

PRE-DETERMINATION SETTLEMENT AGREEMENT

This Agreement is entered into by and among _____ (hereinafter the "Complainant"),

(hereinafter the "Respondent"), and the Maryland Commission on Human Relations (hereinafter the "Commission"), a duly constituted agency of the State of Maryland.

WHEREAS, a complaint has been filed with the Commission charging the Respondent with a violation of Article 49B, Annotated Code of Maryland; this complaint is identified as follows:

COMPLAINANT'S NAME

vs.

RESPONDENT'S NAME

Case No.: XXXX-XXXX

WHEREAS, the Respondent denies that it has engaged in any act or practice violative of any of the provisions of the said Article 49B and Respondent's execution of this Agreement shall not be in any way deemed an admission of any violation of law;

WHEREAS, the Respondent acknowledges that this Agreement upon execution becomes an Order of the Commission pursuant to COMAR 14.03.01.07, Annotated Code of Maryland;

NOW, therefore, the parties hereto in consideration of the mutual covenants recited herein, agree as follows:

1. The Respondent agrees to designate a specific individual as the Respondent's representative for the purpose of the administration of this Agreement. The Respondent will provide the name, location and telephone number of the Respondent's representative for purposes of the administration of this Agreement.
2. The execution and implementation of this Agreement shall have no effect upon the handling or disposition of any other complaints of discrimination filed with the Federal Government or the Commission nor before any other tribunal: federal, state, local or private, except that the Respondent may in the course of any proceedings, refer to this Agreement and to its performance there under, to the extent that it is relevant to such proceedings.
3. The Commission may review compliance with provisions of the Agreement. The Respondent agrees to make available information as may be necessary for an adequate review. Upon non-compliance with the terms of this Agreement, the Commission will send a letter of such non-compliance to the Respondent and indicate the precise steps necessary to correct said violations of the Agreement.

Thereafter, the Respondent shall have ten (10) days in which to comply with the direction to correct violations and to so notify the Commission. If, at the conclusion of this period, the violations have not been corrected, the Commission may take appropriate action, including the institution of judicial proceedings, to secure compliance with this Agreement.

4. ***INSERT TERMS OF MEDIATION AGREEMENT HERE***

5. The Respondent agrees not to engage in, or allow any of its employees to engage in any retaliatory conduct against the Complainant, or any party to or participant in these proceedings, in violation of Article 49B.

6. The Respondent herein affirms its commitment to abide by the provisions of Article 49.

7. The Complainant hereby waives, releases and covenants not to sue or prosecute further charges against the Respondent with respect to any matters which were or might have been alleged as charges filed with the Commission in the instant case, subject to performance by the Respondent of the promises and representations contained herein.

8. The Commission agrees that it will not process complaint number further, and the Complainant agrees to request closure of her complaint filed with the Maryland Commission on Human Relations.

9. The Complainant agrees to request closure of complaint number 12FA filed with United States Equal Employment Opportunity Commission.

This Agreement has been made in Baltimore, State of Maryland.

This writing represents the entire Agreement among the parties, and may be modified only by another writing signed by all parties to this Agreement.

This Agreement shall become effective when signed and dated by all parties to this Agreement.

ACCEPTED BY:

By: _____
Respondent

For Respondent

Complainant

**J. Neil Bell
Deputy Director**

DATE: _____

DATE: _____

DATE: _____