

STATE OF MICHIGAN  
**DEPARTMENT OF CIVIL RIGHTS**  
350 OTTAWA NW  
4TH FLOOR  
GRAND RAPIDS, MI, 49503  
**SETTLEMENT AGREEMENT**

**MDCR #:** 498685

**Claimant:** John V. Bellocchio

**Respondent:** Michigan Maritime Museum

The respondent and claimant named above, along with the Michigan Department of Civil Rights, have agreed to be bound by the following settlement agreement 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 agrees to post signage indicating that service animals are welcome in their museum, upon the execution of this agreement.
2. The Respondent shall provide training of the Americans with Disabilities Act, Federal Guidelines on Service Animals to its staff every year beginning in 2019.
3. The Respondent shall maintain and follow a service animal policy consistent with ADA guidelines.
4. Claimant and Respondent agree to the terms set forth as a resolution to the instant complaint.

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

Date	<u>11-25-19</u>	(Signature)	<u><i>John V. Bellocchio</i></u>	<u>Michigan Maritime Museum</u>
				Respondent
Date	<u>11/20/19</u>	(Signature)	<u><i>[Signature]</i></u>	
				Claimant
Date	<u>11/26/2019</u>	(Signature)	<u><i>[Signature]</i></u>	Approval on behalf of Michigan Dept of Civil Rights