

**PRIVILEGED AND CONFIDENTIAL FOR SETTLEMENT PURPOSES ONLY**

[Date]

[Recipient Name]

[Title]

[Company Name]

[Address]

[City, State, Zip]

**Re: Notice of Legal Claims and Settlement Demand**

**Employee:** [Client Name]

**Employer:** [Company Name]

**Matter:** Discrimination and Harassment Based on National Origin (Title VII)

Dear [Recipient Name],

This law firm represents [Client Name] regarding [his/her/their] claims of employment discrimination based on national origin in violation of Title VII of the Civil Rights Act of 1964. [Client Name] was subjected to an unlawful hostile work environment and discriminatory treatment during [his/her/their] employment at [Company Name].

**Factual Background**

[Insert chronological summary of specific discriminatory acts, including dates, names of supervisors involved, and specific derogatory comments or disparate treatment related to the client's national origin.]

**Legal Claims**

The conduct described above constitutes a clear violation of Title VII. Under federal law, it is illegal for an employer to discriminate against an individual because of their birthplace, ancestry, culture, or linguistic characteristics. [Company Name] failed to take remedial action after [Client Name] reported these issues, resulting in [constructive discharge / wrongful termination / emotional distress].

**Settlement Demand**

At this time, [Client Name] is prepared to file a formal charge with the Equal Employment Opportunity Commission (EEOC) and proceed to federal litigation. However, in an effort to resolve this matter efficiently, my client is willing to release all claims against [Company Name] in exchange for a total settlement payment of \$[Amount].

This amount represents:

- Back pay and lost benefits;

- Compensatory damages for emotional distress;
- Reasonable attorney's fees and costs.

## **Conclusion**

This offer remains open until [Time] on [Date]. If we do not receive a response by that time, we will proceed with the necessary legal filings to protect our client's rights. We look forward to your prompt response.

Sincerely,

[Paralegal Name]  
For [Attorney Name]  
[Law Firm Name]