

NOTICE OF ENTRY OF SETTLEMENT AGREEMENT

A court approved this notice. This is not an advertisement from a lawyer.

- The United States of America has sued the State of Michigan and the Michigan Department of Corrections (“MDOC”) (referred to as the “Defendants”), alleging that the Defendants discriminated against female corrections officers (“COs”) from January 2009 through the present in two ways: (1) by designating four CO assignments at Women’s Huron Valley Correctional Facility (“WHV”) as “female-only” and (2) by refusing to transfer female COs from WHV to other prisons on the same transfer terms that were applied to male COs.
- On June 3, 2021, the Court entered a Settlement Agreement that resolved the lawsuit between the United States and Defendants.

1. What is this lawsuit about?

In its lawsuit, the United States alleges that Defendants have engaged in unlawful employment practices that discriminate against female COs at WHV because of sex, in violation of Sections 703(a), 706 and 707 of Title VII of the Civil Rights Act of 1964, 42 U.S.C. §§ 2000e-2(a), 2000e-5(f), and 2000e-6. Specifically, the United States alleges that Defendants have discriminated on the basis of sex by designating four CO assignments at WHV as “female-only” assignments and by imposing a long-term transfer freeze that has prohibited female COs from transferring out of WHV to other MDOC facilities on terms that were applicable to male COs. Defendants deny these allegations.

In the interest of resolving this matter and promoting the purposes of Title VII, the United States and Defendants have voluntarily entered into a Settlement Agreement. The Court entered the Settlement Agreement on June 3, 2021.

2. Why did I get this notice?

You received this notice because you are a woman who worked as a CO at WHV between January 1, 2009, and June 3, 2021, and you submitted an Interest-in-Relief Form seeking to receive an individual relief award and/or you are entitled to a service award because you are one of the twenty-eight women who filed charges with the Equal Employment Opportunity Commission (“EEOC”) (collectively, “Charging Parties”).

3. What individual relief awards are available to Charging Parties and other female COs affected by Defendants’ alleged discrimination?

The Settlement Agreement describes the relief awards that will be available to women harmed by Defendants’ alleged discrimination. Under the terms of the Settlement Agreement, eligible

UNITED STATES DISTRICT COURT FOR THE EASTERN DISTRICT OF MICHIGAN

female COs who worked at WHV between 2009 and June 3, 2021 may receive:

- **Cash awards** to make up for some of the pain and suffering and/or emotional distress allegedly suffered as a result of Defendants' long-term transfer freeze at WHV.
- **Priority transfers** out of WHV to another MDOC facility for up to 15 female COs who currently work at WHV and meet the same conditions required for all other transfer applicants. Preference for the 15 priority transfers will be given to Charging Parties, in order of number of continuous service hours, then to non-Charging Parties, in order of number of continuous service hours.

4. Who will be eligible to receive an individual relief award?

Female COs who wanted to transfer out of WHV, were eligible to transfer, and were harmed by Defendants prohibiting female COs from transferring will be eligible to receive an individual relief award. Female COs who worked at WHV but who did not want to transfer, were not eligible to transfer, or were not harmed by their inability to transfer will not be eligible to receive an individual award.

5. Why are the Charging Parties entitled to additional money?

Each Charging Party is entitled to additional money, called a service award, which is based on her particular service in bringing this case. By filing charges of discrimination with the EEOC, the Charging Parties brought this matter to the attention of the United States and led to the filing of this lawsuit.

6. What happens next?

The United States will make an initial decision on your eligibility for relief based on Defendants' records and your responses to the Interest-in-Relief Form that you submitted. Within the next three months, the United States will send you a letter informing you of its initial decision on your eligibility, and you will have the opportunity to object to that decision. The Court will make the final decision about whether you are eligible to receive an individual relief award, and if so, the amount of money you are entitled to receive and/or whether you are entitled to consideration for a priority transfer.

During this process, it is important that the United States has your current contact information to inform you of next steps or to request additional information. If your address, telephone number, or email address changes at any time, you **must** let the United States know. To do so:

- You can email Community.MichiganDOC@usdoj.gov, or
- You can call, toll-free, 1-844-380-6167.