

STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC SAFETY
DIVISION ON CIVIL RIGHTS
DCR DOCKET NO. PF10PB-63133

PATRICK STARK,	:	
	:	
Complainant,	:	Administrative Action
	:	
v.	:	STIPULATION OF SETTLEMENT
	:	AND DISMISSAL
WAWA, INC.,	:	
	:	
Respondent.	:	

WHEREAS, a Verified Complaint was filed with the Division on Civil Rights ("Division") by the complainant, Patrick Stark ("Complainant"), against the respondent, Wawa, Inc. ("Respondent"), on July 3, 2012, alleging that he was denied service at Respondent's Millville store because he was accompanied by a service dog;

WHEREAS, Respondent is the owner of a chain of convenience stores, including a store located at 13 West Main Street in Millville, New Jersey, and as such is subject to the provisions of N.J.S.A. 10:5-1 et seq.;

WHEREAS, Respondent denies that an act of unlawful discrimination occurred as alleged in the Verified Complaint;

WHEREAS, the parties hereto desire to resolve this matter amicably without the necessity and expense of further litigation;

NOW, THEREFORE, in consideration of the promises and mutual obligations herein set forth, the parties hereby agree as follows:

1. Respondent agrees to pay Complainant the total sum of Twelve Thousand Five Hundred Dollars (\$12,500.00), representing a compromise of Complainant's claim for damages. The sum paid shall be paid within seven (7) business days of the execution of this agreement, provided that Complainant provides a completed W-9 form to Respondent and executes the Confidential Settlement and Release Agreement referred to in paragraph 3 herein prior to payment.

2. Respondent agrees to seriously consider making a charitable donation to a service organization dedicated to providing service animals for individuals with disabilities.

3. It is acknowledged that Complainant and Respondent have entered into a separate Confidential Settlement and Release agreement in connection with the resolution of this matter. The Division on Civil Rights is not party to that separate agreement, nor does it make any representation as to that separate agreement.

4. Within fifteen days of the execution of this agreement, Respondent shall provide to the Division on Civil Rights copies of all policies and training materials concerning service dogs.

5. Respondent agrees to display signage at the entrance of all of its stores in New Jersey advising customers that service dogs are welcome. Respondent and the Division will come to an agreement on the appropriate size and wording of the sign.

6. On or before November 1, 2012, Respondent shall train all

existing employees in New Jersey, by computer-based training or other appropriate means, regarding Respondent's policy on service animals and the requirements under the law related to service animals.

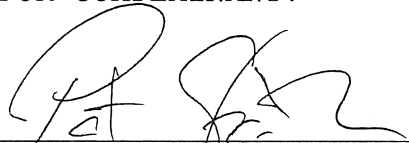
7. All Respondent's newly-hired associates shall receive the training described in paragraph 6 upon starting work in any store in New Jersey.

8. Upon execution by all parties, this Stipulation of Settlement and Dismissal shall operate as a complete and final disposition of the charges contained in the above-noted Verified Complaint filed with the Division on Civil Rights and assigned Docket Number PF10PB-63133, subject only to the fulfillment of all of the provisions of this Stipulation.

9. Consent to this Stipulation is not and shall not operate as an admission by Respondent nor as an adjudication of any violation of the New Jersey Law Against Discrimination, nor of any other statute or regulation, but Respondent nonetheless agrees that it shall conduct its operations in a manner that does not discriminate nor have the effect of discriminating against any individual because of race, creed, color, sex, age, national origin, ancestry, marital status, civil union status, domestic partnership status, gender, affectional or sexual orientation, gender identity or expression, nationality, or disability.

FOR COMPLAINANT:


Dated: 7/25/12



PATRICK STARK

FOR RESPONDENT:

Dated: July 25, 2012

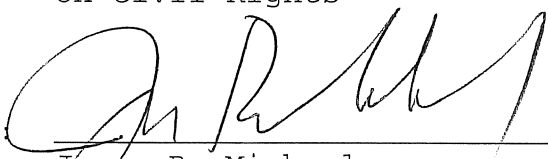


Name: MICHAEL J. ECKHARDT
Position: SECRETARY

FOR THE DIVISION ON CIVIL RIGHTS:

JEFFREY S. CHIESA
ATTORNEY GENERAL OF NEW JERSEY
Attorney for New Jersey Division
On Civil Rights

Dated: 7/25/12

By: 

James R. Michael
Deputy Attorney General