

**Civil Rights Department**

KEVIN KISH, DIRECTOR

651 Bannon Street, Suite 200 | Sacramento | CA | 95811
1-800-884-1684 (voice) | 1-800-700-2320 (TTY) | California's Relay Service at 711
calcivilrights.ca.gov | contact.center@calcivilrights.ca.gov

SETTLEMENT AGREEMENT**RESPONDENT:**

City of Compton
205 S Willowbrook Ave
Compton, CA 90220

CRD NUMBER:**COMPLAINANT:**

Redacted

EEOC NUMBER:

In exchange for the promises made by the Respondent contained in this agreement, the Complainant agrees to withdraw from consideration by any state or federal agency or court of law or other government entity any charge or complaint of discrimination or other claims relating to illegal discrimination, as referenced in the above-described complaint, which are now pending on Complainant's behalf against the Respondent, its officers, agents or employees.

Further, Complainant will not institute or cause to be instituted any action in state or federal court, or before any state, local or federal government entity arising from or attributable to any alleged unlawful practice of the Respondent, its officers, agents, or employees arising from or attributable to the above-described complaint on the facts alleged in that complaint.

It is understood that this agreement does not constitute an admission by the Respondent of any violation of the Fair Employment and Housing Act (FEHA).

The Civil Rights Department (Department) participating in this agreement does not reflect any determination by the Department on the merits of the complaint. Further, the Department does not waive its rights to process any other complaint against the Respondent. The Department's participation is limited to the specifics of the above-described complaint and the application of the FEHA to the circumstances described in this complaint. Any agreement or covenant beyond the circumstances of this complaint as affected by the Act, whether expressed or implied, is an agreement between the Complainant and the Respondent to which the Department is not a party.

The Respondent further agrees that the Department shall have the right under this Settlement Agreement (Agreement) to conduct a compliance review within one year of the effective date of this Agreement to determine whether such Agreement has been fully obeyed and implemented, and to bring an action in the Superior Court of the State of California when it believes, on the basis of evidence presented to it, that any person is violating or about to violate this Agreement. The Complainant and Respondent agree that this Agreement may be used as evidence in a subsequent proceeding in which any of the parties allege a breach of this Agreement.

In exchange for the promises of the Complainant contained in this Agreement, the Respondent agrees to:

1. Upon full execution of this Agreement by both Respondent and Complainant, Respondent will send the Department the settlement sum of \$150,000 (One Hundred and Fifty Thousand Dollars) within 10 days for resolution of the above-mentioned Complainant. The payment will be tendered to Complainant by the Department. The check shall be made payable to [REDACTED] and forwarded to the Civil Rights Department (CRD), **Attn: CRD Accounting, 651 Bannon Street, Suite 200, Sacramento, CA 95811.**
2. Respondent will continue to ensure that the Department's Harassment or Discrimination in Employment is Prohibited by law (CRD 162) and Notice B-Family Care and Medical Leave (CFRA leave) and Pregnancy Disability Leave (CRD 100-21) posters are posted at its site in locations available for employee viewing. Photographic evidence (cell phone photocopy or email is acceptable) of such posting shall be provided to the Civil Rights Department within (10) days of full execution of this agreement and Respondent's General Release.

In signing this Agreement, the Complainant and Respondent acknowledge that neither the Department, nor any of its agents or employees, has served as legal advisor to either the Complainant or the Respondent.

Respondent and Complainant understand that execution of this Agreement constitutes closure of the complaint filed with the Department and if applicable, the U.S. Equal Employment Opportunity Commission (EEOC).

Complainant acknowledges that this agreement has been entered into without coercion or fear of retaliation.

This agreement may be signed in counterparts. Facsimile, scanned and/or electronic copies of this agreement shall be considered as originals.



Jul 10, 2025

Complainant

Date

Respondent
City of Compton

29 JUL 25
Date

Monica Henderson
Department Representative

July 29, 2025
Date