

STATE OF NEW JERSEY
DEPARTMENT OF LAW & PUBLIC
SAFETY
DIVISION ON CIVIL RIGHTS

RECEIVED

In the matter of)
SlateHouse Group Property)
Management)

Administrative Action)
ASSURANCE OF VOLUNTARY)
COMPLIANCE)

DEC 18 2019

FINANCIAL MANAGEMENT
OFFICE OF ATTORNEY GENERAL

This Assurance of Voluntary Compliance is voluntarily entered into between the New Jersey Division on Civil Rights (DCR), which is charged with enforcing the New Jersey Law Against Discrimination, N.J.S.A. 10:5-1 to -49 (the LAD), and SlateHouse Group Property Management (SlateHouse or Respondent), an entity doing business in New Jersey.

WHEREAS, DCR opened an inquiry based on its receipt of information that between on or about August 16, 2018 and on or about August 28, 2019, SlateHouse posted advertisements on the websites Craigslist, Zillow, and Slatehousegroup.com that DCR believes are in violation of the LAD. A list of the offending advertisements, the dates and websites on which they were posted, and the statements in violation, together with a copy of each offending advertisement, is attached as Addendum 1. SlateHouse acknowledges posting or causing to be posted the nine advertisements listed in Addendum 1.

WHEREAS, DCR considers SlateHouse's actions to be in violation of the LAD's prohibition of housing discrimination on the basis of source of lawful income and the LAD's prohibition of housing advertisements expressing a preference, limitation or discrimination as to source of lawful income; and

WHEREAS, Respondent would like to conclude this matter without the need for further investigative or enforcement action, and the parties having consented to this Assurance of Voluntary Compliance (the Agreement);

NOW THEREFORE, it is AGREED as follows:

- a. *Written Policy.* Respondent hereby agrees that all policies and decisions affecting persons who are tenants of Respondent or seeking an apartment from Respondent shall comply in full with the LAD. Respondent agrees 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 (defined as having care or custody of a child under age 18, being pregnant, or being in the process of securing legal custody of a child under 18), disability, liability for service in the Armed Forces of the United States, nationality, or source of lawful income used for rental or mortgage payments (including, but not limited to, vouchers or subsidies issued under any federal, state, or local rental assistance program).

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By _____

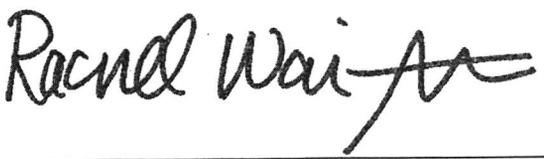
- f. *Authorized Representative.* Each party represents and warrants that the Agreement has been signed by an authorized representative of the party with full knowledge, understanding, and acceptance of its terms and that the representative has done so with authority to legally bind the party.
- g. Except as provided in this Agreement, no provision herein shall be construed as relieving Respondent of its obligations to comply with all State and federal laws, regulations or rules, as now constituted or as may hereafter be amended; or as granting permission to engage in any acts or practices prohibited by any such laws, regulations, or rules; or limiting any right that DCR may otherwise have to obtain information, documents or testimony from Respondent or to accept and/or investigate any other complaints against Respondent.
- h. Once executed, this Agreement shall operate as a complete and final disposition of this matter.
- i. DCR shall have the authority to enforce the provisions of this Agreement in court, or to seek sanction for violations thereof, or both.
- j. This Agreement is entered into by each party freely and voluntarily and with full knowledge and understanding of the obligations and duties imposed by this Agreement.
- k. The parties consent to the form, content, and entry of this Agreement on the dates beside their respective signatures (below).



 SLATEHOUSE GROUP PROPERTY MANAGEMENT

9/26/19
 DATE

By: Nathan Jones Owner
 (Name, Title)



 NEW JERSEY DIVISION ON CIVIL RIGHTS
 By: Rachel Wainer Apter, Director

9/24/2019
 DATE

SlateHouse Group Property Management

PO Box 5304
Lancaster, PA 17606

M & T Bank Payroll

2324

DATE: 9/27/2019

PAY ONLY **3,000** 00/100

\$3,000.00

PAY Three Thousand and 00/100 Dollars

TO THE ORDER OF Treasurer, State of New Jersey
Central Regional Office
140 E Front St 6th Floor
PO Box 089
Trenton, NJ 08625-0089

Mark Mc

⑈2324⑈ ⑆031302955⑆ 9859439581⑈

SlateHouse Group Property Management

2324

Description
LAD violation penalty

Amount
3,000.00

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