

**PREDETERMINATION SETTLEMENT AGREEMENT**

CP# 02-22-77820  
HUD# 07-22-8933-8

**PARTIES TO THE SETTLEMENT AGREEMENT**

**RESPONDENTS**

The Woodlands Reserve Condominiums  
4720 Mortensen Rd Ste 105  
Ames, IA 50014-5534

Haverkamp Properties, Inc.  
4720 Mortensen Rd Ste 105  
Ames, IA 50014-5534

Amber Soy  
170 NE 41st St Ofc  
Ankeny, IA 50021-6000

**COMPLAINANT**

JoAnn Moore-Dougherty  
150 NE 41st St Unit 114  
Ankeny, IA 50021-6000

and

IOWA CIVIL RIGHTS COMMISSION  
400 East 14th Street  
Des Moines, Iowa 50319

**Description of the Parties:** Complainant is a person with disabilities. Complainant alleges Respondents treated her differently than other tenants due to her disability status. The subject property is a multi-unit apartment complex located at 150 NE 41st Street, Ankeny, Iowa.

**Terms of Settlement:** A complaint having been filed by Complainant against Respondents with the Commission under Iowa Code Chapter 216 and there having been a preliminary inquiry, the parties do hereby agree and settle the above-captioned matter in the following extent and manner:

**Acknowledgment of Fair Housing Laws**

1. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy agree there shall be no discrimination, harassment, or retaliation of any kind against Complainants or any other person for filing a charge under the “Iowa Civil Rights Act of 1965” (ICRA); or because of giving testimony or assistance, or participating in any

manner in any investigation, proceeding or hearing under the ICRA; or because of lawful opposition to any practice forbidden by the ICRA. Iowa Code § 216.11(2).

2. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy acknowledge the ICRA and the Federal Fair Housing Act (FHA) makes it unlawful to discriminate in the terms, conditions or privileges of sale or rental of a dwelling or in the provision of services or facilities in connection with the dwelling because of race, color, creed, sex, sexual orientation, gender identity, national origin, religion, disability, or familial status. Iowa Code § 216.8(1) (b), 42 U.S.C. 3604(b), 3604(f) (2) (§ 804 of the Fair Housing Act).
3. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy acknowledge the FHA and ICRA make it unlawful to discriminate against another person in the terms, conditions, or privileges of sale or rental of a dwelling or in the provision of services or facilities in connection with the dwelling because of a disability. 42 U.S.C. 3604(f)(3)(a) (§ 804(f)(2)(a) of the Fair Housing Act); Iowa Code § 216.8A(3)(b)(1).
4. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy acknowledge that the FHA and ICRA make it unlawful for any person to retaliate against another person in any of the rights protected against discrimination by this chapter because such person has lawfully opposed any practice forbidden under this chapter, obeys the provisions of this chapter, or has filed a complaint, testified, or assisted in any proceeding under this chapter. Iowa Code § 216.11(2).

### **Voluntary and Full Settlement**

5. The parties acknowledge this Predetermination Settlement Agreement is a voluntary and full settlement of the disputed complaint. The parties affirm they have read and fully understand the terms set forth herein. No party has been coerced, intimidated, threatened or in any way forced to become a party to this Agreement.
6. The parties enter into this Agreement in a good faith effort to amicably resolve existing disputes. The execution of this Agreement is not an admission of any wrongdoing or violation of law. Nor is the execution of this Agreement an admission by Complainant that any claims asserted in their complaint are not fully meritorious.
7. The parties agree the execution of this Agreement may be accomplished by separate counterpart executions of this Agreement. The parties agree the original executed signature pages will be attached to the body of this Agreement to constitute one document.
8. Respondents agree the Commission may review compliance with this Agreement. And as part of such review, Respondent agrees the Commission may examine witnesses, collect documents, or require written reports, all of which will be conducted in a reasonable manner by the Commission.

### **Disclosure**

9. Because, pursuant to Iowa Code § 216.15A(2)(d), the Commission has not determined that disclosure is not necessary to further the purposes of the ICRA relating to unfair or discriminatory practices in housing or real estate, this Agreement is a public record and subject to public disclosure in accordance with Iowa's Public Records Law, Iowa Code Chapter 22. See Iowa Code § 22.13.

### **Release**

10. Complainant hereby waives, releases, and covenants not to sue Respondents with respect to any matters which were, or might have been alleged as charges filed with the Iowa Civil Rights Commission, the Office of Fair Housing and Equal Opportunity, Department of Housing and Urban Development, or any other anti-discrimination agency, subject to performance by Respondents of the promises and representations contained herein. Complainant agrees any complaint filed with any other anti-discrimination agency, including the Office of Fair Housing and Equal Opportunity, Department of Housing and Urban Development, which involves the issues in this complaint, shall be closed as Satisfactorily Adjusted.

### **Fair Housing Training**

11. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy will require training on the requirements of State and Federal Fair Housing Laws for their property managers at Woodland Reserve Condominiums located at 150 NE 41 street, Ankeny, Iowa within 90 days of their receipt of a Closing Letter from the Commission. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy also agree new employees or agents who are involved in the management or operation of Woodland Reserve Condominiums hired within one year of the date of the Commission's Closing Letter, will receive training on the requirements of State and Federal Fair Housing Laws within 90 days of their date of hire or elected appointment.

### **Relief for Complainant**

12. Within ten (10) days of the date on the Commission's Closing Letter, Respondents agree to draft and sign an addendum that will allow Complainant JoAnn Moore-Dougherty to provide Respondents with a 30-day notice terminating her tenancy even if that notice is 30-days prior to the lease end date. The 30-day notice to terminate will not incur any lease termination fee/penalty, nor will Respondents withhold the deposit beyond what is required for damages. This addendum will remain in place for future leases.

Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy promise to make necessary repairs to the parking space designated to Complainant JoAnn Moore-Dougherty. Respondents will complete cold patch repairs to Complainant JoAnn Moore-Dougherty's parking space as soon as is practicable. Delays may occur due to supply issues, vendor schedules and other demands, but communication can be promised to keep the Complainant informed of the status of repair request.

**Reporting and Record-Keeping**

- 13. Respondents The Woodlands Reserve Condominiums, Haverkamp Properties, Inc., and Amber Soy shall forward to the Commission objective evidence of the successful completion of fair housing training in the form of a Certificate or a letter from the entity conducting the training or signed sworn statement from Respondent stating the time and location of their training and the entity that conducted the training, as evidence of compliance with Term 11 of this Agreement within ten (10) days of the completion of the training.

All required documentation of compliance must be submitted via email or U.S. Mail to:

Amy Quail  
Iowa Civil Rights Commission  
Grimes State Office Building  
400 East 14th Street  
Des Moines, Iowa 50319  
Amy.quail@iowa.gov  
Telephone: 515-725-1082

\_\_\_\_\_  
The Woodlands Reserve Condominiums, RESPONDENT \_\_\_\_\_  
Date

\_\_\_\_\_  
Haverkamp Properties, Inc., RESPONDENT \_\_\_\_\_  
Date

\_\_\_\_\_  
Amber Soy, RESPONDENT \_\_\_\_\_  
Date

\_\_\_\_\_  
JoAnn Moore-Dougherty, COMPLAINANT \_\_\_\_\_  
Date

\_\_\_\_\_  
Stan Thompson, Executive Director \_\_\_\_\_  
IOWA CIVIL RIGHTS COMMISSION Date