

Government of Nashville and Davidson County requiring it.

Analysis

This resolution approves a settlement of Daniel Singh's claims against the Metropolitan Government in the amount of \$200,000.

Daniel Singh is the Executive Director of the Metro Arts Commission and was appointed to that position in August 2022. Director Singh has threatened discrimination, Family Medical Leave Act (FMLA), and retaliation claims against the Metropolitan Government and has further threatened to sue the Arts Commission and the Metropolitan Government over his possible termination. Mr. Singh has filed a Tennessee Human Relations Act and an Equal Employment Opportunity Commission charge alleging racial discrimination by the Arts Commission.

If Mr. Singh were successful in his claims, he could be entitled to back pay, front pay, compensatory damages for mental anguish, and attorneys' fees.

The Metropolitan Department of Law recommends the settlement of Mr. Singh's claims for \$200,000. This settlement would include a dismissal with prejudice of all of Mr. Singh's claims against the Metropolitan Government and an agreement that Mr. Singh will not apply for future employment with the Metropolitan Government.

Fiscal Note: Metro would pay a settlement in the amount of \$200,000 to Daniel Singh, Director of the Metropolitan Arts Commission, to be paid from the \$3 million allocated by the Director of Finance to the Department of Law on March 21, 2024.