

STATE OF MICHIGAN  
**DEPARTMENT OF CIVIL RIGHTS**

Detroit Office  
3054 West Grand Boulevard, Suite 3-600  
Detroit, MI, 48202

**SETTLEMENT AGREEMENT**

**MDCR #:** 641594  
**Claimant:** Richard L. Sadler  
**Respondent:** Marshall Township

The respondent and claimant named above, along with the Michigan Department of Civil Rights, have agreed to be bound by the following settlement terms:

I. GENERAL PROVISIONS

- A. This agreement is entered into voluntarily to reaffirm a policy of equal opportunity consistent with applicable civil rights laws.
- B. This agreement does not constitute an admission by the respondent of any violation of Michigan civil rights laws.
- C. The parties agree not to retaliate against a person who opposed an unlawfully discriminatory practice, filed a charge, gave testimony or assistance, or participated in any manner in an investigation, procedure, or hearing.
- D. The claimant considers this agreement to be an acceptable resolution of this matter. The claimant also agrees not to sue the respondent with respect to any matters pertaining to the above numbered complaint.
- E. This agreement not to sue is subject to performance by the parties of the remedies provided in Section II below.
- F. This agreement may be used as evidence in a subsequent proceeding in which any of the parties allege a breach of this agreement.

# SETTLEMENT AGREEMENT

(Continued)

## II. SPECIFIC PROVISIONS

1. The Respondent, Marshall Township, agrees to adopt a written policy to ensure speakers utilize microphones and/or other audio appliances so that all members of the public can hear and actively participate during Township meetings.

A. The Respondent agrees to provide the proposed policy for pre-approval to Civil Rights Investigator, Kaylee Lee, at LeeK24@michigan.gov

2. The Respondent agrees to pay a minimum amount of Five Thousand U.S. Dollars (\$5,000.00 USD) for an upgraded audio system that is to be used for Township meetings.

A. The Respondent agrees to upgrade the audio system within ninety (90) days of the full execution of this agreement.

B. The Respondent agrees to forward a copy of the receipt of purchase to Civil Rights Investigator, Kaylee Lee, at LeeK24@michigan.gov or by mail to:  
Michigan Department of Civil Rights  
Attn: Kaylee Lee  
3054 West Grand Boulevard, Suite 3-600  
Detroit, Michigan 48202

3. This agreement shall be governed by the laws of the State of Michigan, shall be binding upon the parties, and resolves Claimant's MDCR Complaint Number #641594.

I have read this settlement agreement, and I accept and agree to the provisions it contains:

Date \_\_\_\_\_ (Signature) \_\_\_\_\_  
Respondent

Date \_\_\_\_\_ (Signature) \_\_\_\_\_  
Claimant

Date \_\_\_\_\_ (Signature) \_\_\_\_\_  
Approval on behalf of Michigan Dept of Civil Rights