

LAURA ALEU,  Complainant, v.  MARINO AND YOVANA RAMIREZ,  Respondents.	NEW JERSEY OFFICE OF ADMINISTRATIVE LAW  DOCKET NO. CRT 12568-2019N  <b>CONSENT ORDER</b>
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Pursuant to the authority granted to the Director of the New Jersey Division on Civil Rights (the “Director”) by the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 to -49 (the “LAD”), and with the consent of Complainant Laura Aleu (“Complainant” or “Aleu”), who filed a verified complaint (the “Verified Complaint”) with the New Jersey Division on Civil Rights (the “Division”), alleging discrimination on the basis of source of lawful income against Marino and Yovana Ramirez (“Respondents”), the Director and the parties have agreed to resolve all issues in controversy in this matter on the terms set forth in this Consent Order. Without admitting any of the allegations set forth in the Verified Complaint or the Division’s January 15, 2019 Finding of Probable Cause, Respondents desire to settle this matter without the necessity of a public hearing.

IT IS, THEREFORE, ON THIS 19<sup>TH</sup> DAY OF NOVEMBER 2019, ORDERED AND AGREED AS FOLLOWS:

LAD COMPLIANCE AND POLICY

1. Respondents agree that all policies and decisions affecting persons seeking housing or the continuance of housing in New Jersey shall comply in full with the LAD. Respondents agree not to implement any policy or carry out any act that has the purpose or effect of discriminating against any person because of race, creed, color, national origin, ancestry, marital

status, civil union status, domestic partnership status, pregnancy or breastfeeding, sex, gender identity or expression, affectional or sexual orientation, familial status, disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments.

2. Within fifteen (15) days of the date this Consent Order is fully executed, Respondents agree to provide verification to the Division of a written nondiscrimination policy (the “Policy”) reflecting the agreement herein to practice compliance with all provisions of the LAD and applicable to the real property located at 1030 North Avenue, Elizabeth, New Jersey (“1030 North Avenue”) and all other real property located in New Jersey that may come under Respondents’ ownership or control and is subject to the provisions of the LAD. Respondents will deliver a copy of the Policy to counsel for the Division, Deputy Attorney General Megan Harris, New Jersey Department of Law & Public Safety, 124 Halsey Street, P.O. Box 45029, Newark, New Jersey 07101.

3. The Policy will state that Respondents accept valid forms of rental assistance, including Section 8 vouchers, from otherwise qualified tenants and prospective tenants, subject to inspection of the unit and approval for occupancy by the agency administering the Section 8 voucher or other form of rental assistance. The Policy will include a statement that any person who believes a violation of the LAD has occurred may contact the New Jersey Division on Civil Rights at 866-405-3050 or 973-648-2700 or online at [www.NJCivilRights.gov](http://www.NJCivilRights.gov).

4. Within 30 days of the date this Consent Order is fully executed, Respondents will provide a copy of the Policy to each current leaseholder at 1030 North Avenue and begin providing a copy of the Policy to each person who applies to become a tenant at 1030 North Avenue. Going forward, all applicants and new tenants will receive a copy of the Policy.

MONETARY PAYMENT TO COMPLAINANT

5. Respondents will pay to Complainant Laura Aleu the total sum of two-thousand five-hundred dollars (\$2,500.00) in full resolution of the Verified Complaint and the allegations therein of unlawful discrimination. The payment will be made as follows:

(a) No later than December 1, 2019, Respondents will deliver a check or money order in the amount of \$2,300.00, made payable to "Laura Aleu," to Carlos Bellido, New Jersey Division on Civil Rights, 31 Clinton Street, 3<sup>rd</sup> Floor, Newark, New Jersey 07102, and include a cover letter referencing "Aleu v. Ramirez, DCR Docket No. HV04QT-66695";

(b) No later than January 3, 2020, Respondents will deliver a check or money order in the amount of \$200.00, made payable to "Laura Aleu," to Carlos Bellido, New Jersey Division on Civil Rights, 31 Clinton Street, 3<sup>rd</sup> Floor, Newark, New Jersey 07102, and include a cover letter referencing "Aleu v. Ramirez, DCR Docket No. HV04QT-66695";

6. Upon full execution of this Consent Order, Respondents are liable for the full amount of \$2,500.00. This Agreement may be enforced as a judgment against Respondents for the full amount of \$2,500.00 plus interest and the costs of enforcement if payment is not made within the time set forth herein.

STATUTORY PENALTY

7. Respondents agree to incur a penalty in the amount of one-thousand dollars (\$1,000.00) in resolution of the allegations and investigative findings set forth in the Division's January 15, 2019 Finding of Probable Cause. The payment will be made as follows:

(a) No later than January 31, 2020, and continuing each month for a consecutive ten (10) months (through October 31, 2020), Respondents will deliver a check no later than the final day of the month in the amount of \$100.00, made payable to "Treasurer, State of New Jersey," to

Carlos Bellido, New Jersey Division on Civil Rights, 31 Clinton Street, 3<sup>rd</sup> Floor, Newark, New Jersey 07102, and include a cover letter referencing “Aleu v. Ramirez, DCR Docket No. HV04QT-66695.”

8. Upon full execution of this Consent Order, Respondents are liable for the full amount of \$1,000.00. This Consent Order may be enforced as a judgment against Respondents for the full amount of \$1,000.00 plus interest and the costs of enforcement if payment is not made within the time set forth herein.

#### GENERAL PROVISIONS

9. Nothing in this Consent order shall in any manner be construed to limit or affect the rights of any persons, other than the parties to this Consent Order, who may have a claim against Respondent or any individual or entity involved in this matter.

10. The parties to this Consent Order acknowledge that for the purpose of enforcement, New Jersey law shall govern the terms and provisions herein.

11. As used in this Consent Order, the plural shall include the singular and the singular shall include the plural. In addition, “or” and “and” shall be interpreted conjunctively.

12. The parties to this Consent Order represent that a person authorized to sign a document legally binding each party to its terms has signed this Consent Order with full knowledge, understanding, and acceptance of its terms.

13. This document constitutes the entire agreement between the Director, Complainant, and Respondents, with respect to its subject matter. Any addition, deletion, or change to this Consent Order must be in writing and signed by all parties to be bound by such addition, deletion, or change.

14. The parties to this Consent Order have negotiated and fully reviewed its terms.

Uncertainty or ambiguity shall not, therefore, be construed against the drafter.

15. This Consent Order is executed in settlement of the allegations made against Respondents in the above-captioned matter and shall not be construed to otherwise limit the authority of the New Jersey Attorney General or the Director of the New Jersey Division on Civil Rights to protect the interests of the State of New Jersey or the people of the State of New Jersey.

16. If any portion of this Consent Order is held invalid or unenforceable by operation of law, the remaining terms of this Agreement shall not be affected.

17. This Consent Order shall be binding upon the parties to the Agreement and their successors. In no event shall assignment of any right, power or authority avoid compliance with the terms of this Consent Order.

18. In the event that Respondents default on any provision of this Consent Order, Respondents consent to the entry of this agreement in New Jersey Superior Court for the purpose of enforcement.

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19. Any signature required for the entry of this Consent Order may be executed in counterparts, each of which shall be deemed an original, but all of which shall together constitute one and the same agreement.

NEW JERSEY DIVISION ON CIVIL RIGHTS:

*Rachel Wainer Apter*

\_\_\_\_\_  
Rachel Wainer Apter  
Director, New Jersey Division on Civil Rights

Dated:

RESPONDENTS MARINO AND YOVANA RAMIREZ:

Signature: \_\_\_\_\_

Print name: \_\_\_\_\_

Dated: \_\_\_\_\_

COMPLAINANT LAURA ALEU:

Signature: \_\_\_\_\_

Dated:

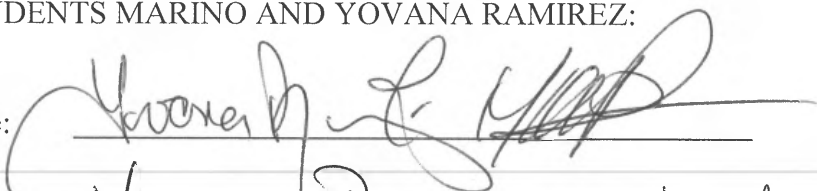
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NEW JERSEY DIVISION ON CIVIL RIGHTS:

\_\_\_\_\_  
Rachel Wainer Apter  
Director, New Jersey Division on Civil Rights

Dated:

RESPONDENTS MARINO AND YOVANA RAMIREZ:

Signature:  \_\_\_\_\_

Print name: Yovana Ramirez & Marino Ramirez

Dated: 11/18/19

COMPLAINANT LAURA ALEU:

Signature: \_\_\_\_\_

Dated:

19. Any signature required for the entry of this Consent Order may be executed in counterparts, each of which shall be deemed an original, but all of which shall together constitute one and the same agreement.

NEW JERSEY DIVISION ON CIVIL RIGHTS:

\_\_\_\_\_  
Rachel Wainer Apter  
Director, New Jersey Division on Civil Rights

Dated:

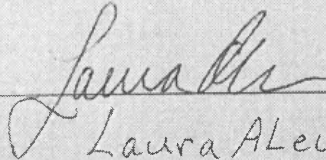
RESPONDENTS MARINO AND YOVANA RAMIREZ:

Signature: \_\_\_\_\_

Print name: \_\_\_\_\_

Dated:

COMPLAINANT LAURA ALEU:

Signature:   
Laura Aleu

Dated: 11-19-2019