

Dear Ms. Sharp, Mrs. Judge, Dr. Atkins, Atty. Buffkin, and Atty. Engler:

*I am pleased to share with you my **final** settlement terms and the agreements I make in exchange in an effort to resolve my current Title IX Complaint with Eastern Connecticut State University and Connecticut State Colleges and Universities prior to a public hearing.*

SETTLEMENT DEMANDS

I. Employment & Compensation

1. **Reinstatement:** **Immediate** reinstatement (via Settlement Appointment) to a **Hybrid Role of Residence Life Coordinator/Deputy Title IX Compliance Officer** at the **Administrative Rank 4 salary of \$78,262**. A Memorandum of Understanding (MOU) will **not** be accepted.
 - a. To ensure the University fully leverages my demonstrated expertise in Civil Compliance and Title IX, and to prevent any recurrence of the litigation risk that the former staff member created, my final acceptance of the appointment must reflect a **specialized role** and **commensurate salary**.
 - b. This specialized role is justified by the following demonstrated value:
 - i. **Risk Mitigation:** The University requires more than a standard RLC; it requires an RLC with proven, active Title IX compliance expertise to manage residence halls and prevent future legal exposure - a competence I have demonstrated in this litigation.
 - ii. **Cost-Effectiveness:** The requested **\$11,593 difference** between the RLC (\$66,669) and the Administrative Rank 4 (\$78,262) is a **minimal investment** to gain immediate, in-house compliance expertise that **protects the University** from substantial future litigation costs.
 - iii. **Final Closure:** My acceptance of this final term will provide the full and immediate closure the University requires before the start of the Spring 2026 semester.
 - c. **Acceptable Substitution to Hybridized RLC/Deputy Title IX Compliance Officer:** Dual Employment arrangement with the State of Connecticut as **Residence Life Coordinator at Eastern** and **Ad Hoc Investigator for CT Commission on Human Rights and Opportunities** will be accepted with a **commensurate total salary minimally equivalent to the Administrative Rank 4 minimum salary of \$78,262**.
2. **Emotional Distress ("Garden Variety") Damages:** Payment of \$25,000 for emotional distress due to **Raynaud's Syndrome and exacerbated PTSD symptoms**, with the latter beginning on September 16, 2025 during Teams termination meeting.
3. **Retroactive Pay:** Payment of the RLC salary from the payroll start date associated with the day following my termination date (**September 19, 2025**) to the day I return to State Service at Eastern.
4. **Lump Sum Issuance:** The retroactive portion of pay is to be issued as a **lump sum** payment (via State of Connecticut paper check) no later than the end of the business day of my first day returning to State Service.
5. **Prospective Pay:** Pay commensurate to the current RLC pay structure, including any applicable adjustments going forward.

II. Disciplinary & Legal Records

5. **Expungement:** Full expungement of all disciplinary records associated with my employee record at Eastern Connecticut State University.

6. **Trespass Rescission:** Permanent rescinding of the active Criminal Trespass Warning status pertinent to the allegation(s) made in *ECSU Police Report 25-15326*.
7. **Police Report:** Provision of a copy of *ECSU Police Report 25-15326*.
8. **Retaliation Protection:** Guaranteed protection from **all** forms of retaliation whatsoever.
9. **Limited Waiver of Rights:** A *limited* waiver of rights, specifically **reserving the right to raise any/all current allegations and set forth new allegations within the statute of limitations should I experience any form of retaliation.**

III. Academic Restoration (CCSU/CSCU)

10. **Grade Restoration:** Issuance of an **"A" grade** for **CCSU SDHE 531** and **SDHE 534** for Fall 2025. This is to restore access to the SDHE Master's Program, remedying the retaliatory refusal by SDHE Advisor Dr. Jelane Anne Kennedy to grade my work.
11. **Withdrawal Reversal:** Reversal of my withdrawal from CCSU as necessary to effectuate Demand #10.
12. **Registration Guarantee:** Guaranteed registration for Fall 2026 courses at CCSU.
13. **Ed.D. Enrollment:** Enrollment permission in at least one Ed.D. course at CCSU.
14. **Tuition Waiver Bridge:** Tuition waiver coverage for the pertinent amount of days to bridge benefits until the SUOAF-ASCME tuition waiver takes effect.
15. **Lifetime Tuition Waiver:** Tuition waiver continued through the end of my Ed.D. conferral, irrespective of my future SUOAF-ASCME status.

(Note: Demand 10 is negotiable such that an administrative notation/grade of "P" for both courses is acceptable inasmuch as such notations solely will not delay my May 2027 graduation).

IV. Financial Damages (Restitution)

Note: I am not asking for student loan payoffs; these demands cover specific damages caused by negligence and termination.

16. **Credit Card Debt:** A lump-sum payment of approximately **\$9,000.00** to pay off my Discover Credit Card **charge-off** Balance due to Eastern's negligence.
17. **Auto Finance:** A lump-sum payment of approximately **\$2,100.00** to Capital One Auto Finance to make the car note current and avoid repossession.
18. **Auto Insurance:** A lump-sum payment of **\$237.96** to Progressive Auto Insurance to bring the policy current.

Acceptable Substitution for Items 16-18: A single lump sum check payable to Demitric J. Baez for minimally **\$15,000.00**, payable no later than **24 business hours** after return to State Service.

MY AGREEMENTS:

In exchange for meeting the above settlement demands, I, Demitric Joseph Baez, agree to:

1. **CT CHRO Complaint Waiver:** *Waive my right to file a complaint with the Connecticut Commission on Human Rights and Opportunities.*
2. **Full OCR Withdrawal:** *Fully withdraw all Complaints and Addendums I have filed with the U.S. Department of Education Office for Civil Rights inasmuch as I face no retaliation and no new Complaint issues arise.*
3. **Negative Social Media Post Removal:** Remove from public view **all** my social media posts that in any way negatively reference Connecticut State Colleges and Universities, including, but not limited to, all my "Corey Conundrum" posts.

4. **Compliance with a Non-Disclosure Agreement for Prospective Post:** Rescind the scheduled Instagram post revealing Graduate Intern/Hall Director promotion of marijuana, contrary to CSCU and ECSU's drug prohibition policies.
5. **Positive Press Campaign:** Promote Connecticut State Colleges and Universities for compliance with Title IX/ 34 C.F.R. §106 on social media **and** on my websites, [BaEZelevates](#) and [JusticeForTIXSurvivors.org](#).

Affixed below is my signature to confirm my compliance with the above terms in exchange for Connecticut State Colleges & Universities' compliance with the above Settlement Demands.



Demitric Baez

On December 22, 2025, two days after filing my complaint with Connecticut Commission on Human Rights and Opportunities (CT CHRO), I sent this settlement offer to:

- Connecticut State Colleges & Universities' (CSCU) Legal Counsel
- Cheryl Sharp, Deputy Executive Director of CT CHRO

I received no response. As of January 10, 2025, I still have not heard from CSCU.

I am flabbergasted that CSCU did not seize the opportunity to have me waive my right to continue with my CT CHRO Complaint. I literally offered an "off-ramp" to end any further litigious action and I even offered to essentially make-whole CSCU.

Generally, CT CHRO requires that complainants are made whole by respondents. My win-win solution offer being met with silence is another example of the "starve them out" playbook tactic.