

## MATTHEW J. BEHR

SHAREHOLDER



### AREAS OF PRACTICE

Public Entity & Civil Rights Litigation  
School Leaders' Liability  
Employment Law

### CONTACT INFO

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### ADMISSIONS

New Jersey  
1999

### EDUCATION

Seton Hall University School of  
Law (J.D., 1998)

The Pennsylvania State University  
(B.A., 1994)

### ASSOCIATIONS & MEMBERSHIPS

New Jersey Bar Association

New Jersey Supreme Court,  
District IV Ethics Committee

### YEAR JOINED

2003

### OVERVIEW

Matthew's practice is concentrated in the defense of public entities in the areas of employment law and municipal liability. As well, he defends municipal and county governments, police departments, police officers and school boards in cases relating to civil rights, sexual harassment, age discrimination, race, ethnic, gender and handicap discrimination, and land use issues. Matthew also has vast experience in cases involving retaliation and whistle blowing under state law, and his practice involves both federal and state courts.

Further, Matthew has considerable experience in representing public entities and private entities in matters involving the Fair Housing Act and American with Disabilities Act in federal and state courts and agencies as well as in the Division on Civil Rights and EEOC. He has represented various entities including Homeowners' Associations in reasonable accommodation and disability discrimination cases and has recently obtained a summary judgment motion on behalf of a HOA involving the issue of emotional support animals.

Clients rely on Matthew to handle their most complex and high-exposure litigation. He has successfully settled numerous cases well below the initial demand, including a high-profile case involving allegations of bullying in a school district that received national attention. He understands the complexity of these cases and how they affect not only the clients, but the carriers as well, from both a litigation and reputational perspective.

Matthew was recently appointed to the District IV Ethics Committee by the New Jersey Supreme Court and will serve a four-year term from September 1, 2024 to August 31, 2028.

Matthew received his B.A. in Political Science from The Pennsylvania State University. He earned his *juris doctor* from Seton Hall School of Law in 1998. Following law school, Matthew served as a judicial law clerk for the Honorable George L. Seltzer in Atlantic City.

Matthew joined Marshall Dennehey in 2003, bringing with him considerable employment law experience.

## THOUGHT LEADERSHIP

### **Just Because You Expunge a Record Does Not Mean Internal Affairs Records Are Not Subject to an Open Public Records Act Request**

**Mount Laurel**  
**Public Entity & Civil Rights Litigation**  
**December 1, 2024**

Key Points: Defense Digest, Vol. 30, No.

### **OPRA Does Not Permit Waivers for Inability to Pay**

**Mount Laurel**  
**Public Entity & Civil Rights Litigation**  
**November 13, 2024**

In *Thorpe v. Kleinman*, Docket No. A-3391-22 (App. Div. Nov. 1, 2024), the plaintiff sought video footage from the Freehold Township Police Department, the defendant in the case, in regard to a traffic obstruction charge. Legal Updates for New Jersey Public Entity & Civil Rights

### **Impounding a Vehicle Falls under Community Caretaking Exception to Fourth Amendment's Warrant Requirement and Is Not a Taking under Fifth Amendment.**

**Mount Laurel**  
**Public Entity & Civil Rights Litigation**  
**October 1, 2024**

After township police officers conducted a traffic stop and found the driver did not have a license, registration or insurance, they had the car impounded. Case Law Alerts, 4th Quarter, Octo

### **Expungement Order Doesn't Block Request for Internal Affairs Report Under OPRA**

**Mount Laurel**  
**Public Entity & Civil Rights Litigation**  
**September 27, 2024**

In *States Newsroom, Inc. v. Legal Updates for New Jersey Public Entity & Civil Rights*, September 27, 20

### **Governor Murphy Signs New Law Changing the Open Public Records Act**

**Mount Laurel**  
**Public Entity & Civil Rights Litigation**  
**June 7, 2024**

Governor Murphy has signed a Bill, S2930/A4045, which overhauls the state's Open Public Records Act (OPRA). The new law modifies the conditions that a records custodian must respond to when a request for records is received. Legal Updates for New Jersey Public Entity & Civil Rights, June 7, 2024, ha

## **PUBLISHED WORKS**

"Police Officers Have a Ministerial Duty to Render Assistance to an Intoxicated Person Involved in a Motor Vehicle Accident and Are Not Immune Under the New Jersey Tort Claims Act," *Defense Digest*, Vol. 26, No. 2, June 2020

*Legal Updates for New Jersey Public Entity & Civil Rights*, regular contributor, 2018-present

## RESULTS

### Summary Judgment Secured in Favor of a New Jersey Homeowners Association

#### **Non-Profit D&O July 26, 2024**

We won summary judgment for a homeowners association. Our client filed a lawsuit to enforce the Covenant of Restrictions banning barnyard animals and claiming that the homeowners failed to obtain necessary approvals to build a coop and run for six chickens. The homeowners claimed the six chickens were emotional support animals, pursuant to the Fair Housing Act (FHA) and New Jersey Law Against Discrimination (NJLAD). The court held that the chickens are not emotional support animals, pursuant to both FHA and NJLAD, and granted summary judgment.

### Client dismissed from litigation involving high school wrestler's claim of discrimination based on his hair style.

#### **Public Entity & Civil Rights Litigation March 24, 2023**

We were successful in obtaining a dismissal of our client, a state interscholastic athletic association, by way of a motion to dismiss for failure to state a claim. The plaintiff was a high school wrestler who was not permitted to wrestle due to an alleged violation of the rules concerning hair style and covering requirements. The wrestler had his hair cut by the athletic trainer in order to wrestle. This incident was recorded by a local reporter and went viral.

### **SIGNIFICANT REPRESENTATIVE MATTERS**

Summary judgment granted in case where employee of a Board of Education brought whistle blowing allegations.

Summary judgment granted in case against general contractor where damages were well in excess of \$1 million by showing the contractor had no involvement in the alleged deficient work site.

Summary judgment granted in case where former employee sued police department for discrimination and alleged whistle blowing activities.

Summary judgment granted in case where plaintiff alleged police officers used excessive force where multiple officers shot him numerous times.

Summary judgment granted in case where former employee of Board of Education brought allegations of violations his civil rights when the Board of Education reported to police allegations of improper use of his Board-issued computer.