

1 KRISTEN CLARKE  
2 Assistant Attorney General  
3 Civil Rights Division  
4 Karen D. Woodard, Chief  
5 Valerie L. Meyer, Acting Deputy Chief  
6 Hector F. Ruiz, Jr., Senior Trial Attorney  
7 Employment Litigation Section  
8 Civil Rights Division  
9 United States Department of Justice  
10 150 M Street, NE, Room 9.145  
11 Washington, DC 20530  
12 Phone: (202) 514-9694 | Fax: (202) 514-1105  
13 Email: Hector.Ruiz@usdoj.gov

14 JOSEPH H. HARRINGTON  
15 Acting United States Attorney  
16 Timothy M. Durkin  
17 Derek Taylor  
18 Assistant United States Attorneys  
19 United States Attorney's Office  
20 Eastern District of Washington  
21 Post Office Box 1494  
22 Spokane, WA 99210-1494  
23 Telephone: (509) 353-2767

24 Attorneys for Plaintiff United States

25 **UNITED STATES DISTRICT COURT**  
26 **EASTERN DISTRICT OF WASHINGTON**

27 UNITED STATES OF AMERICA,  
28 Plaintiff,

vs.

ASOTIN COUNTY,  
Defendant

Case No.:

JOINT NOTICE OF  
SETTLEMENT

JOINT NOTICE OF SETTLEMENT- 1

1                                   **I. STATEMENT ON SETTLEMENT**

2           1. Plaintiff United States of America (“United States”) and Defendant Asotin  
3 County (“County”) respectfully notify this Court that they have agreed to  
4 settlement terms that they will submit to this Court in the form of a proposed  
5 Consent Decree. If the Consent Decree is approved and entered by the Court, it  
6 would resolve the legal dispute between the United States and Asotin County that  
7 is based on the charge of discrimination filed by Jennifer Grant (“Ms. Grant”) with  
8 the Equal Employment Opportunity Commission (“EEOC”).  
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11           2. The United States and the County intend to file the proposed Consent  
12 Decree within 21 days.  
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15           3. Under the key terms of the Consent Decree, if approved and entered by the  
16 Court, the County shall:  
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- 18           a. have a designated individual(s) or entity responsible for investigating  
19           complaints of harassment by County employees;  
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21           b. maintain and adhere to a written policy addressing sex discrimination,  
22           including sexual harassment;  
23  
24           c. provide mandatory training regarding Title VII’s prohibitions against  
25           discrimination based on sex to all employees of the County; and  
26           d. offer Ms. Grant monetary relief of \$100,000.00, which represents non-  
27           pecuniary compensatory damages, conditioned upon Ms. Grant and the  
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County agreeing upon the terms of a release.

4. The Consent Decree specifies that it shall not constitute an adjudication or finding on the merits of the United States' lawsuit, nor be construed as an admission of liability by the County, with said liability being specifically denied by the County.

## **II. EXPECTED INTERVENTION BY JENNIFER GRANT**

5. Jennifer Grant the person who filed the charge of discrimination upon which the United States' claims are based, is not a party to the Consent Decree.

6. Through counsel, Ms. Grant has informed the United States that she will file a motion to intervene in this case, which is her right as the aggrieved person "in a civil action brought by the Commission or the Attorney General in a case involving a government, governmental agency, or political subdivision." *See* 42 U.S.C. 2000e-5(f)(1).

7. Notwithstanding intervention by Ms. Grant in this case, the United States' Complaint against Asotin County would be resolved by approval and entry of the proposed Consent Decree that will be submitted to the Court.

Dated: September 29, 2021

Respectfully submitted,

1 JOSEPH H. HARRINGTON  
2 Acting United States Attorney  
3 Eastern District of Washington

4 /s/ Tim Durkin and Derek Taylor  
5 Timothy Durkin  
6 Derek Taylor  
7 Assistant United States Attorneys  
8 920 W. Riverside, Suite 340  
9 Spokane, Washington 99210  
10 (509) 353-2767  
11 (509) 835-6397 (fax)

KRISTEN CLARKE  
Assistant Attorney General  
Civil Rights Division

KAREN D. WOODARD (MD Bar)  
Chief  
Employment Litigation Section  
Civil Rights Division

VALERIE L. MEYER (AZ Bar No.  
023737)  
Acting Deputy Chief  
Employment Litigation Section  
Civil Rights Division

12 /s/ Hector F. Ruiz, Jr.  
13 Hector F. Ruiz, Jr. (TX Bar No.  
14 24029814)  
15 Trial Attorney  
16 Employment Litigation Section  
17 Civil Rights Division  
18 United States Department of Justice  
19 150 M Street, NE, Room 9.145  
20 Washington, DC 20530  
21 (202) 514-9694  
22 (202) 514-1105 (fax)  
23 Hector.Ruiz@usdoj.gov

*Attorneys for Plaintiff United States*

(by consent)

23 /s/ Michael E. McFarland, Jr.  
24 Michael E. McFarland, Jr., Attorney  
25 Evans, Craven & Lackie, P.S.  
26 818 W. Riverside, Suite 250  
27 Spokane, WA 99201  
28 mmcfarland@ecl-law.com

*Attorney for Asotin County*