

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

[Date]

[Employer Name]
[Recipient Name/Title]
[Employer Address]

RE: NOTICE OF LEGAL CLAIMS AND SETTLEMENT DEMAND FOR SEXUAL ORIENTATION DISCRIMINATION

Dear [Recipient Name],

This letter is for settlement purposes only and is provided without prejudice to my legal rights or remedies. I am writing to formally demand a settlement regarding the unlawful discrimination and harassment I experienced during my employment with [Company Name] based on my sexual orientation.

Background of Claims

I began my employment with [Company Name] on [Start Date] as a [Job Title]. During my tenure, I was subjected to a hostile work environment and/or adverse employment actions due to my sexual orientation. Specific incidents include:

- [Date/Description of specific discriminatory comments or actions]
- [Date/Description of unfair treatment compared to other employees]
- [Date/Description of termination or demotion, if applicable]

Legal Violations

The conduct described above violates Title VII of the Civil Rights Act of 1964 (as affirmed by the Supreme Court in *Bostock v. Clayton County*) and [State/Local Anti-Discrimination Laws]. These laws prohibit discrimination, harassment, and retaliation based on sexual orientation.

Damages

As a direct result of these unlawful actions, I have suffered significant damages, including but not limited to:

- Loss of past and future wages (Back pay and Front pay)
- Loss of benefits
- Emotional distress and mental anguish
- Damage to professional reputation

Settlement Demand

To resolve this matter without the necessity of formal litigation or a complaint to the [EEOC/State Agency], I am prepared to sign a full release of all claims against [Company Name] in exchange for a one-time payment of \$[Dollar Amount].

This offer remains open until [Deadline Date]. If we cannot reach an agreement by this time, I will proceed with filing a formal charge and pursuing all available legal remedies.

I look forward to your prompt response.

Sincerely,

[Your Signature]

[Your Printed Name]