

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

[Date]

[Employer Name / Company Name]
[Recipient Name/Title, e.g., HR Director]
[Company Address]

RE: NOTICE OF RELIGIOUS DISCRIMINATION AND SETTLEMENT DEMAND

Dear [Recipient Name],

Please accept this letter as a formal demand for settlement regarding the religious discrimination and [harassment/retaliation/wrongful termination] I experienced during my employment with [Company Name].

Summary of Facts:

I am a practicing member of the [Specify Religion] faith. On [Date], I notified [Supervisor Name] of my need for a religious accommodation regarding [Specific Practice, e.g., Sabbath observance, prayer breaks, or religious dress]. My request was met with [Describe Employer's Response].

Furthermore, I was subjected to the following discriminatory actions:

- [Describe Incident 1 - e.g., Derogatory comments made on Date]
- [Describe Incident 2 - e.g., Denial of promotion or unfair discipline]
- [Describe Incident 3 - e.g., Termination of employment on Date]

Legal Violations:

The actions described above constitute a violation of Title VII of the Civil Rights Act of 1964 and [State Specific Law, if applicable], which prohibit discrimination on the basis of religion and require employers to provide reasonable accommodations for sincerely held religious beliefs.

Damages:

As a direct result of [Company Name]'s actions, I have suffered significant damages, including:

- Back pay and front pay: \$[Amount]
- Loss of benefits: \$[Amount]
- Emotional distress and mental anguish: \$[Amount]

Settlement Demand:

To resolve this matter without the necessity of formal litigation or a complaint to the Equal

Employment Opportunity Commission (EEOC), I am prepared to sign a full release of all claims in exchange for a payment of \$**[Total Settlement Amount]**.

Please provide a written response to this demand by [Date, e.g., 10 business days from now]. If we are unable to reach an agreement by this time, I will proceed with filing a formal charge with the appropriate government agencies and pursuing all available legal remedies.

Sincerely,

[Signature]

[Your Printed Name]