

REAL ESTATE BOARD MEETING AGENDA

Thursday, July 16, 2026 – 10:00 a.m.
2nd Floor – Board Room 2

Department of Professional and Occupational Regulation
9960 Mayland Drive
Richmond, Virginia 23233

Mission: Our mission is to protect the health, safety and welfare of the public by licensing qualified individuals and businesses enforcing standards of professional conduct for professions and occupations as designated by statute.

I. CALL TO ORDER

- a. Emergency Egress (pg. 4)
- b. Determination of Quorum (pg. 5)

II. PROFESSIONAL DEVELOPMENT SESSION

- a. In-Service Training: Board Member Roles and Responsibilities

III. APPROVAL OF AGENDA

IV. APPROVAL OF MINUTES

- a. Real Estate Board Meeting, May 14, 2026 (pg. 6)

V. WELCOME, INTRODUCTIONS, & RESOLUTIONS

VI. PUBLIC COMMENT PERIOD ***FIVE MINUTE PUBLIC COMMENT, PER PERSON***

VII. FAIR HOUSING REPORT

- a. Fair Housing Administrator's Report

VIII. FAIR HOUSING CASES

1. Housing Rights Initiative v. SANDS Property Management LLC and Elizabeth Willis (pg. 20)
REB File Number: 2026-00879
HUD File Number: N/A
{Conciliation: Source of Funds}
2. Housing Rights Initiative v. MST Group LC, S&S Property Management LLC, and Bertila Arias (pg. 20)
REB File Number: 2025-03120
HUD File Number: N/A
{Conciliation: Source of Funds}
3. Housing Rights Initiative v. Swansen Apartments LC, SANDS Property Management LLC, and Cynthia Rodriguez (pg. 21)

REB File Number: 2026-00464

HUD File Number: N/A

{Conciliation: Source of Funds}

IX. REAL ESTATE CASES

DISCIPLINARY CASE FILES

1. File Number 2025-02599 - Sheryl Lynn Bice (**pg. 23**)
(**Hale**)
2. File Number 2025-03033 - Barbara Michelle Sgueglia (**pg. 418**)
(**Chawla**)
3. File Number 2026-00192 - Amy Jo Argenbright (**pg. 759**)
(**Hale, Dalpiaz**)
4. File Number 2026-00449 - Crystal Latasha Allen (**pg. 936**)
(**Mollineaux, Dalpiaz**)
5. File Number 2026-00840 - Barbara Michelle Sgueglia (**pg. 1067**)
(**Chawla**)

PRIMA FACIE CASE FILES

LICENSING CASE FILES

1. File Number 2026-00282 – Jeffrey Robert Kirks (**pg. 1380**)
(**Jackson-Bailey**)
2. File Number 2026-00687 – Paul Augustus Harris (**pg. 1524**)
(**Jackson-Bailey**)
3. File Number 2026-00750 – George Wade Lodge (**pg. 1696**)
(**Grimsley**)
4. File Number 2026-01117 – Mounir Badawy (**pg. 1996**)
(**Grimsley**)
5. File Number 2026-02468 – Diondra Denise Gray (**pg. 2120**)
(**Grimsley**)

CONSENT ORDERS

1. File Number 2026-00306 - Joseph Hayden Williams (**pg. 2293**)
(**Mollineaux**)
2. File Number 2026-00334 - Todd Eric McKee (**pg. 2306**)
3. File Number 202600487 - Michael Thomas Pagans (**pg. 2317**)
4. File Number 2026-00785 - Levi Dewey Long, III (**pg. 2328**)
(**Hale**)
5. File Number 2026-00809 - Marcella J. Covarrubias (**pg. 2341**)
6. File Number 2026-01089 - Evelyn Mishel Mieszala (**pg. 2354**)

7. File Number 2026-01126 - Alison Driskill Pettit (pg. 2364)

X. EDUCATION

a. Real Estate Education Committee Report - July 15, 2026

XI. NEW BUSINESS

- a. Executive Director's Update
- b. Receivership Request - 0226013706 Harbor Group Residential Real Estate Corp., t/a Harbor Associates Real Estate
- c. Robert Resh – IFF Determination
- d. Legislative Update (pg. 2374)
 - i. SB 803 - Consider Adoption of Emergency Amendment/NOIRA
- e. 2026 Board Member Training

XII. OTHER BUSINESS

- a. Board Financials (pg. 2388)
- b. Board Recovery Fund
- c. Exam Statistics

XIII. COMPLETE CONFLICT OF INTEREST FORM AND TRAVEL VOUCHER

- a. Travel Voucher
- b. Conflict of Interest Form

XIV. ADJOURNMENT

NEXT MEETING SCHEDULED FOR THURSDAY, SEPTEMBER 10, 2026

- ❖ Agenda materials made available to the public do not include disciplinary case files or application files pursuant to §54.1-108 of the Code of Virginia.
- ❖ Five-minute public comment, per person, with the exception of any open disciplinary or application file.
- ❖ Persons desiring to participate in the meeting and requiring special accommodations or interpretative services should contact the Department at (804) 367-2785 at least ten days prior to the meeting so that suitable arrangements can be made for an appropriate accommodation. The Department fully complies with the Americans with Disabilities Act¹. File Number 2026-00306 - Joseph Hayden Williams (pg. 2293)

PERIMETER CENTER CONFERENCE CENTER
EMERGENCY EVACUATION OF BOARD AND TRAINING ROOMS
(Script to be read at the beginning of each meeting.)

PLEASE LISTEN TO THE FOLLOWING INSTRUCTIONS ABOUT EXITING THE PREMISES IN THE EVENT OF AN EMERGENCY.

In the event of a fire or other emergency requiring the evacuation of the building, alarms will sound. When the alarms sound, leave the room immediately. Follow any instructions given by Security staff

Board Room 1

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Room 2

Exit the room using one of the doors at the back of the room. (Point) Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

You may also exit the room using the side door, turn **Right** out the door and make an immediate **Left**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Board Rooms 3 and 4

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **RIGHT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 1

Exit the room using one of the doors at the back of the room. Upon exiting the room, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

Training Room 2

Exit the room using one of the doors at the back of the room. Upon exiting the doors, turn **LEFT**. Follow the corridor to the emergency exit at the end of the hall.

Upon exiting the building, proceed straight ahead through the parking lot to the fence at the end of the lot. Wait there for further instructions.

DETERMINATION OF QUORUM:

○ The Real Estate Board, consist of nine members, adheres to the requirement that a quorum, defined as the minimum number of members necessary to conduct official business, is constituted by five board members in accordance with [§ 54.1-2104](#).

DRAFT

REAL ESTATE BOARD
MINUTES OF MEETING

May 14, 2026

The Real Estate Board met at the Department of Professional and Occupational Regulation, 9960 Mayland Drive, Richmond, Virginia. The members indicated below were present. All members present were qualified to vote, except where a specific reason for disqualification is stated. There are nine (9) members on this Board, in which five (5) constitutes a quorum pursuant to § 54.1-2104.

The following Board members were present:

Joseph 'Kemper' Funkhouser, III, Chair
Kermit 'Kit' Hale, Vice-Chair
Pieri Burton
Aekta Chawla
Jeremy Dalpiaz
Cavelle Mollineaux
Rajesh 'Raj' Patel
Dr. Bernice Travers

The following board members were absent:

Hector 'Rene' Fonseca

DPOR staff present for all or part of the meeting included:

Laura McClintock, Agency Director
Tom Payne, CID Director
Anika Coleman, Executive Director
Vanessa DeGraw, Program Operations Administrator
Jennifer Plummer, Regulatory Operations Administrator
Shaifali Prajapati, Administrative Coordinator
Liz Hayes, Fair Housing Director
Donnitria Mosby, Assistant Fair Housing Director
Joseph Haughwout, Jr., Regulatory Affairs Manager
Doug Webster, CIC Ombudsman
Gregory S. Emerson, Director of Examinations
Brandon Bouknight, Examinations Data Administrator
Free Williams, Director of Adjudication

James 'Jim' Flaherty, Brittany 'Elle' Hinton, and Palmer Heenan from the Office of the Attorney General were present.

Funkhouser called the meeting to Order at 10:05 A.M.

**CALL TO
ORDER**

Coleman reviewed the emergency evacuation procedures.

**EMERGENCY
EGRESS**

Funkhouser determined that a quorum was a present.

**DETERMINATION
OF QUORUM**

Hale moved to approve the amended agenda with changes to Section VIII. Real Estate Cases, in which File Number 2025-03033 (Barbara Michelle Sgueglia) and File Number 2026-00840 (Barbara Michelle Sgueglia) were heard together. **Dalpiaz seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

**APPROVAL OF
AGENDA**

Dalpiaz moved to approve the minutes from the amended May 15, 2025, Real Estate Board Meeting minutes and the March 12, 2026 Real Estate Board Meeting minutes. **Hale seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

**APPROVAL OF
MINUTES**

Funkhouser welcomed guests of the audience and allowed Board members and Board staff to introduce themselves.

**WELCOME &
INTRODUCTIONS**

There was no public comment.

**PUBLIC
COMMENT**

Hayes updated the Board on the current Fair Housing case load.

**FAIR HOUSING
REPORT**

Hinton provided the Board with a litigation update.

**LITIGATION
REPORT**

In the matter of **Laurie Metro v. James E. Lyons, III dba Joey Lyons, Lyons Team Brokerage Firm, LLC dba Lyons Team Realtors and International Church of the Foursquare Gospel, REB File Number: 2025-03044**, the Board reviewed the record which consisted of the Final Investigative Report and Case Analysis. The Complainant

**FAIR HOUSING
CASES**

**Laurie Metro v.
James E. Lyons, III
dba Joey Lyons,
Lyons Team
Brokerage Firm,**

Laurie Metro was present over phone call to address the Board.

Hale moved that there was no reasonable cause of discrimination regarding terms and conditions. **Patel seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **Cynthia J. Alston v. Chesapeake Senior, LP, Franklin Group Companies, LLC and Jeneen Johnson, REB File Number: 2025-01986**, the Board reviewed the record which consisted of the Final Investigative Report and Case Analysis. Brandon L. Ballard, Attorney for Complainant, was present to address the Board.

Hale moved that there was reasonable cause of discrimination regarding terms and conditions. **Patel seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **Sierra M. Carman v. Samson Companies, LLC, dba Samson Properties, Christopher Mark Chambers and Xing Lu, REB File Number: 2026-00164**, the Board reviewed the record which consisted of the Final Investigative Report and Case Analysis. Neither party was present to address the Board in person, by counsel, or by any other qualified representatives.

Hale moved to approve the terms of the Conciliation Agreement. **Burton seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Dalpiaz and Hale recused themselves from the following case: **2025-02244 - Frances Judy Heatherman, dba Frances Heatherman**

In the matter of **2025-02244 - Frances Judy Heatherman, dba Frances Heatherman**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. Heatherman was not present to address the Board in person, by counsel, or by any

**LLC dba Lyons
Team Realtors and
International
Church of the
Foursquare Gospel
REB File Number:
2025-03044
HUD File Number:
03-25-6055-8**

**Cynthia J. Alston v.
Chesapeake Senior,
LP, Franklin Group
Companies, LLC
and Jeneen Johnson
REB File Number:
2025-01986
HUD File Number:
N/A**

**Sierra M. Carman v.
Samson Companies,
LLC, dba Samson
Properties,
Christopher Mark
Chambers and Xing
Lu REB File
Number: 2026-
00164
HUD File Number:
03-25-6054-8**

REAL ESTATE CASES

Disciplinary Case Files

Recusal of Board Members

**2025-02244 - Frances
Judy Heatherman, dba
Frances Heatherman**

other qualified representatives. A written statement by the Complainant, Mir Mohammad Salem Zhakfar.

Mollineax moved to accept the recommendation for no violation on **Count One, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Mollineax moved to accept the recommendation for no violation on **Count Two, Patel seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Mollineax moved to accept the recommendation for no violation on **Count Three, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Mollineax moved to accept the recommendation for no violation on **Count Four, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Dalpiaz and Mollineaux recused themselves from the following case: **2025-02422 - Katrina Jean Jones, dba Kat Jones**

Recusal of Board Members

In the matter of **2025-02422 - Katrina Jean Jones, dba Kat Jones**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. Neither party was present to address the Board in person, by counsel, or by any other qualified representatives.

2025-02422 - Katrina Jean Jones, dba Kat Jones

Hale moved to accept the recommendation for a violation on **Count One, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved to accept the recommendation for a violation on **Count Two, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved to accept the recommendation for a violation on **Count Three, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Patel moved to accept the recommendation for a violation on **Count Four, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla,

Funkhouser, Hale, Patel, and Travers.

Hale moved for a violation on **Count Five, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved for a violation on **Count Six, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Chawla moved for a violation on **Count Seven, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Burton moved to accept the sanction on **Count One, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Burton moved to accept the sanction for a violation on **Count Two, Patel seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved to accept the sanction for a violation on **Count Three, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Burton moved to accept the sanction for a violation on **Count Four, Hale seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved to accept the sanction for a violation on **Count Five, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Chawla moved to accept the sanction for a violation on **Count Six, Hale seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Hale moved to accept the sanction for a violation on **Count Seven, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Patel, and Travers.

Dalpiaz was recused from the following case: **2025-02456 - Russell Lamar Johnson**

**Recusal of Board
Member**

In the matter of **2025-02456 - Russell Lamar Johnson**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. The Respondent Russell Lamar Johnson was present.

**2025-02456 - Russell
Lamar Johnson**

Hale moved to accept the recommendation for a violation on **Count One, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Patel moved to accept the recommendation for a violation on **Count Two, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Hale moved to accept the recommendation for a violation on **Count Three, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Hale moved to accept the sanction on **Count One, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Hale moved to accept the sanction for a violation on **Count Two, Patel seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Chawla moved to accept the sanction for a violation on **Count Three, Hale seconded**. The motion was unanimously approved by members: Burton, Chawla, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Chawla and Hale recused themselves from the following case: **2025-02867 - Michael Patrick McConnell**

**Recusal of Board
Member**

In the matter of **2025-02867 - Michael Patrick McConnell**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. Neither party was present to address the Board in person, by counsel, or by any other qualified representatives.

**2025-02867 - Michael
Patrick McConnell**

Burton moved to accept the recommendation for a violation on **Count One, Patel seconded**. The motion was unanimously approved by members: Burton, Dalpiaz, Funkhouser, Mollineaux, Patel, and Travers.

Dalpiaz moved to accept the recommendation for a violation on **Count Two, Burton seconded**. The motion was unanimously approved by members: Burton, Dalpiaz, Funkhouser, Mollineaux, Patel, and Travers.

Burton moved to accept the sanction on **Count One, Dalpiaz seconded**. The motion was unanimously approved by members: Burton, Dalpiaz, Funkhouser, Mollineaux, Patel, and Travers.

Burton moved to accept the sanction for a violation on **Count Two, Dalpiaz seconded**. The motion was unanimously approved by members: Burton, Dalpiaz, Funkhouser, Mollineaux, Patel, and Travers.

Funkhouser and Mollineaux were recused from the following case: **2026-00198 - George Edward Misok**

Recusal of Board Member

In the matter of **2026-00198 - George Edward Misok**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. The Respondent George Edward Misok was present.

2026-00198 - George Edward Misok

Dalpiaz moved to accept the recommendation for a violation on **Count One, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Hale, Patel, and Travers.

Dalpiaz moved to accept the recommendation for a violation on **Count Two, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Hale, Patel, and Travers.

Dalpiaz moved to accept the sanction on **Count One, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Hale, Patel, and Travers.

Dalpiaz moved to accept the sanction for a violation on **Count Two, Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Hale, Patel, and Travers.

Burton moved to revisit sanctions for **Count One and Count Two, Travers seconded**. The motion was approved by members: Burton, Chawla, and Travers. Patel and Dalpiaz voted not to reconsider.

Patel moved to call for a closed session, **Dalpiaz seconded**. The motion was approved unanimously by members: Burton, Chawla, Dalpiaz, Hale, Patel, and Travers.

CLOSED SESSION

Dalpiaz moved to accept the sanctions for **Count One and Count Two**, **Chawla seconded** the motion. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Chawla and Hale recused themselves from the following case: **2026-00119 - Nicole B. Lee dba Nicole Lee**

In the matter of **2025-02867 - Michael Patrick McConnell**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. The Respondent Nicole Lee was present.

Patel moved to accept the recommendation for no violation on **Count One**, **Chawla seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Burton, Chawla and Mollineaux recused themselves from the following cases: **2025-03033 - Barbara Michelle Sgueglia** and **2026-00840 - Barbara Michelle Sgueglia**

In the matter of **2025-03033 - Barbara Michelle Sgueglia** and **2026-00840 - Barbara Michelle Sgueglia**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary. The Complainant Jessena Robinson and Respondent Barbara Michelle Sgueglia were present.

Hale moved to grant the request for a new IFF, **Dalpiaz seconded**. The motion was unanimously approved by members: Burton, Dalpiaz, Funkhouser, Hale, Patel, and Travers.

In the matter of **2025-02557 – Fernando Ramallo Rojas**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary.

Dalpiaz moved to accept the recommendation for violation of **Count One**, **Hale seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2025-02882 – Kevin Michael Bender**, the Board reviewed the record which consisted of the investigative file, the transcript, and exhibits from the Informal Fact-Finding Conference (“IFF”), and the Summary.

Recusal of Board Member

2026-00119 - Nicole B. Lee dba Nicole Lee

Recusal of Board Members

2025-03033 - Barbara Michelle Sgueglia, 2026-00840 - Barbara Michelle Sgueglia

PRIMA FACIE CASE FILES

2025-02557 – Fernando Ramallo Rojas

2025-02882 – Kevin Michael Bender

Dalpia moved to accept the recommendation for violation of **Count One, Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpia, Funkhouser, Hale, Mollineaux, Patel, and Travers.

LICENSING CASE FILES

In the matter of **2025-03018 - Phillip Nicholas Hall**, the Board reviewed the record which consisted of the application file, the transcript and exhibits from the Informal Fact-Finding Conference, and the Summary. Phillip Nicholas Hall was present.

2025-03018 - Phillip Nicholas Hall

Hale moved to accept the recommendation to approve the license, **Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpia, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2026-00115 - Patricia Yvonne Diggs**, the Board reviewed the record which consisted of the application file, the transcript and exhibits from the Informal Fact-Finding Conference, and the Summary. Patricia Yvonne Diggs was not present to address the Board in person, by counsel, or by any other qualified representatives.

2026-00115 - Patricia Yvonne Diggs

Hale moved to accept the recommendation to deny the license, **Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpia, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2026-00182 - Jocasta Lynn Harper**, the Board reviewed the record which consisted of the application file, the transcript and exhibits from the Informal Fact-Finding Conference, and the Summary. Patricia Yvonne Diggs was not present to address the Board in person, by counsel, or by any other qualified representatives.

2026-00182 - Jocasta Lynn Harper

Hale moved to accept the recommendation to approve the license, **Burton seconded**. The motion was unanimously approved by members: Burton, Chawla, Dalpia, Funkhouser, Hale, Mollineaux, Patel, and Travers.

CONSENT ORDERS

Dalpia moved to hear all cases except for item numbers 4 and 5 as a block, **seconded by Chawla**.

BLOCK VOTE

Hale moved to accept the recommendations for item numbers 1, 2, 3, 6, 7, 8, **seconded by Dalpia**. The motion was unanimously approved by members: Burton, Chawla, Dalpia, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2025-01348 - Zachary Louis Brenner**, the Board reviewed the Consent Order as seen and agreed to by Brenner. Brenner did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-01348 - Zachary Louis Brenner

Hale moved to accept the proposed Consent Order offer wherein Brenner admits to a violation of § 54.1-2134.A.1 of the *Code of Virginia* of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$500.00 for the violation contained in Count One, \$1,100.00 for a violation of **18 VAC 135-20-300.9** contained in Count Two, \$1,150.00 for violation of **18 VAC 135-20-180.A.1** contained in Count Three, \$350.00 in Board costs, for a total monetary penalty of \$3,100.00.

In addition, Brenner agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Six (6) hours pertaining to Real Estate Law and Regulations
- Three (3) hours pertaining to Escrow Requirements

Dalpiaz seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2025-02024 - James Mitchell Abrams, t/a Jim Abrams**, the Board reviewed the Consent Order as seen and agreed to by Abrams. Abrams did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-02024 - James Mitchell Abrams, t/a Jim Abrams

Hale moved to accept the proposed Consent Order offer wherein Abrams admits to a violation of § 54.1-2135.A.1 of the *Code of Virginia* of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$1,200.00 for the violation contained in Count One, \$350.00 in Board costs, for a total monetary penalty of \$1,550.00.

In addition, Abrams agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Three (3) hours pertaining to Ethics and Standards of Conduct
- Three (3) hours pertaining to Escrow Requirements

Dalpiaz seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2025-02261 - James Mitchell Abrams, t/a Jim Abrams**, the Board

reviewed the Consent Order as seen and agreed to by Abrams. Abrams did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-02261 - James Mitchell Abrams, t/a Jim Abrams

Hale moved to accept the proposed Consent Order offer wherein Abrams admits to a violation of § 54.1-2135.A.1 of the *Code of Virginia* of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$1,200.00 for the violation contained in Count One, \$350.00 in Board costs, for a total monetary penalty of \$1,550.00.

In addition, Abrams agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Two (2) hours pertaining to Current Industry Issues and Trends
- Six (6) hours pertaining to Contract Writing
- Three (3) hours pertaining to Agency Law

Dalpiax seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiax, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2025-02830 - Carlos Alberto Baez-Mora**, the Board reviewed the Consent Order as seen and agreed to by Baez-Mora. Baez-Mora did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-02830 - Carlos Alberto Baez-Mora

Dalpiax moved to reject the proposed Consent Order to refer the case for an IFF. Based on Board Member discussion, the sanction was considered light and the Respondent needed to be held to a higher standard. **Hale seconded** the motion which was unanimously approved by members: Burton, Chawla, Dalpiax, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Dalpiax seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiax, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Hale was recused for the following case file: **2025-02991 - Christopher Kevin Harold**

Recusal of Board Member

In the matter of **2025-02991 - Christopher Kevin Harold**, the Board reviewed the Consent Order as seen and agreed to by Harold. Harold did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-02991 - Christopher Kevin Harold

Hale moved to accept the proposed Consent Order offer wherein Haold admits to a violation of **18 VAC 135-20-165.6** of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$1,00.00 for the violation contained in Count One, \$1,500.00 for a violation of **18 VAC 135-20-260.11.c** contained in Count Two, \$350.00

in Board costs, for a total monetary penalty of \$2,850.00.

In addition, Harold agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Six (6) classroom hours pertaining to Real Estate Law and Regulations

Mollineaux seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Mollineaux, Patel, and Travers.

In the matter of **2025-03029 - Candyce Astroth, t/a Candyce Astroth** the Board reviewed the Consent Order as seen and agreed to by Astroth. Astroth did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2025-03029 - Candyce Astroth, t/a Candyce Astroth

Hale moved to accept the proposed Consent Order offer wherein Brenner admits to a violation of § 54.1-2138.2 of the *Code of Virginia* of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$750.00 for the violation contained in Count One, \$500.00 for a violation of **18 VAC 135-20-190.C.3.a** contained in Count Two, \$350.00 in Board costs, for a total monetary penalty of \$1,600.00.

Dalpiaz seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2026-00210 - Tina Renee Johnson, t/a Tina R Johnson**, the Board reviewed the Consent Order as seen and agreed to by Johnson. Johnson did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2026-00210 - Tina Renee Johnson, t/a Tina R Johnson

Hale moved to accept the proposed Consent Order offer wherein Johnson admits to a violation of § 54.1-2131.A.1 of the *Code of Virginia* of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$1,200.00 for the violation contained in Count One, \$500.00 for a violation of **18 VAC 135-20-260.11.g** contained in Count Two, \$350.00 in Board costs, for a total monetary penalty of \$2,050.00.

In addition, Johnson agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Six (6) classroom hours pertaining to Real Estate Law and Regulations

Dalpiaz seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

In the matter of **2026-00226 - Stephen James Acree, t/a Stephen J Acree**, the Board reviewed the Consent Order as seen and agreed to by Acree. Acree did not appear at the Board meeting in person, by counsel, or by any other qualified representative.

2026-00226 - Stephen James Acree, t/a Stephen J Acree

Hale moved to accept the proposed Consent Order offer wherein Acree admits to a violation of **18 VAC 135-20-300.2** of the Real Estate Board's regulations (Count One) and agrees to a monetary penalty of \$1,100.00 for the violation contained in Count One, \$350.00 in Board costs, for a total monetary penalty of \$1,450.00.

In addition, Acree agrees to complete at least the number of classroom hours, as specified below, of Board-approved Post-License education and provide proof of attendance and successful completion to the Board within six (6) months of the effective date of this Consent Order. The courses must be completed in the classroom.

- Three (3) classroom hours pertaining to Ethics and Standards of Conduct

Dalpiaz seconded the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

Hale provided a report from April 13, 2026, Real Estate Education Committee meeting. **Burton moved** to accept the report as written. **Patel seconded** the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

EDUCATION

Hale provided a report from May 13, 2026, Real Estate Education Committee meeting. **Burton moved** to accept the report as written. **Chawla seconded** the motion, which was unanimously approved by members: Burton, Chawla, Dalpiaz, Funkhouser, Hale, Mollineaux, Patel, and Travers.

NEW BUSINESS

Coleman provided the Board with the Executive Director's update, including reporting that application processing was still during its peak season, introduction of two new staff members, as well as progress of the Pilot Project to digitize application processes.

Executive Director's Update

Emerson and Bouknight provided the Board with information on exam performances of Brokers, as well as expected data for twelve months of new exams to present to the Board in a future meeting. Emerson will advise the Board members on the launch date of the exams as well.

Coleman provided the Board with legislation that had passed and would impact the Board, including HB 1117, HB 1518, and SB 803.

Legislative Update

Haughwout and Plummer presented the Board with the Advertising Guidance Document, with DPOR staff asking the Board to review and approve the Document. Board members discussed the impacts of the Guidance Document on defining advertising for the industry.

Advertising Guidance Document

Board members requested a Guidance Document from DPOR staff requested for July meeting about AI and protecting personal information of consumers.

Coleman provided the Board a reminder of the dates for the upcoming 2026 Board Member Training Conference to be held from October 22-23, 2026.

2026 Board Member Training

Coleman provided the Board with the status of overall Board Financials up till the month of May provided by DPOR staff. The Board reviewed the Board Financials as presented.

OTHER BUSINESS

Coleman provided the Board with a report of the Virginia Real Estate Transaction Recovery Act Fund for the most current timeframes available provided by DPOR staff. The Board reviewed the Board recovery fund as presented.

Board Financials

Board Recovery Fund

Funkhouser reminded the Board to complete the Conflict-of-Interest Statements and Travel Reimbursement Forms.

COMPLETION OF PAPERWORK

There being no further business, the Board adjourned at 1:52 P.M.

ADJOURN

Joseph 'Kemper' Funkhouser, III, Chair

Laura McClintock, Secretary

VIRGINIA ACTS OF ASSEMBLY - 2026 RECONVENED SESSION

CHAPTER 1029

An Act to direct the Real Estate Board and the Fair Housing Board to promulgate regulations defining certain terms related to unlawful conduct under the Virginia Fair Housing Law (§ 36-96.1 et seq.).

[S 803]

Approved April 22, 2026

Be it enacted by the General Assembly of Virginia:

1. *§ 1. That the Real Estate Board and the Fair Housing Board shall promulgate regulations defining (i) "quid pro quo harassment" and "hostile environment harassment" consistent with the provisions of 24 C.F.R. § 100.600, as in effect on January 1, 2026, and (ii) "prohibited interference," "coercion," and "intimidation conduct" consistent with the provisions of 24 C.F.R. § 100.400, as in effect on January 1, 2026.*
2. **That the Real Estate Board and the Fair Housing Board shall promulgate regulations to implement the provisions of this act to be effective within 280 days of its enactment.**

DRAFT

1 **Project 8715 - Emergency/NOIRA**

2 **Real Estate Board**

3 **SB 803 Amendment (Define Terms Related to Unlawful Conduct under Virginia Fair**
4 **Housing Law)**

5 **18VAC135-50-65. Liability for discriminatory housing practices.**

6 **A. A person is directly liable for:**

7 **1. The person's own conduct that results in a discriminatory housing practice.**

8 **2. Failing to take prompt action to correct and end a discriminatory housing practice by**
9 **that person's employee or agent, where the person knew or should have known of the**
10 **discriminatory conduct.**

11 **3. Failing to take prompt action to correct and end a discriminatory housing practice by a**
12 **third-party, where the person knew or should have known of the discriminatory conduct**
13 **and had the power to correct it. The power to take prompt action to correct and end a**
14 **discriminatory housing practice by a third-party depends upon the extent of the person's**
15 **control or any other legal responsibility the person may have with respect to the conduct**
16 **of such third-party.**

17 **B. A person is vicariously liable for a discriminatory housing practice by the person's agent**
18 **or employee, regardless of whether the person knew or should have known of the conduct that**
19 **resulted in a discriminatory housing practice, consistent with agency law.**

20 **C. For purposes of determining liability under subdivisions A 2 and A 3 of this section,**
21 **prompt action to correct and end the discriminatory housing practice may not include any action**
22 **that penalizes or harms the aggrieved person, such as eviction of the aggrieved person.**

23 **18VAC135-50-80. Unlawful refusal to sell or rent or to negotiate for the sale or rental.**

24 Prohibited actions under this section include:

25 1. Failing to accept or consider a bona fide offer because of race, color, religion, sex,
26 disability, familial status, elderliness, national origin, source of funds, sexual orientation,
27 gender identity, or military status.

28 2. Refusing to sell or rent a dwelling to, or to negotiate for the sale or rental of a dwelling
29 with any person because of race, color, religion, sex, disability, familial status,
30 elderliness, national origin, source of funds, sexual orientation, gender identity, or
31 military status.

32 3. Imposing different sales prices or rental charges for the sale or rental of a dwelling
33 upon any person because of race, color, religion, sex, disability, familial status,
34 elderliness, national origin, source of funds, sexual orientation, gender identity, or
35 military status.

36 4. Using different qualification criteria or applications or sale or rental standards or
37 procedures, such as income standards, application requirements, application fees, credit
38 analysis, or sale or rental approval procedures or other requirements, because of race,
39 color, religion, sex, disability, familial status, elderliness, national origin, source of funds,
40 sexual orientation, gender identity, or military status.

41 5. Evicting tenants because of their race, color, religion, sex, disability, familial status,
42 elderliness, national origin, source of funds, sexual orientation, gender identity, or
43 military status or because of the race, color, religion, sex, disability, familial status,
44 elderliness, national origin, source of funds, sexual orientation, gender identity, or
45 military status of a tenant's guest.

46 6. Conditioning the availability of a dwelling, including the price, qualification criteria, or
47 standards or procedures for securing the dwelling, on a person's response to
48 harassment because of race, color, religion, sex, disability, familial status, elderliness,
49 national origin, source of funds, sexual orientation, gender identity, or military status.

50 7. Subjecting a person to harassment because of race, color, religion, sex, disability,
51 familial status, elderliness, national origin, source of funds, sexual orientation, gender
52 identity, or military status that causes the person to vacate a dwelling or abandon efforts
53 to secure the dwelling.

54 **18VAC135-50-90. Discrimination in terms, conditions and privileges and in services and**
55 **facilities.**

56 Examples of prohibited actions under this section include:

57 1. Using different provisions in leases or contracts of sale, such as those relating to
58 rental charges, security deposits, and the terms of a lease and those relating to down
59 payment and closing requirements, because of race, color, religion, sex, disability,
60 familial status, elderliness, national origin, source of funds, sexual orientation, gender
61 identity, or military status.

62 2. Failing or delaying maintenance or repairs of sale or rental dwellings because of race,
63 color, religion, sex, disability, familial status, elderliness, national origin, source of funds,
64 sexual orientation, gender identity, or military status.

65 3. Failing to process an offer for the sale or rental of a dwelling or to communicate an
66 offer accurately because of race, color, religion, sex, disability, familial status,
67 elderliness, national origin, source of funds, sexual orientation, gender identity, or
68 military status.

69 4. Limiting the use of privileges, services, or facilities associated with a dwelling because
70 of the race, color, religion, sex, disability, familial status, elderliness, national origin,
71 source of funds, sexual orientation, gender identity, or military status of an owner,
72 tenant, or a person associated with the owner or tenant.

73 5. Denying or limiting services or facilities in connection with the sale or rental of a
74 dwelling because a person failed or refused to provide sexual favors.

75 6. Conditioning the terms, conditions, or privileges relating to the sale or rental of a
76 dwelling, or denying or limiting the services or facilities in connection with the same, on a
77 person's response to harassment because of race, color, religion, sex, disability, familial
78 status, elderliness, national origin, source of funds, sexual orientation, gender identity, or
79 military status.

80 7. Subjecting a person to harassment because of race, color, religion, sex, disability,
81 familial status, elderliness, national origin, source of funds, sexual orientation, gender
82 identity, or military status that has the effect of imposing different terms, conditions, or
83 privileges relating to the sale or rental of a dwelling or denying or limiting services or
84 facilities in connection with the sale or rental of a dwelling.

85 **18VAC135-50-120. Discriminatory representations on the availability of dwellings.**

86 A. It shall be unlawful, because of race, color, religion, sex, disability, familial status,
87 elderliness, national origin, source of funds, sexual orientation, gender identity, or military
88 status, to provide inaccurate or untrue information about the availability of dwelling for sale or
89 rental.

90 B. Prohibited actions under this section include:

91 1. Indicating through words or conduct that a dwelling that is available for inspection,
92 sale, or rental has been sold or rented because of race, color, religion, sex, disability,

93 familial status, elderliness, national origin, source of funds, sexual orientation, gender
94 identity, or military status.

95 2. Representing that covenants or other deed, trust, or lease provisions that purport to
96 restrict the sale or rental of dwellings because of race, color, religion, sex, disability,
97 familial status, elderliness, national origin, source of funds, sexual orientation, gender
98 identity, or military status preclude the sale or rental of a dwelling to a person.

99 3. Enforcing covenants or other deed, trust, or lease provisions that preclude the sale or
100 rental of a dwelling to any person because of race, color, religion, sex, disability, familial
101 status, elderliness, national origin, source of funds, sexual orientation, gender identity, or
102 military status.

103 4. Limiting information by word or conduct regarding suitably priced dwellings available
104 for inspection, sale, or rental because of race, color, religion, sex, disability, familial
105 status, elderliness, national origin, source of funds, sexual orientation, gender identity, or
106 military status.

107 5. Providing false or inaccurate information regarding the availability of a dwelling for
108 sale or rental to any person, including testers, regardless of whether such person is
109 actually seeking housing because of race, color, religion, sex, disability, familial status,
110 elderliness, national origin, source of funds, sexual orientation, gender identity, or
111 military status.

112 6. Representing to an applicant that a unit is unavailable because of the applicant's
113 response to a request for a sexual favor or other harassment because of race, color,
114 religion, sex, disability, familial status, elderliness, national origin, source of funds,
115 sexual orientation, gender identity, or military status.

116 **18VAC135-50-140. Discrimination in the provision of brokerage services.**

117 Prohibited actions under this section include:

118 1. Setting different fees for access to or membership in a multiple listing service based
119 on race, color, religion, sex, disability, familial status, elderliness, national origin, source
120 of funds, sexual orientation, gender identity, or military status.

121 2. Denying or limiting benefits accruing to members in a real estate brokers' organization
122 because of race, color, religion, sex, disability, familial status, elderliness, national origin,
123 source of funds, sexual orientation, gender identity, or military status.

124 3. Imposing different standards or criteria for membership in a real estate sales, rental,
125 or exchange organization because of race, color, religion, sex, disability, familial status,
126 elderliness, national origin, source of funds, sexual orientation, gender identity, or
127 military status.

128 4. Establishing geographic boundaries or office location or residence requirements for
129 access to or membership or participation in any multiple listing service, real estate
130 brokers' organization, or other service, organization, or facility relating to the business of
131 selling or renting dwellings because of race, color, religion, sex, disability, familial status,
132 elderliness, national origin, source of funds, sexual orientation, gender identity, or
133 military status.

134 5. Conditioning access to brokerage services on a person's response to harassment
135 because of race, color, religion, sex, disability, familial status, elderliness, national origin,
136 source of funds, sexual orientation, gender identity, or military status.

137 6. Subjecting a person to harassment because of race, color, religion, sex, disability,
138 familial status, elderliness, national origin, source of funds, sexual orientation, gender

139 identity, or military status that has the effect of discouraging or denying access to
140 brokerage services.

141 **18VAC135-50-160. Discrimination in the making of loans and in the provision of other**
142 **financial assistance.**

143 A. It shall be unlawful for any person or entity whose business includes engaging in
144 residential real estate-related transactions to discriminate against any person in making
145 available loans or other financial assistance for a dwelling or that is or is to be secured by a
146 dwelling because of race, color, religion, sex, disability, familial status, elderliness, national
147 origin, sexual identity, gender identity, or military status.

148 B. ~~Prohibited practices~~ Practices prohibited under this section in connection with a
149 residential real estate-related transaction include failing:

150 1. Failing or refusing to provide to any person, in connection with a residential real
151 estate-related transaction, information regarding the availability of loans or other
152 financial assistance, application requirements, or procedures or standards for the review
153 and approval of loans or financial assistance or providing information that is inaccurate
154 or different from that provided others because of race, color, religion, sex, disability,
155 familial status, elderliness, national origin, sexual orientation, gender identity, or military
156 status.

157 2. Conditioning the availability of a loan or other financial assistance on a person's
158 response to harassment because of race, color, religion, sex, disability, familial status,
159 elderliness, national origin, source of funds, sexual orientation, gender identity, or
160 military status.

161 3. Subjecting a person to harassment because of race, color, religion, sex, disability,
162 familial status, elderliness, national origin, source of funds, sexual orientation, gender

163 identity, or military status that affects the availability of a loan or other financial
164 assistance.

165 **18VAC135-50-180. Discrimination in the terms and conditions for making available loans**
166 **or other financial assistance.**

167 A. It shall be unlawful for any person or entity engaged in the making of loans or in the
168 provision of other financial assistance relating to the purchase, construction, improvement,
169 repair or maintenance of dwellings or which are secured by residential real estate to impose
170 different terms or conditions for the availability of such loans or other financial assistance
171 because of race, color, religion, sex, disability, familial status, elderliness, national origin, sexual
172 orientation, gender identity, or military status.

173 B. Unlawful conduct under this section includes:

174 1. Using different policies, practices, or procedures in evaluating or in determining credit
175 worthiness of any person in connection with the provision of any loan or other financial
176 assistance for a dwelling or for any loan or other financial assistance that is secured by
177 residential real estate because of race, color, religion, sex, disability, familial status,
178 elderliness, national origin, sexual orientation, gender identity, or military status.

179 2. Determining the type of loan or other financial assistance to be provided with respect
180 to a dwelling or fixing the amount, interest rate, duration, or other terms for a loan or
181 other financial assistance for a dwelling that is secured by residential real estate
182 because of race, color, religion, sex, disability, familial status, elderliness, national origin,
183 sexual orientation, gender identity, or military status.

184 3. Conditioning an aspect of a loan or other financial assistance to be provided with
185 respect to a dwelling, or the terms or conditions thereof, on a person's response to

186 harassment because of race, color, religion, sex, disability, familial status, elderliness,
187 national origin, sexual orientation, gender identity, or military status.

188 4. Subjecting a person to harassment because of race, color, religion, sex, disability,
189 familial status, elderliness, national origin, sexual orientation, gender identity, or military
190 status that has the effect of imposing different terms or conditions for the availability of
191 such loans or other financial assistance.

192 **18VAC135-50-190. Unlawful practices in the selling, brokering, or appraising of**
193 **residential real property.**

194 A. It shall be unlawful for any person or other entity whose business includes engaging in
195 the selling, brokering or appraising of residential real property to discriminate against any
196 person in making available such services, or in the performance of such services, because of
197 race, color, religion, sex, disability, familial status, elderliness, national origin, sexual orientation,
198 gender identity, or military status.

199 B. For the purposes of this section the term "appraisal" means an estimate or opinion of the
200 value of a specified residential real property made in a business context in connection with the
201 sale, rental, financing, or refinancing of a dwelling or in connection with any activity that
202 otherwise affects the availability of a residential real estate-related transaction, whether the
203 appraisal is oral or written, or transmitted formally or informally. The appraisal includes all
204 written comments and other documents submitted as support for the estimate or opinion of
205 value.

206 C. Practices that are unlawful under this section include ~~using~~:

207 1. Using an appraisal of residential real property in connection with the sale, rental, or
208 financing of any dwelling where the person knows or reasonably should know that the

209 appraisal improperly takes into consideration race, color, religion, sex, disability, familial
210 status, elderliness, national origin, sexual orientation, gender identity, or military status.

211 2. Conditioning the terms of an appraisal of residential real property in connection with
212 the sale, rental, or financing of a dwelling on a person's response to harassment
213 because of race, color, religion, sex, disability, familial status, elderliness, national origin,
214 sexual orientation, gender identity, or military status.

215 **18VAC135-50-220. Interference, coercion, or intimidation.**

216 A. This section provides the board's interpretation of the conduct that is unlawful under § 36-
217 96.5 of the Virginia Fair Housing Law.

218 B. It shall be unlawful to coerce, intimidate, threaten, or interfere with any person in the
219 exercise or enjoyment of, or on account of that person having exercised or enjoyed, or on
220 account of that person having aided or encouraged any other person in the exercise or
221 enjoyment of, any right granted or protected by the Virginia Fair Housing Law and these
222 regulations.

223 C. Conduct made unlawful under this section includes the following:

224 1. Coercing a person, either orally, in writing, or by other means, to deny or limit the
225 benefits provided that person in connection with the sale or rental of a dwelling or in
226 connection with a residential real estate-related transaction because of race, color,
227 religion, sex, disability, familial status, elderliness, national origin, source of funds,
228 sexual orientation, gender identity, or military status.

229 2. Threatening, intimidating, or interfering with persons in their enjoyment of a dwelling
230 because of the race, color, religion, sex, disability, familial status, elderliness, national
231 origin, source of funds, sexual orientation, gender identity, or military status, of such
232 persons or of visitors or associates of such persons.

233 3. Threatening an employee or agent with dismissal or an adverse employment action,
234 or taking such adverse employment action, for any effort to assist a person seeking
235 access to the sale or rental of a dwelling or seeking access to any residential real estate-
236 related transaction because of the race, color, religion, sex, disability, familial status,
237 elderliness, national origin, source of funds, sexual orientation, gender identity, or
238 military status of that person or of any person associated with that person.

239 4. Intimidating or threatening any person because that person is engaging in activities
240 designed to make other persons aware of, or encouraging such other persons to
241 exercise, rights granted or protected by this part.

242 5. Retaliating against any person because that person has made a complaint, testified,
243 assisted, or participated in any manner in a proceeding under the fair housing law.

244 6. Retaliating against any person because that person reported a discriminatory housing
245 practice to a housing provider or other authority.

246 **18VAC135-50-225. Quid pro quo harassment and hostile environment harassment.**

247 A. This section provides the board's interpretation of the conduct that is considered quid quo
248 pro harassment and hostile environment harassment. Such conduct is unlawful under §§ 36-
249 96.3 through 36.96.5 of the Virginia Fair Housing Law.

250 B. For the purpose of this section:

251 1. "Quid pro quo harassment" refers to an unwelcome request or demand to engage in
252 conduct where submission to the request or demand, either explicitly or implicitly, is
253 made a condition related to the sale, rental or availability of a dwelling; the terms,
254 conditions, or privileges of the sale or rental, or the provision of services or facilities in
255 connection therewith; or the availability, terms, or conditions of a residential real estate-

256 related transaction. An unwelcome request or demand may constitute quid pro quo
257 harassment even if a person acquiesces in the unwelcome request or demand.

258 2. “Hostile environment harassment” refers to unwelcome conduct that is sufficiently
259 severe or pervasive as to interfere with (i) the availability, sale, rental, or use or
260 enjoyment of a dwelling; (ii) the terms, conditions, or privileges of the sale or rental, or
261 the provision or enjoyment of services or facilities in connection with the same; or (iii) the
262 availability, terms, or conditions of a residential real estate-related transaction. Hostile
263 environment harassment does not require a change in the economic benefits, terms, or
264 conditions of the dwelling or housing-related services or facilities, or of the residential
265 real-estate transaction.

266 C. Harassment includes written, verbal, or other conduct, and does not require physical
267 contact.

268 D. A single incident of harassment because of race, color, religion, sex, disability, familial
269 status, elderliness, national origin, source of funds, sexual orientation, gender identity, or
270 military status may constitute a discriminatory housing practice, where the incident is sufficiently
271 severe to create a hostile environment, or evidences a quid pro quo.

272 E. Whether hostile environment harassment exists depends upon the totality of the
273 circumstances.

274 1. Factors to be considered to determine whether hostile environment harassment exists
275 include the nature of the conduct, the context in which the incident occurred, the
276 severity, scope, frequency, duration, and location of the conduct, and the relationships of
277 the persons involved.

278 2. Neither psychological nor physical harm is required to be demonstrated to prove that
279 a hostile environment exists. Evidence of psychological or physical harm may, however,

280 be relevant in determining whether a hostile environment existed and, if so, the amount
281 of damages to which an aggrieved person may be entitled.

282 3. Whether unwelcome conduct is sufficiently severe or pervasive as to create a hostile
283 environment is evaluated from the perspective of a reasonable person in the aggrieved
284 person's position.

285 F. An affirmative defense to an employer's vicarious liability for hostile environment
286 harassment by a supervisor under Title VII of the Civil Rights Act of 1964 does not apply to
287 cases brought pursuant to the Virginia Fair Housing Law.

DRAFT

Board For Real Estate Monthly Cash Activity

Starting cash on hand \$ 86,959.13

Starting date Jul 2025

Cash minimum balance alert \$ 17,391.83

	Jul 2025	Aug 2025	Sep 2025	Oct 2025	Nov 2025	Dec 2025	Jan 2026	Feb 2026	Mar 2026	Apr 2026	May 2026	Jun 2026	Total
Cash on hand (beginning of	\$ 86,959.13	\$ 293,684.98	\$ 133,967.39	\$ 540,512.27	\$ 129,001.35	\$ 438,801.81	\$ 907,549.87	\$ 315,983.22	\$ 313,794.96	\$ 283,568.91	\$ 598,042.82	\$ 729,492.82	

Cash receipts

Cash sales	\$ 598,720.02	\$ 470,200.00	\$ 421,230.00	\$ 445,010.00	\$ 541,630.00	\$ 505,670.00	\$ 490,055.00	\$ 507,345.00	\$ 638,860.00	\$ 561,200.00	\$ 131,450.00	\$ -	\$5,311,370.02
Returns and allowances	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total cash receipts	\$ 598,720.02	\$ 470,200.00	\$ 421,230.00	\$ 445,010.00	\$ 541,630.00	\$ 505,670.00	\$ 490,055.00	\$ 507,345.00	\$ 638,860.00	\$ 561,200.00	\$ 131,450.00	\$ -	\$5,311,370.02
Total cash available	\$ 685,679.15	\$ 763,884.98	\$ 555,197.39	\$ 985,522.27	\$ 670,631.35	\$ 944,471.81	\$1,397,604.87	\$ 823,328.22	\$ 952,654.96	\$ 844,768.91	\$ 729,492.82	\$ 729,492.82	

Cash paid out

Overhead	\$ 129,925.86	\$ 282,222.47	\$ -	\$ 377,161.34	\$ 118,270.00	\$ -	\$ 458,800.31	\$ 235,006.22	\$ 269,203.22	\$ 111,958.68	\$ -	\$ -	\$1,982,548.10
Enforcement	\$ 135,413.52	\$ 196,739.62	\$ -	\$ 272,520.24	\$ 67,898.57	\$ -	\$ 351,593.92	\$ 142,930.57	\$ 140,108.21	\$ 69,552.77	\$ -	\$ -	\$1,376,757.42
Board Administration	\$ 92,790.06	\$ 157,643.22	\$ 2,050.01	\$ 187,708.36	\$ 43,010.71	\$ 39,648.30	\$ 249,232.68	\$ 121,580.71	\$ 117,413.68	\$ 62,986.36	\$ -	\$ -	\$1,074,064.09
Exams	\$ 8,573.08	\$ 13,595.37	\$ -	\$ 17,146.56	\$ 3,777.18	\$ -	\$ 19,740.03	\$ 6,561.16	\$ 6,938.14	\$ 3,376.32	\$ -	\$ -	\$ 79,707.84
Direct Board	\$ 26,634.34	\$ (20,283.09)	\$ 12,635.11	\$ 1,984.42	\$ (1,126.92)	\$ (2,726.36)	\$ 2,254.71	\$ 3,454.60	\$ (261.15)	\$ (1,148.04)	\$ -	\$ -	\$ 21,417.62
Cash Transfers	\$ (1,342.69)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 135,683.95	\$ -	\$ -	\$ -	\$ 134,341.26
Total cash paid out	\$ 391,994.17	\$ 629,917.59	\$ 14,685.12	\$ 856,520.92	\$ 231,829.54	\$ 36,921.94	\$1,081,621.65	\$ 509,533.26	\$ 669,086.05	\$ 246,726.09	\$ -	\$ -	\$4,668,836.33
Cash on hand (end of month)	\$ 293,684.98	\$ 133,967.39	\$ 540,512.27	\$ 129,001.35	\$ 438,801.81	\$ 907,549.87	\$ 315,983.22	\$ 313,794.96	\$ 283,568.91	\$ 598,042.82	\$ 729,492.82	\$ 729,492.82	