

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

[Date]

[Recipient Name]
[Title]
[Company Name]
[Company Address]

RE: NOTICE OF LEGAL DISPUTE AND SETTLEMENT DEMAND

Claimant: [Your Name]

Matter: Pregnancy Discrimination and Wrongful Discharge in Violation of Title VII

Dear [Recipient Name],

This letter serves as a formal demand for settlement regarding my claims of pregnancy discrimination and wrongful termination arising from my employment with [Company Name].

Summary of Facts

I began my employment with [Company Name] on [Start Date] as a [Job Title]. Throughout my tenure, I maintained a positive performance record. On [Date], I notified [Manager's Name] of my pregnancy. Immediately following this disclosure, [describe changes in treatment, e.g., reduced hours, negative performance reviews, or hostile comments]. On [Date of Termination], my employment was terminated for [stated reason for termination].

Legal Claims

The actions taken by [Company Name] constitute a direct violation of Title VII of the Civil Rights Act of 1964, as amended by the Pregnancy Discrimination Act (PDA). Under the law, it is illegal to terminate or discriminate against an employee based on pregnancy, childbirth, or related medical conditions. The timing of my termination and the lack of legitimate, non-discriminatory reasons for discharge strongly support a claim for wrongful discharge and retaliation.

Damages

As a result of this unlawful termination, I have suffered significant financial and emotional damages, including but not limited to:

- Back pay and lost benefits from the date of termination to the present;
- Front pay for future lost earnings;
- Compensatory damages for emotional distress;
- Loss of medical coverage during pregnancy.

Settlement Demand

To avoid the necessity of formal litigation and the filing of a charge with the Equal Employment Opportunity Commission (EEOC), I am prepared to release all claims against [Company Name] in exchange for a one-time payment of \$[Amount].

This offer is made for settlement purposes only and is subject to the execution of a mutually agreeable settlement agreement. This offer will remain open until [Date/Time]. If we cannot reach an agreement by this time, I will proceed with all available legal remedies.

Sincerely,

[Your Signature]

[Your Printed Name]