



NOTICE OF ENTRY OF SETTLEMENT AGREEMENT

A court approved this notice. This is not an advertisement from a lawyer.

- The United States of America and fourteen current and former employees (“Plaintiff-COs”) of the Mobile County Metro Jail (“Metro Jail”) sued Mobile County Sheriff Paul Burch (referred to as the “Defendant”), alleging that the Defendant discriminated against female employees at the Metro Jail between January 2011 and April 2023 by failing to address extreme sexual harassment that female employees experienced from male inmates at the Metro Jail.
- On September 19, 2023, the Court entered a Settlement Agreement that resolved the lawsuit between the United States, Plaintiff-COs, and Defendant.

1. What is this lawsuit about?

Since at least 2011, female employees who work in the housing units at the Mobile County Metro Jail have been sexually harassed by male inmates. The parties do not dispute that male inmates regularly expose their genitalia to female employees, masturbate directly at female employees, and make graphic and sexually threatening comments to female employees. The United States alleged that the inmates’ behavior creates a hostile work environment as that term is defined by Title VII of the Civil Rights Act of 1964 and that the Sheriff did not take immediate and appropriate actions to respond to this behavior on the part of male inmates. The Plaintiff-COs made similar allegations in their complaint. The Sheriff argued that the behavior does not create a hostile work environment as that term is defined by Title VII of the Civil Rights Act of 1964 and that the Sheriff took reasonable and appropriate steps to respond to the male inmates’ behavior.

In the interest of resolving this matter and promoting the purposes of Title VII, the United States, the Plaintiff-COs, and Defendant have voluntarily entered into a Settlement Agreement. The Court entered the Settlement Agreement on September 19, 2023.

2. Why did I get this notice?

You received this notice because you are a woman who worked as a corrections officer or corporal in the inmate detention area of the Metro Jail between January 1, 2011 and April 21, 2023.

3. What monetary awards are available to employees affected by Defendant’s alleged discrimination?

The Settlement Agreement describes the monetary awards that will be available to women harmed by Defendant’s alleged discrimination. Under the terms of the Settlement Agreement, eligible female employees who worked at the Metro Jail between January 1, 2011 and April 21, 2023 may receive **monetary payment** to compensate them for some of the pain and suffering and/or emotional distress allegedly suffered as a result of Defendant’s failure to address the sexual harassment from male inmates.

4. Who will be eligible to receive a monetary award?

Female employees who worked at the Metro Jail as a corrections officer or corporal at some point between January 1, 2011 and April 21, 2023, worked in the inmate detention area, experienced sexual misconduct from the male inmates while working in the inmate detention area, and were harmed by the inmates' sexual misconduct will be eligible to receive a monetary award. Female employees at the Metro Jail who did not work at the Metro Jail as a corrections officer or corporal at some point between January 1, 2011 and April 21, 2023, did not work in the inmate detention area, did not experience sexual misconduct from the male inmates while working in the inmate detention area, or were not harmed by the inmates' sexual misconduct will not be eligible to receive a monetary award.

5. What happens next?

The United States will make an initial decision on your eligibility for relief based on Defendant's records and your responses to the Interest-in-Relief Form that you submit. Within the next five months, you will receive a letter informing you of the United States' initial decision on your eligibility, and you will have the opportunity to object to that decision. The Court will make the final decision about whether you are eligible to receive a monetary award, and if so, the amount of money you are entitled to receive.

During this process, it is important that the United States has your current contact information to inform you of next steps or to request additional information. If your address, telephone number, or email address changes at any time, you **must** let the United States know. To do so:

- You can email info@MobileMetroJailSettlement.com, or
- You can call, 1-844-495-2632.