

IN THE UNITED STATES DISTRICT COURT FOR THE

SOUTHERN DISTRICT OF TEXAS

HOUSTON DIVISION

CLERK U.S. DISTRICT COURT

SOUTHERN DISTRICT OF TEXAS

FILED

DEC 7 1972

V. BAILEY THOMAS
BY DEPUTY: *[Signature]*

UNITED STATES OF AMERICA,)

Plaintiff,)

v.)

THE GARY GREENE COMPANY,)

Defendant.)

CIVIL ACTION NO.

72-H-1607

CONSENT DECREE

This action was instituted by the United States based on alleged violations of the Fair Housing Act of 1968, 42 U.S.C. 3601 et seq. In the Complaint filed on this day, it is alleged that the defendant engaged in a pattern and practice of resistance to the enjoyment by black persons of rights secured by the Act. The essence of the Complaint is that the defendant, through the use of discriminatory sales techniques, steered and channeled black prospective purchasers to predominantly black or rapidly integrating neighborhoods, while steering and channeling white prospective purchasers to predominantly white areas.

The defendant denies the material allegations of the Complaint and states that it has affirmatively adopted and promoted fair housing programs and policies*. Without any admission of any violation of the Act, however, the defendant states its willingness to cooperate with the United States to improve housing opportunities for all persons without regard to race, color, religion or national origin and to undertake

*A brief statement of the Defendant's position is attached hereto as Appendix "B".

an affirmative program to promote desegregated housing. In view of the willingness of the defendant to take these steps, the United States has agreed not to prosecute the litigation to seek a determination as to whether or not the defendant has discriminated in the past. Accordingly, without any adjudication of the merits, the parties have consented to the entry of this order as indicated by the signatures of counsel affixed hereto.

I

THEREFORE IT IS ORDERED that the Gary Greene Company, its officers, agents, employees, and those in active concert or participation with any of them be and they are hereby permanently enjoined from:

(1) Refusing or failing to show, sell or rent, a dwelling to any person because of race, color, religion or national origin.

(2) Otherwise making a dwelling unavailable or denying a dwelling to any person because of race, color, religion or national origin.

(3) Steering or channeling any actual or prospective purchaser toward residence in any particular dwelling or geographic area on account of race, color, religion, or national origin.

(4) Failing to provide and volunteer information to prospective purchasers about homes in all-white or predominantly white residential areas on account of race, color, religion or national origin.

(5) Discriminating against any person in the terms, conditions, or privileges of sale or rental of a dwelling, or in the provision of services in connection therewith, including services relating to the financing of such dwelling, and including the provision of information with respect to such services relating to financing, because of race, color, religion or national origin.

(6) Making, printing, or publishing, or causing to be made, printed or published, any notice, statement or advertisement, with respect to the sale or rental of a dwelling that indicates any preference, limitation or discrimination based on race, color, religion or national origin.

(7) Representing to any person, because of race, color, religion or national origin, that any dwelling is not available for inspection, sale or rental when such dwelling is in fact available.

(8) Inducing or attempting to induce for profit any person to sell or rent any dwelling by any representation regarding the entry or prospective entry into the neighborhood of a person or persons of a particular race, color, religion or national origin. For purposes of this Order, a prohibited representation shall include any acts or words to induce the sale of a dwelling that would be likely to convey to a reasonable man, under the circumstances, the idea that members of a particular race, color, religion or national origin are or may be entering his neighborhood.

(9) The type and amount of solicitation activity^{*/} shall be essentially similar in all areas in which the defendant conducts business, without regard to race, color, religion, or national origin. The defendant shall not conduct a greater amount or different type of solicitation in racially transitional areas than in all-white areas or other areas in which no racial transition is taking place. Any substantial difference in the type of solicitation as between various areas shall be nonracial in purpose and effect, and shall be brought to plaintiff's attention prior to being carried out.

II

IT IS FURTHER ORDERED that the defendant shall continue to implement the fair housing program that it previously instituted and shall forthwith^{**/} adopt and implement an additional program of compliance with the Fair Housing Act in order to assure that in the future all dwellings listed and shown by the defendant in all areas in which it does business will be made available for inspection by and sale to black persons on the same basis that they are made available for inspection by and sale to white persons. Such a program shall include, but shall not be limited to, the following steps:

^{*/} "Solicitation" shall mean any telephone contact, personal contact, mailing, distribution of printed material, or any other contact initiated by the defendant without any request from the homeowner for the purpose of his seeking the listing or sale of real estate or advising persons of real estate services offered by defendant.

^{**/} The defendant's obligations to implement each provision of this decree for affirmative action shall begin ten (10) days following the entry of this order unless otherwise specified herein.

A. The defendant shall, within thirty (30) days of the entry of this order, conduct an educational program for its sales personnel and other agents and employees^{*/} to inform them of the provisions of this order and their duties under the Fair Housing Act. Such program shall include the following:

(1) Furnishing a copy of this Order to each agent and employee.

(2) Informing each agent and employee of the provisions of this Order and of the duties of the company and its agents and employees under the Fair Housing Act. Each agent and employee shall also be informed that his failure to comply with the provisions of this Order shall subject him to dismissal or other disciplinary action.

(3) Securing a signed statement from each agent that he has read this Order and received the instructions described in the preceding paragraph.

B. The defendant shall inform the public generally and its customers or clients specifically of its nondiscriminatory policy by the following action:

(1) Continuing to include on all listing contracts, exclusive or non-exclusive, a

*/ The defendant shall also be required under this provision to conduct a similar educational program for all future sales personnel, agents, and employees.

statement to the effect that homes and other dwellings will be shown and made available for sale to all persons without regard to race or color in compliance with the 1968 Fair Housing Act.

(2) Continuing to display fair housing signs in a form approved by the Secretary of Housing and Urban Development in all offices of the defendant where there is sale or rental activity.

(3) Including the words "Equal Housing Opportunity" in all institutional advertisements placed by the defendant in any newspaper, pamphlet, magazine, billboard, or brochure. In addition, all advertising placed by the company or its agents shall conform to the Department of Housing and Urban Development advertising guidelines, as published in 37 Fed. Reg., pp. 6700-02, on April 1, 1972. A copy of these guidelines is attached as Appendix "A" to this Order.

C. In order to assure that each black prospective purchaser has complete information regarding the availability of homes in all areas and to assure that the purchaser has complete freedom of choice in the selection of a home, the following guidelines with respect to the selection of homes to be shown shall be implemented:

(1) Each prospect shall be advised generally of the areas in which the company sells homes.

(2) If a prospect on his own initiative requests an agent to show a specific home or homes, or indicates an interest in being shown homes in an unambiguously defined area, the prospect shall be shown homes that satisfies the request. If the prospect is not satisfied with that home, the agent shall then select and show homes under the guidelines set out in the following paragraph.

(3) Subject to the provisions of subparagraph (2) above, no agent shall limit the homes shown, or offered to be shown, to any prospective purchaser, or allocate an unreasonable proportion of such homes shown or offered to be shown, to any area or areas in which a majority of the residents are of the prospective purchaser's race, or in which there is a transition to such condition.

(4) Information with respect to racial composition of a particular area or subdivision shall only be made available in

response to a specific question. No such information about the racial composition of an area, even in response to a specific question, shall be used to encourage any prospect to live in an area predominantly occupied by persons of his own race, and no prospect shall be warned or advised that he will not or may not be welcome in an area because of racial opposition in the neighborhood.

(5) For each home shown, the prospect shall be provided with full and accurate information regarding each means of financing that is acceptable to the seller and the financial requirements necessary or desirable for the purchase of the home, including the amount of family income and down payment required and the sources of mortgage loans for home purchases.

D. In the past, no black sales agents have been associated with the defendant. While the United States has not alleged any violation of Title VII of the Civil Rights Act of 1964, 42 U.S.C. 2000e et seq., prohibiting discriminatory employment practices, plaintiff does contend that this condition abridges equal opportunity in housing in that it tends to discourage black prospective purchasers from

seeking to purchase homes from the defendant in areas other than those substantially occupied by members of their own race. In order to assure that black prospective purchasers are not discouraged from seeking homes in all areas where the defendant sells homes, the defendant shall devise and implement an affirmative program for the recruitment and engagement of black sales agents and the assignment of a reasonable number of them to each of its offices. The parties agree that this program should be effected with as little disruption as possible of the defendant's manner of doing business, and that the means by which the goal of this program is to be implemented should be determined by the defendant, so long as it is consistent with equal opportunity requirements. It is further understood that nothing in this order shall be construed as requiring or authorizing defendant to take any action prohibited by 42 U.S.C. 2000e-(g). Accordingly, no later than ninety (90) days following the entry of this decree, the defendant shall file with the Court, with copies to plaintiff, a report describing the steps that it has initiated and the steps it plans to initiate to satisfy the requirements set out in this provision. If the plaintiff is of the opinion that the plan proposed by the defendant, and the progress made thereunder, are not adequate to meet the obligations set out in this paragraph, the parties shall attempt to negotiate a mutually satisfactory agreement as

to what steps should be taken. If no agreement is reached, either party may apply to the Court for appropriate relief.

III

IT IS FURTHER ORDERED that forty-five (45) days after the date of this agreement, the defendant shall file with the Court and serve on counsel for the United States, a report enumerating the preliminary steps it has taken to implement the provisions of this decree. This report shall include ~~a copy of a new exclusive listing form and~~ copies of all signed employee statements.

IV

IT IS FURTHER ORDERED that ninety (90) days after the date of this order and at four-month intervals for the next two years, the defendants shall serve on counsel for the plaintiff a report containing the following information with respect to the preceding reporting period:

A. The number of sales by race.

B. The name of each new agent, his race, the office to which he is assigned, and a copy of his signed statement.

C. For each black person who personally contacts an agent of the defendant to purchase a home or who purchases a home:

(1) His name,

(2) Address, including subdivision,
-of home purchased.

(3) Dates of initial contact and sale.

(4) Sales agent handling transaction.

(5) Addresses, including subdivision,
of other homes shown.

(6) Brief explanation if only homes
shown in areas of minority concentration.

In addition, the defendant shall make available to the plaintiff for inspection and copying at all reasonable times, all records (the term "records" includes all papers, correspondence, applications, credit reports, offers, contracts, and other writings which constitute or contain information bearing on the defendant's obligations under this order) which relate to the sale or rental of any dwelling. The plaintiff shall accomplish the inspection and copying with a minimum of inconvenience to the defendant and its representatives. The plaintiff shall preserve the confidentiality of all information contained in the defendant's records excepting only uses of such information directly related to this order.

V

Informal Proceedings to Resolve Complaints

If during the effective life of this order, the plaintiff has a complaint against the defendant or any of its agents arising out of the reports furnished pursuant to this order, or if information about possible discrimination by the defendant or any of its agents is brought to plaintiff's attention by a prospective purchaser or by any

other person, the plaintiff shall furnish to the defendant by certified mail the substance of its information about the alleged discrimination, including, (if known to plaintiff) the name and address of the person allegedly discriminated against and a brief description of the nature and substance of the complaint, including the date of the alleged incident, where it took place, and the name of the agent or agents of the defendant involved in the incident, and the names and addresses of all persons having knowledge relevant thereto. Thereafter, the defendant shall have fifteen (15) days after receipt of the complaint to investigate the complaint. If the complaint is determined by defendant to be valid, the defendant shall advise the plaintiff what steps have been taken to correct the conditions leading to such discriminatory handling or treatment. If the complaint is determined by defendant to be invalid, the defendant shall advise the plaintiff of the basis for such determination. Upon the expiration of the fifteen (15) days, the plaintiff may initiate action where it is deemed appropriate. If, however, it appears that a lapse of fifteen (15) days would effectively preclude adequate relief, the plaintiff may initiate appropriate action at any time after advising the defendant in writing (or, in an emergency, by telephone or telegram) of the alleged violation.

VI

The United States shall not institute legal proceedings of any kind against the defendant on the basis of any act or omission of any agent alleged to be in violation of this agreement if:

(1) The agent has been instructed in accordance with the provisions of this decree and has signed a statement as provided in Part II A (3); and

(2) The defendant, after receiving any notice required from the plaintiff by Part V of this decree, takes appropriate disciplinary or other action against such agent and such additional steps as may be necessary to correct the effects of the agent's allegedly improper act or omission.

VII

IT IS FURTHER ORDERED that:

A. In the event of a dispute under this order, either of the parties may apply to the Court for direction and resolution of such dispute, upon giving of reasonable notice to the other parties.

B. The defendant's keeping of racial records for the purpose of complying with this order shall not be considered discriminatory.

C. No costs shall be assessed against any party with respect to any matter predating the date of acceptance of this order.

Done this 7TH day of December, 1972.

Allen R. Hume
United States District Judge

The undersigned hereby agree to the entry of this
consent order.

For the plaintiff:

For the defendant:

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DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT

Office of Assistant Secretary for Equal
Opportunity

[Docket No. R-72-108]

ADVERTISING GUIDELINES FOR FAIR HOUSING

Notice of Statement of Policy

In order to facilitate and promote compliance with the requirements of Title VIII of the Civil Rights Act of 1968, and particularly section 804(c) thereof (42 U.S.C. 3601, 3604(c)) regarding notices, statements or advertisements, the Department of Housing and Urban Development has prepared guidelines to indicate graphic and written references that are appropriate for the preparation, publication, and general use of advertising matter with respect to the sale or rental of a dwelling as defined by the Act.

Notice of a proposed statement of policy was published in the *Federal Register* on May 21, 1971 (36 F.R. 9296). Comments were received from 29 interested

persons and organizations and consideration has been given to each comment.

Several comments observed that the proposed policy statement was at times unnecessarily limited to the field of newspaper advertising. In response to the comments, the policy statement has been revised in several places to clarify that the guidelines apply to advertisements in all media, including, e.g., television and radio, as well as to advertising agencies and other persons who use advertising.

Several organizations suggested additional catchwords connoting a discriminatory effect for inclusion in section A-3. That section has been expanded to include several additional terms which may have a discriminatory effect when used in a discriminatory context.

In response to other comments, section A-6 has been revised to clarify how directional references could be employed in a discriminatory context with an ethnically, as well as a racially, discriminatory effect. Also, section A-7 has been added relating specifically to designation of religious, ethnic or racial facilities to identify an area or neighborhood.

A number of comments indicated that human models or Equal Opportunity advertisements can and have been used selectively to promote the development of racially exclusive communities. A new section C-4 has been added in order to meet this specific problem. The previous human models section has been clarified by revision and reorganization in the new section C, in light of comments which indicated confusion or uncertainty surrounding the use of human models.

In response to publishers' comments, Table I has been simplified and references to minimum type sizes limited to a recommendation that the type should be bold display face and no smaller than eight points.

A number of organizations suggested the inclusion of a publisher's notice to appear with real estate advertising. A suggested notice has been included as Table III, in lieu of the provision in the proposed guidelines for direct notification to all firms or persons using the advertising services of a publisher. This provision was removed in light of objections that such notification would be unworkable or would impose great hardship since a large volume of real estate advertising is placed by a great number of persons on a nonrecurring basis.

Finally, a number of minor editorial or organizational changes have been made in order to clarify or simplify the advertising guidelines.

Several organizations suggested that the guidelines make specific reference to the roles of other enforcement agencies, including the Department of Justice and local agencies. These comments suggested that the guidelines specify that they do not alter or affect conciliation agreements or court orders obtained by these agencies, as well as by the Department. Such a disclaimer appears to be unnecessary, since there is nothing in the guidelines to indicate an intent to

alter or affect agreements or orders obtained by the Department and other agencies.

This document is issued pursuant to section 7(d), Department of Housing and Urban Development Act, 42 U.S.C. 3305(d).

The statement of Policy reads as follows:

PUBLICATION GUIDELINES FOR COMPLIANCE WITH TITLE VIII OF THE CIVIL RIGHTS ACT OF 1968

POLICY STATEMENT

Section 804(c) of title VIII of the Civil Rights Act of 1968, 42 U.S.C. 3604(c), makes it unlawful to make, print, or publish, or cause to be made, printed, or published any notice, statement, or advertisement, with respect to the sale or rental of a dwelling (any building, structure, or portion thereof which is occupied as, or designed or intended for occupancy as, a residence by one or more families, and any vacant land which is offered for sale or lease for the construction or location thereof of any such building, structure, or portion thereof) that indicates any preference, limitation, or discrimination based on race, color, religion, or national origin, or an intention to make any such preference, limitation or discrimination.

These advertising guidelines are being issued for the purpose of assisting all advertising media, advertising agencies, and all other persons who use advertising to make, print, or publish or cause to be made, printed, or published any classified or display advertisement with respect to the sale or rental of a dwelling by the owner or his agent, in compliance with the requirements of title VIII.

Conformance with these guidelines will be considered in evaluating compliance with title VIII in connection with investigations by the Assistant Secretary of advertising practices and policies under the title.

A. The use of words, phrases, sentences and visual aids which have a discriminatory effect. The following words, phrases, symbols, and forms typify those most often used in residential real estate advertising to convey either overt or tacit discriminatory intent. Their use should therefore be avoided in order to eliminate their discriminatory effect. In considering a complaint under title VIII, the Assistant Secretary will normally consider the use of these and comparable words, phrases, symbols, and forms to indicate possible violation of the title and to establish a need for seeking resolution of the complaint, if it is apparent from the context of the usage that discrimination within the meaning of the title is likely to result.

1. Words descriptive of dwelling, landlord, and tenant. White private home, Colored home, Jewish home.

2. Words indicative of race, color, religion, or national origin. Negro, Hispanic, Mexican, Indian, Oriental, Black, White, WASP, Hebrew, Irish, Italian, European, etc.

3. Catch words. Restricted, ghetto, disadvantaged. Also, words such as private, integrated, traditional, "board approval" or "membership approved" if used in a discriminatory context.

4. Symbols or logotypes. Symbols or logotypes which imply or suggest race, color, religion, or national origin.

5. Colloquialisms. Locally accepted words or phrases which imply or suggest race, color, religion, or national origin.

6. Directions to the real estate for sale or rent (use of maps or written instructions). References to real estate location made in terms of racially or ethnically significant landmarks such as an existing Black de-

velopment (signal to Blacks) or an existing development known for its exclusion of minorities (signal to Whites). Specific directions given from a racially or ethnically significant area.

7. Area (location) description. Use of religious, ethnic, or racial facilities to describe an area, neighborhood, or location.

B. Selective use of advertising media or content with discriminatory effect. The selective use of advertising in various media and with respect to various housing developments or sites can lead to discriminatory results and may indicate a violation of title VIII.

1. Selective geographic impact. Such selective use may involve the strategic placement of billboards, brochure advertisements distributed within a limited geographic area by hand or in the mail, or advertising in particular geographic coverage editions of major metropolitan newspapers, or in local newspapers which are mainly advertising vehicles for reaching a particular segment of the community, or in displays or announcements only in selected sales offices.

2. Selective use of equal opportunity slogan or logo. Such selective use may involve using the equal opportunity slogan or logo in advertising reaching some geographic areas, but not others, or with respect to some properties but not others.

3. Selective use of human models. Such selective advertising may also involve the use of human models primarily in media that cater to one racial or ethnic segment of the population that is not balanced by a com-

Appendix "A"

plementary advertising campaign that is directed at other groups, or the use by a developer of racially mixed models to advertise one of the developments and not others.

C. Policy and practices guidelines. The following guidelines are offered as suggested methods of assuring equal opportunity in real estate advertising:

1. **Guidelines for use of logotype, statement, or slogan.** All advertising of residential real estate for sale or rent can contain an Equal Housing Opportunity logotype, statement or slogan as a means of educating the homeseeking public that the property is available to all persons regardless of race, color, religion, or national origin. Table 1 (see appendix) indicates suggested sizes for the use of the logotype. In all space advertising which is less than 4 column inches of a page in size, the Equal Housing Opportunity slogan should be used. The advertisement may be grouped with other advertisements under a caption which states that the housing is available to all without regard to race, color, religion, or national origin. Alternatively, 3-5 percent of the advertisement copy may be devoted to a statement of the equal housing opportunity policy of the owner or agent. Table 2 (see appendix) contains copies of the suggested Equal Housing Opportunity logotype, statement and slogan.

2. **Guidelines for use of human models.** Human models in photographs, drawings, or other graphic techniques may be used to indicate racial inclusiveness. If models are used in display advertising campaigns, the models should be clearly definable as reasonably representing both majority and minority groups in the metropolitan area. Models, if used, should indicate to the general public that the housing is open to all without regard to race, color, religion, or national origin, and is not for the exclusive use of one such group.

3. **Guidelines for notification of Fair Housing Policy.** (a) **Employees.** All publishers of advertisements, advertising agencies, and firms engaged in the sale or rental of real estate should provide a printed copy of their nondiscriminatory policy to each employee and officer.

(b) **Clients.** All publishers of advertisements and advertising agencies should post a copy of their nondiscrimination policy in a conspicuous place wherever persons come to place advertising and should have copies available for all firms and persons using their advertising services.

(c) **Publisher's notice.** All publishers are encouraged to publish at the beginning of the real estate advertising section a notice such as that appearing in Table 3 (see appendix).

Effective date. This statement of policy shall be effective May 1, 1972.

SAMUEL J. SUMMONS,
Assistant Secretary
for Equal Opportunity.

APPENDIX

The following three tables may serve as a guide for the use of the Equal Housing Opportunity logotype, statement, slogan, and publisher's notice for display advertising:

TABLE I

A simple formula can guide the real estate advertiser in using the Equal Housing Opportunity logotype, statement, or slogan. If other logotypes are used in the advertisement, then the Equal Housing Opportunity logotype should be of a size equal to the largest of the other logotypes; if no other logotypes are used, then the following guidelines can be used. In all instances, the type should be bold display face and no smaller than 8 points.

Approximate size of advertisement	Size of Logotype in inches
1/2 page or larger.....	2 x 2.
1/3 page up to 1/2 page.....	1 x 1.
4 column inches to 1/2 page.....	1/2 x 1/2.
Less than 4 column inches.....	(1).

(1) Do not use.

TABLE II.—ILLUSTRATIONS OF LOGOTYPE, STATEMENT, AND SLOGAN

Equal Housing Opportunity logotype.



Equal Housing Opportunity statement:

We are pledged to the letter and spirit of U.S. policy for the achievement of equal housing opportunity throughout the Nation. We encourage and support an affirmative advertising and marketing program in which there are no barriers to obtaining housing because of race, color, religion or national origin.

Equal Housing Opportunity slogan:
"Equal Housing Opportunity."

TABLE III.—ILLUSTRATION OF PUBLISHER'S NOTICE

Publisher's notice:

All real estate advertised in this newspaper is subject to the Federal Fair Housing Act of 1968 which makes it illegal to advertise "any preference, limitation, or discrimination based on race, color, religion, or national origin, or an intention to make any such preference, limitation, or discrimination."

This newspaper will not knowingly accept any advertising for real estate which is in violation of the law. Our readers are hereby informed that all dwellings advertised in this newspaper are available on an equal opportunity basis.

[FR Doc.72-4663 Filed 3-31-72; 8:45 am]

"APPENDIX B"

A STATEMENT BY THE MANAGEMENT OF GARY GREENE CO. REGARDING THAT FIRM'S ATTITUDE IN THE PAST ACTIONS REGARDING THE IMPLEMENTATION OF THE INTENT OF THE FAIRHOUSING ACT OF 1968.

Gary Greene Co. is a young company. In its relatively short life span of nine (9) years, Gary Greene Co. has grown from a one-man office into one of the largest, most diversified real estate companies in the Houston metropolitan area. In this short life span, the company has experienced a substantial change in the attitude in homeowners in Houston regarding the sale of a residence to a black person in predominantly white neighborhood. The violent reactions of the early 1960's have been generally replaced by more moderate attitudes and a general acceptance of the laws governing both the Realtors and the homeowners.

The management of Gary Greene Co. attributes the rapid growth the company to business integrity and the reputation of honesty with the homeowning public. The residential resale business is an emotional business. For this reason, it is a business that is constantly subject petty arguments and substantial controversy. In an effort to avoid such controversy, Gary Greene Co., since its inception, has made every effort to confine its actions and the actions of its sales associates to business conduct that is both legally and morally right. Along these lines, the Gary Greene Co. has sought to achieve the intent of the Fairhousing Act of 1968. It should be evident from the Consent Decree that many of the affirmative actions suggested in the decree have been heretofore implemented and put into effect by the management of Gary Greene Co.

The company has called and held general sales meetings to discuss the legal obligations of the Gary Greene Co. to offer homes for sale in all white neighborhoods to black perspective purchasers.

The Company has incorporated language from the 1968 Fairhousing Act in its listing contracts.

Signs informing the general public of Gary Greene Co.'s compliance with fairhousing laws are conspicuously displayed in all residential resale offices of the company.

The management of Gary Greene Co., encourages its sales associates and salaried personnel to participate in their respective civic clubs or local homeowners associations. The management of Gary Greene Co. has assisted such clubs and associations in both predominantly white and predominantly black neighborhoods and has made some special effort to assist particular clubs in racially transitional neighborhoods in resolving certain problems brought about by the rapid turnover of housing in their racially changing neighborhoods.

In recent years, the company has opened several new residential resale offices and expanded its geographical area of operation in an orderly pattern of growth radiating from an original office in Southwest Houston. This pattern of growth has carried the Gary Greene Co. into areas that are racially transitional and into predominantly black neighborhoods. The listing and sales techniques used by Gary Greene Co. are the same in all geographical areas of operation. No exceptions, no changes have been made in the standard methods of operation in the racially transitional and black neighborhoods.

Throughout its brief history, Gary Greene Co. has tried to develop and maintain a position of leadership in the industry. Gary Greene, President of Gary Greene Co., and President-Elect of the Houston Board of Realtors, has directly cooperated with the United States Department of Justice and spent many hours of his time in an effort to bring about an industry-wide acceptance of and compliance with the Fairhousing Act of 1968. The management of Gary Greene Co. hopes that the entry of this Consent Decree will facilitate the realization of those efforts.

RESPECTFULLY, SUBMITTED,

GARY GREENE CO.

By

Gary Greene
GARY GREENE, President

RECEIVED
JAN 10 1968
U.S. DEPT. OF JUSTICE
CIVIL RIGHTS DIVISION
Washington, D.C.
20530
By Wm. H. Tate
Deputy Clerk