

# Index

## **ABSOLUTE IMMUNITY**

**Immunity** (this index)

## **ACCOMMODATIONS DISCRIMINATION**

Disabled persons by private entities  
(ADA, Title III)

**Disabled Persons Discrimination  
(Americans with Disabilities  
Act)** (this index)

Public places

**Public Accommodations  
Discrimination (Title II, Civil  
Rights Act of 1964)** (this index)

## **ADA**

**Disabled Persons Discrimination  
(Americans With Disabilities Act)**  
(this index)

## **ADEA**

**Employment Discrimination (Age  
Discrimination in Employment  
Act)** (this index)

## **ADVERTISING**

Employment

Age Discrimination in Employment  
Act violations, **8:13**

Title VII, 42 USCA Section 2000E,  
**6:23**

Housing discrimination (Fair Housing  
Act of 1986), sale or rental of hous-  
ing, **5:14**

## **AFFIRMATIVE ACTION PROGRAM**

Employment discrimination (Title VII,  
42 USCA Section 2000E)

Generally, **6:25**

Standing to challenge, **6:26**

Statutory defense, valid program,  
**6:46**

Federal financial assistance, programs  
receiving, **10:30**

## **AGE DISCRIMINATION**

Employment

**Employment Discrimination (Age  
Discrimination in Employment  
Act)** (this index)

Older persons housing, **5:27**

## **ALIENAGE**

**National Origin** (this index)

## **AMERICANS WITH DISABILITIES ACT**

**Disabled Persons Discrimination  
(Americans With Disabilities Act)**  
(this index)

## **ANTI-INJUNCTION ACT**

Generally, **2:34**

## **ARBITRATION**

Employment discrimination claims

Americans with Disabilities Act, Title  
I, **9:40**

Title VII, 42 USCA Section 2000E,  
**6:54**

## **ARRESTEES**

Qualified immunity, **2:13**

Substantive due process, claims involv-  
ing, **1:18**

## **ASSOCIATION RIGHTS**

Employment discrimination

Americans with Disabilities Act, Title  
I conduct prohibited, **9:15**

Title VII, 42 USCA Section 2000E,  
freedom of association defense,  
**6:50**

Protecting federal rights under Section  
1983, constitutional issues, **1:9,**  
**1:10, 1:11**

## **ATTORNEY GENERAL**

Housing discrimination (Fair Housing  
Act of 1986) violations cases, **5:36,**  
**5:42**

**ATTORNEY GENERAL—Cont'd**

Public accommodations discrimination  
(Title II, Civil Rights Act of 1964)  
violations cases, **11:17**

Public accommodations provided by  
private entities (ADA, Title III)  
violations cases, **9:54**

**ATTORNEYS**

Absolute immunity, prosecutorial func-  
tions, **2:5**

Fees and costs

**Attorney's Fees and Costs** (this  
index)

Right to counsel, interference with, **1:14**

**ATTORNEY'S FEES AND COSTS**

Amount determination

Adjustments to lodestar, **2:40**

Lodestar, **2:39**

Application for award of fees, **2:38**

Employment discrimination

Age Discrimination in Employment  
Act, **8:39**

Americans with Disabilities Act, Title  
I, **9:32**

Equal Pay Act, **7:22**

Title VII, 42 USCA Section 2000E,  
**6:70**

Federal financial assistance programs,  
discrimination in, **10:42**

Housing discrimination (Fair Housing  
Act of 1986), cases brought under  
Section 3613, **5:40**

Individuals with Disabilities Education  
Act (IDEA), **10:53**

Liability for fees, **2:37**

Limiting fee awards, offer of judgment,  
**2:41**

Lodestar, **2:39, 2:40**

Offer of judgment limiting fee awards,  
**2:41**

Prevailing party status

Defendants, **2:36**

Plaintiffs, **2:35**

Race discrimination in contracts and  
property rights (Sections 1981 and  
1982), **4:33**

Settlement of cases

Offer of judgment limiting fee  
awards, **2:41**

**ATTORNEY'S FEES AND COSTS**

**—Cont'd**

Settlement of cases—Cont'd

Where plaintiffs seek fees, **2:42**

**BACKGROUND OF CIVIL RIGHTS  
LIABILITY**

**Historical Perspective** (this index)

**BACK PAY**

Age discrimination, **8:35**

Disabled persons discrimination, **9:28**

Title VII, 42 USCA Section 2000E  
claims, **6:64**

**BENEFIT PLANS AND  
EMPLOYMENT**

**Employee Benefit Plans** (this index)

**BINDING**

Litigating federal claims in state court,  
binding effect of state procedural  
rules, **12:2**

Settlement agreements and agreements  
to arbitrate, binding effect of in  
employment discrimination (Title  
VII, 42 USCA Section 2000E),  
**6:54**

**BLOCKBUSTING**

Housing discrimination prohibition,  
**5:16**

**BOARDING HOUSES**

Housing discrimination defense, **5:29**

**BONA FIDE DEFENSES**

Affirmative action program, receiving  
federal financial assistance, **10:30**

Age discrimination in Employment Act

Bona fide employee benefit plan, **8:24**

Bona fide occupational qualifications,  
**8:19**

Bona fide seniority systems, **8:23**

Benefit plan, Age Discrimination in  
Employment Act, **8:24**

Equal Pay Act violation, bona fide  
seniority or merit system, **7:12**

Occupational qualifications

Age discrimination in Employment  
Act, **8:19**

Title VII, 42 USCA Section 2000E  
discrimination, **6:43**

## INDEX

### **BONA FIDE DEFENSES—Cont'd**

- Programs receiving federal financial assistance discrimination, bona fide affirmative action program, **10:30**
- Seniority or merit system
  - Age discrimination in Employment Act, **8:23**
  - Equal Pay Act, **7:12**
  - Title VII, 42 USCA Section 2000E discrimination, **6:44**
- Title VII, 42 USCA Section 2000E employment discrimination
  - Bona fide occupational qualification, **6:43**
  - Bona fide seniority or merit systems, **6:44**

### **BROKERS**

- Housing discrimination defendants, real estate brokers, **5:8**

### **CHILDREN**

- Education programs receiving federal financial assistance for children with a disability, discrimination in, **10:11**
- Qualified immunity, due process, **2:16**

### **CIVIL RIGHTS ACT OF 1991**

- Generally, **4:11**
- Employment discrimination, **4:12**
- Private education discrimination, **4:13**
- Public accommodations discrimination, **4:14**

### **CLASS ACTION**

- Age discrimination, nonfederal employment, **8:30**

### **COERCION OR INTIMIDATION**

- Confessions, coerced, **1:13**
- Disabled persons
  - Employment discrimination (ADA, Title I), **9:15, 9:36**
  - Public accommodations provided by private entities (ADA, Title III), **9:52**
  - Public services provided by public entities (ADA, Title II), **9:44**

### **COMPARABLE WORTH**

- Equal Pay Act, proving violations, **7:9**

### **COMPARABLE WORTH—Cont'd**

- Title VII, 42 USCA Section 2000E, types of discrimination prohibited, **6:15**

### **COMPENSATION**

- Benefit plans
  - Employee Benefit Plans** (this index)
- Wages
  - Wages** (this index)

### **COMPENSATORY DAMAGES**

- Generally, **2:24**
- Employment discrimination
  - Age Discrimination in Employment Act, **8:35, 8:36**
  - Americans with Disabilities Act, Title I, **9:30**
- Back pay
  - Back Pay** (this index)
- Equal Pay Act, **7:20**
- Front pay
  - Front Pay** (this index)
- Title VII, 42 USCA Section 2000E, **6:67**
- Housing discrimination (Fair Housing Act of 1986), cases brought under Section 3613, **5:38**
- Mitigation of damage awards, **2:25**
- Prejudgment interest
  - Prejudgment Interest** (this index)
- Programs receiving federal financial assistance, discrimination in, **10:40**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:30**
- Taxation of damage awards, **2:26**

### **CONCILIATION**

- Arbitration
  - Arbitration** (this index)
- Housing discrimination (Fair Housing Act of 1986), conciliation efforts of agency, **5:33**
- Settlement
  - Settlement** (this index)

### **CONFESSIONS**

- Coerced, **1:13**

## **CONGRESSIONAL ABROGATION**

State immunity under Eleventh Amendment, **2:23**

## **CONGRESSIONAL AUTHORITY**

Employment discrimination of disabled persons (Americans with Disabilities Act, Title I) defense, **9:33**

Programs receiving federal financial assistance, spending power, **10:2**

## **CONSENT**

Waiver of immunity or consent to suit, Eleventh Amendment, **2:22**

## **CONSPIRACY TO INTERFERE WITH CIVIL RIGHTS (SECTION 1985(3))**

### **Defendants**

Intracorporate conspiracies, **3:5**

Private defendants, **3:6**

Requirement of conspiracy, **3:4, 3:5**

### **Enforcement**

Immunity, below

Jurisdiction (28 USCA Sections 1331 and 1343), **1:23, 3:14**

Remedies, **3:18**

Statute of limitations, **3:17**

### **Immunity**

Conspirator immunity, **3:16**

Governmental entities and officials, **3:15**

Origin and development of Section 1985(3), **3:1**

### **Plaintiffs**

Any person or class of person, **3:2, 3:3**

Class-based animus requirement, **3:2**

Other than race classifications, **3:3**

### **Proof of claims**

Plaintiff's prima facie case, **3:12**

Substantive rights, **3:13**

Relation to other Acts (Sections 1981-1983 and 1986), **3:19**

### **Types of conduct regulated**

Interpretation of "equal protection" language of statute, **3:7**

Substantive rights enforceable

Federal statutory rights, **3:10**

Fourteenth Amendment rights, **3:8**

Other constitutional rights, **3:9**

## **CONSPIRACY TO INTERFERE WITH CIVIL RIGHTS (SECTION 1985(3))—Cont'd**

Types of conduct regulated—Cont'd

Substantive rights enforceable

—Cont'd

State-created rights, **3:11**

## **CONSTITUTIONAL ISSUES**

Association rights. Expression and association rights, below

Commerce clause, **1:21**

Confessions, coerced, **1:13**

Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:8, 3:9**

Cruel and unusual punishment, **1:15**

Due process

Arrestees and detainees, claims involving, **1:18**

Procedural, **1:20**

Substantive, **1:17, 1:18**

Duty of care, **1:19**

Eleventh Amendment, **2:21-2:23**

Equal protection, **1:16**

Expression and association rights

Generally, **1:9**

Government employees, **1:10**

First Amendment, qualified immunity claims, **2:10, 2:14**

Fourteenth Amendment

Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:8**

Employment discrimination of disabled persons (Americans with Disabilities Act, Title I), **9:33**

Fourth Amendment, qualified immunity claims, **2:9**

Housing discrimination by government (Fair Housing Act of 1986), **5:44**

Immunity claims

Eleventh Amendment, **2:21-2:23**

First Amendment, **2:10, 2:14**

Fourth Amendment, **2:9**

Prisoners claims, **2:12**

Prisoners claims, qualified immunity, **2:12**

Race discrimination in contracts and property rights (Sections 1981 and 1982), constitutional authority, **4:2**

Religion, **1:9**

## INDEX

### CONSTITUTIONAL ISSUES—Cont'd

- Right to bear arms, **1:11**
- Right to counsel, interference with, **1:14**
- Searches and seizures, unreasonable, **1:12**

### CONSTRUCTIVE DISCHARGE

- Title VII, 42 USCA Section 2000E violations, **6:14**

### CONTINUING VIOLATIONS

- Employment discrimination (Title VII, 42 USCA Section 2000E), statute of limitations, **6:41**

### CONTRACTS AND AGREEMENTS

- Employment discrimination (Title VII, 42 USCA Section 2000E), binding effect of settlement agreements and agreements to arbitrate, **6:54**
- Race discrimination in
  - Race Discrimination in Contracts and Property Rights (Sections 1981 and 1982)** (this index)

### CORPORATIONS

- Conspiracy to interfere with Civil Rights (Section 1985(3)), intracorporate conspiracies defendants, **3:5**
- Employment discrimination (Title VII, 42 USCA Section 2000E), personal liability of corporate agents of government employers, **6:8**
- Protecting federal rights under Section 1983, corporate plaintiffs, **1:2**

### COSTS OF LITIGATION

- Attorney's Fees and Costs** (this index)

### CRUEL AND UNUSUAL PUNISHMENT

- Protecting federal rights under Section 1983, **1:15**

### DAMAGES

- Attorney's fees and costs
  - Attorney's Fees and Costs** (this index)
- Back pay
  - Back Pay** (this index)
- Compensatory
  - Compensatory Damages** (this index)

### DAMAGES—Cont'd

- Employment discrimination
  - Age Discrimination in Employment Act, **8:35-8:37**
  - Americans with Disabilities Act, Title I, **9:30, 9:31**
  - Equal Pay Act, **7:20, 7:21**
  - Title VII, 42 USCA Section 2000E, **6:67, 6:68**
- Front pay
  - Front Pay** (this index)
- Housing discrimination (Fair Housing Act of 1986), cases brought under Section 3613, **5:38, 5:39**
- Interest on damages
  - Prejudgment Interest** (this index)
- Liquidated
  - Punitive Damages** (this index)
- Mitigation of damage awards, **2:25**
- Nominal damages, **2:28**
- Prejudgment interest
  - Prejudgment Interest** (this index)
- Programs receiving federal financial assistance, discrimination in, **10:40, 10:41**
- Punitive
  - Punitive Damages** (this index)
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:30, 4:31**
- Right to jury trial, **2:30**
- Taxation of damage awards, **2:26**

### DEFENSES

- Employment discrimination
  - Age Discrimination in Employment Act
    - Employment Discrimination (Age Discrimination in Employment Act)** (this index)
  - Americans with Disabilities Act, Title I
    - Employment Discrimination of Disabled Persons (Americans With Disabilities Act)** (this index)
- Equal Pay Act
  - Employment Discrimination (Equal Pay Act)** (this index)

**DEFENSES—Cont’d**

- Employment discrimination—Cont’d
  - Title VII, 42 USCA Section 2000E
    - Employment Discrimination (Title VII, 42 USCA Section 2000E)** (this index)
- Housing discrimination
  - Housing Discrimination (Fair Housing Act of 1986)** (this index)
- Immunity
  - Immunity** (this index)
- Local government
  - Generally, **2:19**
  - Punitive damages unavailability, **2:20**
- Programs receiving federal financial assistance, discrimination in
  - Programs Receiving Federal Financial Assistance, Discrimination In** (this index)
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), private club or not-open-to-public defense, **11:13**
- Qualified immunity, good faith defense, **2:6**
- Reliance
  - Reliance Defense** (this index)

**DEFERRAL**

- Employment discrimination
  - Age Discrimination in Employment Act, nonfederal employment, state deferral agencies, **8:28**
  - Title VII, 42 USCA Section 2000E claims, deferral to state agencies, **6:56**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), private judicial proceedings deferral to states and exhaustion of other remedies, **11:15**

**DEFINITIONS**

- Disability (Americans with Disabilities Act), **9:2-9:4**
- Qualified immunity, meaning of “clearly established,” **2:8**
- Under similar working conditions (Equal Pay Act), **7:8**

**DETAINEES**

- Substantive due process, claims involving, **1:18**

**DISABLED PERSONS**

- Coercion or intimidation
  - Employment discrimination (ADA, Title I), **9:15**
  - Public accommodations provided by private entities (ADA, Title III), **9:52**
  - Public services provided by public entities (ADA, Title II), **9:44**
- Discrimination
  - Americans with Disabilities Act
    - Disabled Persons Discrimination (Americans With Disabilities Act)** (this index)
  - Housing discrimination basis, **5:17**
  - Programs receiving federal financial assistance
    - Programs Receiving Federal Financial Assistance, Discrimination In** (this index)
- Retaliation
  - Retaliation** (this index)

**DISABLED PERSONS DISCRIMINATION (AMERICANS WITH DISABILITIES ACT)**

- Generally, **9:1**
- Accommodations. Public accommodations provided by private entities (ADA, Title III), below
- Definition of disability, **9:2-9:4**
- Employment
  - Employment Discrimination of Disabled Persons (Americans With Disabilities Act, Title I)** (this index)
- Individuals with disabilities
  - Definition of disability, **9:2-9:4**
  - Impairment that substantially limits a major life activity, **9:3**
  - Record of such an impairment, **9:4**
  - Regarded as having such an impairment, **9:5**
- Major life activity substantially limited by impairment, **9:3**
- Public accommodations provided by private entities (ADA, Title III)
  - Discrimination prohibited
    - Association, discrimination based on, **9:51**



## INDEX

### DISABLED PERSONS

#### DISCRIMINATION

##### (AMERICANS WITH

##### DISABILITIES ACT)—Cont'd

Public accommodations provided by  
private entities (ADA, Title III)  
—Cont'd

Discrimination prohibited—Cont'd

Enjoyment of public accommodations, **9:49**

Failure to make reasonable  
modifications, **9:50**

Retaliation, coercion, or intimidation, **9:52**

Enforcement

Attorney General, **9:54**

Private enforcement under Title II  
of Civil Rights Act of 1964,  
**9:53**

Parties

Defendants—Private entities that  
are considered public accommodations, **9:47**

Exemptions for private clubs and  
religious organizations, **9:48**

Plaintiffs, **9:46**

Public services provided by public entities (ADA, Title II)

Discrimination prohibited

Denial of benefits, services,  
programs, or activities, **9:43**

Retaliation, coercion, or intimidation, **9:44**

Enforcement under Section 504, **9:45**

Parties

Defendants—Public entities, **9:42**

Plaintiffs, **9:41**

Record of impairment that substantially  
limits major life activity, **9:4**

Relation to other acts, Section 504 and  
IDEA, **9:55**

Retaliation, coercion, or intimidation  
prohibited

Public accommodations provided by  
private entities (ADA, Title III),  
**9:52**

Public services provided by public  
entities (ADA, Title II), **9:44**

Section 504

ADA's relation to Section 504 and  
IDEA, **9:55**

### DISABLED PERSONS

#### DISCRIMINATION

##### (AMERICANS WITH

##### DISABILITIES ACT)—Cont'd

Section 504—Cont'd

Public services provided by public  
entities (ADA, Title II), enforcement  
under Section 504, **9:45**

Services provided. Public services  
provided by public entities (ADA,  
Title II), above

Title I

**Employment Discrimination of Disabled Persons (Americans With Disabilities Act, Title I)**  
(this index)

Title II. Public services provided by  
public entities (ADA, Title II),  
above

Title III. Public accommodations  
provided by private entities (ADA,  
Title III), above

### DISCHARGE

Age Discrimination in Employment Act  
violations, **8:8**

Title VII, 42 USCA Section 2000E  
violations, **6:14**

### DISCOVERY

Qualified immunity, limited discovery,  
**2:7**

### DISPARATE IMPACT OR TREATMENT

Employment discrimination

Age Discrimination in Employment  
Act, **8:15-8:18**

Americans with Disabilities Act, Title  
I, **9:19**

Title VII, 42 USCA Section 2000E,  
**6:27-6:39**

Housing discrimination (Fair Housing  
Act of 1986), **5:23**

Programs receiving federal financial  
assistance, discrimination in, **10:23**,  
**10:24**, **10:26**

### DUTY OF CARE

Constitutional issues, **1:19**

### EDUCATION

Private education, race discrimination in  
contracts and property rights (Sec-

**EDUCATION—Cont'd**

- tions 1981 and 1982), **4:13**
- Programs receiving federal financial assistance, discrimination in
  - Programs Receiving Federal Financial Assistance, Discrimination In** (this index)
- Students
  - Students** (this index)
- Tenured faculty and executive compensation (age discrimination), **8:3**

**EEOC**

- Age Discrimination in Employment Act enforcement
  - Nonfederal employment enforcement, **8:27**
  - Reliance on EEOC opinions and interpretations, defense, **8:25**
- Disabled persons discrimination, EEOC charge
  - Employment Discrimination of Disabled Persons (Americans with Disabilities Act, Title I)** (this index)
- Equal Pay Act enforcement, **7:16**
- Reliance on EEOC opinions and interpretations, defense
  - Age Discrimination in Employment Act enforcement, **8:25**
  - Employment discrimination (Title VII, 42 USCA Section 2000E), **6:47**

**ELEVENTH AMENDMENT**

- Generally, **2:21**
- Congressional abrogation of Eleventh Amendment, **2:23**
- Individuals with Disabilities Education Act (IDEA), remedies under, **10:50**
- Waiver of immunity or consent to suit, **2:22**

**EMPLOYEE BENEFIT PLANS**

- Employment discrimination (Age Discrimination in Employment Act)
  - Bona fide employee benefit plan defense, **8:24**
  - Tenured faculty and executive compensation, **8:3**

**EMPLOYEE BENEFIT PLANS**

**—Cont'd**

- Employment discrimination (Age Discrimination in Employment Act)—Cont'd
  - Type of conduct prohibited, **8:9**
- Employment discrimination (Title VII, 42 USCA Section 2000E)
  - Equitable relief (back wages, interest, and fringe benefits), **6:64**
  - Pension and insurance benefits, **6:16**
  - Sexual harassment involving loss of tangible job benefits, **6:18**

**EMPLOYMENT AGENCY**

- Age Discrimination in Employment Act, **8:7, 8:11**
- Title VII, 42 USCA Section 2000E, **6:10**

**EMPLOYMENT DISCRIMINATION (AGE DISCRIMINATION IN EMPLOYMENT ACT)**

- Agency proceedings
  - Federal employment, **8:33**
  - Nonfederal employment
    - EEOC proceedings, below
    - State deferral agencies, **8:28**
- Benefit plans
  - Bona fide employee benefit plan defense, **8:24**
  - Tenured faculty and executive compensation, **8:3**
  - Type of conduct prohibited, **8:9**
- Class actions, **8:30**
- Defendants
  - Employment agencies and labor organizations, **8:7**
  - Federal government, **8:6**
  - Private industry, **8:4**
  - State and local governments, **8:5**
- Defenses
  - Reliance on EEOC opinions and interpretations, defense, **8:25**
  - Statutory defenses, below
- Disparate impact, **8:18**
- Disparate treatment
  - Defendant's rebuttal of plaintiff's prima facie case, **8:16**
  - Plaintiff's opportunity to show proof of pretext, **8:17**
  - Plaintiff's prima facie case, **8:15**



## INDEX

### **EMPLOYMENT DISCRIMINATION (AGE DISCRIMINATION IN EMPLOYMENT ACT)—Cont'd**

- EEOC proceedings
  - Nonfederal employment, enforcement, **8:27**
  - Reliance on EEOC opinions and interpretations, defense, **8:25**
- Employee benefit plan. Benefit plans, above
- Employment agency, **8:7, 8:11**
- Enforcement
  - Federal employment, agency and judicial proceedings, **8:33**
  - Nonfederal employment
    - EEOC, **8:27**
    - Judicial proceedings, below
    - State deferral agencies, **8:28**
- Judicial proceedings
  - Federal employment, **8:33**
  - Nonfederal employment
    - Generally, **8:29**
    - Class actions, **8:30**
    - Potential barriers, **8:32**
    - Right to jury trial, **8:31**
- Labor organizations, **8:7, 8:12**
- Nonfederal employment
  - Agency proceedings
    - EEOC proceedings, **8:27**
    - State deferral agencies, **8:28**
  - Judicial proceedings, **8:29-8:32**
- Origin and background, **8:1**
- Plaintiffs
  - Individuals at least 40 years of age, **8:2, 8:3**
  - Tenured faculty and executive compensation, **8:3**
- Proving ADEA claims
  - Disparate impact, **8:18**
  - Disparate treatment, **8:15-8:17**
- Remedies
  - Generally, **8:34**
  - Attorney's fees and costs, **8:39**
  - Back pay, **8:35**
  - Equitable relief, **8:38**
  - Front pay, **8:36**
  - Liquidated damages, **8:37**
- Right to jury trial, **8:31**
- State deferral agencies, **8:28**

### **EMPLOYMENT DISCRIMINATION (AGE DISCRIMINATION IN EMPLOYMENT ACT)—Cont'd**

- Statutory defenses
  - Bona fide employee benefit plan, **8:24**
  - Bona fide occupational qualifications, **8:19**
  - Bona fide seniority systems, **8:23**
  - Foreign laws exception, **8:20**
  - Good cause, **8:22**
  - Reasonable factors other than age, **8:21**
  - Reliance on EEOC opinions and interpretations, **8:25**
  - Statutes of limitations, **8:26**
- Tenured faculty and executive compensation, **8:3**
- Types of conduct prohibited
  - Advertising, **8:13**
  - Employment agency practices, **8:11**
  - Hiring, discharge and promotions, **8:8**
  - Labor organization practices, **8:12**
  - Mandatory retirement, **8:10**
  - Retaliation, **8:14**
  - Salary and benefit plans, **8:9**

### **EMPLOYMENT DISCRIMINATION (EQUAL PAY ACT)**

- Coverage
  - Application to "enterprises," "establishments" and "labor organizations," **7:3**
  - Application to government defendants, **7:4**
  - Limited to sex-based differentials in wages, **7:2**
  - Statutory exemptions, **7:5**
- Defenses
  - Reliance on administrative ruling, **7:15**
  - Statutory defenses, below
- Enforcement
  - EEOC enforcement, **7:16**
  - Private judicial enforcement
    - Generally, **7:17**
    - Right to jury trial, **7:19**
    - Statute of limitations, **7:18**
- Proving violations
  - Comparable worth, **7:9**

**EMPLOYMENT DISCRIMINATION  
(EQUAL PAY ACT)—Cont'd**

- Proving violations—Cont'd
  - Definition of “under similar working conditions,” **7:8**
  - Equal work standard
    - Prima facie case, **7:6**
    - Proving equal skill, effort, and responsibility, **7:7**
  - Retaliation, **7:10**
- Relation to other Acts
  - Section 1983 —Government defendants, **7:24**
  - Title VII, **7:23**
- Remedies
  - Attorney’s fees and costs, **7:22**
  - Liquidated damages, **7:21**
  - Monetary relief, **7:20**
- Source and origin, **7:1**
- Statutory defenses
  - Any factor other than sex, **7:14**
  - Bona fide seniority or merit system, **7:12**
  - Overview, **7:11**
  - Production quantity and/or quality, based on, **7:13**

**EMPLOYMENT DISCRIMINATION  
(TITLE VII, 42 USCA SECTION 2000E)**

- Generally, **6:1**
- Administrative proceedings, enforcement
  - Deferral to state agencies, **6:56**
  - Filing EEOC charge, **6:42, 6:55**
  - Investigation and reasonable cause determination, **6:57**
  - Notice of right to sue, **6:58**
  - Preclusion of prior administrative proceedings, **6:53**
  - Reliance on EEOC opinion or interpretation, **6:47**
- Advertising, **6:23**
- Affirmative action program
  - Generally, **6:25**
  - Standing to challenge, **6:26**
  - Statutory defense, valid program, **6:46**
- Agents of government employers, personal liability of, **6:8**

**EMPLOYMENT DISCRIMINATION  
(TITLE VII, 42 USCA SECTION 2000E)—Cont'd**

- Benefit plans
  - Equitable relief (back wages, interest, and fringe benefits), **6:64**
  - Pension and insurance benefits, **6:16**
  - Sexual harassment involving loss of tangible job benefits, **6:18**
- Compensation conduct
  - Comparable worth, **6:15**
  - Pension and insurance benefits, **6:16**
  - Sexual harassment involving loss of tangible job benefits, **6:18**
- Defendants
  - Agents, personal liability of, **6:8**
  - Corporate agents, personal liability of, **6:8**
  - Employment agencies, **6:10**
  - Government employers
    - Generally, **6:7**
    - Personal liability of corporate and government agents, **6:8**
  - Private employers, **6:6**
  - Statutory exemption
    - Indian Tribes, **6:12**
    - Private clubs and religious organizations, **6:11**
  - Union defendants, **6:9**
- Defenses
  - Agreements to arbitrate, binding effect of, **6:54**
  - Binding effect of settlement agreements and agreements to arbitrate, **6:54**
  - Bona fide occupational qualification, **6:43**
  - Bona fide seniority or merit systems, **6:44**
  - Disproportionate impact, defendant’s rebuttal, rejection of bottom-line defense, **6:38**
  - Failure to raise issues or name parties in EEOC charge, **6:42**
  - Freedom of association, **6:50**
  - Free exercise of religion, **6:51**
  - National security, **6:49**
  - Nonstatutory defenses, **6:50-6:54**

## INDEX

### EMPLOYMENT DISCRIMINATION (TITLE VII, 42 USCA SECTION 2000E)—Cont'd

Defenses—Cont'd

- Preclusion
  - Prior administrative proceedings, **6:53**
  - Prior judicial proceedings, **6:52**
- Private clubs exemption, **6:11**
- Reliance on EEOC interpretation or opinion, **6:47**
- Religion
  - Free exercise of religion, **6:51**
  - Religious accommodation, **6:45**
  - Religious organizations exemption, **6:11**
- Settlement agreements, binding effect of, **6:54**
- Statutes of limitations
  - Generally, **6:40**
  - Continuing violations, **6:41**
- Statutory defenses, **6:40-6:49**
- Statutory exemption, private clubs and religious organizations, **6:11**
- Valid affirmative action program, **6:46**
- Veteran's preference, **6:48**
- Disparate treatment, proving
  - Defendant's rebuttal of prima facie case
    - Generally, **6:28**
    - After-acquired evidence, based on, **6:30**
    - Mixed motive case, **6:29**
  - Plaintiff's opportunity to respond to rebuttal
    - Generally, **6:31**
    - Pattern and practice claims, use of statistics, **6:33**
    - Use of statistics, **6:32, 6:33**
  - Plaintiff's prima facie case, **6:27**
- Disproportionate impact, proving
  - Defendant's rebuttal
    - Generally, **6:37**
    - Rejection of bottom-line defense, **6:38**
  - Plaintiff's prima facie case
    - Generally, **6:34**
    - Subjective, multicomponent hiring practices, **6:36**

### EMPLOYMENT DISCRIMINATION (TITLE VII, 42 USCA SECTION 2000E)—Cont'd

Disproportionate impact, proving—Cont'd

- Plaintiff's prima facie case—Cont'd
  - Use of statistics, **6:35**
  - Plaintiff's ultimate burden, **6:39**
- EEOC
  - Failure to raise issues or name parties in EEOC charge, **6:42**
  - Filing EEOC charge, **6:42, 6:55**
  - Reliance on EEOC interpretation or opinion, **6:47**
- Employment agencies, **6:10**
- Employment benefit plan. Benefit plans, above
- Enforcement
  - Administrative proceedings, enforcement, above
  - Judicial proceedings, enforcement, below
- Exemption
  - Indian Tribes, **6:12**
  - Private clubs and religious organizations, **6:11**
- Firing and constructive discharge, **6:14**
- Former employees, **6:2**
- Harassment in the workplace, **6:17-6:20**
- Hiring
  - Proving disproportionate impact, multicomponent hiring practices, **6:36**
  - Types of discrimination prohibited, **6:13**
- Indian Tribes, **6:12**
- Judicial proceedings, enforcement
  - Jurisdiction in federal and state courts, **6:59**
  - Jury instructions, **6:61**
  - Pendente or supplemental jurisdiction over state claims, **6:62**
  - Preclusion of prior judicial proceedings, **6:52**
  - Right to trial by jury, **6:60**
- Jury instructions, **6:61**
- Jury trial, right to, **6:60**
- National security defense, **6:49**

**EMPLOYMENT DISCRIMINATION  
(TITLE VII, 42 USCA SECTION  
2000E)—Cont'd**

**Plaintiffs**

- Applicants, employees, former employees, and volunteers, **6:2**
- Religious discrimination, **6:4**
- Sexual discrimination, **6:5**
- Victims of discrimination based on race, color, or national origin, **6:3**

**Pregnancy, 6:21**

**Private clubs exemption, 6:11**

**Private employers, 6:6**

**Promotions as type of discrimination prohibited, 6:13**

**Proving Title VII violations**

- Disparate treatment, proving, above
- Disproportionate impact, proving, above

**Relation to other Acts**

- Section 1981, using to vindicate claims of race discrimination in employment, **6:72**
- Section 1983 for state employers, **6:71**

**Religion**

- Accommodation defense, **6:45**
- Defendants, religious organizations exemption, **6:11**
- Free exercise of religion defense, **6:51**
- Plaintiffs, religious discrimination, **6:4**

**Remedies**

- Attorney's fees and costs, **6:70**

**Damages**

- Compensatory, **6:67**
- Punitive, **6:68**

**Equitable relief**

- Back wages, interest, and fringe benefits, **6:64**
- Goals and quotas, **6:66**
- Injunctions and front pay, **6:63**
- Retroactivity seniority, **6:65**

- Tax consequences of monetary relief, **6:69**

**Retaliation claims, 6:24**

**Seniority**

- Defense of bona fide seniority or merit systems, **6:44**

**EMPLOYMENT DISCRIMINATION  
(TITLE VII, 42 USCA SECTION  
2000E)—Cont'd**

**Seniority—Cont'd**

- Equitable relief remedies, retroactivity seniority, **6:65**

**Settlement agreements, binding effect of, 6:54**

**Sexual matters**

- Plaintiffs, **6:5**
- Types of conduct, **6:17-6:22**

**Statistics**

- Disparate treatment, proving, **6:32, 6:33**
- Disproportionate impact, proving, **6:35**

**Statutes of limitations**

- Generally, **6:40**
- Continuing violations, **6:41**

**Types of discrimination prohibited**

- Advertising, **6:23**

**Compensation**

- Comparable worth, **6:15**
- Pension and insurance benefits, **6:16**
- Sexual harassment involving loss of tangible job benefits, **6:18**

**Firing and constructive discharge, 6:14**

**Harassment in the workplace**

- Generally, **6:17**
- Same-sex sexual harassment, **6:20**
- Sexual involving loss of tangible job benefits, **6:18**
- Sexually hostile work environment, **6:19**

**Hiring and promotions, 6:13**

**Pregnancy, 6:21**

**Retaliation claims, 6:24**

**Sexual matters**

- Harassment in the workplace, generally, **6:17**
- Harassment involving loss of tangible job benefits, **6:18**
- Hostile work environment, **6:19**
- Orientation not covered, **6:22**
- Pregnancy, **6:21**
- Same-sex sexual harassment, **6:20**
- Voluntary affirmative action programs
- Generally, **6:25**

## INDEX

### **EMPLOYMENT DISCRIMINATION (TITLE VII, 42 USCA SECTION 2000E)—Cont'd**

- Types of discrimination prohibited
  - Cont'd
  - Voluntary affirmative action programs
    - Cont'd
    - Standing to challenge affirmative action, **6:26**
- Union defendants, **6:9**
- Veteran's preference defense, **6:48**
- Volunteers, **6:2**

### **EMPLOYMENT DISCRIMINATION OF DISABLED PERSONS (AMERICANS WITH DISABILITIES ACT, TITLE I)**

- Coercion or intimidation
  - Direct threat defense, **9:36**
  - Type of conduct prohibited, **9:15**
- Defenses
  - Arbitration requirement, **9:40**
  - Congressional authority, **9:33**
  - Direct threat, **9:36**
  - Fourteenth amendment, **9:33**
  - Judicial estoppel, **9:39**
  - Preclusion, **9:38**
  - Qualification standards, **9:36**
  - Religious entities, **9:37**
  - Timeliness, **9:34**
  - Undue hardship, **9:35**
- Disparate impact, discriminatory effect, **9:19**
- EEOC charge
  - Generally, **9:20**
  - Notice of right to sue, **9:23**
  - Parties to be named, **9:22**
  - Scope of the charge, **9:22**
  - Timeliness, **9:21**
- Enforcement
  - Administrative proceedings, **9:20-9:23**
  - Defenses, above
  - Judicial proceedings, **9:24-9:26**
  - Proving ADA violations, **9:16-9:19**
  - Remedies, **9:27-9:32**
- Intentional discrimination
  - Defendant's rebuttal burden, **9:17**
  - Plaintiff's prima facie case, **9:16**

### **EMPLOYMENT DISCRIMINATION OF DISABLED PERSONS (AMERICANS WITH DISABILITIES ACT, TITLE I) —Cont'd**

- Intentional discrimination—Cont'd
  - Plaintiff's reply burden—pretext, **9:18**
- Judicial proceedings
  - Jurisdiction, **9:25**
  - Right to trial by jury, **9:26**
  - Timeliness, **9:24**
- Parties
  - Defendants, **9:8, 9:9**
  - Plaintiffs, **9:6, 9:7**
  - Statutory exceptions, **9:10**
- Proving ADA violations
  - Disparate impact, discriminatory effect, **9:19**
  - Intentional discrimination, **9:16-9:18**
- Religious entities, defense, **9:37**
- Remedies
  - Attorney's fees and costs, **9:32**
  - Damages
    - Compensatory, **9:30**
    - Punitive, **9:31**
  - Equitable relief
    - Generally, **9:27**
    - Back and front pay, **9:28**
  - Prejudgment interest, **9:29**
- Type of conduct prohibited
  - Failure to make reasonable accommodation, **9:12**
  - Retaliation, interference, coercion, or intimidation and discrimination based on association, **9:15**
  - Terms, conditions, and privileges of employment, **9:11**
  - Use of medical examinations and inquiries, **9:14**
  - Utilizing standards, criteria, or methods of administration with the effect of discriminating, **9:13**

### **ENTERTAINMENT PLACES**

- Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:9**

### **EQUAL ACCESS TO JUDICIARY**

- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:15**

**EQUAL BENEFIT OF LAW AND PUNISHMENT**

Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:16**

**EQUAL PAY ACT**

**Employment Discrimination (Equal Pay Act)** (this index)

**EQUAL PROTECTION**

Conspiracy to interfere with Civil Rights (Section 1985(3)), types of conduct regulated, interpretation of “equal protection” language of statute, **3:7**  
Protecting federal rights under Section 1983, constitutional issues, **1:16**  
Qualified immunity, Equal Protection claims, **2:11**

**EQUAL WORK STANDARD**

Prima facie case, **7:6**  
Proving equal skill, effort, and responsibility, **7:7**

**EQUITABLE RELIEF**

Employment discrimination  
Age Discrimination in Employment Act, **8:38**  
Disabled persons (Americans with Disabilities Act, Title I)  
Generally, **9:27**  
Back and front pay, **9:28**  
Title VII, 42 USCA Section 2000E  
Back wages, interest, and fringe benefits, **6:64**  
Goals and quotas, **6:66**  
Injunctions and front pay, **6:63**  
Retroactivity seniority, **6:65**  
Federal financial assistance programs discrimination  
Generally, **10:38**  
Funding cut-off, **10:39**  
Housing discrimination (Fair Housing Act of 1986), Cases brought under Section 3613, injunctive relief, **5:37**  
Injunctions  
**Injunctions** (this index)  
Judicially created limitations on, **2:31**  
Programs receiving federal financial assistance. Federal financial assis-

**EQUITABLE RELIEF—Cont’d**

tance programs discrimination, above  
Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:32**  
Statutory limitations on  
Anti-Injunction Act, **2:34**  
Johnson Act, **2:33**  
Tax Injunction Act, **2:32**

**EQUITABLE RESTRAINT DOCTRINE (YOUNGER)**

Generally, **1:31**  
Exceptions, **1:33**  
Timing considerations, **1:32**

**ESTOPPEL**

Employment discrimination of disabled persons (Americans with Disabilities Act, Title I), judicial estoppel defense, **9:39**

**EXECUTIVE COMPENSATION**

Age discrimination, tenured faculty and executive compensation, **8:3**

**EXHAUSTION OF ADMINISTRATIVE REMEDIES**

Litigating Section 1983 claims in state court, **12:3**  
Programs receiving federal financial assistance, discrimination in, **10:37**  
Protecting federal rights under Section 1983, **1:35**  
Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:15**  
Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:25**

**EXHAUSTION OF JUDICIAL REMEDIES**

Protecting federal rights under Section 1983, state judicial remedies, **1:34**

**EXHIBITION PLACES**

Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:9**



## INDEX

### EXPRESSION RIGHTS

Protecting federal rights under Section 1983, constitutional issues, **1:9, 1:10**

### FAIR HOUSING ACT OF 1986

**Housing Discrimination (Fair Housing Act of 1986)** (this index)

### FEDERAL FINANCIAL ASSISTANCE PROGRAMS DISCRIMINATION

**Programs Receiving Federal Financial Assistance, Discrimination In** (this index)

### FEES AND COSTS, ATTORNEY'S

**Attorney's Fees and Costs** (this index)

### FINANCIAL ASSISTANCE PROGRAMS, FEDERAL

**Programs Receiving Federal Financial Assistance, Discrimination In** (this index)

### FINANCIAL INSTITUTIONS

Housing discrimination (Fair Housing Act of 1986) defendants, **5:9**

### FIREARMS

Right to bear arms, **1:11**

### FIRST AMENDMENT

Qualified immunity claims  
Generally, **2:10**  
Students, **2:14**

### FOOD CONSUMED ON PREMISES

Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:8**

### FOREIGN LAWS

Employment discrimination (Age Discrimination in Employment Act) defense, **8:20**

### FORMER EMPLOYEES

Employment discrimination (Title VII, 42 USCA Section 2000E), **6:2**

### FOURTEENTH AMENDMENT

Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:8**  
Employment discrimination of disabled persons (Americans with Disabilities Act, Title I), **9:33**

### FOURTH AMENDMENT

Qualified immunity claims, **2:9**

### FRINGE BENEFITS

**Employee Benefit Plans** (this index)

### FRONT PAY

Age Discrimination in Employment Act claims, **8:36**  
Americans with Disabilities Act, Title I claims, **9:28**  
Title VII, 42 USCA Section 2000E claims, **6:63**

### GOOD CAUSE

Age Discrimination in Employment Act defense, **8:22**

### GOOD FAITH

Qualified immunity defense, **2:6**

### HARASSMENT IN THE WORKPLACE

Sexual harassment  
Hostile work environment, **6:19**  
Loss of tangible job benefits, involving, **6:18**  
Same-sex sexual harassment, **6:20**

### HIRING

Age Discrimination in Employment Act violations, **8:8**  
Title VII, 42 USCA Section 2000E violations  
Proving disproportionate impact, multicomponent hiring practices, **6:36**  
Types of discrimination prohibited, **6:13**

### HISTORICAL PERSPECTIVE

Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:1**  
Employment discrimination  
Age Discrimination in Employment Act, **8:1**  
Equal Pay Act, **7:1**  
Title VII, 42 USCA Section 2000E, **6:1**  
Housing discrimination (Fair Housing Act of 1986), **5:1**  
Protecting federal rights under Section 1983, **1:1**

## **HISTORICAL PERSPECTIVE**

### **—Cont'd**

Public accommodations discrimination  
(Title II, Civil Rights Act of 1964),  
**11:1**

## **HOSPITALS**

Programs receiving federal financial  
assistance, discrimination in, **10:17**

## **HOSTILE WORK ENVIRONMENT**

Title VII, 42 USCA Section 2000E, **6:19**

## **HOUSING DISCRIMINATION (FAIR HOUSING ACT OF 1986)**

Generally, **5:1**

Administrative proceedings

Conciliation efforts of agency, **5:33**

Filing complaint with HUD, **5:31,**  
**5:32**

Limitations period, **5:30**

Notification of state or local agency,  
**5:32**

Attorney general, cases brought under  
Section 3614 by

Enforcement in judicial proceedings,  
**5:36**

Remedies, **5:42**

Blockbusting prohibition, **5:16**

Boarding houses, **5:29**

Brokers, real estate, **5:8**

Defendants

Financial institutions, **5:9**

Governmental entities, **5:10**

Owners of property, **5:7**

Real estate brokers, **5:8**

Defenses

Boarding houses, **5:29**

Maximum number of occupants,  
restrictions on, **5:26**

Older persons housing, **5:27**

Private clubs, **5:25**

Religious organizations, **5:24**

Single-family dwellings sold by  
owner, **5:28**

Disparate impact, **5:23**

Enforcement

Administrative proceedings, **5:30-**  
**5:33**

Judicial proceedings, **5:34-5:36**

## **HOUSING DISCRIMINATION (FAIR HOUSING ACT OF 1986)—Cont'd**

Judicial proceedings

Cases brought under Section 3613

Generally, **5:34**

Limitations period, **5:35**

Cases brought under Section 3614 by  
attorney general, **5:36**

Limitations period

Administrative proceedings, **5:30**

Judicial proceedings brought under  
Section 3613, **5:35**

Number of occupants, restrictions on,  
**5:26**

Older persons housing defense, **5:27**

Origin and background, **5:1**

Plaintiffs

Generally, **5:2-5:6**

Governmental entities, **5:6**

Individuals seeking housing, **5:3**

Persons aggrieved, **5:3-5:6**

Private organizations, **5:5**

Testers, **5:4, 5:21**

Types of discrimination covered, **5:2**

Private clubs defense, **5:25**

Proof of claim under Act

Defenses, above

Disparate impact, **5:23**

Intentional discrimination, proving

Generally, **5:20**

Use of testers, **5:4, 5:21**

Rebuttal of prima facie case, **5:22**

Relationship to other Acts

Federally funded housing discrimina-  
tion based on race, color, or  
national origin—Title VI, **5:45**

Government discrimination—Section  
1983 and the Constitution, **5:44**

Private race discrimination—Section  
1982, **5:43**

Religious organizations defense, **5:24**

Remedies

Cases brought under Section 3613

Attorney's fees and costs, **5:40**

Compensatory damages, **5:38**

Injunctive relief, **5:37**

Punitive damages, **5:39**

Right to jury trial, **5:41**

## INDEX

### **HOUSING DISCRIMINATION (FAIR HOUSING ACT OF 1986)—Cont'd**

#### **Remedies—Cont'd**

Cases brought under Section 3614 by attorney general, **5:42**

Single-family dwellings sold by owner, defense, **5:28**

Testers as plaintiffs, **5:4, 5:21**

#### **Types of discrimination prohibited**

Advertising for sale or rental of housing, **5:14**

Disability or handicap, discrimination based on, **5:17**

Engaging in real estate-related transactions, **5:18**

Interference with efforts to enforce Act, **5:19**

Making housing unavailable, sale or rental of housing, **5:12**

Providing information regarding availability of housing

Generally, **5:15**

Blockbusting, **5:16**

Sale or rental of housing, generally, **5:11 et seq.**

Terms, conditions, or privileges of sale or rental of housing, **5:13**

### **HOUSING PROGRAMS RECEIVING FEDERAL FINANCIAL ASSISTANCE**

Discrimination in, **10:17**

### **IDEA**

**Individuals with Disabilities Education Act (IDEA)** (this index)

### **IMMUNITY**

#### **Absolute immunity**

Generally, **2:2**

Judicial functions and witnesses, **2:4**

Legislative functions, **2:3**

Prosecutorial functions, **2:5**

Conspiracy to interfere with Civil Rights (Section 1985(3))

Conspirator immunity, **3:16**

Governmental entities and officials, **3:15**

Eleventh Amendment, **2:21-2:23**

First Amendment claims, **2:10, 2:14**

Fourth Amendment claims, **2:9**

### **IMMUNITY—Cont'd**

#### **Individual capacity suits**

Generally, **2:1-2:18**

Absolute immunity, above

Qualified immunity, below

#### **Qualified immunity**

Arrestees and pretrial detainees rights, due process, **2:13**

Children, due process, **2:16**

#### **Due process**

Arrestees and pretrial detainees rights, **2:13**

Government employees and licensees, **2:15**

Parents and children, **2:16**

Students, **2:14**

Equal Protection claims, **2:11**

#### **First Amendment claims**

Generally, **2:10**

Students, **2:14**

Fourth Amendment claims, **2:9**

Good faith defense, **2:6**

Government employees and licensees, due process, **2:15**

Limited discovery, **2:7**

Meaning of “clearly established,” **2:8**

Parents, due process, **2:16**

Pleading requirement not heightened, **2:7**

Prisoners, constitutional claims of, **2:12**

Private actors, **2:17**

Procedural aspects, **2:18**

Students’ due process and First Amendment claims, **2:14**

State immunity under Eleventh Amendment

Generally, **2:21**

Congressional abrogation of Eleventh Amendment, **2:23**

Waiver of immunity or consent to suit, **2:22**

### **INDIAN TRIBES**

Employment discrimination (Title VII, 42 USCA Section 2000E) exemption, **6:12**

### **INDIVIDUAL GOVERNMENT OFFICIALS LIABILITY**

**Liability** (this index)

## INDIVIDUALS WITH DISABILITIES

### EDUCATION ACT (IDEA)

- Generally, **10:44-10:53**
- Children with disabilities, **10:11**
- Programs receiving federal financial assistance, discrimination in, **10:6**
- protected individuals, **10:45**
- Relief
  - attorney fees, **10:53**
  - equitable, **10:51**
  - monetary, **10:52**
- Remedies
  - administrative, **10:47**
  - Eleventh Amendment, **10:50**
  - judicial, **10:48**
  - limitations period, **10:49**
- State eligibility for federal funds, **10:46**

## INJUNCTIONS

- Anti-Injunction Act, **2:34**
- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:63**
- Housing discrimination (Fair Housing Act of 1986), cases brought under Section 3613, **5:37**
- Johnson Act, **2:33**
- Tax Injunction Act, **2:32, 2:33**

## INSURANCE BENEFITS

- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:16**

## INTENTIONAL DISCRIMINATION

- Employment discrimination of disabled persons (ADA, Title I), **9:16-9:18**
- Housing discrimination (Fair Housing Act of 1986), **5:20-5:22**
- Programs receiving federal financial assistance, discrimination in, **10:23-10:25**

## INTEREST ON DAMAGES

- Prejudgment Interest** (this index)

## INTERFERENCE WITH CIVIL RIGHTS

- Conspiracy
  - Conspiracy to Interfere with Civil Rights (Section 1985(3))** (this index)
- Employment discrimination of disabled persons (Americans with Dis-

## INTERFERENCE WITH CIVIL

### RIGHTS—Cont'd

- abilities Act, Title I), **9:15**
- Housing discrimination (Fair Housing Act of 1986), efforts to enforce Act, **5:19**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:3, 11:11**
- Right to counsel, protecting federal rights under Section 1983, **1:14**

## INTERSTATE COMMERCE

- Protecting federal rights under Section 1983, constitutional issues, commerce clause, **1:21**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), effect on interstate commerce, **11:4**

## INTIMIDATION

- Coercion or Intimidation** (this index)

## INVESTIGATIONS

- Employment discrimination administrative proceedings, investigation and reasonable cause determination, **6:57**
- Unreasonable searches and seizures, protecting federal rights under Section 1983, **1:12**

## JOHNSON ACT

- Limitations on equitable relief, statutory, **2:33**

## JURISDICTION

- Concurrent jurisdiction of state court over federal claims, **6:59, 12:1**
- Conspiracy to interfere with Civil Rights (Section 1985(3)), **1:23, 3:14**
- Employment discrimination
  - Americans with Disabilities Act, Title I, **9:25**
  - Title VII, 42 USCA Section 2000E
    - Jurisdiction in federal and state courts, **6:59**
    - Pendente or supplemental jurisdiction over state claims, **6:62**
- Notice requirements, state and local, **1:27**
- Pendente/supplemental jurisdiction, state claims, **1:28, 6:62**

## INDEX

### JURISDICTION—Cont'd

- Programs receiving federal financial assistance, private individuals' enforcement, **10:36**
- Protecting federal rights under Section 1983
  - 28 USCA Sections 1331 and 1343(3), **1:23, 3:14**
  - 42 USCA Section 1988 (application of state law to Section 1983 claims)
    - Generally, **1:24**
    - State and local notice requirements, **1:27**
    - State statutes of limitations and tolling rules, **1:26**
    - State survivorship laws, **1:25**
  - Pendente/supplemental jurisdiction, state claims, **1:28**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:24**
- Survivorship laws of states, **1:25**

### JURY INSTRUCTIONS

- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:61**

### JURY TRIAL

- Right to Jury Trial** (this index)

### LABOR ORGANIZATIONS

- Age Discrimination in Employment Act
  - Defendants, **8:7**
  - Practices, **8:12**
- Equal Pay Act, application of, **7:3**
- Title VII, 42 USCA Section 2000E, defendants, **6:9**

### LEGISLATION ON CIVIL RIGHTS

- Generally, **Appx. A**
- ADA
  - Disabled Persons Discrimination (Americans With Disabilities Act)** (this index)
- ADEA
  - Employment Discrimination (Age Discrimination in Employment Act)** (this index)
- Anti-Injunction Act, **2:34**

### LEGISLATION ON CIVIL RIGHTS

#### —Cont'd

- Civil Rights Act of 1964, Title II
  - Public Accommodations Discrimination (Title II, Civil Rights Act of 1964)** (this index)
- Civil Rights Act of 1991, **4:11-4:14**
- Congressional authority
  - Congressional Authority** (this index)
- Equal Pay Act
  - Employment Discrimination (Equal Pay Act)** (this index)
- Housing discrimination
  - Housing Discrimination (Fair Housing Act of 1986)** (this index)
- Johnson Act, **2:33**
- Race discrimination
  - Race Discrimination in Contracts and Property Rights (Sections 1981 and 1982)** (this index)
- Tax Injunction Act, **2:32**
- Title VII, 42 USCA Section 2000E
  - Employment Discrimination (Title VII, 42 USCA Section 2000E)** (this index)

### LEGISLATIVE FUNCTIONS

- Absolute immunity, **2:3**

### LIABILITY

- Government entities
  - Local government, **2:19, 2:20**
  - State immunity, **2:21-2:23**
- Immunity
  - Immunity** (this index)
- Individual government officials
  - Generally, **1:3**
  - Absolute immunity, **2:2-2:5**
  - Conspiracy to interfere with Civil Rights (Section 1985(3)), immunity, **3:15**
  - Immunity from "individual capacity" suits, **2:1**
  - Qualified immunity, **2:6-2:18**
  - Race discrimination, **4:9**
- Local government
  - Generally, **2:19**
  - Punitive damages unavailability, **2:20**
- Public officials. Individual government officials, above

**LIABILITY—Cont'd**

- State immunity under Eleventh Amendment
- Generally, **2:21**
- Congressional abrogation of Eleventh Amendment, **2:23**
- Waiver of immunity or consent to suit, **2:22**

**LICENSEES**

- Qualified immunity, due process, **2:15**

**LIQUIDATED DAMAGES**

- Punitive Damages** (this index)

**LITIGATING FEDERAL CLAIMS IN STATE COURT**

- Binding effect of state procedural rules, **12:2**
- Concurrent jurisdiction over federal claims, **12:1**
- Section 1983 suits in state court
  - Compliance with notice requirements and limits on damages, **12:4**
  - Exhaustion of administrative remedies, **12:3**
- Suing states in state court under Section 1983, **12:5**

**LOCAL GOVERNMENT**

- Age Discrimination in Employment Act, defendant, **8:5**
- Defenses, generally, **2:19**
- Jurisdiction protecting federal rights under Section 1983, notice requirements, **1:27**
- Liability
  - Generally, **2:19, 2:20**
  - Custom or failure of municipality to train, screen, or supervisor, **1:7**
  - Policy makers of local government, **1:6**
- Punitive damages unavailability, **2:20**

**LODGING**

- Housing discrimination
  - Housing Discrimination (Fair Housing Act of 1986)** (this index)
- Housing programs receiving federal financial assistance, discrimination in, **10:17**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964),

**LODGING—Cont'd**

- establishments providing lodging, **11:7**

**MAJOR LIFE ACTIVITY**

- Impairment substantially limiting, **9:3**

**MANDATORY RETIREMENT**

- Employment discrimination (Age Discrimination in Employment Act), **8:10**

**MERIT SYSTEM**

- Employment discrimination defense
  - Equal Pay Act, **7:12**
  - Title VII, 42 USCA Section 2000E, **6:44**

**MITIGATION OF DAMAGES**

- Compensatory damages, **2:25**

**NATIONAL ORIGIN**

- Contracts and property rights discrimination (Sections 1981 and 1982)
  - Generally, **4:6**
  - Against whites, **4:7**
- Section 1981, citizens and aliens, **4:3**
- Employment discrimination (Title VII, 42 USCA Section 2000E) plaintiffs, **6:3**
- Housing discrimination, federally funded—Title VI, **5:45**
- Programs receiving federal financial assistance discrimination plaintiffs, **10:8**

**NATIONAL SECURITY**

- Employment discrimination (Title VII, 42 USCA Section 2000E), defense, **6:49**

**NOMINAL DAMAGES**

- Generally, **2:28**

**NOTICE OF RIGHT TO SUE**

- Employment discrimination
  - Americans with Disabilities Act, Title I, **9:23**
  - Title VII, 42 USCA Section 2000E, **6:58**

**NOTICE REQUIREMENTS**

- Housing discrimination administrative proceedings, notification of state or



## INDEX

### **NOTICE REQUIREMENTS—Cont'd**

- local agency, **5:32**
- Right to sue
  - Notice of Right to Sue** (this index)
- Section 1983 suits in state court, **1:27, 12:4**

### **OCCUPATIONAL QUALIFICATIONS, BONA FIDE**

- Age Discrimination in Employment Act violation defense, **8:19**
- Title VII, 42 USCA Section 2000E violation defense, **6:43**

### **OFFER OF JUDGMENT**

- Limiting attorney's fees awards, **2:41**

### **OLDER PERSONS HOUSING**

- Housing discrimination defense, **5:27**

### **OPINIONS AND INTERPRETATIONS OF EEOC, RELIANCE ON**

- Age Discrimination in Employment Act enforcement, **8:25**
- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:47**

### **ORIGIN AND BACKGROUND OF CIVIL RIGHTS LIABILITY**

- Historical Perspective** (this index)

### **PARENTS**

- Qualified immunity, due process, **2:16**

### **PENSION**

- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:16**

### **PERSONAL PROPERTY**

- Race discrimination in contracts and property rights, Section 1982 coverage, **4:17**

### **PLEADING**

- Qualified immunity, **2:7**

### **PRECLUSION BASED ON PRIOR PROCEEDINGS**

- Employment discrimination
  - Americans with Disabilities Act, Title I, **9:38**
  - Title VII, 42 USCA Section 2000E
    - Prior administrative proceedings, **6:53**
    - Prior judicial proceedings, **6:52**

### **PRECLUSION BASED ON PRIOR PROCEEDINGS—Cont'd**

- Protecting federal rights under Section 1983, access to federal courts restrictions
  - Administrative proceedings, **1:37**
  - Judicial proceedings, **1:36**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:26**

### **PREGNANCY**

- Sex discrimination (Title VII, 42 USCA Section 2000E), **6:21**

### **PREJUDGMENT INTEREST**

- Employment discrimination
  - Americans with Disabilities Act, Title I, **9:29**
  - Title VII, 42 USCA Section 2000E, **6:64**
- Protecting federal rights under Section 1983, **2:27**

### **PRETRIAL DETAINEES**

- Qualified immunity, **2:13**

### **PRIMA FACIE CASE**

- Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:12**
- Employment discrimination
  - Age Discrimination in Employment Act, **8:15-8:18**
  - Americans with Disabilities Act, Title I, intentional discrimination, **9:16**
  - Equal Pay Act, equal work standard, **7:6**
  - Title VII, 42 USCA Section 2000E
    - Disparate treatment, **6:27-6:30**
    - Disproportionate impact, **6:34-6:38**
- Housing discrimination (Fair Housing Act of 1986)
  - Disparate impact, **5:23**
  - Intentional discrimination, **5:20-5:22**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:12**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:21-4:23**

**PRIOR PROCEEDINGS**

**Preclusion Based on Prior Proceedings** (this index)

**PRISONERS**

Qualified immunity, constitutional claims of prisoners, **2:12**

**PRIVATE CLUBS**

Disabled persons discrimination, public accommodations provided by private entities (ADA, Title III) exemption, **9:48**

Employment discrimination (Title VII, 42 USCA Section 2000E) exemption, **6:11**

Housing discrimination defense, **5:25**

Public accommodations discrimination ADA, Title III, **9:48**

Title II, Civil Rights Act of 1964, **11:6, 11:13**

**PROGRAMS RECEIVING FEDERAL FINANCIAL ASSISTANCE, DISCRIMINATION IN**

Generally, **10:1**

Affirmative action program defense, **10:30**

Agency enforcement

Nature of proceedings, **10:32**

Power to promulgate regulations, **10:31**

Congressional authority under spending power, **10:2**

Defendants: public or private recipients of federal financial assistance; federal agencies

Generally, **10:12**

Forms of federal financial assistance, **10:13**

Noncategorical financial assistance, **10:15**

Program specificity and pinpoint requirement, **10:14**

Defenses

Bona fide affirmative action program, **10:30**

Governmental immunity, **10:29**

Statute of limitations, **10:28**

Disabled persons

Individuals with Disabilities Education Act—children with a disability, **10:11**

**PROGRAMS RECEIVING FEDERAL FINANCIAL ASSISTANCE, DISCRIMINATION IN—Cont'd**

Disabled persons—Cont'd

Rehabilitation Act, below

Types of conduct prohibited, disability discrimination in education and transportation, **10:19**

Disparate impact, **10:23, 10:24, 10:26**

Education and schools

Disability discrimination, **10:6, 10:11, 10:19**

Individuals with Disabilities Education Act, **10:6, 10:11**

Race discrimination in schools, **10:17**

Sex discrimination in education, **10:18**

Title IX of Education Amendments of 1972, **10:4, 10:9**

Enforcement

Agency enforcement, **10:31, 10:32**

Private individuals, by, **10:33-10:37**

Hospitals, **10:17**

Housing programs, **10:17**

Individuals with Disabilities Education Act (IDEA)

Generally, **10:44-10:53**

protected individuals, **10:45**

Relief

attorney fees, **10:53**

equitable, **10:51**

monetary, **10:52**

Remedies

administrative, **10:47**

Eleventh Amendment, **10:50**

judicial, **10:48**

limitations period, **10:49**

State eligibility for federal funds, **10:46**

Plaintiffs

Individuals with Disabilities Education Act—children with a disability, **10:11**

Rehabilitation Act: “otherwise qualified” individuals with a disability, **10:10**

Title IX: students and employees of educational programs, **10:9**

Title VI: discrimination based on race, color, or national origin, **10:8**

## INDEX

### **PROGRAMS RECEIVING FEDERAL FINANCIAL ASSISTANCE, DISCRIMINATION IN—Cont'd**

- Private individuals' enforcement
  - Exhaustion of administrative remedies, **10:37**
  - Jurisdiction, **10:36**
  - Private cause of action
    - Generally, **10:33**
    - Suing federal agencies for nonenforcement, **10:34**
    - Suing recipients of federal funds, **10:35**
- Proof of claims
  - Disparate impact analysis, **10:26**
  - Duty to accommodate under Rehabilitation Act, **10:27**
  - Intentional discrimination, **10:25**
  - Intentional discrimination versus disparate impact
    - Generally, **10:23**
    - Enforcing federal regulations, **10:24**
- Race discrimination
  - Plaintiffs, **10:8**
  - Types of conduct prohibited, generally, **10:17**
  - Voluntary race-conscious programs, **10:22**
- Rehabilitation Act
  - Duty to accommodate under Rehabilitation Act, proof of claims, **10:27**
  - Plaintiffs, "otherwise qualified" individuals with a disability as, **10:10**
  - Specific provisions of 1973 Act, **10:5**
- Relationship to other acts—Sections 1981-1983 and Title VII, **10:43**
- Remedies
  - Attorney's fees and costs, Section 1988, **10:42**
  - Equitable relief
    - Generally, **10:38**
    - Funding cut-off, **10:39**
  - Monetary relief
    - Compensatory damages, **10:40**
    - Punitive damages, **10:41**
- Schools. Education and schools, above

### **PROGRAMS RECEIVING FEDERAL FINANCIAL ASSISTANCE, DISCRIMINATION IN—Cont'd**

- Specific provisions
  - Individuals with Disabilities Education Act, **10:6**
  - Other federal funding provisions, **10:7**
  - Rehabilitation Act of 1973, **10:5**
  - Title IX of Education Amendments of 1972, **10:4**
  - Title VI of Civil Rights Act of 1964, **10:3**
- Types of conduct prohibited
  - Denial of access to program, **10:16**
  - Disability discrimination in education and transportation, **10:19**
  - Employment discrimination, **10:20**
  - Race discrimination in schools, hospitals, and housing programs, **10:17**
  - Retaliation, **10:21**
  - Sex discrimination in education, **10:18**
  - Voluntary race-conscious programs, **10:22**

### **PROMOTIONS**

- Age Discrimination in Employment Act violations, **8:8**
- Title VII, 42 USCA Section 2000E violations, **6:13**

### **PROPERTY RIGHTS, RACE DISCRIMINATION IN**

- Race Discrimination in Contracts and Property Rights (Sections 1981 and 1982)** (this index)

### **PROTECTING FEDERAL RIGHTS UNDER SECTION 1983**

- Access to federal courts (procedural bars and restrictions)
- Abstention
  - Burford and Colorado, **1:30**
  - Pullman, **1:29**
- Equitable restraint doctrine (Younger)
  - Generally, **1:31**
  - Exceptions, **1:33**
  - Timing considerations, **1:32**
- Exhaustion of remedies
  - State administrative remedies, **1:35**

**PROTECTING FEDERAL RIGHTS**

**UNDER SECTION 1983—Cont'd**

- Access to federal courts (procedural bars and restrictions)—Cont'd
  - Exhaustion of remedies—Cont'd
    - State judicial remedies, **1:34**
  - Preclusion based on prior proceedings
    - Administrative proceedings, **1:37**
    - Judicial proceedings, **1:36**
- Constitutional issues
  - Commerce clause, **1:21**
  - Confessions, coerced, **1:13**
  - Cruel and unusual punishment, **1:15**
  - Due process
    - Arrestees and detainees, claims involving, **1:18**
    - Procedural, **1:20**
    - Substantive, **1:17, 1:18**
  - Duty of care, **1:19**
  - Equal protection, **1:16**
  - Expression and association rights
    - Generally, **1:9**
    - Government employees, **1:10**
  - Religion, **1:9**
  - Right to bear arms, **1:11**
  - Right to counsel, interference with, **1:14**
  - Searches and seizures, unreasonable, **1:12**
- Damages, prejudgment interest, **2:27**
- Defendants
  - Government officials acting under color of state law, **1:3**
  - Private individuals and state action requirement, **1:4**
- Exhaustion of administrative remedies, litigating Section 1983 claims in state court, **12:3**
- Exhaustion of remedies
  - State administrative remedies, **1:35**
  - State judicial remedies, **1:34**
- Jurisdiction
  - 42 USCA Section 1988 (application of state law to Section 1983 claims)
    - Generally, **1:24**
    - State and local notice requirements, **1:27**
    - State statutes of limitations and tolling rules, **1:26**

**PROTECTING FEDERAL RIGHTS**

**UNDER SECTION 1983—Cont'd**

- Jurisdiction—Cont'd
  - 42 USCA Section 1988 (application of state law to Section 1983 claims)—Cont'd
    - State survivorship laws, **1:25**
  - Pendente/supplemental jurisdiction, state claims, **1:28**
  - 28 USCA Sections 1331 and 1343(3), **1:23, 3:14**
- Liability
  - Custom or failure of municipality to train, screen, or supervise, **1:7**
  - Policy makers of local government, **1:6**
  - Supervisory, **1:5, 1:7**
- Origin and development of Section 1983, **1:1**
- Plaintiffs, individuals and corporations, **1:2**
- Prejudgment interest, **2:27**
- Relation of Section 1983 to other Acts
  - Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:19**
  - Equal Pay Act, government defendants, **7:24**
  - Title VII, 42 USCA Section 2000E, state employers, **6:71**
- Suing for federal statutes violation, **1:22**
- Suits against state agencies, **1:8**

**PUBLIC ACCOMMODATIONS  
DISCRIMINATION**

- Disabled persons by private entities (ADA, Title III)
  - Disabled Persons Discrimination (Americans with Disabilities Act)** (this index)
- Title II of Civil Rights Act of 1964
  - Public Accommodations Discrimination (Title II, Civil Rights Act of 1964)** (this index)

**PUBLIC ACCOMMODATIONS  
DISCRIMINATION (TITLE II,  
CIVIL RIGHTS ACT OF 1964)**

- Generally, **11:1**
- Closed to the public establishments, **11:6, 11:13**

## INDEX

### **PUBLIC ACCOMMODATIONS**

#### **DISCRIMINATION (TITLE II, CIVIL RIGHTS ACT OF 1964)**

##### **—Cont'd**

- Covered establishments
  - Discrimination prohibited, below
  - Effect on interstate commerce, **11:4**
  - Private clubs and closed to the public establishments, **11:6, 11:13**
  - State action supported discrimination or segregation, **11:5**
- Defendants
  - Exemption for private clubs and establishments not open to public, **11:6, 11:13**
  - Places of public accommodation
    - Discrimination or segregation supported by state action, **11:5**
    - Effect on interstate commerce, **11:4**
- Discrimination prohibited
  - Exhibition or entertainment places, **11:9**
  - Food consumed on premises, establishments selling, **11:8**
  - Interference with efforts to enforce Act, **11:11**
  - Lodging, establishments providing, **11:7**
  - Places located within covered establishments, **11:10**
- Enforcement
  - Civil actions by attorney general, **11:17**
  - Private judicial proceedings
    - Generally, **11:14**
    - Deferral to states and exhaustion of other remedies, **11:15**
    - Exclusive means of enforcing Title II rights, **11:16**
- Exhaustion of administrative remedies, **11:15**
- Exhibition or entertainment places, **11:9**
- Food consumed on premises, establishments selling, **11:8**
- Interference of exercise of rights, plaintiffs, **11:3**
- Interference with efforts to enforce Act, **11:11**
- Interstate commerce, effect on, **11:4**
- Lodging, establishments providing, **11:7**

### **PUBLIC ACCOMMODATIONS**

#### **DISCRIMINATION (TITLE II, CIVIL RIGHTS ACT OF 1964)**

##### **—Cont'd**

- Origin and background, **11:1**
- Plaintiffs
  - Interference of exercise of rights, **11:3**
  - Types of discrimination prohibited, **11:2**
- Private clubs, **11:6, 11:13**
- Proof of claims
  - Private club or not-open-to-public defense, **11:6, 11:13**
  - Proof scheme, **11:12**
- Relationship to other acts, Reconstruction era provisions, **11:18**
- Segregation supported by state action, **11:5**
- State action supporting discrimination or segregation, **11:5**
- Within covered establishments, places located, **11:10**

### **PUBLIC OFFICIALS INDIVIDUAL LIABILITY**

**Liability** (this index)

### **PUBLIC SERVICES PROVIDED BY PUBLIC ENTITIES (ADA, TITLE II)**

**Disabled Persons Discrimination  
(Americans With Disabilities Act)**  
(this index)

### **PUNITIVE DAMAGES**

- Generally, **2:29**
- Employment discrimination
  - Age Discrimination in Employment Act, **8:37**
  - Americans with Disabilities Act, Title I, **9:31**
  - Equal Pay Act, **7:21**
  - Title VII, 42 USCA Section 2000E, **6:68**
- Housing discrimination (Fair Housing Act of 1986), cases brought under Section 3613, **5:39**
- Local government unavailability, **2:20**
- Programs receiving federal financial assistance, discrimination in, **10:41**

**PUNITIVE DAMAGES—Cont'd**

Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:31**

**QUALIFIED IMMUNITY**

**Immunity** (this index)

**QUOTAS**

Employment discrimination (Title VII, 42 USCA Section 2000E), equitable relief, **6:66**

**RACE DISCRIMINATION IN CONTRACTS AND PROPERTY RIGHTS (SECTIONS 1981 AND 1982)**

Generally, **4:1**

Constitutional authority, **4:2**

Defendants

Private defendants, **4:8**

Public officials and governmental entities, **4:9**

Enforcement

Exhaustion of state remedies, **4:25**

Jurisdiction in federal and state court, **4:24**

Preclusion, **4:26**

Right to jury trial, **4:29**

Standing to sue on behalf of victims, **4:28**

Statute of limitations and survivorship, **4:27**

Plaintiffs

Against whites, **4:7**

Alienage discrimination, **4:6**

Race discrimination, **4:5**

Section 1981, citizens and aliens, **4:3**

Section 1982, only citizens, **4:4**

Practice summary and overview, **4:1**

Proof of claims

Defendant's rebuttal, **4:22**

Plaintiff's opportunity to respond to rebuttal, **4:23**

Plaintiff's prima facie case, **4:21**

Relation to other Acts

Fair Housing Act, between Section 1982 and, **4:35**

Section 1983, between Sections 1981-1982 and, **4:34**

**RACE DISCRIMINATION IN**

**CONTRACTS AND PROPERTY RIGHTS (SECTIONS 1981 AND 1982)—Cont'd**

Relation to other Acts—Cont'd

Title II of Civil Rights Act of 1964, between Section 1981 and, **4:36**

Title VII of Civil Rights Act of 1964, between Section 1981 and, **4:37**

Remedies

Attorney's fees and costs, **4:33**

Compensatory damages, **4:30**

Equitable relief, **4:32**

Punitive damages, **4:31**

Types of coverage

Equal access to judiciary, **4:15**

Equal benefit of law and punishment, **4:16**

Retroactivity of Civil Rights Act of 1991

Generally, **4:11**

Employment discrimination, **4:12**

Private education discrimination, **4:13**

Public accommodations discrimination, **4:14**

Section 1981, right to make and enforce contracts, **4:10**

Section 1982

Real and personal property, **4:17**

Rentals of property, **4:19**

Sales of property, **4:18**

Zoning, **4:20**

**REAL ESTATE**

Brokers, housing discrimination defendants, **5:8**

Discrimination transactions, **5:18**

Fair Housing Act of 1986

**Housing Discrimination (Fair Housing Act of 1986)** (this index)

Race discrimination, Section 1982 coverage, **4:17**

**REASONABLENESS**

Disabled persons

Employment accommodations, failure to make reasonable, **9:12**

Public accommodations provided by private entities, failure to make reasonable modifications, **9:50**



## INDEX

### REASONABLENESS—Cont'd

- Employment discrimination
  - Administrative proceedings, investigation and reasonable cause determination, **6:57**
  - Age discrimination statutory defenses, reasonable factors other than age, **8:21**
  - Disabled persons, failure to make reasonable accommodations, **9:12**
- Investigations
  - Employment discrimination administrative proceedings, investigation and reasonable cause determination, **6:57**
  - Searches and seizures, protecting federal rights under Section 1983, **1:12**

### RECORDS

- Impairment that substantially limits major life activity, **9:4**

### RELIANCE DEFENSE

- EEOC opinions and interpretations, reliance on
  - Age Discrimination in Employment Act enforcement, **8:25**
- Employment discrimination (Title VII, 42 USCA Section 2000E), **6:47**
- Equal Pay Act claims, reliance on administrative ruling, **7:15**

### RELIGION

- Disabled persons discrimination (Americans with Disabilities Act)
- Employment discrimination (ADA, Title I), religious entities defense, **9:37**
- Public accommodations provided by private entities (ADA, Title III), religious organizations exemption, **9:48**
- Employment discrimination
  - Americans with Disabilities Act, Title I, religious entities defense, **9:37**
  - Title VII, 42 USCA Section 2000E
    - Employment Discrimination (Title VII, 42 USCA Section 2000E)** (this index)

### RELIGION—Cont'd

- Housing discrimination (Fair Housing Act of 1986), religious organization defense, **5:24**
- Protecting federal rights under Section 1983, constitutional issues, **1:9**

### REMEDIES

- Attorney's fees and costs
  - Attorney's Fees and Costs** (this index)
- Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:18**
- Damages
  - Damages** (this index)
- Employment discrimination violations
  - Age Discrimination in Employment Act, **8:34-8:39**
  - Americans with Disabilities Act, Title I, **9:27-9:32**
  - Equal Pay Act, **7:20-7:22**
  - Title VII, 42 USCA Section 2000E, **6:63-6:70**
- Equitable relief
  - Equitable Relief** (this index)
- Exhaustion of
  - Administrative remedies
    - Exhaustion of Administrative Remedies** (this index)
  - State judicial remedies, protecting federal rights under Section 1983, exhaustion of, **1:34**
- Housing discrimination (Fair Housing Act of 1986), **5:37-5:42**
- Individuals with Disabilities Education Act (IDEA), **10:47-10:50**
- Injunctions
  - Injunctions** (this index)
- Programs receiving federal financial assistance, discrimination in, **10:37-10:42**
- Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:14-11:17**

### RENTAL OF PROPERTY

- Housing discrimination (Fair Housing Act of 1986), **5:11-5:14**
- Race discrimination in contracts and property rights, Section 1982 coverage, **4:19**

## **RETALIATION**

- Disabled persons discrimination (Americans with Disabilities Act) Employment discrimination (ADA, Title I), **9:15**
- Public accommodations provided by private entities (ADA, Title III), **9:52**
- Public services provided by public entities (ADA, Title II), **9:44**
- Employment discrimination
  - Age Discrimination in Employment Act, **8:14**
  - Americans with Disabilities Act, Title I, **9:15**
  - Equal Pay Act violations, **7:10**
  - Title VII, 42 USCA Section 2000E, **6:24**
- Programs receiving federal financial assistance, discrimination in, **10:21**

## **RETIREMENT**

- Age Discrimination in Employment Act, mandatory retirement, **8:10**
- Title VII, 42 USCA Section 2000E, pension, **6:16**

## **RETROACTIVITY**

- Employment discrimination
  - Race discrimination (Sections 1981 and 1982), retroactivity of Civil Rights Act of 1991, **4:12**
  - Title VII, 42 USCA Section 2000E, equitable relief of retroactivity seniority, **6:65**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), retroactivity of Civil Rights Act of 1991
  - Generally, **4:11**
  - Employment discrimination, **4:12**
  - Private education discrimination, **4:13**
  - Public accommodations discrimination, **4:14**

## **RIGHT TO BEAR ARMS**

- Generally, **1:11**

## **RIGHT TO COUNSEL**

- Interference with, **1:14**

## **RIGHT TO JURY TRIAL**

- Damages, **2:30**

## **RIGHT TO JURY TRIAL—Cont'd**

- Employment discrimination
  - Age discrimination in nonfederal employment, **8:31**
  - Equal Pay Act, private judicial enforcement, **7:19**
  - Title VII, 42 USCA Section 2000E violations, **6:60**
- Housing discrimination (Fair Housing Act of 1986), cases brought under Section 3613, **5:41**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:29**

## **RIGHT TO SUE, NOTICE OF**

- Notice of Right to Sue (this index)

## **SALE OF FOOD ON PREMISES**

- Public accommodations discrimination (Title II, Civil Rights Act of 1964), **11:8**

## **SALE OF PROPERTY**

- Housing discrimination (Fair Housing Act of 1986), **5:11-5:14**
- Defenses
  - Single-family dwellings sold by owner, **5:28**
- Race discrimination, Section 1982 coverage, **4:18**

## **SAME-SEX SEXUAL HARASSMENT**

- Title VII, 42 USCA Section 2000E coverage, **6:20**

## **SCREENING**

- Custom or failure of municipality to train, screen, or supervise, **1:7**

## **SEARCHES AND SEIZURES**

- Protecting federal rights under Section 1983, unreasonable searches and seizures, **1:12**

## **SECTION 1983**

- Protecting Federal Rights Under Section 1983 (this index)

## **SECTION 1985(3)**

- Conspiracy to Interfere with Civil Rights (Section 1985(3)) (this index)

## INDEX

### SECTION 2000E

**Employment Discrimination (Title VII, 42 USCA Section 2000E)**  
(this index)

### SECTION 3613, FAIR HOUSING ACT OF 1986

Enforcement in judicial proceedings,  
**5:34, 5:35**  
Remedies, **5:37-5:41**

### SECTION 3614, FAIR HOUSING ACT OF 1986

Enforcement in judicial proceedings,  
**5:36**  
Remedies, **5:42**

### SECTIONS 1331 AND 1343(3) OF 28 USCA

Jurisdiction, protecting federal rights,  
**1:23, 3:14**

### SECTIONS 1981 AND 1982

**Race Discrimination in Contracts and Property Rights (Sections 1981 and 1982)** (this index)

### SENIORITY (EMPLOYMENT DISCRIMINATION)

Age Discrimination in Employment Act, bona fide seniority systems defense, **8:23**

Bona fide seniority systems defense  
Age Discrimination in Employment Act, **8:23**

Equal Pay Act, **7:12**

Title VII, 42 USCA Section 2000E, **6:44**

Equal Pay Act, bona fide seniority systems defense, **7:12**

Equitable relief remedies, retroactivity seniority (Title VII, 42 USCA Section 2000E), **6:65**

Title VII, 42 USCA Section 2000E

Defenses, bona fide seniority systems, **6:44**

Equitable relief remedies, retroactivity seniority, **6:65**

### SERVICES PROVIDED BY PUBLIC ENTITIES (ADA, TITLE II)

**Disabled Persons Discrimination (Americans With Disabilities Act)**  
(this index)

### SETTLEMENT

Attorney's fees and costs

Offer of judgment limiting fee awards, **2:41**

Where plaintiffs seek fees, **2:42**

Employment discrimination (Title VII, 42 USCA Section 2000E), binding effect of settlement agreements and agreements to arbitrate, **6:54**

Offer of judgment limiting fee awards, **2:41**

### SEX DISCRIMINATION

Employment

Title VII, 42 USCA Section 2000E

Plaintiffs, **6:5**

Pregnancy, **6:21**

Wages

**Employment Discrimination (Equal Pay Act)** (this index)

Equal pay

**Employment Discrimination (Equal Pay Act)** (this index)

Pregnancy, employment discrimination, **6:21**

Programs receiving federal financial assistance, in, **10:18**

### SEXUAL HARASSMENT

Hostile work environment, **6:19**

Loss of tangible job benefits, **6:18**

Same-sex sexual harassment, **6:20**

### SEXUAL ORIENTATION

Employment discrimination (Title VII, 42 USCA Section 2000E)

Same-sex sexual harassment prohibition, **6:20**

Sexual orientation not covered, **6:22**

### STANDING

Affirmative action program, standing to challenge, **6:26**

### STATISTICS

Employment discrimination (Title VII, 42 USCA Section 2000E)

Disparate treatment, proving, **6:32, 6:33**

Disproportionate impact, proving, **6:35**

## STATUTE OF LIMITATIONS

- Conspiracy to interfere with Civil Rights (Section 1985(3)), **3:17**
- Employment discrimination claims
  - Age Discrimination in Employment Act, **8:26**
  - Americans with Disabilities Act, Title I, **9:34**
  - Equal Pay Act, **7:18**
  - Title VII, 42 USCA Section 2000E
    - Generally, **6:40**
    - Continuing violations, **6:41**
  - 42 USCA Section 1988 (application of state law to Section 1983 claims), state statutes of limitations and tolling rules, **1:26**
  - Housing discrimination (Fair Housing Act of 1986) claims
    - Administrative proceedings, **5:30**
    - Judicial proceedings brought under Section 3613, **5:35**
  - Programs receiving federal financial assistance, discrimination in, **10:28**
  - Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:27**

## STUDENTS

- Federal financial assistance programs, discrimination in, **10:9**
- Qualified immunity, due process and First Amendment claims, **2:14**

## SUPERVISORY LIABILITY UNDER SECTION 1983

- Generally, **1:5, 1:7**

## SURVIVORSHIP

- Protecting federal rights under Section 1983 (42 USCA Section 1988 - application of state law to Section 1983 claims), **1:25**
- Race discrimination in contracts and property rights (Sections 1981 and 1982), **4:27**

## TAXATION

- Damage awards, taxation of, **2:26**
- Employment discrimination (Title VII, 42 USCA Section 2000E), tax consequences of monetary relief, **6:69**

## TAX INJUNCTION ACT

- Generally, **2:32**
- Johnson Act, **2:33**

## TEACHERS

- Tenured faculty and executive compensation (age discrimination), **8:3**

## TENURED FACULTY

- Compensation, age discrimination, **8:3**

## TESTERS

- Housing discrimination, **5:4, 5:21**

## TITLE I, AMERICANS WITH DISABILITIES ACT

- Employment Discrimination of Disabled Persons (Americans With Disabilities Act, Title I) (this index)

## TITLE II, AMERICANS WITH DISABILITIES ACT

- Disabled Persons Discrimination (Americans With Disabilities Act) (this index)

## TITLE II, CIVIL RIGHTS ACT OF 1964

- Public Accommodations Discrimination (Title II, Civil Rights Act of 1964) (this index)

## TITLE III, AMERICANS WITH DISABILITIES ACT

- Disabled Persons Discrimination (Americans With Disabilities Act) (this index)

## TITLE VII, 42 USCA SECTION 2000E

- Employment Discrimination (Title VII, 42 USCA Section 2000E) (this index)

## TRAINING

- Custom or failure of municipality to train, screen, or supervise, **1:7**

## TRANSPORTATION

- Programs receiving federal financial assistance, disability discrimination in transportation, **10:19**

## INDEX

### UNDUE HARDSHIP

Employment discrimination of disabled persons (Americans with Disabilities Act, Title I) defense, **9:35**

### UNIONS

**Labor Organizations** (this index)

### UTILITY RATES

Injunctions, Johnson Act, **2:33**

### VETERAN'S PREFERENCE

Employment discrimination defense, **6:48**

### VOLUNTEERS

Employment discrimination (Title VII, 42 USCA Section 2000E), **6:2**

### WAGES

Age Discrimination in Employment Act  
Conduct prohibited, salary and benefit plans, **8:9**

Tenured faculty and executive compensation, **8:3**

### WAGES—Cont'd

Back pay

**Back Pay** (this index)

Benefit plans, **Employee Benefit Plans** (this index)

Equal Pay Act

**Employment Discrimination (Equal Pay Act)** (this index)

Front pay

**Front Pay** (this index)

### WAIVER

Immunity or consent to suit, of, **2:22**

### WITNESSES

Absolute immunity, **2:4**

### YOUNGER

**Equitable Restraint Doctrine (Younger)** (this index)

### ZONING

Race discrimination, Section 1982 coverage, **4:20**