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1 sources of income will promote a general welfare of the City and its residents;  
2 and

3 WHEREAS, The availability of safe and affordable housing is an essential  
4 component of individual and community well-being; and

5 WHEREAS, Because applicants for housing are regularly asked to disclose  
6 their source of income in consideration of their ability to meet income  
7 requirements, this prohibition would also ensure that applicants with  
8 supplemental income are not denied access to housing opportunities; and

9 WHEREAS, The City of Albuquerque is currently facing a housing crisis  
10 and participants of the Section 8 Housing Choice Voucher program are  
11 routinely unable to find housing despite eligibility for the program; and

12 WHEREAS, Prohibiting source of income discrimination will help expand  
13 the housing choices available to voucher holders and increase equitable  
14 access to housing opportunities for renters in our City.

15 BE IT ORDAINED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF  
16 ALBUQUERQUE:

17 SECTION 1. Section 11-3-2, the “Declaration of Policy” Section of the  
18 Human Rights Ordinance, is hereby amended as follows:

19 “§ 11-3-2 DECLARATION OF POLICY.

20 Pursuant to Article VIII of the Albuquerque City Charter, in order to assure  
21 the public safety, public health and general welfare, to

- 22 (A) Preserve, protect, and promote human rights and human dignity;
- 23 (B) Promote and encourage the recognition and exercise of human  
24 responsibility;
- 25 (C) Protect and promote equality of access to public goods and services; and
- 26 (D) Prohibit discrimination on the basis of race, color, religion, sex, national  
27 origin or ancestry, age, physical handicap, or source of income, including, but  
28 not limited to the following area:

- 29 (1) In places of public accommodations;
- 30 (2) In housing accommodations; and
- 31 (3) In commercial space.”

32 SECTION 2. 11-3-3, the “Definitions” Section of the Human Rights  
33 Ordinance, is hereby amended as follows:

1    “§ 11-3-3 DEFINITIONS.

2       For the purpose of this article, the following definitions shall apply unless  
3    the context clearly indicates or requires a different meaning.

4       **BOARD.** The Human Rights Board.

5       **COMMERCIAL SPACE.** Any space in a building, structure, or portion  
6    thereof, which is used or occupied or intended to be occupied for the  
7    manufacture, sale, resale, processing, reprocessing, displaying, storing,  
8    handling, garaging, or distribution of personal property; and any space which  
9    is used or occupied as a separate business or professional unit or office in  
10   any building, structure, or portion thereof.

11       **CULTURAL HEADDRESS.** Includes, but is not limited to, burkas, hijabs,  
12   head wraps, head scarves, or other headdresses used as part of an  
13   individual's personal cultural or religious beliefs.

14       **EMPLOYEE.** Any person in the employ of an employer.

15       **EMPLOYER.** Any person employing one or more persons acting for an  
16   employer.

17       **EMPLOYMENT AGENCY.** Any person regularly undertaking with or without  
18   compensation to procure opportunities to work or to procure, recruit, or refer  
19   employees.

20       **HOUSING ACCOMMODATION.** Any building or portion of a building which  
21   is constructed or to be constructed, which is used or intended for use as the  
22   residence or sleeping place of any individual.

23       **LABOR ORGANIZATION.** Any organization which exists for the purpose in  
24   whole or in part of collective bargaining or of dealing with employers  
25   concerning grievances, terms or conditions of employment or of other mutual  
26   aid or protection in connection with employment.

27       **MINIMUM INCOME REQUIREMENT.** A requirement set by an owner relating  
28   to the amount of income a prospective tenant must receive in a prescribed  
29   period of time and used to determine the prospective tenant's ability to pay  
30   rent.

31       **PERSON.** One or more individuals, a partnership, association, company,  
32   organization, corporation, joint venture, legal representative, trustee, receiver,  
33   cooperative, or the city and any governmental unit created and/or sponsored

1 by the city. Where any reference to the masculine is present, he or she, her or  
2 him, his or her or person (as in chairperson vs. chairman) should be in its  
3 place.

4 **PHYSICALLY HANDICAPPED.** Any person who, because of accident,  
5 illness, congenital condition or other condition of health, experiences any  
6 impairment in sight, hearing, touch, taste, smell, motor skills or appearance.

7 **PUBLIC ACCOMMODATION.** Any establishment that provides or offers its  
8 services, facilities, accommodations or goods to the public, but does not  
9 include a bona fide private club or other place or establishment which is by its  
10 nature and use distinctly private.

11 **RACE.** Includes, but is not limited to, traits historically and commonly  
12 associated with race or ethnicity, including hair types, hair texture, volume of  
13 hair, length of hair, protective hairstyles, or cultural headdresses.

14 **RACE RELATED HAIRSTYLE.** Includes, but is not limited to, those  
15 hairstyles necessitated by, or resulting from, the characteristics of a hair  
16 texture associated with race, such as braids, locs, afros, tight coils or curls,  
17 bantu knots, and twists.

18 **REAL PROPERTY.** Lands, leaseholds and tenements.

19 **SOURCE OF INCOME.** Any lawful and verifiable source of money and  
20 program requirements of such funding, paid directly to or on behalf of a renter  
21 or buyer of housing, including, but not limited to:

22 (1) Income from a lawful profession, occupation, or job;  
23 (2) Income derived from social security or any form of federal,  
24 state, or local public assistance or housing assistance, including a housing  
25 choice voucher issued pursuant to Section 8 of the United States Housing Act  
26 of 1937, or any other form of housing assistance payment or credit, whether or  
27 not such income or credit is paid or attributed directly to a landlord and even if  
28 such income includes additional federal, state, or local requirements including  
29 but not limited to required inspections and contracting with the agency  
30 administering the public assistance program; or

31 (3) A pension, annuity, alimony, child support, foster care  
32 subsidies, or any other recurring, lawful, and verifiable monetary  
33 consideration or benefit.

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1 UNLAWFUL DISCRIMINATORY PRACTICE. Those unlawful practices and  
2 acts as specified in § 11-3-7.”

3 SECTION 3. Section 11-3-7, the “Unlawful Discriminatory Practice”  
4 Section of the Human Rights Ordinance, is hereby amended as follows:  
5 “§ 11-3-7 UNLAWFUL DISCRIMINATORY PRACTICE.

6 It is unlawful discriminatory practice and a violation of this article for:

7 (A) An employer, unless based on a bona fide occupational  
8 qualification, to refuse to hire, to discharge, to promote or demote or to  
9 discriminate in compensation or terms and conditions of employment, against  
10 any person otherwise qualified, because of race, color, religion, sex, national  
11 origin or ancestry, age, race related hairstyle, the use of a cultural headdress,  
12 or physical handicap.

13 (B) A labor organization to exclude an individual or to expel or  
14 otherwise discriminate against any of its members or against any employer or  
15 employee because of race, color, religion, sex, national origin or ancestry,  
16 age, race related hairstyle, the use of a cultural headdress, or physical  
17 handicap.

18 (C) Any employer, labor organization, or any other person to  
19 refuse to admit or employ any individual in any program established to  
20 provide an apprenticeship or other training or retraining because of race,  
21 color, religion, sex, national origin or ancestry, age, race related hairstyle, the  
22 use of a cultural headdress, or physical handicap.

23 (D) Any employer, labor organization, or any other person to print  
24 or circulate or cause to be printed or circulated any statement, advertisement,  
25 or publication or to use any form of application for employment or  
26 membership, or to make any inquiry regarding prospective employment or  
27 membership which expresses, directly or indirectly, any limitation,  
28 specification, or discrimination as to race, color, religion, sex, national origin  
29 or ancestry, age, race related hairstyle, the use of a cultural headdress, or  
30 physical handicap, unless based on a bona fide occupational qualification.

31 (E) An employment agency to refuse to list and properly classify  
32 for employment or to refer an individual for employment in a known available  
33 job for which the individual is otherwise qualified because of race, religion,

1 color, national origin, ancestry, age, sex, race related hairstyle, the use of a  
2 cultural headdress, or any physical or mental handicap unless based on a  
3 bona fide occupational qualification; or to comply with a request from an  
4 employer for referral of applicants for employment if the request indicates  
5 either directly or indirectly that the employer discriminates in employment on  
6 the basis of race, religion, color, national origin, ancestry, sex, race related  
7 hairstyle, the use of a cultural headdress, or physical or mental handicap  
8 unless based on a bona fide occupational qualification.

9 (F) Any person who provides any public accommodation to make  
10 a distinction, directly or indirectly, in offering or refusing to offer its services,  
11 facilities, accommodations or goods to any individual because of race, color,  
12 religion, sex, race related hairstyle, the use of a cultural headdress, national  
13 origin or ancestry, or physical handicap.

14 (G) Any person to:

15 (1) Refuse to sell, rent, assign, lease or sublease, or offer  
16 for sale, rental, lease or sublease, or assignment, any housing  
17 accommodation, commercial space or real property to any individual, or  
18 discriminate against any person in the terms, conditions, or privileges of the  
19 sale, rental, lease or sublease, or assignment of any housing accommodation,  
20 commercial space, or real property, or to refuse to negotiate for the sale,  
21 rental, lease, assignment or sublease of any housing accommodation,  
22 commercial space or real property, or in the provision of facilities or services  
23 in connection therewith, because of race, color, religion, sex, race related  
24 hairstyle, the use of a cultural headdress, national origin or ancestry, source  
25 of income or the requirements of any program providing the source of income,  
26 or physical handicap.

27 (2) Print, circulate, display or mail, or cause to be printed,  
28 circulated, displayed or mailed, any statement, advertisement, publication or  
29 sign or use any form of application for the purchase, rental, lease, assignment  
30 or sublease of any housing accommodation, commercial space or real  
31 property, or to make any record or inquiry regarding the prospective  
32 purchase, rental, lease, assignment or sublease of any housing  
33 accommodation, commercial space or real property which expresses any

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1 preference, limitation or discrimination as to race, color, religion, sex, race  
2 related hairstyle, the use of a cultural headdress, national origin or ancestry,  
3 source of income, or physical handicap.

4 (3) Represent to any person, because of race, color,  
5 religion, sex, race related hairstyle, the use of a cultural headdress, national  
6 origin or ancestry, source of income or because of the requirements of any  
7 program providing the source of income, or physical handicap, that any  
8 dwelling is not available for inspection, sale, or rental when the dwelling is  
9 available;

10 (4) In determining whether the prospective tenant meets  
11 minimum income requirements, exclude from the calculation any lawful and  
12 verifiable source of income received by the applicant; or

13 (5) Impose additional requirements on a tenant or a  
14 prospective tenant whose rent is to be subsidized by a third party not imposed  
15 on other tenants, such as, but not limited to, additional security deposits or  
16 requirements to maintain renter's insurance; provided that nothing in this  
17 section shall be construed as a prohibition against a property owner or  
18 manager conducting an income or credit inquiry on a prospective tenant or  
19 from performing other vetting techniques, such as a background or rental  
20 history checks, provided these techniques are used for all tenants, regardless  
21 of their source of income.

22 a. Nothing in this legislation shall be construed as requiring a landlord to  
23 show preferential treatment to a prospective tenant who has a non-traditional  
24 source of income.

25 b. Nothing in this legislation shall be construed as requiring a landlord to  
26 set a rent rate at or under Fair Market Rent as defined by the U.S. Department  
27 of Urban Housing and Development.

28 c. Nothing in this legislation shall be construed to mean a landlord cannot  
29 change the terms of a lease after the agreed-upon lease expires.

30 d. Nothing in this legislation shall be construed to prevent a landlord from  
31 evicting a tenant for any lawful reason.

32 (6) In determining whether the prospective tenant meets  
33 minimum income requirements, include in the calculation of rent any amounts

1 that will be paid, credited, or attributed by the tenant or on the tenant’s behalf  
2 from federal, state, or local housing assistance payment programs. In other  
3 words, the calculation of minimum income requirements shall be based on the  
4 portion of rent that a tenant is personally responsible for paying, not the portion  
5 of rent that will be paid by a housing assistance payment program; or

6 (H) Any person to whom application is made for financial  
7 assistance for the acquisition, construction, rehabilitation, repair or  
8 maintenance of any housing accommodation, commercial space or real  
9 property, to:

10 (1) Consider race, color, religion, sex, race related hairstyle,  
11 the use of a cultural headdress, national origin or ancestry or physical  
12 handicap in the granting, withholding, extending, modifying or renewing, or in  
13 the fixing of the rates, terms, conditions or provisions of any financial  
14 assistance, or in the extension of services in connection with the request for  
15 financial assistance; and

16 (2) Use any form of application for financial assistance or to  
17 make any record or inquiry in connection with applications for financial  
18 assistance which expresses, directly or indirectly, any limitation, specification  
19 or discrimination as to race, color, religion, sex, race related hairstyle, the use  
20 of a cultural headdress, national origin or ancestry or physical handicap.

21 (I) Any person or employer to:

22 (1) Aid, abet, incite, compel or coerce the doing of any  
23 unlawful discriminatory practice or to attempt to do so.

24 (2) Engage in any form of threats, reprisals or  
25 discrimination against any person who has opposed unlawful discriminatory  
26 practices or has filed a complaint, testified or participated in any proceeding  
27 under this article.

28 (3) Willfully obstruct or prevent any person from complying  
29 with the provisions of this article or to resist, prevent, impede or interface with  
30 the Board or any of its members, staff or representatives in the performance of  
31 their duties under this article.”

32 SECTION 4. Section 11-3-12, the “Exemptions” Section of the Human  
33 Rights Ordinance, is hereby amended as follows:



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1    **“§ 11-3-12 EXEMPTIONS.**

2       Nothing in this article shall:

3           (A)   Bar any religious or denominational institution or organization  
4    which is operated or supervised or controlled by or is operated in connection  
5    with a religious or denominational organization from limiting admission to or  
6    giving preference to persons of the same religion or denomination, or from  
7    making selections of buyers, leasees or tenants as are calculated by the  
8    organization or denomination to promote the religious or denominational  
9    principles for which it is established or maintained unless in the religious or  
10   denominational organization is restricted on account of race, color, sex,  
11   national origin, ancestry, age, or physical handicap.

12          (B)   Apply to rooms or units in dwellings containing living quarters  
13   occupied or intended to be occupied by no more than four families living  
14   independently of each other, if the owner actually maintains and occupies one  
15   of the living quarters as his or her residence.

16          (C)   Apply to public rest rooms, public showers, public dressing  
17   facilities or sleeping quarters in public institutions where the preference or  
18   limitation is based on sex.

19          (D)   Apply to private living quarters where the preference or  
20   limitation is based on sex; and

21          (E)   Bar a landlord from moving on to a different applicant if an  
22   agency providing housing support requiring a Housing Quality Standards  
23   (“HQS”) inspection fails to complete the initial inspection within five (5)  
24   business days after notification that a prospective tenant has selected a unit;  
25   or if re-inspection is required, fails to complete the re-inspection within five (5)  
26   business days of receiving notification that repairs have been completed,  
27   provided the landlord makes a good faith effort to schedule the inspection  
28   with the agency.”

29       **SECTION 5.**

30       1.       It is the intent of the Council to study and develop options that may  
31   help incentivize landlords to accept housing vouchers, bring properties into  
32   compliance with housing standards, and other incentives as may be

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1 appropriate. Upon completion, the study and its recommendations shall be  
2 submitted as an Other Communication to the Council for its receipt.

3 2. The Administration is directed to develop educational materials for  
4 residents and landlords and distribute this information.

5 SECTION 6. The following appropriation is made from available fund  
6 balance program from Fiscal Year 2022:

7 GENERAL FUND – 110

8 Council Services 150,000

9 Landlord Incentive Program Development  
10 & Housing Discrimination Study

11 Legal Department (Office of Civil Rights) 50,000

12 Develop and distribute educational materials and provide technical  
13 assistance to tenants and landlords.

14 Family & Community Services Department 100,000

15 Provide support to agencies in completing HQS inspections in FY23

16 SECTION 7. SEVERABILITY. If any section, paragraph, sentence, clause,  
17 word or phrase of this Ordinance is for any reason held to be invalid or  
18 unenforceable by any court of competent jurisdiction, such decision shall not  
19 affect the validity of the remaining provisions of this Ordinance. The Council  
20 hereby declares that it would have passed this Ordinance and each section,  
21 paragraph, sentence, clause, word or phrase thereof irrespective of any  
22 provision being declared unconstitutional or otherwise invalid.

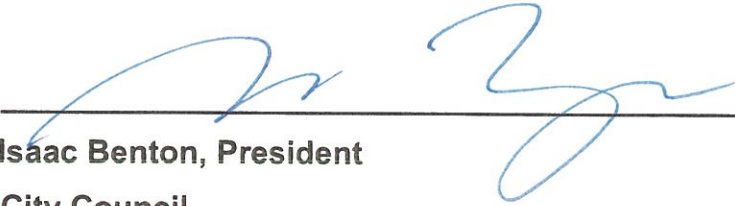
23 SECTION 8. COMPILATION. Sections 1, 2, 3, and 4 of this Ordinance shall  
24 amend, be incorporated in and compiled as part of the Revised Ordinances of  
25 Albuquerque, New Mexico, 1994.

26 SECTION 9. EFFECTIVE DATE. This ordinance will become effective 90  
27 days after publication by title and general summary.

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1 PASSED AND ADOPTED THIS 6th DAY OF June, 2022  
2 BY A VOTE OF: 5 FOR 4 AGAINST.

3  
4 For: Bassan, Benton, Davis, Fiebelkorn, Peña  
5 Against: Grout, Jones, Lewis, Sanchez  
6

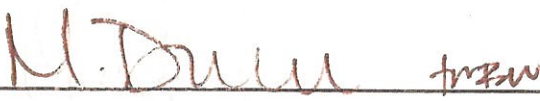
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11 Isaac Benton, President  
12 City Council  
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14  
15 APPROVED THIS 23 DAY OF June, 2022  
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18 Bill No. C/S O-22-16

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21 \_\_\_\_\_  
22 Timothy M. Keller, Mayor  
23 City of Albuquerque  
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26  
27 ATTEST:

28   
29 \_\_\_\_\_  
30 Ethan Watson, City Clerk  
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