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PROFESSIONAL EXPERIENCE

OWNER, THERESA L. KITAY, ATTORNEY AT LAW
MARCH 2006-PRESENT

PARTNER, THE LAW FIRM OF COUGHLIN, KITAY & EDELSTEIN, P.C., NORCROSS, GEORGIA &
MARINA DEL REY, CALIFORNIA
MARCH, 1996-FEBRUARY 2006

Private law practice concentrating on defense and preventive representation of the housing industry in all civil rights matters, including fair housing, Section 504, Title VI, and ADA. Clients include many of the leading residential housing providers and public housing authorities in the country. Representation provided for consultation, conciliation, administrative matters and state and federal court litigation and appeals. Special emphasis on disability and accessibility issues, including compliance with the Fair Housing Act's design and construction requirements for new multifamily housing.

PRESIDENT, FAIR HOUSING INSTITUTE, NORCROSS, GEORGIA
MARCH 1996-PRESENT

Officer in private consulting firm providing training and consultation for the housing industry on all civil rights matters, including fair housing, Section 504, Title VI, and ADA. Conduct approximately 70 fair housing training seminars per year for housing providers, including conventional properties, federally-funded properties, public housing authorities and senior housing communities. Author of fair housing reference materials for the industry. Occasionally serves as expert witness on fair housing issues.

TRIAL ATTORNEY, U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, ATLANTA, GEORGIA
FEBRUARY 1991-FEBRUARY 1996

Litigation, conciliation and administrative representation of the primary federal agency responsible for enforcement of the federal Fair Housing Act and other federal civil rights enactments relating to the housing industry. Presented first occupancy standard case heard by Administrative law Judge. Assisted in the investigation of fair housing complaints. Prepared training programs for HUD litigation and investigative staff nationwide. Finalist, Federal Employee of the Year (scientific/professional), 1995.

ASSOCIATE ATTORNEY, KIRWAN, GOGER, CHESIN & PARKS, P.C., ATLANTA, GEORGIA
JUNE 1987-FEBRUARY 1991

Litigation practice concentrating in the representation of private and public sector employees in civil rights matters.

ADJUNCT PROFESSOR OF LAW, EMORY UNIVERSITY SCHOOL OF LAW, ATLANTA, GEORGIA
SEPTEMBER 1994-MAY 1999

PROFESSIONAL AFFILIATIONS

National Multifamily Housing Council
Southeastern Affordable Housing Management Association
National Apartment Association (Atlanta Apartment Association)
Georgia Bar Association
California Bar Association
Board of Advisors, *Professional Apartment Manager*
Fair Housing Task Force, Atlanta Apartment Association
Editor, *Fair Housing Advisor*

ARTICLES AND OTHER PUBLICATIONS

TESTIMONY BEFORE THE UNITED STATES HOUSE OF REPRESENTATIVES ON FAIR HOUSING AND
ACCESSIBILITY ISSUES, AVAILABLE AT:
www.coughlinkitay.net

ARTICLES:

"Taking Action on Fair Housing Complaints," *CARH News*, May 1996
"Accommodating Disabled Residents: Your Obligations Under the Law," *Multifamily Executive*,
October 1996
"Address Fair Housing Issues During Design," *Units*, Nov-Dec 1996
"Companion Animals are Not Pets," *Apartment Industry Magazine*, April 1997
"Avoiding Fair Housing Litigation," *Multifamily Executive*, May 1997
"Will your property pass the fair housing test?" and "What happens when a complaint is filed?",
Abode, August 1997
"Obeying the Law: Disabilities and Fair Housing," *Multifamily Executive*, October 1997
Letter to the Editor (clearing up confusion regarding application of Americans with Disabilities Act
to housing providers), *Multifamily Executive*, March 1998
"Housing Credit Properties May Have Section 504 Responsibilities," *The Compliance Monitor*,
August 1999
"Designing for the Disabled", *Journal of Property Management*, March/April 2000
"Providing Equal Access," *Journal of Housing & Community Development*, September / October
2002
"Accessibility: Build It & They Will Come" (with Nadeen Green), *Units*, May 2004
"7 Features of Accessibility Required by the Fair Housing Act of 1988", *Units*, May 2004
"Other Accessibility Laws May Apply", *Units*, May 2004
Guest Columnist: "Avoiding/Winning Tenant Lawsuits," *Multi-Housing News*, July 2005
"Passing the Test," *Units*, October 2005

CITED AS A SIGNIFICANT SOURCE IN THE FOLLOWING ARTICLES IN *PROFESSIONAL APARTMENT
MANAGER*:

"New Law Makes It Easier to Set Occupancy Standards Without Discriminating," July 1996
"Fine-Tune Pool Rules to Avoid Discrimination Lawsuits," June 1996
"Don't Base Apartment Charges on Number of Persons," August 1997
"Get Parents to Control Their Destructive Children," January 1998
"Avoid Disability Discrimination Claims by Training Leasing Consultants," December 1999
"Use Written Agreement to Avoid Disputes over Reasonable Modifications," August 2000

CITED AS A SIGNIFICANT SOURCE IN THE FOLLOWING ARTICLES IN *ASSISTED HOUSING MANAGEMENT
INSIDER*:

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"Avoid Disability Discrimination Claims by Training Leasing Staff," *Assisted Housing Management Insider*, January 2001

"Follow five rules to Avoid Fair Housing Problems When Getting Prospects' Photo Ids", *Assisted Housing Management Insider*, January 2004

CITED AS A SIGNIFICANT SOURCE IN THE FOLLOWING ARTICLE IN *FAIR HOUSING COACH*:

"Your Office & Fair Housing Law," *Fair Housing Coach*, August 2004

OTHER PUBLICATIONS:

Georgia Apartment Law Book; Chapter, "Fair Housing and Accessibility Issues in Multifamily Rental Housing," 1997, 1999

Testers Welcome! A Program for Fair Housing Success (video); co-wrote and produced with Kathelene Coughlin

Fair Housing Basics; co-produced with Kathelene Coughlin and Fair Housing Institute Online; online fair housing training program

EDUCATION

EMORY UNIVERSITY SCHOOL OF LAW, ATLANTA, GEORGIA

J.D., with distinction, 1987
Dean's List
Member of the Board, *Emory Law Review*

SMITH COLLEGE, NORTHAMPTON, MASSACHUSETTS

A.B., *cum laude*, 1984
Dean's List
First Group Scholar