File #: RS2021-861, **Version:** 1

A resolution authorizing the Metropolitan Department of Law to compromise and settle the claim of Maryam Mohammed against the Metropolitan Government of Nashville and Davidson County, in the amount of $65,000.00, with said amount to be paid out of the Judgment and Losses Fund.

WHEREAS, on February 2, 2018, Maryam Mohammed filed a charge with the Equal Employment Opportunity Commission alleging religious discrimination against the Metropolitan Nashville Police Department; and,

WHEREAS, after investigation, the Metropolitan Department of Law believes that the settlement listed in Section 1 is fair and reasonable and in the best interest of the Metropolitan Government and recommends that any and all claims or causes of action brought or that could have been brought by Maryam Mohammed related to the events detailed above be compromised and settled for $65,000.00, and that this amount be paid from the Judgments and Losses Fund.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE METROPOLITAN GOVERNMENT OF NASHVILLE AND DAVIDSON COUNTY:

Section 1: The Metropolitan Department of Law is authorized to compromise and settle the discrimination claim of Maryam Mohammed for the sum of $65,000.00 with said amount to be paid from the Judgments and Losses Fund.

Section 2: This resolution shall take effect from and after its adoption, the welfare of the Metropolitan Government of Nashville and Davidson County requiring it.

Analysis

This resolution authorizes the Department of Law to settle the claim brought by Maryam Mohammed against the Metropolitan Government for the amount of $65,000. This lawsuit arises out of the Metro Nashville Police Department's alleged religious discrimination against Ms. Mohammed. In 2017, Ms. Mohammed applied to be a police officer trainee. At the time, she told MNPD that she would need to wear a religious head covering as 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 3rd and 4th 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.