

[Your Name]  
[Your Address]  
[Your Phone Number]  
[Your Email]

[Date]

[Employer Name]  
[Attn: Human Resources / Legal Department]  
[Employer Address]

RE: NOTICE OF LEGAL CLAIM FOR WRONGFUL TERMINATION AND PREGNANCY  
DISCRIMINATION

Dear [Employer Name/Contact Person],

This letter serves as a formal demand for settlement regarding my recent termination from [Company Name] on [Date of Termination]. I am writing to address the unlawful discrimination and wrongful termination I experienced based on my pregnancy status, in violation of the Pregnancy Discrimination Act (PDA) and Title VII of the Civil Rights Act of 1964.

Prior to my termination, I was a dedicated employee in the role of [Your Job Title] for [Length of Employment]. On [Date], I formally notified [Name of Manager/Supervisor] of my pregnancy. Shortly after this disclosure, the following actions occurred:

- [Describe specific discriminatory action 1, e.g., sudden change in performance reviews]
- [Describe specific discriminatory action 2, e.g., reduction in hours or responsibilities]
- [Describe specific discriminatory action 3, e.g., hostile comments regarding maternity leave]

On [Date of Termination], I was informed that my employment was being terminated. The reason provided was [Reason given by employer], which I believe to be a pretext for discrimination. It is evident that the timing and nature of my termination are directly linked to my pregnancy and my anticipated need for leave.

As a result of this wrongful termination, I have suffered significant financial loss, emotional distress, and damage to my professional reputation. I am prepared to pursue this matter through the Equal Employment Opportunity Commission (EEOC) and, if necessary, through formal litigation in court.

In the interest of resolving this dispute without the need for litigation, I am willing to settle all claims against [Company Name] in exchange for the following:

- Back pay and benefits totaling \$[Amount];
- Front pay in the amount of \$[Amount];
- Compensatory damages for emotional distress in the amount of \$[Amount];

- A neutral professional reference;
- Payment of my reasonable attorney's fees.

Please provide a written response to this demand by [Date, e.g., 10 business days from now]. If I do not receive a response by this time, I will proceed with filing a formal charge with the EEOC and seeking all available legal remedies.

Sincerely,

[Your Signature]

[Your Printed Name]