

**PREDETERMINATION SETTLEMENT AGREEMENT**

CP# 10-21-77297  
HUD# 07-22-8251-8

**PARTIES TO THE SETTLEMENT AGREEMENT**

**RESPONDENTS**

THE WATERLOO GROUP, LLC  
1505 Kellie Ave SW  
Independence, IA 50644-9615

EPM IOWA, LLC  
1729 Falls Ave, Ste B  
Waterloo, IA 50701-2300

**COMPLAINANT**

NATASHA WILLIAMS  
1120 SE 11<sup>th</sup> St, Apt 3108  
Grimes, IA 50111-1235

and

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

**Description of the Parties:** Complainant is African American. She alleges that Respondents subjected her to different terms and conditions of rental when they failed to return her security deposit. Respondents indicate that they sent Complainant her security deposit and had it returned as undeliverable. Respondents deny any wrongdoing or deviation from practices allowed under the Federal Fair Housing Act or the ICRA. The subject property is a multi-unit apartment complex located at 805 W 4<sup>th</sup> St, Waterloo, IA 50702.

**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 Waterloo Group, LLC and EPM Iowa, LLC 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 Waterloo Group, LLC and EPM Iowa, LLC acknowledge the ICRA 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).
3. Respondents The Waterloo Group, LLC and EPM Iowa, LLC acknowledge that the Federal Fair Housing Act, as amended, 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 therewith, because of the person's race, color, religion, sex, disability, familial status, national origin, or disability. 42 U.S.C. 3604(b), 3604(f) (2) (§ 804 of the Fair Housing Act).

### **Voluntary and Full Settlement**

4. 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.
4. 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.
6. 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.
7. Respondents The Waterloo Group, LLC and EPM Iowa, LLC 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**

8. 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**

9. 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**

10. Respondents The Waterloo Group, LLC and EPM Iowa, LLC will require training on the requirements of State and Federal Fair Housing Laws for their property managers for 804 W 4<sup>th</sup> Street, Waterloo, Iowa, within 30 days of their receipt of a Closing Letter from the Commission. Respondents The Waterloo Group, LLC and EPM Iowa, LLC also agrees new employees or agents who are involved in the management or operation of residential properties 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 30 days of their date of hire or elected appointment. The training shall be conducted by a qualified person, approved by the Commission or the U.S. Department of Housing and Urban Development. This includes a HUD produced video titled "The Basics of the Fair Housing Act" which can be accessed via YouTube at <https://www.youtube.com/watch?v=egXPe7HT7tc>.

### **Relief for Complainant**

11. Within seven days of the date on the Commission's Closing Letter, Respondents agree to mail Complainant her security deposit in the amount of \$640.95 to the address on the first page of this Agreement.

### **Reporting and Record-Keeping**

12. Respondents The Waterloo Group, LLC and EPM Iowa, LLC 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 10 of this Agreement within ten (10) days of the completion of the training.
13. Respondents shall sent to the Commission a copy of the Settlement Check within seven days after its mailing to Complainant.

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

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THE WATERLOO GROUP, LLC, RESPONDENT

Date

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EPM IOWA, LLC, RESPONDENT

Date

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NATASHA WILLIAMS, COMPLAINANT

Date

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CHARLES, A.D. HILL, INTERIM EXECUTIVE DIRECTOR  
IOWA CIVIL RIGHTS COMMISSION

Date

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