



part of the police uniform. MNPD had no religious accommodation policy at the time. An offer of employment was not extended to Ms. Mohammed, though MNPD maintains that was for reasons unrelated to her religious accommodation request.

Ms. Mohammed filed a complaint with the federal Equal Employment Opportunity Commission (EEOC). After an investigation, the EEOC found that Metro had discriminated against Ms. Mohammed and that it had no religious accommodation policy. Ms. Mohammed has not yet sued Metro in federal court but has made a claim with the Department of Law.

The Department of Law recommends settling the case now for \$65,000 since Ms. Mohammed could likely be awarded significantly more if the case went to trial. If she prevailed, she would be entitled to lost wages, damages, and attorney fees. MNPD has now adopted a religious accommodation policy and has modified its uniform policy to allow religious head coverings.

*Fiscal Note: This \$65,000 settlement, along with the settlement per Resolution No. RS2021-860, would be the 3<sup>rd</sup> and 4<sup>th</sup> payments from the Judgment and Losses Fund in FY21 for a cumulative total of \$2,595,000. The fund balance would be \$437,597 after this payment.*