

NOTICE OF SETTLEMENT, FAIRNESS HEARING, & ELIGIBILITY FOR RELIEF

Current and former female corrections officers at Women's Huron Valley may be eligible for money in the settlement of a discrimination case.

On February 18, 2021, the United States and Defendants, Michigan and the Michigan Department of Corrections ("MDOC"), asked the Court to approve and enter a Settlement Agreement that, if approved, will resolve a lawsuit brought by the United States in the U.S. District Court for the Eastern District of Michigan.

WHAT IS THIS CASE ABOUT?

The lawsuit alleged that MDOC discriminated against female corrections officers ("COs") from January 2009 through the present in two ways:

- 1) by designating four CO assignments at Women's Huron Valley Correctional Facility ("WHV") as "female-only," and
- 2) by refusing to transfer female COs from WHV to other prisons on the same transfer terms that were applied to male COs.

WHAT IS INCLUDED IN THE SETTLEMENT AGREEMENT?

As part of the proposed Settlement Agreement, Defendants will:

- Pay \$750,000;
- Give 15 eligible claimants priority to transfer out of WHV; and
- Take a number of actions to remedy the alleged discrimination at WHV, including:
 - 1) Lifting the transfer freeze and allowing eligible female COs to transfer out of WHV when WHV reaches a female CO vacancy rate to be agreed upon by the parties from within a pre-determined range;
 - 2) Developing and implementing a review process for female-only non-housing unit CO assignments; and
 - 3) Developing and implementing recruitment and retention efforts specific to female COs at WHV.

HOW CAN I OBJECT TO THE SETTLEMENT AGREEMENT?

If you wish to object to the Settlement Agreement, you must return an objection form by April 19, 2021.

- An objection form and instructions for filing an objection can be obtained at www.justice.gov/crt/MDOC.
- If you do not object in writing by this date, you may be prohibited from taking any action against this Settlement Agreement in the future.

AM I ELIGIBLE FOR MONEY AND/OR PRIORITY TRANSFER?

If you are a woman and you worked as a CO at WHV at any time since January 1, 2009, you may be eligible for money and/or a priority transfer out of WHV, if you:

- Wanted to transfer from WHV but were unable to do so due to the transfer freeze;
- Were eligible to transfer; and
- Were harmed by the inability to transfer.

You must submit an Interest-in-Relief Form by April 19, 2021 to receive a cash award and/or consideration for priority transfer under the settlement.

- An Interest-In-Relief form can be obtained at www.justice.gov/crt/MDOC.

Female COs who filed charges with the Equal Employment Opportunity Commission will also be entitled to additional money called service awards, which are based on their particular service in bringing this case.

HAS THE SETTLEMENT AGREEMENT BEEN APPROVED BY THE COURT?

The Settlement Agreement has been provisionally entered by the Court. The Court will hold a Fairness Hearing to determine whether to fully approve all of the terms of the Settlement Agreement.

The Fairness Hearing will be held on June 2, 2021 at 10am before Judge Paul D. Borman.

To attend the hearing by Zoom videoconference technology, please access the Court Calendar for June 2, 2021, through the Court's website at <https://www.mied.uscourts.gov/>

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Visit www.justice.gov/crt/MDOC for more information.

Please do not contact the court for information about this lawsuit.