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Scott G. Weber, Clerk Clark Co.

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STATE OF WASHINGTON  
CLARK COUNTY SUPERIOR COURT

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WASHINGTON STATE HUMAN RIGHTS COMMISSION, presenting the case in support of the complaint filed by AMBER BRASUELL and EDMAR CHAVEZ,

Plaintiff,

v.

LINDA HARING,

Defendant.

No. 20-2-00210-06

CONSENT DECREE

**Clerk's Action Required**

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**I. JUDGMENT SUMMARY**

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|-----|---------------------------------|--|
| 1.1 | Judgment Creditor:              | Washington State Human Rights Commission       |
| 1.2 | Judgment Debtor:                | Linda Haring                                   |
| 1.3 | Total Judgment:                 | \$20,000 in general damages                    |
| 1.4 | Post Judgment Interest Rate:    | 12% per annum                                  |
| 1.5 | Attorney for Judgment Creditor: | Yesica Hernandez<br>Assistant Attorney General |

**II. GENERAL**

2.1 Plaintiff Washington State Human Rights Commission (Commission) filed a Complaint on January 22, 2020, against Defendant Linda Haring to enforce the Washington Law

1 Against Discrimination, RCW 49.60.222(1)(f), RCW 49.60.222(1)(i), RCW 49.60.222(2)(b), and  
2 RCW 49.60.2235.

3 2.2 Defendant Linda Haring accepted service of process on January 27, 2020, which  
4 Acceptance of Service was filed with the Court on January 30, 2020.

5 2.3 The Commission and Linda Haring now agree to resolve the matters alleged in  
6 the Complaint by entry of this Consent Decree and without the need for hearing or adjudication  
7 of any issue of law or fact as it affects Linda Haring.

8 2.4 The Commission and Linda Haring agree this Consent Decree does not constitute  
9 evidence or an admission regarding the existence or non-existence of any issue, fact, liability, or  
10 violation of any law alleged by the Commission, with the exception that Linda Haring admits  
11 those allegations in the Complaint necessary for this Court to exercise jurisdiction in this case.

12 2.5 The Commission and Linda Haring affirm that this Consent Decree is entered  
13 into voluntarily and waive any right they may have to appeal from this Consent Decree or to  
14 otherwise contest the validity of this Consent Decree.

15 **Wherefore, it is ORDERED, ADJUDGED, and DECREED:**

16 **III. INJUNCTION**

17 3.1 Linda Haring, her agents, managers, employees, and representatives involved in  
18 the rental, management, and/or creation or application of policies concerning rental dwellings;  
19 successors and assigns subject to her direct or indirect influence or control; and all other persons  
20 acting in concert or participation with her, are enjoined with respect to the rental of dwellings  
21 from:

22 3.1.1 Refusing to make reasonable accommodation(s) in rules, policies,  
23 practices, or services when such accommodation(s) may be necessary to afford a person  
24 with a disability equal opportunity to use and enjoy a dwelling;  
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1           3.1.2 Coercing, intimidating, threatening, or interfering with any person in the  
2 exercise or enjoyment of, or on account of having exercised or enjoyed, rights regarding  
3 a real estate transaction, including requesting reasonable accommodation(s) based on a  
4 disability; and

5           3.1.3 Making housing unavailable or denying a dwelling to a person residing in  
6 that dwelling after it is rented, or to any person associated with the person renting the  
7 dwelling, or expelling a person from occupancy of real property, because of a disability.

8           3.2 The provisions of Paragraph 3.1 shall apply to all properties owned, marketed, or  
9 managed by Linda Haring, including all dwellings in which Linda Haring has or acquires an  
10 ownership or management interest.

11 **IV. NON-DISCRIMINATION AND REASONABLE ACCOMMODATION POLICIES**

12           4.1 Upon entry of this Consent Decree, Linda Haring shall implement the  
13 Nondiscrimination and Reasonable Accommodation Policies appearing at **Appendix A**. The  
14 Nondiscrimination and Reasonable Accommodation Policies shall apply to all properties covered  
15 by paragraph 3.2 of this Consent Decree, and Linda Haring shall provide all rental applicants with  
16 a copy of the Nondiscrimination and Reasonable Accommodation Policies appearing at **Appendix**  
17 **A**.

18           4.2 Within fourteen (14) days of entry of this Consent Decree, Linda Haring shall  
19 distribute the Nondiscrimination and Reasonable Accommodation Policies to each of her current  
20 tenants. Individuals who become tenants after Linda Haring's initial distribution of the  
21 Nondiscrimination and Reasonable Accommodation Policies shall receive the Nondiscrimination  
22 and Reasonable Accommodation Policies from Linda Haring at the time the lease agreement is  
23 signed.

24           4.3 Within fourteen (14) days of entry of this Consent Decree, Linda Haring shall post  
25 notices in her rental office(s) indicating compliance with the Washington State Law Against  
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1 Discrimination, RCW 49.60.010-.515, and the Federal Fair Housing Act, 42 U.S.C. §§ 3601–3631,  
2 including non-discrimination against, and reasonable accommodation of, tenants with disabilities.  
3 Linda Haring shall provide a copy of all notices posted to Assistant Attorney General Yesica  
4 Hernandez within twenty-one (21) days of entry of this Consent Decree.

5 4.4 Within fourteen (14) days of entry of this Consent Decree, Linda Haring shall  
6 include the following sentence in the rental application(s) and the rental agreement(s) used for rental  
7 dwelling units in boldface type, using letters of equal or greater size to those of the text in the body  
8 of the document:

9 **We do not discriminate in any term, condition, or privilege**  
10 **of rental on the basis of race, color, religion, national**  
11 **origin, sex, sexual orientation, marital status, familial**  
12 **status, honorably discharged veteran or military status,**  
13 **or disability.**

#### 14 V. TRAINING

15 5.1 Within fourteen (14) days of entry of this Consent Decree, Linda Haring shall  
16 provide a copy of the Consent Decree and Nondiscrimination and Reasonable Accommodation  
17 Policies, to her agents, managers, employees, and representatives involved in the rental,  
18 management, and/or creation or application of policies concerning rental dwellings. Linda Haring  
19 shall secure a signed statement from each such agent, manager, employee, or representative  
20 acknowledging that they have received and read the Consent Decree and Nondiscrimination and  
21 Reasonable Accommodation Policies, and agree to abide by the relevant provisions of the Consent  
22 Decree and Nondiscrimination and Reasonable Accommodation Policies. This statement shall be  
23 in the form of **Appendix B**.

24 5.2 Within fourteen (14) days after each new agent, manager, employee, or  
25 representative involved in the rental, management, and/or creation or application of policies  
26 concerning rental dwellings becomes involved in marketing, showing, renting, or managing units  
for Linda Haring, Linda Haring shall provide a copy of the Consent Decree and Nondiscrimination

1 and Reasonable Accommodation Policies, to each such agent, manager, employee, or representative  
2 and secure a signed statement from each such agent, manager, employee, or representative  
3 acknowledging that he or she has received and read the Consent Decree and Nondiscrimination and  
4 Reasonable Accommodation Policies, and agrees to abide by the relevant provisions of these  
5 documents. This statement shall be in the form of **Appendix B**.

6 5.3 Within ninety (90) days from the date of entry of this Consent Decree, Linda Haring  
7 and all of her agents, managers, employees, and representatives involved in the rental,  
8 management, and/or creation or application of policies concerning rental dwellings shall view  
9 the 90-minute "The Basics of the Fair Housing Act" video available on the U.S. Department of  
10 Housing and Urban Development's YouTube channel (HUDchannel) and at  
11 <https://www.hud.gov/states/shared/working/r10/fh/training>. Linda Haring shall obtain  
12 confirmation, in the form of **Appendix C**, that each of her agents, managers, employees, and  
13 representatives involved in the rental, management, and/or creation or application of policies  
14 concerning rental dwellings viewed the entirety of this video. Linda Haring shall bear any expenses  
15 associated with this training.

## 16 VI. COMPLIANCE TESTING

17 6.1 The Attorney General may take steps to monitor Linda Haring's compliance with  
18 this Consent Decree including, but not limited to, conducting fair housing tests at location(s) at  
19 which she and/or her agents conduct marketing, rental, or property management activities.

## 20 VII. REPORTING AND DOCUMENTATION RETENTION REQUIREMENTS

21 7.1 Linda Haring shall, no later than fourteen (14) days after occurrence, provide to  
22 the Attorney General notification and documentation of the following events:

23 7.1.1 Proof of notification of the Consent Decree and Nondiscrimination and  
24 Reasonable Accommodation Policies, including executed copies of **Appendix B**, and a  
25  
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1 list of the names and addresses for all tenants to whom the Nondiscrimination and  
2 Reasonable Accommodation Policies was provided;

3 7.1.2 Confirmation, in the form of **Appendix C**, that Linda Haring and all of her  
4 agents, managers, employees, and representatives involved in the rental, management,  
5 and/or creation or application of policies concerning rental dwellings viewed the entirety  
6 of the fair housing training video required by Paragraph 5.3 of this Consent Decree; and

7 7.1.3 Any written or oral complaint against Linda Haring, or her agents,  
8 managers, employees, or representatives involved in the rental, management, and/or  
9 creation or application of policies concerning rental dwellings, regarding discrimination  
10 in housing. The notification shall include the full details of the complaint, including the  
11 complainant's name, address, and telephone number. If the complaint is written, Linda  
12 Haring shall provide a copy of the written complaint with the notification. Upon the  
13 Attorney General's request, Linda Haring shall also provide, within fourteen (14) days  
14 of the request, all information concerning any such complaint and the substance of any  
15 resolution of such complaint.

16 7.2 Upon reasonable notice to counsel for Linda Haring, representatives of the Office  
17 of the Attorney General shall be permitted to access, inspect, and/or copy all business records or  
18 documents under control of Linda Haring and depose any agent, manager, employee, or  
19 representative involved in the rental, management, and/or creation or application of policies  
20 concerning rental dwellings, of Linda Haring in order to monitor compliance with this Consent  
21 Decree.

## 22 VIII. PAYMENT

23 8.1 Pursuant to RCW 49.60.225 and RCW 49.60.340(4), Linda Haring shall pay  
24 \$20,000 in full settlement of all claims by Amber Brasuell and Edmar Chavez arising out of the  
25 events alleged in the Complaint.  
26



1 10.2 The Commission and Linda Haring agree that, as of the date of the entry of this  
2 Consent Decree, litigation is not "reasonably foreseeable" concerning the matters described  
3 above. To the extent that either party previously implemented a litigation hold to preserve  
4 documents, electronically stored information, or things related to the matters described above,  
5 the party is no longer required to maintain such litigation hold, except to the extent such materials  
6 are necessary to comply with this Consent Decree. Nothing in this paragraph relieves either party  
7 of any other obligations imposed by this Consent Decree.

8 10.3 This Consent Decree resolves all claims the Commission may have under the  
9 Washington Law Against Discrimination, RCW 49.60, against Defendant Linda Haring arising  
10 out of the facts described in the Complaint filed in this action, except that Ms. Haring's failure  
11 to comply with this Consent Decree shall permit the Commission to take such further action  
12 against her as provided in this Consent Decree, or otherwise allowed by law.

13  
14 Approved on this 11th day of April, 2020.

15  
16 /s/ David E. Gregerson  
Judge

17 Presented by:

Agreed to and approved for entry by:

18 ROBERT W. FERGUSON  
19 Attorney General

*YJA*

*Christina Haring-Larson*

20  
21 YESICA HERNANDEZ, WSBA #48399  
Assistant Attorney General  
22 Civil Rights Division  
Office of the Attorney General  
23 800 Fifth Avenue, Suite 2000  
Seattle, WA 98104  
24 (206) 516-2999  
Yesica.Hernandez@atg.wa.gov

CHRISTINA HARING-LARSON,  
WSBA #30121

Eagle Harbor Law  
107 Spring Street  
Seattle, WA 98104  
(206) 632-4242  
christina@eagleharborlaw.com

25 Attorney for Washington State Human Rights  
26 Commission

Attorney for Defendant Linda Haring



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**Confidentiality:** All information provided by an applicant or tenant in requesting a reasonable accommodation will be kept confidential and only be used to help provide the person who requests a reasonable accommodation an equal opportunity to enjoy housing.

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Any action taken by an agent, manager, employee, or representative that results in unequal service to, treatment of, or behavior toward tenants or applicants on the basis of race, color, religion, national origin, sex, sexual orientation, marital status, familial status, honorably discharged veteran or military status, or disability may constitute a violation of state and/or federal fair housing laws. Any applicant or tenant who believes that any of the above policies have been violated may contact the Washington Attorney General's office toll-free at (844) 323-3864 or the Washington State Human Rights Commission at (800) 233-3247.

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**APPENDIX B**  
**ACKNOWLEDGMENT OF RECEIPT OF CONSENT DECREE AND**  
**NONDISCRIMINATION AND REASONABLE ACCOMMODATION POLICIES**

I acknowledge that on \_\_\_\_\_, 20\_\_, I was provided copies of the Consent Decree entered by the Court in *Washington State Human Rights Commission ex rel. Amber Brasuell & Edmar Chavez v. Linda Haring*, Docket No. 20-2-00210-06 (Clark County Superior Court), and the Nondiscrimination and Reasonable Accommodation Policies adopted by Linda Haring. I have read and understand these documents and have had my questions about these documents answered. I understand my legal responsibilities and shall comply with those responsibilities.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

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Job Title/Position

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**APPENDIX C**  
**FAIR HOUSING TRAINING ACKNOWLEDGMENT**

I declare, under penalty of perjury, that on \_\_\_\_\_, 20\_\_\_\_, I viewed the entirety of the 90-minute "The Basics of the Fair Housing Act" video available on the U.S. Department of Housing and Urban Development's YouTube channel (HUDchannel) and at <https://www.hud.gov/states/shared/working/r10/fh/training>.

\_\_\_\_\_  
Signature

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**STATE OF WASHINGTON  
CLARK COUNTY SUPERIOR COURT**

WASHINGTON STATE HUMAN RIGHTS COMMISSION, presenting the case in support of the complaint filed by AMBER BRASUELL and EDMAR CHAVEZ,  
  
Plaintiff,  
  
v.  
  
LINDA HARING,  
  
Defendant.

NO. 20-2-00210-06  
  
GENERAL RULE 17(a)(2)  
DECLARATION

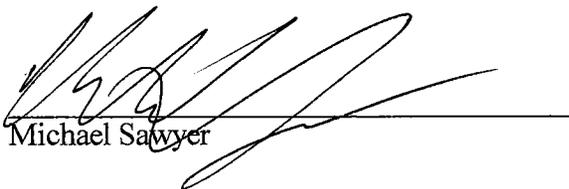
I, Michael Sawyer , hereby declare as follows:

1. I am an Office Assistant for the Attorney General’s Office. My business address, telephone number, facsimile number, and email address are as follows: Washington Office of the Attorney General, 800 Fifth Avenue, Suite 2000, Seattle, Washington 98104; office telephone: (206) 464-6763; fax number: (206) 464-6451; email address: michael.sawyer@atg.wa.gov. I make this Declaration based on my own personal knowledge. I am over the age of eighteen and competent to testify.
2. This Declaration is filed in accordance with GR 17(a)(2).
3. On the 13th day of April, 2020, I received the Consent Decree by electronic mail from Assistant Attorney General Yesica Hernandez.

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4. I have examined the Consent Decree, and have determined that it is complete, legible, and consists of fourteen (14) pages including this Declaration.

DATED this 13th day of April 2020, at Seattle, Washington.

  
Michael Sawyer



**ATTORNEY GENERAL  
OF WASHINGTON**  
800 Fifth Avenue Suite 2000  
Seattle WA 98104-3188



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*Yesira Hernandez*  
**ATTORNEY GENERAL  
OF WASHINGTON**  
800 Fifth Avenue Suite 2000  
Seattle WA 98104-3188

Portland P&DC 97218  
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