

Summary of Contents

Volume 1

PART A. CATEGORIES OF DISCRIMINATION

- Chapter 1. Introduction
- Chapter 2. Principal Categories of Discrimination: Disparate Treatment and Disparate Impact
- Chapter 3. Other Categories of Discrimination: Religion and the Employer's Duty to Accommodate

PART B. THE EMPLOYMENT PROCESS

- Chapter 4. Initial Entry into the Work Force
- Chapter 5. Work Environment—Sexual and Racial Harassment and Other Protected Categories of Harassment
- Chapter 6. Compensation
- Chapter 7. Promotions
- Chapter 8. Gender Discrimination—Pregnancy, Childbirth, Gender Nonconformity, and Sex Plus
- Chapter 9. Discharge
- Chapter 10. Retaliation

Volume 2

PART C. LITIGATION

- Chapter 11. Pre-Litigation Procedural Requirements
- Chapter 12. The Federal Court Complaint
- Chapter 13. Defendant's Motion to Dismiss and for Summary Judgment
- Chapter 14. Discovery
- Chapter 15. Statistical Proof
- Chapter 16. Validation of Employee Selection Criteria and Devices

- Chapter 17. Trial of Employment Discrimination Cases
- Chapter 18. Remedies
- Chapter 19. Affirmative Relief
- Chapter 20. Attorney Fees, Litigation Expenses and Sanctions

Volume 3

PART D. OTHER LEGISLATION PROTECTING AGAINST DISCRIMINATION

- Chapter 21. Age Discrimination
- Chapter 22. Age Discrimination Act Enforcement Procedures and Remedies
- Chapter 23. Disability Discrimination
- Chapter 24. Immigration Reform and Control Act—National Origin Discrimination
- Chapter 25. Reconstruction Era Civil Rights Acts—(42 U.S.C.A. §§ 1981, 1983 and 1985(3))
- Chapter 26. Equal Pay Act
- Chapter 27. LGBTQIA+ Discrimination

Volume 4

PART E. SPECIAL PROBLEMS OF PROTECTED GROUPS

- Chapter 28. National Origin and Alienage Discrimination
- Chapter 29. Compound Discrimination—The Intersection of Race and Gender

PART F. RELATED LEGISLATION

- Chapter 30. Family and Medical Leave Act of 1993
- Chapter 31. Insurance Coverage of Discrimination Claims
- Chapter 32. Genetic Information Nondiscrimination Act of 2008
- Chapter 33. Title IX of the 1972 Educational Act Amendments—Sex Discrimination Prohibited in Educational Programs or Activities

APPENDICES

- APPENDIX A. Title VII of the Civil Rights Act of 1964 (42 U.S.C.A. §§ 2000e–2000e-17)

SUMMARY OF CONTENTS

APPENDIX B.	Equal Pay Act of 1963 (29 U.S.C.A. § 206(d))
APPENDIX C.	Lily Ledbetter Act
APPENDIX D.	Information Useful in Proving Various Claims of Discrimination
APPENDIX E.	Sample Interrogatories for Statistical Discovery
APPENDIX F.	Expert Testimony Resources for Fetal Protection Cases
APPENDIX G.	Americans with Disabilities Act
APPENDIX H.	Age Discrimination in Employment Act (29 U.S.C.A. §§ 1621 to 634)
APPENDIX I.	Immigration Reform and Control Act (Pub. L. No. 99-603)
APPENDIX J.	Documents to Be Examined by Employers Pursuant to the Immigration Reform and Control Act of 1986 to Verify Employability and Identity
APPENDIX K.	Fair Labor Standards Act, §§ 15, 16, 17 (29 U.S.C.A. §§ 215 to 217)
APPENDIX L.	Portal to Portal Act, Sections 6, 7, 11 (29 U.S.C.A. §§ 255, 256, 260)
APPENDIX M.	Civil Rights Attorney’s Fees Awards Act (42 U.S.C.A. § 1988)
APPENDIX N.	Rehabilitation Act of 1973, §§ 8, 501, 503, 504, 505 (29 U.S.C.A. §§ 706, 791, 793, 794, 794a)
APPENDIX O.	Title IX of the Education Amendments of 1972, §§ 901, 902 (20 U.S.C.A. §§ 1681, 1682)
APPENDIX P.	Civil Rights Restoration Act of 1987 (Pub. L. No. 100-259, 102 Stat. 28)
APPENDIX Q.	Civil Rights Act of 1866 (42 U.S.C.A. § 1981 as amended by the Civil Rights Act of 1991)
APPENDIX R.	Model Retainer Agreement
APPENDIX S.	29 U.S.C.A. §§ 2601 et seq. (Family and Medical Leave Act)
APPENDIX T.	Title I of the FMLA, as Amended by the National Defense Authorization Act for FY 2008
APPENDIX U.	Policies and Procedures Manual
APPENDIX V.	EEOC Compliance Manual Section 902—Definition of the Term “Disability”

EMPLOYMENT DISCRIMINATION LAW AND LITIGATION

- APPENDIX W. Federal EEO Record-Keeping Requirements
- APPENDIX X. EEOC ADA Enforcement Guidance: Preemployment Disability-Related Questions and Medical Examinations
- APPENDIX Y. List of Federal Agencies' Section 504 Federal Financial Assistance Regulations
- APPENDIX Z. List of Federal Agencies' Section 504 Federally Conducted Programs and Activities Regulations
- APPENDIX AA. EEOC Enforcement Guidance: Psychiatric Disabilities and the Americans with Disabilities Act
- APPENDIX BB. EEOC Enforcement Guidance: Effect of Representations Made in Applications for Disability Benefits on the Determination of Whether a Person Is a "Qualified Individual with a Disability" Under the Americans with Disabilities Act of 1990 (ADA)
- APPENDIX CC. EEOC Guidance on Investigating, Analyzing Retaliation Claims
- APPENDIX DD. Regulation on Agreements Waiving Rights and Claims Under the ADEA
- APPENDIX EE. EEOC Enforcement Guidance: Reasonable Accommodation and Undue Hardship Under the Americans with Disabilities Act
- APPENDIX FF. EEOC Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors
- APPENDIX GG. State Laws Regarding Use of Genetic Information or Genetic Testing in the Workplace
- APPENDIX HH. Sample Preservation Letters

Index