



**Management Bulletin #491**

**DATE:** March 25, 2020

**TO:** Owners/Agents of IHDA Properties in Cook County

**CC:** Asset Management Department Staff

**FROM:** Asset Management Department, IHDA

**RE:** Just Housing Amendment to the Cook County Human Rights Ordinance

**SUMMARY:**

Cook County has amended its Human Rights Ordinance to limit the use of criminal background records to screen tenants. The Just Housing Amendment is in effect as of January 1, 2020.

Owners/Agents of IHDA funded properties in Cook County should review their Tenant Selection Plans to ensure they do not conflict with requirements of the amended ordinance.

IHDA's Asset Management team will be accessing compliance with this ordinance during onsite and/or tenant file audits.

The amendment prohibits the use of certain kinds of criminal records to disqualify tenants, including:

- juvenile records,
- arrest records,
- convictions more than 3 years old.

It also requires landlords that are considering recent convictions to conduct an individualized assessment of factors such as:

- the nature and severity of the offense,
- the age of the individual when the conviction occurred,
- the impact of a disability and potential for reasonable accommodation,
- evidence of rehabilitation,
- other mitigating factors.

The Cook County Commission on Human Rights provides more detailed information about the Cook County law and its requirements in its [Frequently Asked Questions for Housing](#)

[Providers.](#)

Please contact your IHDA Compliance Analyst with any questions about updates to your property's Tenant Selection Plan.

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