



## EXCELLENT WORDING FOR TENANT SELECTION POLICIES and/or LEASE

### Use of Marijuana

The use of "medical marijuana" or "recreational marijuana" in any form (smoking or smokeless) is not allowed at this property as it is a federally subsidized HUD section 8 property and the use of marijuana is considered under the Controlled Substances Act (CSA) as a Schedule 1 substance. Therefore, the manufacture, distribution, use and or possession of marijuana in any form is a federal criminal offense.

- The use of "medical marijuana" is illegal under federal law even if it is permitted under state law and thus as required under the Quality Housing and Work Responsibility Act of 1998 (QHWRA).
- Marijuana cost cannot be used as a medical expense for HUD certifications and will not be allowed as a reasonable accommodation.

An application for tenancy will be denied for any household with a member who is determined to currently be using a controlled substance. The tenancy of any household member that is illegally using marijuana or whose use interferes with the health, safety, or right to peaceful enjoyment of the premises by other tenants may face termination of tenancy.

(Note: This information is not intended to constitute legal advice and should not be relied upon in lieu of consultation with appropriate legal advisors in your own jurisdiction.)

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### HOW TO GET YOUR APPLICATIONS PROCESSED FIRST!

When you enter in applicants information using your computer it jumps to the "front of all other applications". Then scan and email the hard copy rental application to us so we can utilize signatures and necessary information!!

Questions? Contact Casey at: [casey@orcainfo-com.com](mailto:casey@orcainfo-com.com)

### Orca Tube

Find our Featured Video  
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#### [Bed Bugs!](#)

*Train Your Staff!*

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### *What our client's are saying about Orca.....*

"I just want to use this moment to thank you for all of your extraordinary efforts...and taking such good care of us all of these years! We sincerely appreciate you. Wishing the best for you and your family.....now and in the future."

G.C., Moses Lake, WA

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## Background Checks: What Employers Need to Know Tips From the FTC & EEOC

[Privacy and Security](#) [Credit Reporting](#) [Human Resources](#)

### Before You Get Background Information

#### FTC

**If you get background information (for example, a credit or criminal background report) from a company in the business of compiling background information, there are additional procedures the FCRA requires beforehand:**

Tell the applicant or employee you might use the information for decisions about his or her employment. This notice must be in writing and in a stand-alone format. The notice can't be in an employment application. You can include some minor additional information in the notice (like a brief description of the nature of consumer reports), but only if it doesn't confuse or detract from the notice.

\* If you are asking a company to provide an "investigative report" – a report based on personal interviews concerning a person's character, general reputation, personal characteristics, and lifestyle – you must also tell the applicant or employee of his or her right to a description of the nature and scope of the investigation.

\* Get the applicant's or employee's written permission to do the background check. This can be part of the document you use to notify the person that you will get the report. If you want the authorization to allow you to get background reports throughout the person's employment, make sure you say so clearly and conspicuously.

\* Certify to the company from which you are getting the report that you:

1. Notified the applicant and got their permission to get a background report;
2. Complied with all of the FCRA requirements; and
3. Don't discriminate against the applicant or employee, or otherwise misuse the information in violation of federal or state equal opportunity laws or regulations.

### Using Background Information

#### EEOC

Any background information you receive from any source must not be used to discriminate in violation of federal law. This means that you should:

Apply the same standards to everyone, regardless of their race, national origin, color, sex, religion, disability, genetic information (including family medical history), or age (40 or older). For example, if you don't reject applicants of one ethnicity with certain financial histories or criminal records, you can't reject applicants of other ethnicities because they have the same or similar financial histories or criminal records.

Take special care when basing employment decisions on background problems that may be more common among people of a certain race, color, national origin, sex, or religion; among people who have a disability; or among people age 40 or older. For example, employers should not use a policy or practice that excludes people with certain criminal records if the policy or practice significantly disadvantages individuals of a particular race, national origin, or another protected characteristic, and does not accurately predict who will be a responsible, reliable, or safe employee. In legal terms, the policy or practice has a "disparate impact" and is not "job related and consistent with business necessity."

Be prepared to make exceptions for problems revealed during a background check that were caused by a disability. For example, if you are inclined not to hire a person because of a problem caused by a disability, you should allow the person to demonstrate his or her ability to do the job – despite the negative background information – unless doing so would cause significant financial or operational difficulty.

