

MUTUAL RELEASE AND SETTLEMENT AGREEMENT

Effective Date: [Date]

PARTIES:

- **Employer:** [Company Name], located at [Address].
- **Employee:** [Employee Name], residing at [Address].

1. RECITALS

Employee has asserted certain claims against Employer regarding alleged sexual harassment and related conduct during their employment. Employer denies any liability or wrongdoing. Both parties wish to resolve all disputes and avoid the costs of litigation.

2. SETTLEMENT PAYMENT

In consideration for the releases provided herein, Employer agrees to pay Employee a total gross sum of \$[Amount]. This payment will be distributed as follows:

- \$[Amount] for alleged emotional distress (Form 1099).
- \$[Amount] for back wages, subject to legal withholdings (Form W-2).

3. MUTUAL RELEASE OF CLAIMS

Employee hereby releases Employer, its officers, and employees from any and all claims, known or unknown, arising out of the employment relationship, including but not limited to claims under Title VII of the Civil Rights Act and any state anti-harassment laws. Employer hereby releases Employee from any and all claims related to their employment prior to the date of this agreement.

4. NO ADMISSION OF LIABILITY

This agreement does not constitute an admission of guilt or liability by the Employer. This is a compromise to settle disputed claims.

5. CONFIDENTIALITY AND NON-DISPARAGEMENT

The parties agree to keep the terms and amount of this settlement strictly confidential, except as required by law. Both parties agree not to make any disparaging remarks about the other.

6. GOVERNING LAW

This agreement shall be governed by the laws of the State of [State Name].

7. ENTIRE AGREEMENT

This document contains the entire agreement between the parties and supersedes all prior discussions or understandings.

SIGNATURES:

[Employee Name]

Date:

[Authorized Representative Name/Title]

[Company Name]

Date: