

STATE OF SOUTH CAROLINA  
COUNTY OF DORCHESTER

[REDACTED]

Complainant,

vs.

JL Woode Management Company LLC  
35 E Wacker Dr., Ste 3300  
Chicago, IL 60601

Respondent.

BEFORE THE SOUTH CAROLINA  
HUMAN AFFAIRS COMMISSION

SHAC No. H-2-17-038  
HUD No. 04-17-8718-8

CONCILIATION AGREEMENT

This compromise Conciliation Agreement is entered into by and between the South Carolina Human Affairs Commission (hereinafter "Commission"), on behalf of [REDACTED] (hereinafter "Complainant"), versus JL Woode Management Company LLC (hereinafter "Respondent").

WHEREAS, a verified complaint was filed on June 9, 2017 by Complainant against Respondent alleging a violation of the South Carolina Fair Housing Law and dual-filed with the United States Department of Housing and Urban Development (HUD) under the Federal Fair Housing Act, as amended.

I. CASE SYNOPSIS

[REDACTED] is a nonprofit fair housing organization committed to ensuring that all protected class members are provided equal housing opportunity without regard to their race, color, national origin, religion, sex, familial status, or disability. [REDACTED] seeks to assist any person exercise their housing rights for the purposes of protecting and establishing their fair housing opportunities. To meet its mission, [REDACTED] is committed to providing fair housing related services through counseling, referral services, advocacy, education and outreach, to anyone involved in the housing process. [REDACTED] is authorized to file fair housing complaints to affirmatively further fair housing rights. On May 17, 2017, [REDACTED], a disabled home seeker contacted [REDACTED] alleging housing discrimination on the basis of his disability. [REDACTED] alleged that Martin's Creek Apartments denied him reasonable accommodation by refusing to waive its pet rule which prohibits assistance animals based upon their breed. The respondent applied their breed restriction to his assistance animal in violation of the Fair Housing Act.

Respondent denies having discriminated against Complainant and further denies any liability in this matter whatsoever.

The parties hereby agree to settle the disputed claims in the underlying action by entering into this Conciliation Agreement.

WHEREAS, the Commission and the parties hereto wish to reach a just resolution of the aforementioned dispute, and reach a full, equitable and final settlement of all matters arising out of the aforementioned complaint.

NOW, THEREFORE, the parties hereby agree and stipulate to the following:

## II. GENERAL PROVISIONS

The terms set forth herein are contractual and not merely a recital.

- A. The parties acknowledge that this Agreement is a full settlement of the disputed complaint. The parties hereto state that they have read and fully understand the significance of the terms set forth herein and have executed this compromise Conciliation Agreement freely and voluntarily. No party has been coerced, intimidated, threatened, or in any way forced to become a party to this Agreement.
- B. By signing this Agreement both Complainant and Respondent state that they have had the opportunity to seek legal counsel regarding the effects of this Agreement.
- C. This conciliation agreement fully and completely resolves all issues arising out of SHAC Case #H-2-17-038/HUD Case #04-17-8718-8 through the effective date of this agreement. The Commission and the Charging Party will take no further legal action with respect to, and will not initiate any action pertaining to, the facts and events which led to the filing of the charge so long as the parties abide by the terms of this Conciliation Agreement.
- D. This Agreement, after it has been approved by the Commissioner of South Carolina Human Affairs Commission (SCHAC), is binding upon all Respondents, their employees, successors and all others in active concert with them in the ownership or operation of [REDACTED]
- E. It is understood that, pursuant to Section 31-21-120 (D) of the South Carolina Code of Laws Fair Housing Law, upon approval of this Agreement by the Commissioner of SCHAC, it is a public document.
- F. This Agreement does not in any way limit or restrict SCHAC's authority to investigate any other complaint involving Respondents made pursuant to the Fair Housing Law, or any other law within SCHAC's jurisdiction.
- G. This Conciliation Agreement constitutes closure of the complaint at HUD and South Carolina Human Affairs Commission upon a determination that Complainant(s) and Respondent(s) have complied with the terms of the Agreement.

## III. PROVISIONS FOR THE PUBLIC INTEREST

In order to assure that the public interest is protected, Respondent, without admitting to any violation of the South Carolina Fair Housing Law or Federal Fair Housing Act, agrees to continue to take such affirmative action as may be necessary to assure the elimination of discriminatory housing practices and the prevention of their occurrence in the future, including, but not limited to the following:

- A. Respondent agrees to comply with all federal and state housing laws.
- B. Respondent agrees to consistently apply its standards for acceptance and rejection of housing applicants in an objective manner.

- C. Respondent agrees to allow any qualified person the right to purchase, rent, or occupy a dwelling regardless of race, color, religion, sex, disability, familial status, or national origin.
- D. Respondent shall review any rules, regulations, policies and procedures for potential Fair Housing violations and make changes to reflect Fair Housing compliance.
- E. Respondents agree to arrange for at least three (3) management and/or client-facing staff members to attend Fair Housing training provided by SCHAC staff. Training will take place at a time and location to be mutually agreed upon by the parties within six (6) months from the date of the signed agreement;

#### IV. RELIEF FOR COMPLAINANT

- A. Respondent agrees to compensate the Complainant \$1500.00 within fifteen (15) days of signed Agreement.
- B. Respondent agrees that there shall be no discrimination or retaliation of any kind against Complainant or any person who assisted the Commission in the filing of this charge or in the investigation of this matter

#### V. RELEASE BY COMPLAINANT

- A. Upon payment of the amount set forth in Paragraph IV.A herein, Complainant hereby releases [REDACTED] and each of their respective agents, representatives, employees, attorneys, managers, directors, officers, members, parent companies, affiliates, subsidiaries, successors, and assigns (the "Released Parties") from any and all claims or liability arising from the beginning of time to the date of this agreement. This is intended as a full general release of the Released Parties by Complainant.

#### VI. BREACH OF CONCILIATED TERMS

- A. Nothing in this Agreement shall be construed to preclude the Commission and/or any aggrieved individual(s) from bringing suit to enforce this Agreement in the event that Respondent fails to perform the promises and representations contained herein. Neither does it preclude the Commission from filing charges in the future concerning events occurring after the execution of this conciliation agreement. The Commission shall determine whether Respondent has complied with the terms of this agreement. In the event that the Commission determines that Respondent has not complied with the terms hereof, the Commission shall send written notice to Respondent and Respondent shall be given a reasonable time period to remedy such non-compliance.
- B. Complainant(s) and Respondent(s) agree that this Agreement may be used as evidence in a subsequent proceeding in which any of the parties allege a breach of this Agreement.

#### VII. REPORTING & RECORDKEEPING

Parties shall submit proof of compliance with the terms of this Agreement to:

South Carolina Human Affairs Commission

Conciliation Agreement

[REDACTED] JL Woode Management Company LLC

November 13, 2017

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Fair Housing Division

Attention: [REDACTED]

1026 Sumter Street, Suite 101

Columbia, SC 29201

The submitter of any documentation should include the SHAC and HUD case numbers, which are as follows:

SHAC No. H-2-17-038

HUD No. 04-17-8718-8

**VIII. COMMISSION REVIEW**

- A. Subject to the provisions of Section 814 of the Fair Housing Act, as amended, 42 U. S. C. Section 3614, and in accordance with the provisions of State Regulations R. 65-225.G., the Commission may, from time to time, review compliance with this Conciliation Agreement, and, if necessary, recommend to the South Carolina Attorney General that a civil action be filed to seek the enforcement of any of the terms set forth herein.

**IX. EFFECTIVE DATE**

This agreement shall become effective on the date on which it is approved and signed by the Commissioner of the South Carolina Human Affairs Commission.

IN WITNESS WHEREOF, the parties have subscribed their names hereto on the day and date indicated.

[Signature] \_\_\_\_\_ 11/20/17  
(Date)

[Signature] \_\_\_\_\_ 11/20/17  
(Date)

[Signature] \_\_\_\_\_ 11/20/17  
(Date)

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Approved on Behalf of the Commission

Handwritten signature of Raymond Buxton II in cursive.

Raymond Buxton II, Commissioner

11-28-17

(Date)