

STATE OF TEXAS

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COUNTY OF FORT BEND

**ORDER AUTHORIZING  
SETTLEMENT OF EEOC CHARGE**

On this 23rd day of July, 2024, the Commissioners Court of Fort Bend County, Texas, being convened at a regular meeting of the Court, sitting as the governing body of Fort Bend County, Texas, upon motion of Commissioner Meyers, seconded by Commissioner Prostage, duly put and carried, IT IS HEREBY ORDERED that:

The County Attorney be authorized to settle EEOC Charge No. 460-2023-04843 pursuant to the terms set forth in the attached Agreement.

The County Judge and/or the County Attorney is hereby authorized to execute and deliver any and all associated settlement documents, pleadings, and related instruments to effectuate such settlement.

ATTEST:

Laura Richard  
Laura Richard, County Clerk

FORT BEND COUNTY:

K.P. George  
K.P. George, County Judge



**Attachment**  
**Proposed Agreement**



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Houston District Office**

Mickey Leland Federal Building  
1919 Smith St, 7<sup>th</sup> Floor  
Houston, TX 77002  
Intake Information Group: (800) 669-4000  
Intake Information Group TTY: (800) 669-6820  
Houston Status Line: (866) 408-8075  
Houston Direct Dial: (713) 651-4900  
TTY (713) 651-4901

July 23, 2024

Charge No.: 460-2023-04843

Charging Party: Deann J. Regalado  
725 Blume Road, #69  
Rosenberg, TX 77471

Respondent: Fort Bend County  
Juvenile Probation Department  
12550 Emily Court, Suite 400  
Sugar Land, TX 77478

**NEGOTIATED SETTLEMENT AGREEMENT**

The following Agreement refers to Charge Number 460-2023-04843 on file with the Equal Employment Opportunity Commission (EEOC) under Title VII of the Civil Rights Act of 1964 (Title VII), as amended.

1. The Respondent agrees to:
  - A. Provide training on the process of submitting sexual harassment and workplace discrimination complaints for all employees with discipline, hire, and fire authority in the Fort Bend County Juvenile Probation Department, as outlined by Title VII.
  - B. Provide the name(s) and job title(s) of the recipients of the training.
    - i. Include training material.
  - C. Complete the items in this agreement by October 4, 2024.
2. It is understood that this Agreement does not constitute an admission by the Respondent of any violation of Title VII, as amended.
3. The parties to this Agreement expressly agree that the Charging Party is not a party in this Agreement; the Charging Party has not approved or signed this Agreement; that specific relief for the Charging Party is not provided for by this Agreement; and that all rights and protections afforded by Title VII, as amended, are reserved by the Charging

Party. Charging Party will be issued a Notice of Right to sue that enables them to pursue their claims against Respondent.

4. The Respondent agrees to provide written notice to the Director of the District Office within 30 days of satisfying each obligation specified on paragraph (1) of this Agreement.
5. The parties agree that this Agreement may be specifically enforced in court and may be used as evidence in a subsequent proceeding in which any of the parties allege a breach of this Agreement.

\_\_\_\_\_  
Date

\_\_\_\_\_  
Respondent

This clause is deemed incorporated as part of this Agreement if and when signed by EEOC Office Director:

6. In reliance on the promises made in paragraphs (1), (3), (4), (5), (6), EEOC agrees to terminate the investigation which it has begun and not to use the above referenced charge as the jurisdictional basis for a civil action under Title VII, as amended. EEOC does not waive or in any manner limit its right to, process or seek relief in any other charge or investigation including, but not limited to, a charge filed by a member of the Commission against the Respondent.

On Behalf of the Commission:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Rayford O. Irvin, District Director  
Houston District Office