cancer, HIV status, inability to learn and work, and recovered illegal substance abusers.
- The term **disability** does not include current use of or addiction to any illegal drug or substance. The Federal Rules and Regulations permit a landlord to refuse to rent to a person, adult or child, who would "constitute a direct threat to the health or safety of other individuals or whose tenancy would result in substantial physical damage to the property of others."

Based on Fair Housing Requirements, the law permits a person with a disability to make reasonable modifications to an apartment or common or public use area at his/her own expense, if the modifications are necessary to allow the person with a disability full enjoyment of the premises. In addition, the law permits that a person with a disability is able to request a reasonable accommodation to rules or policies to allow a resident with a disability equal opportunity to use and enjoy the apartment and common areas of the community. Each situation is evaluated on a case-by-case basis by Gables Management.

The resident may request permission in writing or orally and the associate must complete a Reasonable Accommodation/Modification Request Form for ALL requests. Permission must be obtained from the community manager prior to approving the reasonable accommodation and/or reasonable modification. Additionally, a second level of review is provided by the corporate office to ensure that the resident's reasonable accommodation and/or reasonable modification is appropriately considered.