**DQ #2.14 (3/6/2024) - Differences and Similarities Between Housing and Employment**

**Relevant Differences Between Housing and Employment:**

* Employer typically closely associated with person sharing information about the discriminatory policy (more likely to be reliability informed of discriminatory policy)
  + Possibly more frivolous cases brought in housing context where more indirect agency relationships exist
* Nature of relationship
  + Employers often make a wide range of decisions about hiring, promotion, benefits, vacation time. etc.
  + Landlords only really control decision to rent or not rent
  + Maybe less humiliation in housing context since ongoing interaction between parties is less likely
* Maybe more impact on family in housing context
  + Determines their children’s education, safety, environment, etc.
  + Maybe more harmful risks of discrimination in housing context since such a crucial aspect to identity and family
* Application processes are different
  + Burden higher for applications in housing (time, cost, effort)
    - Likely on a more strict timeline at end of lease, etc.
  + Most people applying for jobs already have jobs - less time sensitive
* Sexual harassment example
  + Women living without adult male in moderate-low income apartments
    - IF uncomfortable with sexual harassment at the office, you can go home
    - IF uncomfortable in housing context, nowhere to go and landlord’s have a key to your home
  + But likely more sex discrimination in employment than housing since indirect power relationships at play
* Some groups may be protected in housing (e.g. gays) based on stereotypes that actually benefit them (e.g. cleanliness, organization, upkeep)
  + So different groups may face different discrimination in employment compared to housing

**Relevant Similarities Between Employment and Housing:**

* Suffering detriment in high degree through discrimination → both areas comprise important aspects of one’s life
  + Making sure people have equal access has important residual effects
* Both have procedural framework for reviewing decisions
  + Landlord - run credit, prior housing records
  + Employer - background check, employment records
* Many of same discriminatory concerns at play in both contexts
  + Similar protected classes and traits likely involved
* Geographical differences at play in both areas