

Index

ABILITY TESTS

Title VII employment-discrimination suits, § **1:252**

ACCOMMODATION

Reasonable Accommodation (this index)

ADA AMENDMENTS ACT OF 2008

Americans With Disabilities Act (ADA) (this index)

ADMINISTRATIVE FINDINGS

Title VII employment-discrimination suits, § **1:192 to 1:194**

Appropriate weight to be accorded administrative findings, § **1:194**

Arbitral decision, § **1:193**

ADMINISTRATIVE REQUIREMENTS

Title VII cases. Title VII Employment-Discrimination Suits (this index)

AFFIRMATIVE ACTION

Equal Pay Act and affirmative action, § **2:45**

Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)

Title VII cases. Title VII Employment-Discrimination Suits (this index)

AFTER-ACQUIRED EVIDENCE

Title VII employment-discrimination suits, § **1:259**

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

Generally, § **3:1 to 3:152**

Apprenticeship programs, § **3:34**

Arbitration, § **3:18 to 3:20**

Armed forces members, parties who can sue, § **3:28**

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA) —Cont'd

Assessment of evidence at trial, allocation of proof

generally, § **3:88**

After-acquired evidence doctrine, § **3:128**

benefits, bona fide benefit plans, § **3:132**

bona fide occupational qualification, § **3:129**

burden of proof, no discrimination, § **3:120**

business necessity defense, § **3:130**

constructive discharge, § **3:111**

Difference in burdens of proof between disparate treatment disparate impact ADEA suits, § **3:89**

disability retirement benefit plans, § **3:118**

discriminatory advertising, § **3:112**

Disparate impact theory, § **3:91**

disparate treatment and disparate impact cases generally, § **3:90**

disparate impact claim, § **3:92**

disparate treatment theory, § **3:90**

documentary evidence, direct evidence cases, § **3:99**

early retirement, § **3:115 to 3:119**

final assessment of evidence

generally, § **3:137**

Early retirement

Effect of collective bargaining agreement, § **3:116**

Effect of incentives, § **3:117**

pretext, specific instructions, § **3:138**

good cause, § **3:127**

hostile work environment, § **3:110**

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

—Cont'd

Assessment of evidence at trial,
allocation of proof—Cont'd
McDonnell Douglas formula,
§ 3:123
mixed-motive cases, § 3:102
oral statements, direct evidence
cases, § 3:98
plaintiff's initial burden of produc-
tion, prima facie case
generally, § 3:94
age of replacement, reasonable
inference of discrimination,
§ 3:105
age of replacement reasonable
inference of discrimination,
§ 3:105
causation, direct evidence cases,
§ 3:97
constructive discharge, § 3:111
direct evidence cases
generally, § 3:96
causation, § 3:97
documentary evidence, § 3:99
oral statements, § 3:98
other evidence, § 3:100
discriminatory advertising,
§ 3:112
documentary evidence, direct
evidence cases, § 3:99
early retirement, § 3:115 to
3:119
hostile work environment,
§ 3:110
judicial estoppel, § 3:95
Judicial estoppel, § 3:95
mixed-motive analysis, § 3:102
oral statements, direct evidence
cases, § 3:98
pattern or practice framework,
§ 3:114
reasonable inference of
discrimination
generally, § 3:104
age of replacement, § 3:105
age of replacement or deci-
sion maker, § 3:104

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

—Cont'd

Assessment of evidence at trial,
allocation of proof—Cont'd
plaintiff's initial burden of produc-
tion, prima facie case
—Cont'd
reasonable inference of
discrimination—Cont'd
Preferences for older
individuals by covered
entities, § 3:107
role, § 3:106
same actor inference, § 3:108
reduction-in-force cases, § 3:113
et seq.
retaliation, § 3:119
same actor inference, reasonable
inference of discrimination,
§ 3:108
specific incidents of discrimina-
tory conduct, § 3:109
statistical evidence, § 3:103
Price Waterhouse formula does not
apply to ADEA cases, § 3:121
prima facie case. plaintiff's initial
burden of production, prima
facie case, above this group
reasonable factor other than age,
§ 3:124
reasonable inference of discrimina-
tion. plaintiff's initial burden
of production, prima facie
case, above this group
rebuttal, plaintiff's opportunity to
contest defendant's evidence,
§ 3:135
retaliation, § 3:37
retaliation cases, § 3:136
seniority, bona fide seniority
system, § 3:131
shift of burden of proof/production
to defendant
generally, § 3:120
benefits, bona fide benefit plans,
§ 3:132
bona fide occupational qualifica-
tion, § 3:129

INDEX

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

—Cont'd

- Assessment of evidence at trial,
allocation of proof—Cont'd
- shift of burden of proof/production
to defendant—Cont'd
- burden of proof, § 3:120
- business necessity defense,
§ 3:130
- EEOC regulations, § 3:125
- good cause, for, § 3:127
- McDonnell Douglas formula,
§ 3:123
- mixed motive discrimination
case, § 3:122
- no discrimination
 - benefits, bona fide benefit
plans, § 3:132
 - bona fide occupational quali-
fication, § 3:129
 - business necessity defense,
§ 3:130
 - good cause, for, § 3:127
 - reasonable factor other than
age, § 3:124; 3:126
 - seniority, bona fide seniority
system, § 3:131
 - subjective criteria, use of,
§ 3:126
 - waiver, § 3:133
- Price Waterhouse formula does
not apply to ADEA cases,
§ 3:121
- reasonable factor other than age,
§ 3:124
- seniority, bona fide seniority
system, § 3:131
- subjective criteria, use of,
§ 3:126
- waiver, § 3:133
- subjective criteria, use of, § 3:126
- waiver, § 3:133
- Attorney's fees and costs, statutory
authorization in ADEA, § 7:5
- Back pay, § 3:140
- Benefits, bona fide benefit plans,
§ 3:132

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

—Cont'd

- Bona fide occupational qualification,
§ 3:129
- Burden of proof, no discrimination,
§ 3:120
- Business necessity defense, § 3:130
- Class actions, § 3:35
- Compensatory damages, § 3:143
- Conduct prohibited by the ADEA,
§ 3:2
- Costs and fees, § 3:151
- Criminal penalties, § 3:152
- Damages. Remedies, below
- Defendants, who can be sued
 - Government employers
 - federal employers, § 3:54
 - nonfederal employees (state, local,
or private sector), suits by
agency and vicarious liability,
§ 3:58
 - Apprenticeship programs,
§ 3:56
 - employer, § 3:43
 - generally, § 3:41
 - commerce requirement,
§ 3:42
 - foreign corporations, meaning
of employer, § 3:46
 - joint employers and parent
corporations, meaning of
employer, § 3:45
 - meaning of employer, § 3:41
to 3:47
 - Native American tribes,
meaning of employer,
§ 3:48
 - religious organizations, mean-
ing of employer, § 3:47
 - successor corporations, mean-
ing of employer, § 3:44
 - unions, meaning of employer,
§ 3:49
- employment agency, § 3:50
- foreign corporations, meaning of
employer, § 3:46
- government employers, § 3:53

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

—Cont'd

Defendants, who can be sued
—Cont'd
nonfederal employees (state, local,
or private sector), suits by
—Cont'd
joint employers and parent
corporations, meaning of
employer, § 3:45
labor organization, § 3:51
Native American tribes, mean-
ing of employer, § 3:48
religious organizations, meaning
of employer, § 3:47
successor corporations, meaning
of employer, § 3:44
trusts, § 3:57
unions, meaning of employer,
§ 3:49
religious organizations, application
of Religious Freedom Resto-
ration Act(RFRA), § 3:52
State, local, or private sector), suits
by apprenticeship programs,
§ 3:55
Defense, disparate impact claim,
§ 3:93
Disability retirement benefit plans,
§ 3:118
Disparate impact claim, § 3:90 to
3:93
Disparate treatment and disparate
impact cases. Assessment of
evidence at trial, allocation of
proof, above
Eleventh Amendment immunity,
§ 5:24
Employee, meaning of. Plaintiffs,
parties who can sue, below
Equal Employment Opportunity
Commission (EEOC), suits by
administrative prerequisites to suits
by EEOC, § 3:62
jury trial, right to, § 3:85
parties who can sue, § 3:40
Equitable relief, § 3:149
Exemptions to prohibited conduct
under the ADEA
Compulsory retirement, § 3:3

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

—Cont'd

Federal employees, suits by
defendants, who can be sued,
§ 3:61
plaintiffs, parties who can sue,
§ 3:36
preemption, § 3:15
prelitigation administrative chan-
nels, § 3:61
retaliation claims, § 3:37
scope of ADEA, § 3:14
time requirements, below
Final assessment of evidence. Assess-
ment of evidence at trial, alloca-
tion of proof, above
Former employees, parties who can
sue, § 3:24
Fringe benefits, § 3:142
Front pay, § 3:144
Good cause, § 3:127
Illegal aliens, parties who can sue,
§ 3:30
Independent contractors, parties who
can sue, § 3:23
In-house counsel, parties who can
sue, § 3:26
Interest on monetary damages,
§ 3:148
Jury instructions, § 3:18
Jury trial, right to
EEOC actions, § 3:85
federal employees, suits by, § 3:84
Front pay claims, § 3:83
MSPB actions, § 3:85
nonfederal employees, suits by
generally, § 3:80
equitable tolling, § 3:82
liquidated damages claim,
§ 3:81
preclusion, § 3:86
McDonnell Douglas formula, § 3:123
Mitigation of monetary damages,
§ 3:141
Mixed motive discrimination cases,
§ 3:102; 3:122
Monetary damages. Remedies, below

INDEX

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

—Cont'd

- MSPB suits
 - jury trial, right to, § 3:85
 - parties who can sue, § 3:40
- Nonfederal employees (state, local, or private sector), suits by
 - 1986 amendments, exemption from, § 3:12
 - compulsory retirement. exemptions, below this group
 - defendants, who can be sued, above
 - exemptions
 - 1986 amendments, exemption from, § 3:12
 - compulsory retirement generally, § 3:4
 - bona fide executive, definition, § 3:5
 - exemption for compulsory retirement (repealed), § 3:10
 - figured on annual basis, requirement for benefit, § 3:9
 - high policymaking position, definition, § 3:6
 - immediate, requirement for benefit, § 3:7
 - nonforfeitable, requirement for benefit, § 3:8
 - qualifying benefit amount for executive and policymaker exceptions, § 3:6
 - state employer, § 3:11
 - immunity, § 3:13
 - plaintiffs, parties who can sue, below
 - prelitigation administrative channels, below
 - scope of ADEA
 - exemptions, above this group
 - state employer, exemptions, § 3:12
 - students, § 3:31
 - time requirements, below

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

—Cont'd

- Older Americans Act Amendment, § 3:33
- Plaintiffs, parties who can sue
 - armed forces members, § 3:28
 - EEOC suits, § 3:40
 - employee, meaning of. nonfederal employees (state, local, or private sector), below this group
 - federal employees, § 3:36
 - former employees, § 3:24
 - illegal aliens, § 3:30
 - independent contractors, § 3:23
 - in-house counsel, § 3:26
- MSPB suits
 - generally, § 3:40
 - jury trial, right to, § 3:85
- nonfederal employees (state, local, or private sector)
 - generally, § 3:18
 - armed forces members, § 3:28
 - employee, meaning of
 - generally, § 3:22
 - armed forces members, § 3:28
 - former employees, § 3:24
 - illegal aliens, § 3:30
 - independent contractors, § 3:23
 - in-house counsel, § 3:26
 - prisoners performing prison jobs, § 3:29
 - professional corporation's shareholders, § 3:25
 - survivors of employee, § 3:27
 - employees of elected state or local officials, § 3:39
 - former employees, § 3:24
 - illegal aliens, § 3:30
 - independent contractors, § 3:23
 - in-house counsel, § 3:26
- Nonfederal employee suits under the ADEA, § 3:21
- prisoners performing prison jobs, § 3:29
- professional corporation's shareholders, § 3:25

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

—Cont'd

- Plaintiffs, parties who can sue
 - Cont'd
 - nonfederal employees (state, local, or private sector)—Cont'd
 - state and local employee suits, § 3:38
 - survivors of employee, § 3:27
 - prisoners performing prison jobs, § 3:29
 - professional corporation's shareholders, § 3:25
 - state and local employee suits, § 3:38
 - survivors of employee, § 3:27
- Plaintiff's initial burden of production, prima facie case. Assessment of evidence at trial, allocation of proof, above
- Preclusion, right to jury trial, § 3:86
- Preemption
 - federal employees, § 3:15
 - private sector employees, § 3:17
 - state and local employees, § 3:16
- Prelitigation administrative channels
 - EEOC, administrative prerequisites to suits by, § 3:62
 - federal employee suits, § 3:61
 - nonfederal employee suits
 - EEOC, filing with, § 3:59
 - state agency, filing with, § 3:60
- Pretext, proving, § 3:135
- Price Waterhouse formula does not apply to ADEA cases, § 3:121
- Prima facie case. Assessment of evidence at trial, allocation of proof, above
- Prisoners performing prison jobs, parties who can sue, § 3:29
- Professional corporation's shareholders, parties who can sue, § 3:25
- Rebuttal, plaintiff's opportunity to contest defendant's evidence, § 3:135
- Remedies
 - back pay, § 3:140
 - compensatory damages, § 3:143

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

—Cont'd

- Remedies—Cont'd
 - Compensatory damages, § 3:143
 - costs and fees, § 3:151
 - criminal penalties, § 3:152
 - damages. monetary damages, below this group
 - equitable relief, § 3:149
 - fringe benefits, § 3:142
 - front pay, § 3:144
 - interest on monetary damages, § 3:148
 - mitigation of monetary damages, § 3:141
 - monetary damages
 - back pay, § 3:140
 - compensatory damages, § 3:143
 - fringe benefits, § 3:142
 - front pay, § 3:144
 - interest, § 3:148
 - Liquidated damages, § 3:145
 - Liquidated damages, Other forms of relief, § 3:146
 - mitigation, § 3:141
 - other, § 3:139
 - taxation, § 3:147
 - punitive damages, § 3:150
 - taxation of monetary damages, § 3:147
 - Right to file and maintain suit, § 3:32
 - Shift of burden of proof/production to defendant. Assessment of evidence at trial, allocation of proof, above
 - State administrative adjudication, reviewed
 - Full faith, § 3:87
 - State and local employee suits, parties who can sue, § 3:38
 - Subjective criteria, use of, § 3:126
 - Summary judgment standard, § 3:101
 - Survivors of employee, parties who can sue, § 3:27
- Text, § App. C4
- Time requirements
 - federal employees, suits by EEOC, notifying generally, § 3:75

INDEX

AGE DISCRIMINATION IN EMPLOYMENT ACT (ADEA)

—Cont'd

- Time requirements—Cont'd
 - federal employees, suits by
 - Cont'd
 - EEOC, notifying—Cont'd
 - equitable modification, § 3:77
 - notice of requirements, § 3:76
 - filing action
 - during or after administrative proceedings, § 3:78
 - instead of administrative proceedings, § 3:78
 - Statute of limitations, § 3:79
 - nonfederal employees (state, local, or private sector), suits by
 - generally, § 3:63
 - earliest possible times, § 3:64
 - EEOC, filing charge with, § 3:66
 - generally, § 3:63
 - assistants of elected state or local officials, suits by, § 3:69
 - beginning of period, § 3:70
 - continuing violations, § 3:74
 - deferral states, § 3:67
 - equitable estoppel, § 3:73
 - equitable relief, generally, § 3:71
 - equitable tolling, § 3:72
 - nondeferral states, § 3:68
 - latest possible times, § 3:65
 - Waiver, § 3:133

ALIENAGE

- Title VII cases, national origin discrimination, § 1:73

AMERICANS WITH DISABILITIES ACT (ADA)

- Generally, § 6:1 to 6:110
- Accommodation. Reasonable accommodation, below
- Allocation of burden of proof. Trial, allocation of burden of proof, below

AMERICANS WITH DISABILITIES ACT (ADA)

—Cont'd

- Americans with Disabilities Act Amendments Act of 2008
 - generally, § 6:2; 6:8; App. C8
 - conditions that do not constitute a disability, § 6:14
 - impact, § 6:13
 - major life activities expanded, § 6:10
 - mitigating measures, § 6:49
 - persons regarded as having disability, § 6:50
 - preventing consideration of mitigating measures, § 6:12
 - regarded as having disability expanded, § 6:11
 - retroactivity and application, § 6:15
 - substantially limits expanded, § 6:9
 - under the act, § 6:48
- Attorneys, advice of counsel as defense to retaliation, § 6:92
- Attorney's fees. Attorneys' Fees and Costs (this index)
- Burden of proof. Trial, allocation of burden of proof, below
- Business necessity defense, § 6:88
- Causal connection, discrimination because of disability, § 6:72
- Class actions, procedural requirements, § 6:33
- Constitutional torts, § 5:20
- Constructive discharge, § 6:82
- Continuing violation doctrine, § 6:31
- Defendants, parties who can be sued
 - generally, § 6:23
 - Eleventh Amendment immunity, § 6:27
 - employers
 - definitions, § 6:24
 - exceptions, § 6:25
 - immunity, Eleventh Amendment, § 6:27
 - individuals, Title VII or ADEA, § 6:28

AMERICANS WITH DISABILITIES ACT (ADA)
—Cont’d
 Defendants, parties who can be sued
 —Cont’d
 union representing federal employees, § **6:26**
 Defenses of employers
 attorneys, advice of counsel as defense to retaliation, § **6:92**
 business necessity, § **6:88**
 direct threat, § **6:89**
 disparate impact cases, § **6:86**
 disparate treatment cases, § **6:84**
 inadequate defenses, § **6:85**
 expansion to direct threat defense, § **6:90**
 release of claim by employee, § **6:91**
 undue hardship, § **6:87**
 Disability claim under Title I,
 Eleventh Amendment immunity, § **5:25**
 Disparate impact cases
 defenses of employers, § **6:86**
 particular cases, § **6:74**
 trial, allocation of burden of proof, § **6:75**
 Disparate treatment cases
 defenses of employers, § **6:84**
 trial, allocation of burden of proof, § **6:73**
 Drug and alcohol use
 drug testing and medical examinations, below
 qualified individual with disability, § **6:69**
 Drug testing and medical examinations
 drug testing
 federal program, § **6:103**
 mandatory and voluntary testing, § **6:102**
 private sector employees, § **6:105**
 public employers, § **6:104**
 medical examination or inquiry
 coverage under ADA, § **6:106**
 job-related inquiry, § **6:107**

AMERICANS WITH DISABILITIES ACT (ADA)
—Cont’d
 Drug testing and medical examinations—Cont’d
 medical examination or inquiry
 —Cont’d
 nondisabled individuals, § **6:108**
 recordkeeping, § **6:109**
 releasing medical information, illegal disclosure, § **6:110**
 Elements of cause of action
 generally, § **6:38**
 accommodation. reasonable accommodation, below this group
 causal connection, discrimination because of disability, § **6:72**
 drug and alcohol use, qualified individual with disability, § **6:69**
 employment exams, reasonable accommodation for qualified individual with disability, § **6:65**
 equipment, reasonable accommodation for qualified individual with disability, § **6:64**
 essential functions of job. qualified individual with disability, below this group
 extraordinary accommodation for qualified individual with disability, § **6:67**
 history, “substantially limited,” § **6:47**
 individual with disability
 disability
 generally, § **6:40**
 examples, physical or mental impairment, § **6:42**
 history, “substantially limited,” § **6:47**
 major life activities, § **6:10; 6:44**
 mitigating measures under ADA Amendments Act of 2008, § **6:49**
 physical or mental impairment, § **6:41; 6:60**

INDEX

**AMERICANS WITH
DISABILITIES ACT (ADA)**

—Cont'd

- Elements of cause of action—Cont'd
 - individual with disability—Cont'd
 - disability—Cont'd
 - substantially limited, § 6:46
 - substantially limited under ADA Amendments Act of 2008, § 6:9
 - temporary or intermittent conditions, § 6:43
 - working, major life activities, § 6:45
 - history, “substantially limited,” § 6:47
 - physical or mental impairment, § 6:41
 - record of disability, § 6:51
 - regarded as having disability under ADA Amendments Act of 2008, § 6:50
 - temporary or intermittent conditions, § 6:43
- job restructuring, reasonable accommodation for qualified individual with disability, § 6:60
- leave of absence, reasonable accommodation for qualified individual with disability, § 6:58
- qualified individual with disability
 - determination of whether qualified individual, § 6:52
 - disability benefits, § 6:68
 - drug and alcohol use, § 6:69
 - employment exams, reasonable accommodation, § 6:65
 - equipment, reasonable accommodation, § 6:64
 - essential functions of job
 - generally, § 6:53
 - attendance, § 6:54
 - threat to others or to self, § 6:55
 - extraordinary accommodation, § 6:67
 - job restructuring, reasonable accommodation, § 6:60

**AMERICANS WITH
DISABILITIES ACT (ADA)**

—Cont'd

- Elements of cause of action—Cont'd
 - qualified individual with disability—Cont'd
 - leave of absence, reasonable accommodation, § 6:58
 - not reasonable, reasonable accommodation, § 6:66
 - reasonable accommodation
 - generally, § 6:56
 - determining what is reasonable, § 6:57
 - employment exams, § 6:65
 - equipment, § 6:64
 - extraordinary accommodation, § 6:67
 - job restructuring, § 6:60
 - leave of absence, § 6:58
 - modified work schedule, § 6:61
 - not reasonable, § 6:66
 - reassignment, § 6:59
 - seniority, § 6:63
 - travel and commuting, § 6:62
 - reassignment, reasonable accommodation, § 6:59
 - seniority, reasonable accommodation, § 6:63
 - reasonable accommodation
 - reassignment, reasonable accommodation for qualified individual with disability, § 6:59
 - seniority, reasonable accommodation for
 - qualified individual with disability, § 6:63
 - seniority, reasonable accommodation for qualified individual with disability, § 6:63
- Eleventh Amendment immunity, § 6:27
- Employees
 - plaintiffs, parties who can sue, below
 - release of claim, § 6:91
- Employers
 - defendants, parties who can be sued, above

**AMERICANS WITH
DISABILITIES ACT (ADA)**

—Cont'd

Employers—Cont'd
 defenses of employers, above
 Employment exams, reasonable accommodation for qualified individual with disability, § 6:65
 Equal Employment Opportunity Commission (EEOC) claim, administrative remedies, § 6:29
 Equipment, reasonable accommodation for qualified individual with disability, § 6:64
 Essential functions of job. Elements of cause of action, above
 Extraordinary accommodation for qualified individual with disability, § 6:67
 Government entities, parties who can sue, § 6:22
 Harassment based on disability, allocation of burden of proof, § 6:80
 Immunity, Eleventh Amendment, § 6:27
 Individual with disability. Elements of cause of action, above
 Job restructuring, reasonable accommodation for qualified individual with disability, § 6:60
 Judicial estoppel, § 6:37
 Jurisdiction, ministerial exception, § 6:93
 Jury instructions, § App. D8
 Jury trial, § 6:34
 Leaves of absence, reasonable accommodation for qualified individual with disability, § 6:58
 Medical examinations. Drug testing and medical examinations, above
 Ministerial exception, jurisdiction, § 6:93
 Overlapping rights, § 6:39
 Plaintiffs, parties who can sue employees
 ADA coverage, § 6:16
 former employees, § 6:18

**AMERICANS WITH
DISABILITIES ACT (ADA)**

—Cont'd

Plaintiffs, parties who can sue
 —Cont'd
 employees—Cont'd
 inmates, § 6:19
 students, § 6:20
 government entities, § 6:22
 inmates, § 6:19
 qualified individual with disability, § 6:21
 students, § 6:20
 Preclusion. Procedural requirements, below
 Procedural requirements
 class actions, § 6:33
 collateral estoppel, § 6:36
 continuing violation doctrine, § 6:31
 EEOC claim, administrative remedies, § 6:29
 judicial estoppel, § 6:37
 jury trial, § 6:34
 preclusion
 arbitration, § 6:35
 collateral estoppel, § 6:36
 judicial estoppel, § 6:37
 service of process, § 6:32
 statute of limitations, § 6:30; 6:31
 Proof of discrimination in public services and accommodations, § 6:83
 Public accommodations, § 6:83
 Qualified individual with disability
 elements of cause of action, above
 parties who can sue, § 6:2
 Reasonable accommodation
 interactive process, § 6:70
 failure to engage, § 6:71
 Reasonable accommodation
 elements of cause of action, below
 trial, allocation of burden of proof, failure to accommodate, § 6:76
 Reassignment, reasonable accommodation for qualified individual with disability, § 6:59

INDEX

AMERICANS WITH DISABILITIES ACT (ADA)

—Cont'd

- Reference materials. Reference Materials (this index)
- Release of claim by employee, § 6:91
- Remedies
 - attorney's fees, § 6:100
 - calculations of attorney's fees, § 6:101
 - compensatory damages, § 6:95
 - good faith efforts defense, limits on damages, § 6:96
 - limits on damages
 - good faith efforts defense, § 6:96
 - mitigation of damages, § 6:98
 - statutory cap, § 6:97
 - mitigation of damages, § 6:98
 - punitive damages, § 6:95
 - statutory cap on damages, § 6:97
 - tax treatment, § 6:99
 - Title VII remedies, § 6:94
- Retaliation
 - defense, advice of counsel as defense to retaliation, § 6:92
 - trial, allocation of burden of proof, below
- Seniority, reasonable accommodation for qualified individual with disability, § 6:63
- Service of process, § 6:32
- State law protections, § 6:2
- Statute of limitations
 - general discussion, § 6:30
 - continuing violation doctrine, § 6:31
- Tax treatment of remedies, § 6:99
- Text, § App. C4
- Title II, § 6:7
- Trial, allocation of burden of proof
 - accommodation, failure to accommodate, § 6:76; 6:151
 - failure to participate in interactive process, § 6:77
 - disparate impact cases, § 6:75
 - disparate treatment cases, § 6:73
 - harassment based on disability, § 6:80

AMERICANS WITH DISABILITIES ACT (ADA)

—Cont'd

- Trial, allocation of burden of proof—Cont'd
 - retaliation
 - generally, § 6:152
 - analysis, § 6:80
 - causation, establishing, § 6:79
 - harassment based on disability, § 6:80
 - retaliation claims, § 6:78
- Undue hardship, defense of employers, § 6:87
- Union representing federal employees, parties who can be sued, § 6:26
- Unlawful medical examinations or inquiries, § 6:81

AMERICANS WITH DISABILITIES ACT AMENDMENTS ACT OF 2008

Americans With Disabilities Act (ADA) (this index)

APPEARANCE AND GROOMING

Title VII employment discrimination suits, § 1:79

APPRENTICESHIP PROGRAMS

Age Discrimination in Employment Act (ADEA), § 3:34

ARBITRATION

- Age Discrimination in Employment Act (ADEA), § 3:18 to 3:20
- Effect of arbitration provision in collective, § 3:19
 - bargaining agreement on civil action under ADEA, § 3:19
- OWBPA and the ADEA, § 3:20
- Agreements, Family and Medical Leave Act (FMLA), § 9:89
- Constitutional torts, parties who can sue, § 5:35

ARMED FORCES MEMBERS

Age Discrimination in Employment Act (ADEA), parties who can sue, § 3:28

ARMED FORCES MEMBERS

—Cont'd

- Constitutional torts, military officials as parties who can be sued, § **5:40**
- Title VII employment-discrimination suits, parties entitled to sue, § **1:14**

ASSESSMENT OF EVIDENCE AT END OF TRIAL, ALLOCATION OF PROOF

- Title VII employment discrimination suits
 - General discussion, § **1:198 et seq.**

ASSESSMENT OF EVIDENCE AT TRIAL, ALLOCATION OF PROOF

- Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)
- Equal Pay Act. Equal Pay Act (this index)
- Title VII cases. Title VII Employment-Discrimination Suits (this index)

ATTORNEYS

- Americans With Disabilities Act (ADA), advice of counsel as defense to retaliation, § **6:92**
- Title VII cases. Title VII Employment-Discrimination Suits (this index)
- Whistleblower protection statutes, § **10:20**

ATTORNEY'S FEES AND COSTS

- Generally, § **7:1 to 7:107**
- Adjustment of award, proceedings, § **7:51**
- Administrative agencies, awards made by
 - generally, § **7:106**
 - adversary adjudication requirement, § **7:107**
- Administrative work, § **7:39 to 7:41**
- Age Discrimination in Employment Act (ADEA), statutory authorization, § **7:5**

ATTORNEY'S FEES AND COSTS

—Cont'd

- Americans With Disabilities Act (ADA), § **7:6**
 - generally, § **6:100**
 - calculations, § **6:101**
- Amount of attorneys fees, disputed, § **7:57**
- Appealability, recovery standards, § **7:44**
- Bad faith litigation exception to American rule, § **7:87**
- Civil rights enforcement statutes: Sections 1981, 1983, 1985(3), and 1986
 - Section 1985(3), § **4:138**
 - statutory authorizations, § **7:8**
- Computation of fees
 - generally, § **7:63 et seq.**
 - adjustments
 - generally, § **7:74**
 - complexity/novelty of issues, § **7:75**
 - results obtained, § **7:76**
 - risk of loss, § **7:78**
 - superior quality of representation, § **7:77**
 - analytical framework, § **7:66**
 - contingent fees, § **7:81**
 - costs, § **7:83**
 - disproportionate fee awards, factors considered, § **7:79**
 - impact of CRA, § **7:84**
 - initial calculation
 - generally, § **7:67**
 - current rate, § **7:70**
 - evidence, § **7:72**
 - location, § **7:69**
 - Lodestar method, § **7:67**
 - market rate, § **7:71**
 - rates
 - generally, § **7:68**
 - current rate, § **7:70**
 - evidence, § **7:72**
 - location, § **7:69**
 - market rate, § **7:71**
 - salary rate, § **7:73**
 - salary rate, § **7:73**

INDEX

ATTORNEY'S FEES AND COSTS

—Cont'd

- Computation of fees—Cont'd
 - interest and compensation, § 7:82
 - Lodestar method, § 7:65; 7:67
 - losing defendant's identity irrelevant, § 7:80
 - offer of judgment, costs and fees thereafter, § 7:85
 - rates. initial calculation, above this group
 - standards for computing
 - generally, § 7:63 et seq.
 - analytical framework, § 7:66
 - applicability, § 7:66
 - lodestar approach, § 7:65
 - overlapping factors, § 7:66
 - 12-factor formula, § 7:64
- Constitutional torts
 - statutory authorization, § 7:9
- Costs
 - Age Discrimination in Employment Act (ADEA), § 3:151
 - Court discretion, proceedings, § 7:50
 - Defendants, fee awards to prevailing defendants. Recovery standards, below
 - Denial without reason, proceedings, § 7:56
 - Determining "limited success," § 7:38
 - Disputed community practice, proceedings, § 7:55
 - Disputed or incomplete record, proceedings, § 7:52
 - Equal Access to Justice Act
 - generally, § 7:94 to 7:105
 - applicability, § 7:96
 - assessment of fees and expenses, § 7:97
 - computation of fee, § 7:104
 - financial eligibility requirements, § 7:100
 - government position substantially justified, § 7:102
 - prevailing party, § 7:98
 - pro se litigants, § 7:105
 - provision of award, § 7:99
 - reenactment, § 7:95

ATTORNEY'S FEES AND COSTS

—Cont'd

- Equal Access to Justice Act—Cont'd
 - special circumstances, § 7:103
 - statutory authorization, § 7:10
 - timeliness of application, § 7:101
- Equal Pay Act
 - statutory authorizations, § 7:4
- Evidentiary hearings. Proceedings under Civil Rights Statutes, below
- Exceptions to American rule
 - bad faith litigation, § 7:87
 - common benefits, § 7:93
 - impact of Fed. R. Civ. P. 11
 - generally, § 7:88
 - discovery, § 7:92
 - procedure, § 7:90
 - sanctions imposed, § 7:91
 - standards, § 7:89
- Exception to American rule
 - generally, § 7:86 et seq.
- Expert witness, proceedings under Civil Rights Statutes
 - Evidentiary hearings
 - generally, § 7:60 et seq.
 - contingency multiplier, § 7:61
 - value and quality of services, § 7:62
- Immune officials, § 7:42
- Inadequate foundation, proceedings, § 7:54
- Incomplete record, proceedings, § 7:52
- Interim awards, § 7:43
- "Limited success," determining, § 7:38
- Material sufficient, proceedings, § 7:58
- No timely objection, proceedings, § 7:59
- Offer of judgment, attorney's fees and costs after offer of judgment, § 7:85
- Plaintiffs' fee awards. Recovery standards, below
- Prevailing issue requirement, § 7:37
- Prevailing parties. Recovery standards, below

ATTORNEY'S FEES AND COSTS

—Cont'd

Proceedings under Civil Rights Statutes
 generally, § 7:46 et seq.
 discovery requests, § 7:46
 discretion of court, § 7:48
 Evidentiary hearings
 generally, § 7:47 et seq.
 discretion of court, § 7:48
 expert witness
 generally, § 7:60 et seq.
 contingency multiplier, § 7:61
 value and quality of services, § 7:62
 procedural matter, § 7:49
 situations where hearing held
 generally, § 7:50 et seq.
 adjustment of award, § 7:51
 amount of attorneys fees, disputed, § 7:57
 court discretion, § 7:50
 denial without reason, § 7:56
 disputed community practice, § 7:55
 disputed or incomplete record, § 7:52
 inadequate foundation, § 7:54
 incomplete record, § 7:52
 remand for false assumption, § 7:53
 situations where hearing not held
 generally, § 7:58 et seq.
 material sufficient, § 7:58
 no timely objection, § 7:59
 Rates. Computation of fees, above
 Recovery standards
 appealability, § 7:44
 defendants, fee awards to prevailing defendants
 attorney liability, § 7:36
 federal employees, § 7:34
 nonfederal employees
 generally, § 7:30
 calculation of award, § 7:32
 pro se plaintiff, § 7:31
 state employees, § 7:33

ATTORNEY'S FEES AND COSTS

—Cont'd

Recovery standards—Cont'd
 defendants, fee awards to prevailing defendants—Cont'd
 prevailing party vs. prevailing plaintiffs, § 7:29
 pro se plaintiff, nonfederal employee defendant, § 7:31
 state employees, § 7:33
 voluntary dismissal, effect of, § 7:35
 determining “limited success,” § 7:38
 goals, generally, § 7:11
 immune officials, § 7:42
 interim awards, § 7:43
 plaintiffs' fee awards
 additional exceptions, limitations, § 7:19
 eligibility, § 7:12
 limitations, § 7:18; 7:19
 nominal damages cases, § 7:15
 prevailing party
 generally, § 7:13
 intervenors, § 7:26 to 7:28
 moot cases, intervenors, § 7:25
 multidefendant cases, § 7:24
 settlements, § 7:20 to 7:24
 whistleblower cases, § 7:14
 pro se litigants, § 7:16
 special circumstances exception, § 7:18
 standing to seek fee awards, § 7:17
 prevailing issue requirement, § 7:37
 prevailing parties
 defendants, fee awards to prevailing defendants, above this group
 plaintiffs' fee awards, above this group
 timeliness, § 7:45
 Reference materials, § App. C10
 Rehabilitation Act, § 7:7
 Rehabilitation Act of 1973
 Section 501, § 6:228

INDEX

ATTORNEY'S FEES AND COSTS

—Cont'd

- Rehabilitation Act of 1973—Cont'd
 - Section 504, § **6:171**
- Remand for false assumption, proceedings, § **7:53**
- Sanctions under Fed. R. Civ. P. 11. Exceptions to American rule, above
- Situations where hearing held
 - Proceedings under Civil Rights Statutes
 - adjustment of award, § **7:51**
 - amount of attorneys fees, disputed, § **7:57**
 - court discretion, § **7:50**
 - denial without reason, § **7:56**
 - disputed community practice, § **7:55**
 - disputed or incomplete record, § **7:52**
 - inadequate foundation, § **7:54**
 - incomplete record, § **7:52**
 - remand for false assumption, § **7:53**
 - Situations where hearing not held
 - Proceedings under Civil Rights Statutes
 - generally, § **7:58 et seq.**
 - material sufficient, § **7:58**
 - no timely objection, § **7:59**
 - Statutory authorizations
 - Age Discrimination in Employment Act (ADEA), § **7:5**
 - Americans With Disabilities Act (ADA), § **7:6**
 - civil rights enforcement statutes: Sections 1981, 1983, 1985(3), and 1986, § **7:8**
 - constitutional torts, § **7:9**
 - Equal Access to Justice Act, § **7:10**
 - Equal Pay Act, § **7:4**
 - Rehabilitation Act, § **7:7**
 - Title VII, § **7:2; 7:3**
 - Title VII, statutory authorizations, § **7:2; 7:3**
 - Whistleblowers, § **7:14; 10:39**

BAD FAITH

- Attorney's fees and costs, bad faith litigation exception to American rule, § **7:87**
- Whistleblower protection statutes, defense of bad faith whistleblower conduct, defense, § **10:34**

BENEFITS

- Age Discrimination in Employment Act (ADEA), disability retirement benefit plans, § **3:118**

BENNETT AMENDMENT

- Equal Pay Act, § **2:40**
- Title VII employment-discrimination suits, § **1:319**

BIVENS ACTIONS

- Constitutional Torts (this index)

BONA FIDE OCCUPATIONAL QUALIFICATION

- Age Discrimination in Employment Act (ADEA), § **3:129**
- Constitutional torts, § **5:19**

BOTTOM LINE

- Title VII employment-discrimination suits, no defense of favorable bottom line, § **1:256**

BURLINGTON NORTHERN DECISION

- Retaliation, § **1:44; 1:45**

BUSINESS NECESSITY DEFENSE

- Age Discrimination in Employment Act (ADEA), § **3:130**
- Americans With Disabilities Act (ADA), § **6:88**

CASE MANAGEMENT TECHNIQUES, FORMS AND ORDERS

- Counsel, order appointing counsel pro bono publico, § **App. E12**
- Dates and deadlines in civil actions form, § **App. E15; App. E16**
- Direct testimony, requiring pretrial submission in written form, § **App. E19**

**CASE MANAGEMENT
TECHNIQUES, FORMS AND
ORDERS—Cont'd**

- Dismissal of individually named federal officials, order for, § **App. E8**
- Magistrate, order of reference to magistrate, § **App. E9**
- Particularity, order requiring parties to specify claims with particularity, § **App. E14**
- Preliminary injunctions, order combining preliminary injunction with hearing on merits, § **App. E13**
- Reference to special master, order, § **App. E10**
- Richey, A Federal Trial Judge's Reflections on the Preparation for and Trial of Civil Cases, § **App. E20**
- Rule 16 conference
 - notice of Rule 16 conference, § **App. E4**
 - orders memorializing Rule 16 conference, § **App. E7**
 - Richey, Rule 16: Survey and Come Considerations for Bench and Bar, § **App. E17**
 - Richey, Rule 16 Revisited: Reflections for Benefit of Bench and Bar, § **App. E18**
- Special masters
 - order giving counsel choice of special master and supplement order appointing master, § **App. E11**
 - reference to special master, order, § **App. E10**
- Specification of plaintiff's claims form, § **App. E3**
- Trial certification sheet, § **App. E2**
- Undisputed material facts, order requiring parties to attempt to stipulate, § **App. E5**

CHOICE OF FORUM

- Whistleblower protection statutes, choice of forum and remedies, § **10:29**

CIVIL RIGHTS ACT OF 1991

- Jury instructions, § **App. C10**

**CIVIL RIGHTS ACT OF 1991
—Cont'd**

- Reference materials, § **App. C2**

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986**

- Generally, § **4:1 to 4:149**
- Introduction, civil rights enforcement statute, § **4:1**
- Attorney's fees and costs. Attorneys' Fees And Costs (this index)
- Injunctive relief
 - Section 1985(3), § **4:137**
 - Section 1983, below
- Jury instructions
 - Section 1981, § **App. D3**
 - Section 1983, § **App. D4**
 - Section 1985(3), § **App. D5**
- Jury trial
 - Section 1983, § **4:100**
- Punitive damages, Section 1983, § **4:108**
- Reference materials, § **App. C5**
- Remedies
 - Section 1981, below
 - Section 1983, below
 - Section 1985(3), below
 - Section 1986, below
- Section 1981
 - generally, § **4:2**
 - against states, parties who can be sued, § **4:15**
 - aliens, parties who can sue, § **4:6**
 - at-will employees, parties who can sue, § **4:10**
 - back pay, § **4:38**
 - benefits, recovery for loss of work benefits, § **4:40**
 - Burdens of proof, § **4:28**
 - Hostile work environment, § **4:29**
 - Retaliation, § **4:30**
 - cause of action. elements of cause of action, below this group
 - corporations, parties who can sue, § **4:7**
 - decedent's survivors, parties who can sue, § **4:8**

INDEX

CIVIL RIGHTS ENFORCEMENT STATUTES: SECTIONS 1981, 1983, 1985(3), AND 1986

—Cont'd

- Section 1981—Cont'd
 - defendants, who can be sued
 - federal government, against,
§ 4:17
 - municipalities against, § 4:16
 - private individuals and organiza-
tions, § 4:13
 - state and local officials, § 4:14
 - states against, § 4:15
 - elements of cause of action
 - defenses rejected, § 4:27
 - enumerated activity
 - generally, § 4:21
 - contracts, making and enforc-
ing, § 4:22
 - full and equal benefit of all
laws and proceedings for
security of persons and
property, § 4:24
 - punishments, penalties, taxes,
licenses and other exac-
tions, equality as to,
§ 4:25
 - suing, being a party, or giving
evidence, § 4:23
 - intention to discriminate, § 4:19
 - Racial discrimination, § 4:18
 - retaliatory intent, § 4:20
 - state action in some cases,
§ 4:26
 - equitable remedies, § 4:37
 - exhaustion of administrative reme-
dies, § 4:33
 - federal government, parties who
can be sued, § 4:17
 - Hispanics, parties who can sue,
§ 4:5
 - history, § 4:2
 - jury instructions, § App. D2; App.
D10
 - jury trial, § 4:35
 - legal remedies, § 4:39
 - municipalities, parties who can be
sued, § 4:16

CIVIL RIGHTS ENFORCEMENT STATUTES: SECTIONS 1981, 1983, 1985(3), AND 1986

—Cont'd

- Section 1981—Cont'd
 - plaintiffs, who can sue
 - aliens, § 4:6
 - at-will employees, § 4:10
 - corporations, § 4:7
 - decedent's survivors, § 4:8
 - Hispanics, § 4:5
 - independent contractors, § 4:11
 - testers, § 4:9
 - white person, § 4:4
 - Pleadings, § 4:32
 - preclusion by state court judg-
ments, § 4:34
 - private individuals and organiza-
tions, parties who can be
sued, § 4:13
 - procedural requirements
 - exhaustion of administrative
remedies, § 4:33
 - jury trial, § 4:35
 - preclusion by state court judg-
ments, § 4:34
 - remedies
 - generally, § 4:36
 - back pay, § 4:38
 - benefits, recovery for loss of
work benefits, § 4:40
 - equitable remedies, § 4:37
 - legal remedies, § 4:39
 - Prejudgment interest, § 4:41
 - rights, § 4:3
 - state and local officials, parties
who can be sued, § 4:14
 - statute of limitations, § 4:31
 - white persons, parties who can sue,
§ 4:4
- Section 1983
 - attorney, appointment of counsel,
§ 4:102
 - Availability of remedies, § 4:48
 - burdens of proof, § 4:101
 - cause of action. elements of cause
of action, below this group
 - compensatory damages, § 4:107

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986
—Cont'd**

Section 1983—Cont'd
 Coverage of Section 1983, § **4:44**
 defendants, parties who can be
 sued
 generally, § **4:54**
 acting under color of state law,
 § **4:54**
 federal officials, § **4:59**
 local governmental bodies
 generally, § **4:62**
 decisions by municipal
 officials, § **4:66**
 failure to train municipal
 employees, § **4:65**
 isolated incident of unconsti-
 tutional activity, § **4:64**
 legislative acts, § **4:67**
 official policy, practice, or
 custom, § **4:63; 4:64**
 private persons
 generally, § **4:55**
 fair attribution issue, § **4:56**
 four tests, § **4:56; 4:57**
 when analysis inapplicable,
 § **4:58**
 states, § **4:61**
 supervisors, § **4:60**
 elements of cause of action
 generally, § **4:83**
 deprivation of federal right
 deprivation, § **4:87**
 federal right, § **4:88**
 Monroe v. Pape, § **4:86**
 state officials acting under color
 of state law, § **4:84 to 4:88**
 under color of state law, § **4:84**
 to 4:88
 employment discrimination and
 Section 1983, § **4:43**
 exhaustion of remedies, § **4:45**
 exhaustion of state administrative
 remedies, § **4:99**
 exhaustion of state judicial reme-
 dies, § **4:93 to 4:98**
 history and purpose, § **4:42**

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986
—Cont'd**

Section 1983—Cont'd
 immunities
 government entities, § **4:68**
 judges, jurors, and witnesses
 absolute immunity, § **4:71**
 legislative immunity, § **4:72**
 official persons
 generally, § **4:69**
 absolute immunity, § **4:70 to**
 4:74
 qualified immunity, § **4:75 to**
 4:81
 presidential immunity, § **4:74**
 procedure for raising and resolv-
 ing immunity defenses,
 § **4:82**
 prosecutors, absolute immunity,
 § **4:71**
 injunctive relief. Remedies, below
 this group
 jury trial, § **4:100**
 monetary damages. Remedies,
 below
 nominal damages, § **4:109**
 plaintiffs, parties who can sue
 associations, § **4:51**
 corporations, § **4:50**
 government entities, § **4:53**
 individuals, § **4:49**
 labor unions, § **4:52**
 shareholders, § **4:50**
 unions, § **4:52**
 pleadings, § **4:92**
 punitive damages, § **4:108**
 remedies
 attorneys fees, § **4:110**
 compensatory damages, § **4:107**
 injunctive relief
 appropriateness, § **4:104**
 availability, § **4:103**
 state court proceedings,
 enjoining, § **4:105**
 monetary damages
 generally, § **4:106**

INDEX

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986**

—Cont'd

- Section 1983—Cont'd
 - remedies—Cont'd
 - monetary damages—Cont'd
 - compensatory damages,
§ 4:107
 - nominal damages, § 4:109
 - punitive damages, § 4:108
 - nominal damages, § 4:109
 - punitive damages, § 4:108
 - state court proceedings, enjoin-
ing, § 4:105
 - Requirements to prove discrimina-
tion, § 4:47
 - state court proceedings, enjoining,
§ 4:105
 - statute of limitations, § 4:90
 - Statute of limitations, § 4:46
 - subject matter jurisdiction, § 4:89
 - survivorship, § 4:91
- Section 1985(3)
 - attorney's fees, § 4:138
 - conspiracy. elements of cause of
action, below this group
 - damages, § 4:136
 - defendants, parties who can be
sued
 - federal officials, immunity,
§ 4:116
 - immunity principles, § 4:112
 - municipalities, immunity,
§ 4:115
 - private individuals, immunity,
§ 4:113
 - state and local officials,
immunity, § 4:114
 - elements of cause of action
 - generally, § 4:117
 - conspiracy
 - corporation as conspirator,
§ 4:119
 - minimum requirements,
§ 4:118
 - equal protection and equal privi-
leges and immunities,
protected rights
generally, § 4:129

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986**

—Cont'd

- Section 1985(3)—Cont'd
 - elements of cause of action
 - Cont'd
 - equal protection and equal privi-
leges and immunities,
protected rights—Cont'd
 - First Amendment, § 4:132
 - Fourteenth Amendment,
§ 4:131
 - national citizenship rights,
§ 4:133
 - statutory rights, § 4:134
 - Thirteenth Amendment,
§ 4:130
 - First Amendment, protected
equal protection and equal
privileges and immunities
rights, § 4:132
 - Fourteenth Amendment,
protected equal protection
and equal privileges and
immunities rights, § 4:131
 - invidious class-based animus
groups held not protected,
§ 4:126 to 4:128
 - groups held not protected,
particular groups,
§ 4:127
 - groups held protected,
§ 4:121
 - intent requirement, § 4:120
 - political groups, groups held
protected, § 4:123
 - religious groups, groups held
protected, § 4:124
 - union and nonunion groups,
groups held not
protected, § 4:128
 - women, group held protected,
§ 4:122
 - national citizenship rights,
protected equal protection
and equal privileges and
immunities rights, § 4:133
 - political groups, invidious class-
based animus, § 4:123

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986
—Cont'd**

Section 1985(3)—Cont'd
 elements of cause of action
 —Cont'd
 privileges and immunities. equal
 protection and equal privi-
 leges and immunities,
 protected rights, above this
 group
 statutory rights, protected equal
 protection and equal privi-
 leges and immunities
 rights, § 4:134
 Thirteenth Amendment,
 protected equal protection
 and equal privileges and
 immunities rights, § 4:130
 union and nonunion groups, no
 protection against invidious
 class-based animus,
 § 4:128
 women, invidious class-based
 animus, § 4:122
 equal protection and equal privi-
 leges and immunities,
 protected rights. elements of
 cause of action, above this
 group
 First Amendment, protected equal
 protection and equal privi-
 leges and immunities rights,
 § 4:132
 Fourteenth Amendment, protected
 equal protection and equal
 privileges and immunities
 rights, § 4:131
 history, § 4:111
 injunctive relief, § 4:137
 invidious class-based animus. ele-
 ments of cause of action,
 above this group
 jury instructions, § App. D5
 national citizenship rights,
 protected equal protection and
 equal privileges and immuni-
 ties rights, § 4:133
 others, invidious class-based
 animus, § 4:125

**CIVIL RIGHTS ENFORCEMENT
STATUTES: SECTIONS 1981,
1983, 1985(3), AND 1986
—Cont'd**

Section 1985(3)—Cont'd
 political groups, invidious class-
 based animus, § 4:123
 privileges and immunities. ele-
 ments of cause of action,
 above this group
 remedies
 attorney's fees, § 4:138
 damages, § 4:136
 injunctive relief, § 4:137
 statute of limitations, § 4:135
 statutory rights, protected equal
 protection and equal privi-
 leges and immunities rights,
 § 4:134
 Thirteenth Amendment, protected
 equal protection and equal
 privileges and immunities
 rights, § 4:130
 union and nonunion groups, no
 protection against invidious
 class-based animus, § 4:128
 women, invidious class-based
 animus, § 4:122
 Section 1986
 generally, § 4:139
 damages, § 4:147
 defendants, who can be sued
 government entities and
 officials, § 4:142
 private persons, § 4:141
 elements of cause of action
 knowledge of discriminatory
 act, § 4:144
 valid claim under Section 1985,
 § 4:143
 equitable relief, § 4:149
 limitation of recovery, § 4:148
 protected class, parties who can
 sue, § 4:140
 remedies
 damages, § 4:147
 equitable relief, § 4:149
 limitation of recovery, § 4:148

INDEX

CIVIL RIGHTS ENFORCEMENT STATUTES: SECTIONS 1981, 1983, 1985(3), AND 1986

—Cont'd

- Section 1986—Cont'd
 - statute of limitations
 - accrual rule, § 4:146
 - limitations period, § 4:145
- Statute of limitations
 - Section 1981, § 4:31
 - Section 1983, § 4:90
 - Section 1985(3), § 4:135
 - Section 1986, above

CLAIM

- Constructive discharge under Title VII, § 1:54

CLASS ACTIONS

- Americans With Disabilities Act (ADA), procedural requirements, § 6:33
- Title VII cases. Title VII Employment-Discrimination Suits (this index)

COLLATERAL ESTOPPEL

- Americans With Disabilities Act (ADA), § 6:36
- Equal Pay Act, § 2:14

COMMON BENEFIT

- Attorney's fees and costs, common benefit exception to American rule, § 7:93

COMMON-LAW CONTRACT AND TORT CLAIMS

- Generally, § 8:1 to 8:99
- Common-law differentiated
 - generally, § 8:2
 - damages, § 8:6
 - jurisdictional considerations, § 8:3
 - jury trial, right to, § 8:5
 - limitations, statutes of, § 8:4
 - right to jury trial, § 8:5
- Contract-theory judicial exceptions to employment-at-will
 - generally, § 8:13
 - good faith and fair dealing. implied covenants of good faith and

COMMON-LAW CONTRACT AND TORT CLAIMS—Cont'd

- Contract-theory judicial exceptions to employment-at-will—Cont'd
 - fair dealing, below this group
 - implied covenants of good faith and fair dealing
 - covenants, § 8:22
 - damages, § 8:30
 - discharge not for cause, § 8:26
 - elements of cause of action, § 8:23
 - intent to avoid compensation for services rendered, § 8:25
 - no breach of covenant
 - generally, § 8:27
 - preemption, statutory, § 8:29
 - waiver, § 8:28
 - preemption, statutory, § 8:29
 - recognition of covenants in employment context
 - generally, § 8:24
 - discharge not for cause, § 8:26
 - intent to avoid compensation for services rendered, § 8:25
 - waiver, § 8:28
 - implied-in-fact contracts
 - course of conduct, § 8:17
 - elements of cause of action, § 8:14
 - jury question, § 8:18
 - oral assurances or representations, § 8:15
 - sources
 - course of conduct, § 8:17
 - jury question, § 8:18
 - oral assurances or representations, § 8:15
 - written employer policies, § 8:16
 - statute of frauds
 - generally, § 8:19
 - disclaimers, § 8:21
 - lack of consideration, § 8:20
 - written employer policies, § 8:16

**COMMON-LAW CONTRACT AND
TORT CLAIMS—Cont'd**

Contract-theory judicial exceptions to employment-at-will—Cont'd

- promissory estoppel
 - generally, § 8:32
 - actionable employment-related promises, § 8:34
 - avoiding injustice, § 8:37
 - defenses, § 8:38
 - elements of employment-related promissory estoppel, § 8:33
 - reasonable expectation, § 8:35
 - reliance, § 8:36
 - remedies, § 8:39
 - public policy exceptions, § 8:31
- Defamation. Tort-theory judicial exceptions to employment-at-will, below
- Employment-at-will, limitations on doctrine
 - generally, § 8:7
 - contract-theory judicial exceptions to employment-at-will, above
 - immunity, § 8:11
 - preemption, legislative, § 8:12
 - remedies, § 8:10
 - statutes of limitation, § 8:9
 - tort and contract theories, § 8:8
- Fraudulent misrepresentation. Tort-theory judicial exceptions to employment-at-will, below
- Good faith and fair dealing. Contract-theory judicial exceptions to employment-at-will, above
- Implied covenants of good faith and fair dealing. Contract-theory judicial exceptions to employment-at-will, above
- Implied-in-fact contracts. Contract-theory judicial exceptions to employment-at-will, above
- Intentional infliction of emotional distress. Tort-theory judicial exceptions to employment-at-will, below
- Invasion of privacy. Tort-theory judicial exceptions to employment-at-will, below

**COMMON-LAW CONTRACT AND
TORT CLAIMS—Cont'd**

Jury instructions, § App. D11; App. D12

- Promissory estoppel. Contract-theory judicial exceptions to employment-at-will, above
- Public policy
 - tort-theory judicial exceptions to employment-at-will, below
- Statutory actions differentiated
 - generally, § 8:2
 - damages, § 8:6
 - jurisdictional considerations, § 8:3
 - jury trial, right to, § 8:5
 - limitations, statutes of, § 8:4
 - right to jury trial, § 8:5
- Tortious interference with contract.
 - Tort-theory judicial exceptions to employment-at-will, below
- Tort-theory judicial exceptions to employment-at-will
 - generally, § 8:40
 - defamation
 - generally, § 8:83
 - defenses, § 8:89
 - elements of cause of action, § 8:84
 - false or defamatory statements, § 8:85
 - privileges, § 8:86
 - publication, § 8:87
 - remedies, § 8:90
 - special harm, § 8:88
 - developments, § 8:40
 - fraudulent misrepresentation
 - generally, § 8:75
 - actionable misrepresentations, § 8:78
 - disclaimers, § 8:80
 - elements of cause of action, § 8:76
 - misrepresentation, § 8:77
 - reliance, § 8:79
 - reliance, disclaimers
 - action on contract, § 8:81
 - remedies, § 8:82

INDEX

COMMON-LAW CONTRACT AND TORT CLAIMS—Cont'd

Tort-theory judicial exceptions to employment-at-will—Cont'd

- intentional infliction of emotional distress
 - generally, § 8:68
 - damages, § 8:74
 - defenses, § 8:73
 - elements of cause of action, § 8:69
 - intent or knowledge, § 8:70
 - jury instructions, § App. D11
 - nature of conduct, § 8:71
 - severity of distress, § 8:72
- invasion of privacy
 - generally, § 8:91
 - defenses, § 8:98
 - elements of cause of action
 - generally, § 8:92
 - actionable intrusion in employment context, § 8:94
 - information actionable, § 8:97
 - public disclosure of private facts, § 8:95
 - publicity, § 8:96
 - who may be liable, § 8:93
 - remedies, § 8:99
- public policy
 - wrongful discharge in violation of public policy, below this group
- termination in violation of public policy
 - generally, § 8:41
 - defenses
 - collective bargaining remedies, preclusion by, § 8:57
 - just cause, § 8:58
 - preemption, § 8:55
 - statutory remedies, preclusion by, § 8:56
 - elements of cause of action, § 8:42
 - public policies actionable, § 8:43

COMMON-LAW CONTRACT AND TORT CLAIMS—Cont'd

Tort-theory judicial exceptions to employment-at-will—Cont'd

- termination in violation of public policy—Cont'd
 - reasons for discharge, actionable
 - generally, § 8:44
 - civil or criminal proceedings against employees, initiating, § 8:49
 - First Amendment rights, exercise of, § 8:54
 - health or safety concerns, raising, § 8:48
 - Immigration and Naturalization Service (INS), initiating investigation, § 8:50
 - jury duty, § 8:45
 - polygraph-related discharges, § 8:52
 - sexual conduct, refusal to engage in, § 8:51
 - subpoena, obeying, § 8:46
 - whistleblowers, § 8:53
 - workers' compensation claim, filing, § 8:47
 - remedies, § 8:59
- tortious interference with contract
 - generally, § 8:60
 - conduct actionable, § 8:63
 - elements causing of action, § 8:62
 - lack of intent of improper purpose
 - generally, § 8:64
 - preemption, statutory, § 8:66
 - protection of own economic interests, § 8:65
 - parties who may be liable, § 8:61
 - remedies, § 8:67
- Wrongful discharge. Tort-theory judicial exceptions to employment-at-will, above

COMPARABLE WORTH THEORY

Title VII employment-discrimination suits, § 1:320

COMPENSATORY AND PUNITIVE DAMAGES

Title VII employment-discrimination suits, § **1:288**

COMPENSATORY DAMAGES

Age Discrimination in Employment Act (ADEA), § **3:143**

Constitutional torts, First Amendment, § **5:50**

Recovery, § **6:226**

CONFIDENTIALITY

Genetic Information Nondiscrimination Act of 2008, § **6:232**

CONGRESSIONAL ACCOUNTABILITY ACT

Title VII employment-discrimination suits, parties entitled to sue, § **1:16**

CONSTITUTIONAL TORTS

Generally, § **5:1 to 5:75**

Absolute immunity, coverage, § **5:45**

Actions that would interfere with government function, § **5:36**

Administrative exhaustion of remedies for suits, § **5:71**

Americans with Disabilities Act (ADA), § **5:20**

Arbitration, suits, § **5:35**

Attorney's fees. Attorneys' Fees and Costs (this index)

Award damages, remedies, § **5:73**

Bivens action, § **5:47**

Bivens action

maintaining Bivens claim, § **5:30**

monetary damages, below

Bona fide occupational qualification, § **5:19**

Compensable injuries, § **5:74**

Compensatory damages, § **5:50**

Damages. Monetary damages, below

Eighth Amendment

generally, § **5:18 et seq.**

Americans with Disabilities Act (ADA), § **5:20**

bona fide occupational qualification, § **5:19**

Electronic communications, § **5:14**

CONSTITUTIONAL TORTS

—Cont'd

Electronic communications Privacy Act, § **5:15**

Electronic Communications Privacy Act, § **5:15**

Elements of cause of action

bivens action, § **5:47**

Burden of proof for suits under the Constitution

generally, § **5:59 et seq.**

Immunity defense, § **5:62**

Sex-based equal protection claims, § **5:60**

Similarly situated, § **5:61**

compensatory damages, § **5:50**

constitutional amendments, employment discrimination generally, § **5:48 et seq.**

fifth amendment

generally, § **5:55 et seq.**

liberty interests, § **5:56**

property interests, § **5:57**

first amendment

generally, § **5:49 et seq.**

compensatory damages, § **5:50**

federal employees, § **5:52**

political association, § **5:53**

redress employment discrimination, § **5:51**

fourteenth amendment, § **5:58**

fourth amendment, § **5:54**

Fifth Amendment

generally, § **5:55**

liberty interests, § **5:56**

property interests, § **5:57**

First Amendment

compensatory damages, § **5:50**

federal employees, § **5:52**

political association, § **5:53**

Fourteenth Amendment, § **5:58**

Fourth Amendment, § **5:54**

Preliminary injunction in suits under the Constitution, § **5:63**

Eleventh amendment immunity

Generally, § **5:21 et seq.**

INDEX

CONSTITUTIONAL TORTS

—Cont'd

- Eleventh amendment immunity
 - Cont'd
 - accessibility claim, Title II of ADA, § 5:26
 - itBoerne v. Flores/it, § 5:22
 - disability discrimination, Title I of ADA, § 5:25
 - employment discrimination
 - generally, § 5:23
 - accessibility claim, Title II of ADA, § 5:26
 - Age Discrimination in Employment Act (ADEA), § 5:24
 - disability discrimination, Title I of ADA, § 5:25
 - Family and Medical Leave Act, § 5:27
 - Government Employee Rights Act of 1991, § 5:28
 - Family and Medical Leave Act, § 5:27
 - Government Employee Rights Act of 1991, § 5:28
 - itSeminoe Tribe v. Florida/it, § 5:22
- Eleventh Amendment Immunity (this index)
- Family and Medical Leave Act, § 5:27
- Federal officials, suits against, § 5:38
- Federal Tort Claims Act, § 5:37
- Fifth Amendment
 - generally, § 5:16
 - elements of cause of action, above jury instructions, § App. D6
- First Amendment
 - generally, § 5:2 et seq.
 - itConnick v. Myers/it, § 5:4
 - elements of cause of action, above employment discrimination, § 5:6
 - Free Exercise Clause and Religious Freedom Restoration Act, § 5:10
 - itGarcetti v. Ceballos/it, § 5:5
 - harassment in the workplace, § 5:9
 - jury instructions, § App. D7

CONSTITUTIONAL TORTS

—Cont'd

- First Amendment—Cont'd
 - itPickering v. Board of Education/it, § 5:3
 - redress for grievances, § 5:8
 - social and political issues, § 5:7
- Fourteenth Amendment, § 5:29
 - elements of cause of action, § 5:58
- Fourth Amendment
 - generally, § 5:11
 - electronic communications, § 5:14
 - Electronic Communications Privacy Act, § 5:15
 - elements of cause of action, § 5:54
 - jury instructions, § App. D6
 - itO'Connor v. Ortega/it, § 5:12
 - reasonable expectation of privacy, § 5:13
- Free Exercise Clause and Religious Freedom Restoration Act, § 5:10
- Government Employee Rights Act of 1991, § 5:28
- Immunity from suits
 - generally, § 5:44
 - absolute immunity, § 5:45
 - qualified immunity, § 5:46
- Jurisdiction
 - personal jurisdiction
 - nonresidents, § 5:65
 - residents, § 5:64
 - subject matter jurisdiction
 - generally, § 5:66 et seq.
 - minimum jurisdiction amount requirement, § 5:67
 - standing issue, § 5:68
- Jury trial, § 5:72
- Military officials, parties who can be sued, § 5:40
- Monetary damages
 - compensable injuries, § 5:74
 - punitive damages, § 5:75
- Municipalities, suits against, § 5:41
- Personal jurisdiction. Jurisdiction, above
- Preclusion, Federal Tort Claims Act, § 5:37
- Private party as federal actor, § 5:43

CONSTITUTIONAL TORTS

—Cont'd

- Punitive damages, § 5:75
- Qualified immunity, § 5:46
- Redress for grievances, § 5:8
- Reference materials, § App. C6
- Remedies
 - award damages, § 5:73
- Remedies. Monetary damages, above
- Section 1983, availability of relief under, § 5:33
- Section 1985, availability of relief under, § 5:34
- Sixth Amendment, § 5:17
- Social and political issues, § 5:7
- State officials, suits against, § 5:41
- Statute of limitations, § 5:70
- Subject matter jurisdiction. Jurisdiction, above
- Suits against
 - federal officials, § 5:38
 - military officials, § 5:40
 - municipalities, § 5:41
 - private party as federal actor, § 5:43
 - state officials, § 5:41
 - supervisors, § 5:42
 - United States, sovereign immunity, § 5:39
- Suits brought
 - actions that would interfere with government function, § 5:36
 - arbitration, § 5:35
 - Bivens claim, maintaining, § 5:30
 - federal officials, § 5:38
 - federal remedies, employment discrimination, § 5:32
 - preclusion, Federal Torts Claims Act, § 5:37
 - Section 1983, availability of relief under, § 5:33
 - Section 1985, availability of relief under, § 5:34
 - Title VII relief, availability, § 5:31
 - Supervisors, suits against, § 5:42
 - Survival of claims, § 5:69
 - Title VII relief, availability, § 5:31

CONSTITUTIONAL TORTS

—Cont'd

- United States, sovereign immunity, § 5:39
- United States Constitution, relevant provisions
 - Eighth Amendment
 - generally, § 5:18 et seq.
 - Eleventh Amendment
 - generally, § 5:21 et seq.
 - First Amendment, § 5:2
 - Five Amendment, § 5:16
 - Fourteenth Amendment, § 5:29
 - Fourth Amendment, § 5:11
 - Sixth Amendment, § 5:17
- CONSTRUCTIVE DISCHARGE**
 - Americans With Disabilities Act (ADA), § 6:82
 - Plaintiff's burden of production, prima facie case, § 3:111
 - Section 504, § 6:155
 - Title VII employment-discrimination suits, § 1:54
- CONTINUING DISCRIMINATION**
 - Title VII cases. Title VII Employment-Discrimination Suits (this index)
- CONTINUING VIOLATION DOCTRINE**
 - Americans With Disabilities Act (ADA), § 6:31
- CONTRACT**
 - Common-law contract claims. Common-law Contract and Tort Claims (this index)
- CONTRACTORS**
 - Rehabilitation Act of 1973, requirements in addition to nondiscrimination against disabled person under Section 503, § 6:174
- COSTS**
 - Attorney's Fees and Costs (this index)
- CRIMINAL PENALTIES**
 - Age Discrimination in Employment Act (ADEA), § 3:152

INDEX

DAMAGES

- Age Discrimination in Employment Act (ADEA), § **3:143**
- Constitutional Torts (this index)
- Equal Pay Act. Equal Pay Act (this index)
- Family and Medical Leave Act (FMLA), § **9:91 to 9:94**
- Recovery for compensatory and punitive damages, § **6:226**

DEFAMATION

- Common-law Contract and Tort Claims (this index)

DEFENSES

- Age Discrimination in Employment Act (ADEA), § **3:93**
- Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)
- Arbitration agreements, Family and Medical Leave Act (FMLA), § **9:89**
- Title VII cases. Title VII Employment-Discrimination Suits (this index)
- Whistleblower protection statutes
Whistleblower Protection Statutes (this index)

DIRECT THREAT DEFENSE

- Rehabilitation Act of 1973, Section 504, § **6:159**

DISABILITY DISCRIMINATION

- Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)
- Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)

DISABILITY RETIREMENT BENEFIT PLANS

- Age Discrimination in Employment Act (ADEA), § **3:118**

DISCOVERY

- Title VII cases. Title VII Employment-Discrimination Suits (this index)

DISPARATE IMPACT (OR EFFECT) CASES

- Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)
- Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)
- Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)
- Title VII cases. Title VII Employment-Discrimination Suits (this index)

DISPARATE TREATMENT CASES

- Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)
- Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)
- Rehabilitation Act of 1973, Section 504, § **6:148**
- Title VII cases. Title VII Employment-Discrimination Suits (this index)

DRUG AND ALCOHOL USE

- Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)

DRUG TESTING

- Drug and alcohol use. Americans With Disabilities Act (ADA) (this index)

EIGHTH AMENDMENT

- Constitutional torts, § **5:18**

ELECTION-OF-REMEDIES

- Rehabilitation Act of 1973, preclusion under Section 501, § **6:220**

ELECTRONIC COMMUNICATIONS

- Constitutional torts, § **5:14**

ELECTRONIC COMMUNICATIONS PRIVACY ACT

- Constitutional torts, § **5:15**

**ELEVENTH AMENDMENT
IMMUNITY**

Generally, § 5:21 et seq.
Accessibility claim, Title II of ADA,
§ 5:26
Age Discrimination in Employment
Act (ADEA), § 5:24
Americans With Disabilities Act
(ADA), § 6:27
ItBoerne v. Flores/it, § 5:22
Disability claim under Title I of
ADA, § 5:25
Employment discrimination, § 5:23
Family and Medical Leave Act,
§ 5:27
ItSeminole Tribe v. Florida/it, § 5:22

EMPLOYER

Title VII employment-discrimination
suits, definition of employer,
§ 1:24

EMPLOYMENT AT WILL

Common-law Contract and Tort
Claims (this index)

EMPLOYMENT EXAMS

Americans With Disabilities Act
(ADA), reasonable accommoda-
tion for qualified individual with
disability, § 6:65

EQUAL ACCESS TO JUSTICE ACT

Attorney's fees and costs. Attorneys'
Fees and Costs (this index)

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMISSION (EEOC)**

Age Discrimination in Employment
Act (ADEA). Age Discrimina-
tion in Employment Act
(ADEA) (this index)
Americans With Disabilities Act
(ADA), administrative remedies
through EEOC claim, § 6:29
Reference materials. Reference
Materials (this index)
Rehabilitation Act of 1973, enforce-
ment power under Section 501,
§ 6:215

**EQUAL EMPLOYMENT
OPPORTUNITY
COMMISSION (EEOC)**

—Cont'd

Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

EQUAL PAY ACT

Generally, § 2:1 to 2:45
Administrative procedures, § 2:13
Affirmative action, Equal Pay Act
and, § 2:45
Assessment of evidence at end of
trial, allocation of proof
Bennett Amendment, § 2:40
burden of proof
plaintiff's burden of proof,
below this group
shifting burden of proof to
defendant, below this group
different wages, plaintiff's burden
of proof, § 2:22
plaintiff's burden of proof
generally, § 2:20
different wages, § 2:22
employer, § 2:21
equal skill, effort, and
responsibility
generally, § 2:24
effort, § 2:26
examples, § 2:28
responsibility, § 2:27
skill, § 2:25
retaliation claims, § 2:31
similar working conditions,
§ 2:29
work equal, § 2:23
pretext, plaintiff may show, § 2:39
retaliation claims, § 2:31; 2:38
shifting burden of proof to
defendant
generally, § 2:32
common factor other than sex,
§ 2:36
merit systems, § 2:34
production standards, § 2:35
reduced wages, § 2:37
retaliation claim, § 2:38

INDEX

EQUAL PAY ACT—Cont'd

- Assessment of evidence at end of trial, allocation of proof—Cont'd
 - shifting burden of proof to defendant—Cont'd
 - seniority system, § 2:33
- Attorney's fees. Attorneys' Fees and Costs (this index)
- Bennett Amendment, § 2:40
- Collateral estoppel, § 2:14
- Damages. Remedies, below
- Defendants, parties who can be sued
 - labor organizations, § 2:12
- Disparate impact cases, § 2:30
- EEOC authority in EPA cases, § 2:9
- Employees. Plaintiffs, parties who can sue, below
- Exempted employees under the EPA, § 2:10
- Jury instructions, § App. D2
- Jury trial, right to. Pretrial matters, below
- Labor organizations, parties who can be sued, § 2:12
- Liability for employers under the EPA, § 2:11
- Plaintiffs, parties who can sue employees
 - generally, § 2:2
 - class, employees as a, § 2:7
 - commerce, engaged in, § 2:4
 - employee, definition, § 2:3
 - enterprise, as part of, § 2:5
 - establishment, within an, § 2:6
 - standing, § 2:8
- Pretrial matters
 - collateral estoppel, § 2:14
 - jury trial, right to
 - EEOC, § 2:18
 - federal employees, § 2:19
 - private plaintiff, § 2:18
 - time requirements
 - Federal employees, § 2:19
 - limitations period, beginning, § 2:15
 - nonwillful discrimination, § 2:16

EQUAL PAY ACT—Cont'd

- Pretrial matters—Cont'd
 - time requirements—Cont'd
 - Private plaintiff or EEOC, § 2:18
 - start of limitations period, § 2:15
 - willful discrimination, § 2:17
- Remedies
 - damages
 - generally, § 2:41
 - back pay, § 2:42
 - calculation, § 2:43
 - exceptions, § 2:44
 - Retaliation claims, § 2:31; 2:38
 - Text, § App. C3
 - Time requirements. Pretrial matters, above

EQUIPMENT

- Americans With Disabilities Act (ADA), reasonable accommodation for qualified individual with disability, § 6:64

EQUITABLE RELIEF

- Family and Medical Leave Act (FMLA), § 9:95

EQUITABLE TOLLING

- Title VII employment-discrimination suits, failure to comply with time limits, § 1:155

EVIDENCE

- Title VII cases. Title VII Employment-Discrimination Suits (this index)

EXCLUSIVITY

- Title VII cases. Title VII Employment-Discrimination Suits (this index)

EXHAUSTION OF ADMINISTRATIVE REMEDIES

- Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)
- Title VII, nonfederal employees, § 1:121

EXPERT WITNESSES

Attorney's fees and costs. Attorneys' Fees and Costs (this index)

EXTRATERRITORIAL EMPLOYEES

Title VII employment-discrimination suits, parties entitled to sue, § 1:18

FAILURE TO HIRE CASES

Retaliation, § 1:52

FAIR PAY ACT OF 2009

Text, § App. C3A

FALSE CLAIMS ACT

Whistleblower protection statutes, § 10:10 to 10:12

FAMILY AND MEDICAL LEAVE ACT

Eleventh amendment immunity, § 5:27

FAMILY AND MEDICAL LEAVE ACT (FMLA)

Generally, § 9:1 to 9:95

Arbitration agreements, defense of employers, § 9:89

Attorney's fees, § 9:94

Back pay, front pay, § 9:92

Certification, health care provider, § 9:40

Civil actions

EEOC claims, underlying, § 9:54

employees, actions by, § 9:53

no private cause of action, federal employees, § 9:55

Secretary of Labor, § 9:56

Claims

generally, § 9:66

interference, § 9:67

Retaliation, § 9:67

Costs, § 9:94

Damages

generally, § 9:91 to 9:94

Defendants, parties who can be sued

employer, § 9:58

public officials, individual liability under FMLA, § 9:60

FAMILY AND MEDICAL LEAVE ACT (FMLA)—Cont'd

Defendants, parties who can be sued —Cont'd

supervisor, § 9:59

Defenses of employers, § 9:89

Discrimination, § 9:82; 9:85

Duty to mitigate, § 9:93

EEOC claims, underlying, civil actions, § 9:54

Employers legitimate, nondiscriminatory reason

generally, § 9:83 to 9:85

discrimination, § 9:85

Entitlement claim, § 9:68

Equitable estoppel, employer defenses to suits, § 9:90

Equitable relief, § 9:95

Federal employees, no private cause of action, § 9:55

Fees, attorney's, § 9:94

Front pay, back pay, § 9:92

Health care provider, § 9:39

Inability to perform job functions, § 9:41

Interference, § 9:67

Involuntary leave theory, § 9:79

Joint employers, § 9:30

Military Caregiver Leave, § 9:17

No private cause of action, federal employees, § 9:55

1995 regulations

generally, § 9:2 et seq.

Plaintiffs, parties who can sue

civil action by employees, § 9:53

Secretary of Labor

civil action, § 9:56

injunctions, § 9:57

Pretext

discrimination, § 9:88

interference claim, § 9:86

retaliation claim, § 9:87

Prima facie case of retaliation or interference

generally, § 9:69 to 9:80

Direct or indirect claim, § 9:72

discrimination, § 9:82

INDEX

FAMILY AND MEDICAL LEAVE

ACT (FMLA)—Cont'd

Prima facie case of retaliation or interference—Cont'd

Employers right to terminate, § 9:73

entitlement claim, § 9:81

FMLA interference claim

generally, § 9:74 et seq.

employee eligibility, § 9:75

Employee protection, § 9:80

entitlement to leave, § 9:76

Involuntary leave theory, § 9:79

notice to employer, § 9:77

Right to commence, § 9:78

Temporal proximity, § 9:71

Procedural requirements

jury instructions, § 9:65

right to jury trial, § 9:64

Secretary of Labor, filing of complaint, § 9:63

statute of limitations, § 9:61

termination of right to bring an action, § 9:62

Requirements for leave

generally, § 9:19

birth of child

generally, § 9:32

adoption or foster care, § 9:33

foster care, § 9:33

maternity leave, § 9:32

paternity leave, § 9:32

care for relative with serious health condition, leave

definition, serious health condition, § 9:38

parent, § 9:37

son or daughter, § 9:36

spouse, § 9:35

certification, health care provider, § 9:40

definition, serious health condition, § 9:38

eligible employee, § 9:20; 9:21

employer

generally, § 9:23

affecting commerce, § 9:24

FAMILY AND MEDICAL LEAVE

ACT (FMLA)—Cont'd

Requirements for leave—Cont'd
employer—Cont'd

employ 50 or more employees, § 9:25

federal employees, § 9:29

integrated and joint employer, § 9:31

joint employer, § 9:30; 9:31

public agency, 50 employee coverage test, § 9:27

successor in interest, § 9:26

exclusions, § 9:22

health care provider, § 9:39

hourly requirement, § 9:21

inability to perform job functions, § 9:41

leave

generally, § 9:42

disability leave and FMLA, § 9:48

entitlement, § 9:42

impact on bonus, § 9:47

intermittent or reduced leave, § 9:44

maintenance of health benefits, § 9:46

paid or unpaid, § 9:45

return, § 9:52

same employer of husband and wife, § 9:43

workers compensation and FMLA, § 9:49

notice obligations, § 9:50; 9:51

Retaliation, § 9:67; 9:70; 9:84

entitlement claim, § 9:68

Sovereign immunity, § 9:28

2008 regulations

generally, § 9:3 et seq.

DOL certification forms, § 9:18

employee notice, § 9:11

employer notice obligations, § 9:10

exigency leave, qualifying, § 9:16

fitness for duty certifications, § 9:14

light duty, § 9:5

FAMILY AND MEDICAL LEAVE

ACT (FMLA)—Cont'd

2008 regulations—Cont'd

medical certification process,

§ 9:12; 9:13

military family caregivers, § 9:15

perfect attendance awards, § 9:9

itRagdale v. Wolverine/it, § 9:4

serious health conditions, § 9:7

substitution of paid leave, § 9:8

timing, medical certification process, § 9:13

waiver of rights, § 9:6

FEDERAL EMPLOYEES

Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)

Title VII cases. Title VII Employment-Discrimination Suits (this index)

FEDERAL EMPLOYERS

Title VII employment-discrimination suits, parties who can be sued, § 1:37

FEDERAL TORT CLAIMS ACT

Constitutional torts, § 5:37

FIFTH AMENDMENT

Constitutional Torts (this index)

FIRST AMENDMENT

Constitutional Torts (this index)

FOURTEENTH AMENDMENT

Constitutional Torts (this index)

FOURTH AMENDMENT

Constitutional Torts (this index)

FRAUDULENT

MISREPRESENTATION

Common-law Contract and Tort Claims (this index)

FREE EXERCISE CLAUSE AND RELIGIOUS FREEDOM RESTORATION ACT

Constitutional torts, § 5:10

GENDER DISCRIMINATION

Equal Pay Act. Equal Pay Act (this index)

Title VII cases. Title VII Employment-Discrimination Suits (this index)

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

Generally, § 6:1; 6:4; 6:229 to 6:234

Case law, § 6:234

Confidentiality, § 6:232

Human Genome Project, § 6:230

Recordkeeping requirements, § 6:233

Regulations, § App. C14

Regulations under, § 6:231 et seq.

Title II, § App. C13

GOOD CAUSE

Age Discrimination in Employment Act (ADEA), § 3:127

GOOD FAITH AND FAIR DEALING

Common-law Contract and Tort Claims (this index)

GOVERNMENT EMPLOYEE RIGHTS ACT OF 1991

Constitutional torts, § 5:28

GROOMING

Title VII employment discrimination suits, § 1:79; 1:87

HARASSMENT

Americans With Disabilities Act (ADA), harassment based on disability, § 6:80

Rehabilitation Act of 1973, requirements in addition to nondiscrimination against disabled person under Section 503, § 6:180

HEARINGS

Attorney's fees and costs. Attorneys' Fees and Costs (this index)

Title VII employment-discrimination suits, individualized hearings, § 1:297

INDEX

HONEST BELIEF RULE

Disparate treatment, § **1:214**

HOSTILE ENVIRONMENT

Title VII cases. Title VII Employment-Discrimination Suits (this index)

HOSTILE WORK ENVIRONMENT

Allocation of burden of proof
Rehabilitation Act of 1973,
§ **6:150**

Title VII employment discrimination suits, § **1:65**

HUMAN GENOME PROJECT

Genetic Information Nondiscrimination Act of 2008, § **6:230**

ILLEGAL ALIENS

Age Discrimination in Employment Act (ADEA), parties who can sue, § **3:30**

Title VII employment-discrimination suits, parties entitled to sue, § **1:19**

Work experience program, § **1:20**

IMMUNITY

Americans With Disabilities Act (ADA), immunity under Eleventh Amendment, § **6:27**

Attorney's fees and costs, immune officials, § **7:42**

Constitutional Torts (this index)

Rehabilitation Act of 1973, state immunity under Section 504, § **6:119**

Title VII cases. Title VII Employment-Discrimination Suits (this index)

IMPLIED COVENANTS OF GOOD FAITH AND FAIR DEALING

Common-law Contract and Tort Claims (this index)

IMPLIED-IN-FACT CONTRACTS

Common-law Contract and Tort Claims (this index)

INDEPENDENT CONTRACTORS

Age Discrimination in Employment Act (ADEA), parties who can sue, § **3:23**

INDIVIDUALIZED HEARINGS

Title VII employment-discrimination suits, § **1:297**

INJUNCTIONS

Civil Rights Enforcement Statutes: Sections 1981, 1983, 1985(3), and 1986 (this index)

Family and Medical Leave Act (FMLA), § **9:57**

Preliminary injunctions, order combining preliminary injunction with hearing on merits, § **App. E13**

Title VII employment-discrimination suits, § **1:286**

INMATES

Americans With Disabilities Act (ADA), § **6:19**

INTENTIONAL INFLICTION OF EMOTIONAL DISTRESS

Common-law Contract and Tort Claims (this index)

INTEREST

Age Discrimination in Employment Act (ADEA), interest on monetary damages, § **3:148**

INTERFERENCE

Family and Medical Leave Act (FMLA), § **9:67 et seq.**

INTERVENTION

Title VII cases. Title VII Employment-Discrimination Suits (this index)

INVASION OF PRIVACY

Common-law Contract and Tort Claims (this index)

JOINT EMPLOYER

Definition Title VII employment discrimination suits, § **1:25**

JUDICIAL ESTOPPEL

Americans With Disabilities Act (ADA), § **6:37**

JURISDICTION

Americans With Disabilities Act (ADA), ministerial exception, § **6:93**

Constitutional Torts (this index)

JURY INSTRUCTIONS

Generally, § **App. D1**

Age Discrimination in Employment Act case, § **App. D9**

Americans with Disabilities Act, § **App. D10**

Common law wrongful discharge, § **App. D11; App. D12**

Constitution tort cases

First Amendment, § **App. D7**

Fourth Amendment and Fifth Amendment, § **App. D6**

Equal Pay Act case, § **App. D2**

Intentional infliction of emotional distress, § **App. D11**

Section 1981 and Civil Rights Act of 1991, case based on, § **App. D10**

Section 1981 case, § **App. D3**

Section 1983 case, § **App. D4**

Section 1985(3) case, § **App. D5**

Sexual harassment, § **App. D13**

JURY TRIAL

Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)

Americans With Disabilities Act (ADA), § **6:34**

Civil rights enforcement statutes. Civil Rights Enforcement Statutes: Sections 1981, 1983, 1985(3), and 1986 (this index)

Constitutional torts, § **5:72**

Equal Pay Act. Equal Pay Act (this index)

Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)

JUST CAUSE

Whistleblower protection statutes, just cause defense, § **10:32**

LABOR ORGANIZATIONS

Unions (this index)

LEAVES OF ABSENCE

Americans With Disabilities Act (ADA), reasonable accommodation for qualified individual with disability, § **6:58**

LOCAL GOVERNMENT

EMPLOYEES

Title VII cases. Title VII Employment-Discrimination Suits (this index)

MCDONNELL DOUGLAS

FORMULA

Age Discrimination in Employment Act (ADEA), § **3:123**

MCDONNELL DOUGLAS TEST

Title VII employment discrimination suits, § **1:208**

MEDICAL EXAMINATIONS

Americans With Disabilities Act (ADA), § **6:81**

Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)

Section 504, § **6:153**

MERIT SYSTEMS

Title VII cases. Title VII Employment-Discrimination Suits (this index)

MILITARY CAREGIVER LEAVE

Family and Medical Leave Act (FMLA), § **9:17**

MINISTERIAL EXCEPTION

Americans With Disabilities Act (ADA), jurisdiction, § **6:93**

Title VII employment discrimination suits, § **1:66**

MITIGATION

Title VII cases. Title VII Employment-Discrimination Suits (this index)

INDEX

MITIGATION OF DAMAGES

Age Discrimination in Employment Act (ADEA), mitigation of monetary damages, § **3:141**

MIXED MOTIVE DISCRIMINATION CASES

Age Discrimination in Employment Act (ADEA), § **3:102; 3:122**

MIXED MOTIVES

Mixture of legitimate and illegitimate motives
Title VII, § **1:116**

MSPB SUITS

Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)

NATIONAL ORIGIN DISCRIMINATION CASES

Title VII cases. Title VII Employment-Discrimination Suits (this index)

NATIVE AMERICAN TRIBE-OWNED ENTERPRISES

Title VII employment discrimination suits, § **1:22**

NONFEDERAL EMPLOYEES (STATE, LOCAL, OR PRIVATE SECTOR)

Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)

Title VII cases. Title VII Employment-Discrimination Suits (this index)

NOTICE

Age Discrimination in Employment Act (ADEA), notice of requirements, § **3:76**

Rehabilitation Act of 1973, notice of disability, § **6:144**

Title VII suits. Title VII Employment-Discrimination Suits (this index)

OCCUPATIONAL QUALIFICATION

Title VII employment-discrimination suits, defense of bona fide occupational qualification, § **1:255**

OFFER OF JUDGMENT

Attorney's fees and costs after offer of judgment, § **7:85**

OLDER AMERICANS ACT AMENDMENT

Age Discrimination in Employment Act (ADEA), § **3:34**

PAY DISPARITY

Title VII employment discrimination suits, § **1:88**

PHYSICAL WORKPLACE

Title VII employment discrimination suits
Race-discrimination cases
Extension beyond, § **1:81**

PLEADINGS

Section 1983, § **4:92**

POSITIVE RECRUITMENT

Rehabilitation Act of 1973, Section 503, § **6:181**

PRECLUSION

Age Discrimination in Employment Act (ADEA), right to jury trial, § **3:86**

Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)

Constitutional torts, suits, § **5:37**

Rehabilitation Act of 1973, Section 501, § **6:220**

PREEMPTION

Age Discrimination in Employment Act (ADEA), § **3:15**

State and local employees, § **3:16 et seq.**

Whistleblower protection statutes, § **10:15**

PREGNANCY DISCRIMINATION
Title VII Employment Discrimination
Suits (this index)

PRICE WATERHOUSE FORMULA
Age Discrimination in Employment
Act (ADEA), § **3:121**

PRIMA FACIE CASE
Retaliation, § **1:43**

PRISONERS
Age Discrimination in Employment
Act (ADEA), prisoners perform-
ing prison jobs, § **3:29**

PRIVATE SECTOR EMPLOYEES
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

PROFESSIONAL CORPORATIONS
Age Discrimination in Employment
Act (ADEA), suit by profes-
sional corporation's sharehold-
ers, § **3:25**

PROMISSORY ESTOPPEL
Common-law Contract and Tort
Claims (this index)

PROMOTIONS
Title VII employment-discrimination
suits, retroactive promotion as
remedy, § **1:268**

PUBLIC ACCOMMODATIONS
Americans With Disabilities Act
(ADA), § **6:83**

PUBLIC POLICY
Common-law Contract and Tort
Claims (this index)

PUNITIVE DAMAGES
Constitutional torts, § **5:75**
Recovery, § **6:226**
Rehabilitation Act of 1973. Rehabili-
tation Act of 1973 (this index)
Section 1983, civil rights enforce-
ment statutes, § **4:108**

**QUALIFIED INDIVIDUAL WITH
DISABILITY**
Americans With Disabilities Act
(ADA) (this index)

QUOTAS AND GOALS
Title VII employment-discrimination
suits, § **1:287**

RACE-DISCRIMINATION CASES
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

**REASONABLE
ACCOMMODATION**
Americans With Disabilities Act
(ADA). Americans With Dis-
abilities Act (ADA) (this index)
Rehabilitation Act of 1973. Rehabili-
tation Act of 1973 (this index)

REASSIGNMENT
Americans With Disabilities Act
(ADA), reasonable accommoda-
tion for qualified individual with
disability, § **6:59**

REDUCTION IN FORCE
Title VII employment discrimination
suits, § **1:89**

REFERENCE MATERIALS
Additional statutory provisions,
§ **App. C11**
Age Discrimination in Employment
Act (ADEA), § **App. C4**
Americans with Disabilities Act
Equal Employment Opportunity
Commission (EEOC), below
text, § **App. C4**
Americans with Disabilities Amend-
ments Act of 2008, § **App. C8**
Attorney's fees and costs, § **App.
C10**
Civil Rights Act of 1991, § **App. C2**
Civil Rights Acts, § **App. C5**
Constitutional provisions, § **App. C6**
Equal Employment Opportunity
Commission (EEOC)
EEOC compliance manual
section 8, retaliation, § **App.
F10**

INDEX

REFERENCE MATERIALS

—Cont'd

- Equal Employment Opportunity Commission (EEOC)—Cont'd
 - EEOC compliance manual
 - Cont'd
 - section 902, definition of disability, § **App. F1**
 - EEOC enforcement guidance
 - contingent workers placed by temporary employment agencies, § **App. F9**
 - disability related inquiries and medical examinations under ADA, § **App. F16**
 - genetic information discrimination, § **App. F15**
 - nonwaivable employee rights, § **App. F7**
 - O'Connor v. Consolidated Coin Caterers Corp., § **App. F3**
 - preemployment disability related questions and medical examination, § **App. F2**
 - psychiatric disabilities and ADA, § **App. F6**
 - reasonable accommodation, § **App. F11**; **App. F17**
 - representations in disability benefits, qualified individual with a disability, § **App. F5**
 - vicarious employer liability for unlawful harassment by supervisors, § **App. F14**
 - Walters v. Metropolitan Education Enterprises, Inc., § **App. F8**
 - workers compensation and ADA, § **App. F4**
- Equal Pay Act, § **App. C3**
- Fair Pay Act of 2009, § **App. C3A**
- Rehabilitation Act, § **App. C7**
- Time limitations, commencement of civil actions, § **App. C12**
- Title VII, § **App. C1**
- 29 U.S.C.A. 2601 et seq., § **App. C9**

REHABILITATION ACT OF 1973

Generally, § **6:1**; **6:3**

REHABILITATION ACT OF 1973

—Cont'd

- Administrative remedies, Section 503, § **6:206**
- Affirmative action
 - Section 501, § **6:208**
- Allocation of burden of proof
 - Section 503, § **6:202 to 6:204**
- Attorney's fees. Attorneys' Fees and Costs (this index)
- Audit and reporting system, Section 503, § **6:183**
- Compensatory and punitive damages, recovery, § **6:226**
- Contractors, requirements in addition to nondiscrimination against disabled person under Section 503, § **6:175**
- Direct threat defense, Section 504, § **6:159**
- Disparate impact cases. Section 504, below
- Disparate treatment cases, Section 504, § **6:148**
- Election-of-remedies, preclusion under Section 501, § **6:220**
- Equal Employment Opportunity Commission (EEOC), enforcement power under Section 501, § **6:215**
- Exhaustion of administrative remedies
 - Section 501, § **6:216**
 - Section 503, § **6:198 to 6:198**
 - Section 504, § **6:121**
- Harassment, requirements in addition to nondiscrimination against disabled person under Section 503, § **6:180**
- Hostile work environment, section 501, Rehabilitation Act of 1973, § **6:223**
- Immunity, state immunity under Section 504, § **6:119**
- Implementation responsibility, Section 503, § **6:184**
- Internal dissemination of policy, Section 503, § **6:180**
- Jury trial
 - administrative prerequisites, § **6:219**

REHABILITATION ACT OF 1973

—Cont'd

Jury trial—Cont'd
 Section 501, § **6:217**
 Section 503, § **6:201**
 Section 504, § **6:124**
 Notice of disability, § **6:144**
 Positive recruitment, Section 503,
 § **6:181**
 Preclusion, Section 501, § **6:220**
 Punitive damages
 Section 504, § **6:168**
 Reasonable accommodation
 Section 501, § **6:209**
 Section 503, below
 Section 504, otherwise qualified,
 § **6:140 to 6:143**
 Remedies
 Section 501, below
 Section 504, below
 Section 501, Rehabilitation Act of
 1973
 generally, § **6:207**
 accommodation, reasonable,
 § **6:209**
 accommodations, federal employ-
 ers, § **6:227**
 affirmative action, § **6:208**
 allocation of burden of proof,
 § **6:221**
 attorney's fees, § **6:228**
 burden of proof, § **6:221**
 defendants, parties who can be
 sued, § **6:214**
 election-of-remedies, preclusion,
 § **6:220**
 Equal Employment Opportunity
 Commission (EEOC),
 enforcement power, § **6:215**
 exhaustion of administrative reme-
 dies, § **6:216**
 hostile work environment, § **6:223**
 jury trial, § **6:217**
 plaintiffs, parties who can sue
 AIDS, § **6:213**
 alcoholics, § **6:212**
 government employees, § **6:210**
 private cause of action, § **6:211**

REHABILITATION ACT OF 1973

—Cont'd

Section 501, Rehabilitation Act of
 1973—Cont'd
 preclusion, § **6:220**
 procedural requirements
 Equal Employment Opportunity
 Commission (EEOC),
 enforcement power,
 § **6:215**
 exhaustion of administrative
 remedies, § **6:216**
 jury trial, § **6:217**
 prior proceedings, § **6:218**
 reasonable accommodation,
 § **6:209**
 remedies
 accommodations, federal
 employers, § **6:227**
 attorney's fees, § **6:228**
 Title VII remedies, § **6:225**
 retaliation claims, § **6:224**
 Title VII remedies, § **6:225**
 trial, allocation of burden of proof,
 § **6:221**
 Section 503, Rehabilitation Act of
 1973
 generally, § **6:172**
 accommodation, reasonable
 accommodation cases, below
 this group
 administrative remedies, § **6:206**
 affirmative action, affirmative
 action clause, § **6:173**
 allocation of burden of proof, trial,
 allocation of burden of proof,
 below this group
 audit and reporting system,
 § **6:183**
 burden of proof, trial, allocation of
 burden of proof, below this
 group
 contractors, requirements in addi-
 tion to nondiscrimination
 against disabled person,
 § **6:175**
 data collection analysis, § **6:186**
 defendants, parties who can be
 sued, § **6:197**

INDEX

REHABILITATION ACT OF 1973

—Cont'd

- Section 503, Rehabilitation Act of 1973—Cont'd
 - exhaustion of administrative remedies, § 6:198 to 6:200
 - harassment, requirements in addition to discrimination against disabled person, § 6:180
 - implementation responsibility, § 6:184
 - internal dissemination of policy, § 6:182
 - jury trial, § 6:201
 - nondiscrimination against disabled persons, § 6:174
 - plaintiffs, parties who can sue
 - federal enforcement, § 6:193 to 6:195
 - implied private right of action, § 6:187 to 6:189
 - individual plaintiffs, requirements
 - generally, § 6:191
 - primary beneficiary requirements, § 6:192
 - preemption, § 6:190
 - primary beneficiary requirements for individual plaintiffs, § 6:192
 - policy statement, § 6:176
 - policy statement, requirements in addition to discrimination against disabled person, § 6:176
 - positive recruitment, § 6:181
 - procedural requirements
 - exhaustion of administrative remedies, § 6:198 to 6:200
 - jury trial, § 6:201
 - reasonable accommodation cases
 - generally, § 6:179
 - remedies
 - administrative remedies, § 6:206
 - private suits, § 6:205
 - requirements in addition to discrimination against disabled person
 - accommodation, reasonable, § 6:179

REHABILITATION ACT OF 1973

—Cont'd

- Section 503, Rehabilitation Act of 1973—Cont'd
 - requirements in addition to discrimination against disabled person—Cont'd
 - audit and reporting system, § 6:183
 - contractors, § 6:175
 - data collection analysis, § 6:186
 - harassment, § 6:180
 - implementation responsibility, § 6:184
 - internal dissemination of policy, § 6:182
 - physical and mental qualifications, § 6:178
 - policy statement, § 6:176
 - positive recruitment, § 6:181
 - reasonable accommodation, § 6:179
 - review of personnel processes, § 6:177
 - training, § 6:185
 - training, § 6:185
- Section 504, Rehabilitation Act of 1973
 - generally, § 6:111
 - accommodation, reasonable, § 6:140 to 6:143
 - administrative burdens, injunctive relief, § 6:160
 - agency findings, no preclusion, § 6:122
 - assertion of claim, § 6:125
 - attorney's fees, § 6:171
 - constructive discharge, § 6:155
 - damages, remedies, below this group
 - defendants, parties who can be sued
 - generally, § 6:114
 - federal employer, § 6:118
 - federal financial assistance recipient
 - direct recipient, § 6:117
 - qualified program or activity, § 6:115

REHABILITATION ACT OF 1973

—Cont'd

Section 504, Rehabilitation Act of 1973—Cont'd
 defendants, parties who can be sued—Cont'd
 federal financial assistance recipient—Cont'd
 recipient of federal funds, § 6:116
 immunity, state, § 6:119
 personal liability for retaliation, § 6:120
 defenses of employer
 direct threat defense, § 6:159
 disparate impact cases, § 6:158
 type of cases, defenses based on disparate impact cases, § 6:158
 modified, § 6:157
 pure, § 6:156
 direct threat defense, § 6:159
 disparate impact cases
 defenses of employer, § 6:158
 trial, allocation of burden of proof, § 6:149
 disparate treatment cases, allocation of burden of proof, § 6:148
 elements of cause of action
 generally, § 6:125
 assertion of claim, § 6:125
 employer receiving federal funds, § 6:146; 6:147
 intent, proof of discriminatory intent, § 6:145
 no primary beneficiary, employer receiving federal funds, § 6:146
 notice of disability, § 6:144
 otherwise qualified
 definition, § 6:139
 reasonable accommodation, § 6:140 to 6:143
 person with disability
 AIDS, § 6:131 to 6:136
 AIDS, contagious disease, § 6:136
 case law, § 6:128

REHABILITATION ACT OF 1973

—Cont'd

Section 504, Rehabilitation Act of 1973—Cont'd
 elements of cause of action
 —Cont'd
 person with disability—Cont'd
 contagious disease, § 6:130
 definition, § 6:126
 Labor Department regulations, § 6:127
 minor, § 6:129
 perceived disability, § 6:137
 requirements of job, § 6:138
 program or activity, employer receiving federal funds, § 6:147
 reasonable accommodation, otherwise qualified, § 6:140 to 6:143
 employer receiving federal funds, § 6:146; 6:147
 exhaustion of administrative remedies, § 6:121
 federal financial assistance recipient
 defendants, parties who can be sued, above
 elements of cause of action, above
 immunity, state, § 6:119
 injunctive relief. remedies, below this group
 intent, proof of discriminatory intent, § 6:145
 jury trial, § 6:124
 monetary damages. remedies, below this group
 notice of disability, § 6:144
 otherwise qualified. elements of cause of action, above this group
 person with disability. elements of cause of action, above this group
 plaintiffs, parties who can sue
 private right of action, § 6:112
 standing, § 6:113
 private right of action, § 6:112

INDEX

REHABILITATION ACT OF 1973

—Cont'd

- Section 504, Rehabilitation Act of 1973—Cont'd
 - procedural requirements
 - agency findings, no preclusion, § 6:122
 - exhaustion of administrative remedies, § 6:121
 - jury trial, § 6:124
 - statutes of limitation, § 6:123
 - program or activity, employer receiving federal funds, § 6:147
 - punitive damages, § 6:168
 - reasonable accommodation, otherwise qualified, § 6:140 to 6:143
 - remedies
 - administrative action
 - other actions, § 6:170
 - termination of funding, § 6:169
 - administrative burdens, injunctive relief, § 6:160
 - attorney's fees, § 6:171
 - damages, monetary damages, below this group
 - federal government, monetary damages, § 6:166
 - injunctive relief
 - administrative burdens, § 6:161
 - entitlement, § 6:160
 - limitations, § 6:162
 - monetary damages
 - availability to plaintiff, § 6:163
 - defendant other than state, § 6:164
 - federal government, § 6:166
 - no recovery, § 6:167
 - punitive damages, § 6:168
 - state defendant, § 6:165
 - punitive damages, § 6:168
 - state defendant, monetary damages, § 6:165

REHABILITATION ACT OF 1973

—Cont'd

- Section 504, Rehabilitation Act of 1973—Cont'd
 - remedies—Cont'd
 - termination of funding, administrative action, § 6:169
 - retaliation
 - personal liability for retaliation, § 6:120
 - standing, § 6:113
 - state defendant, monetary damages, § 6:165
 - termination of funding, administrative action, § 6:169
 - trial, allocation of burden of proof
 - disparate impact cases, § 6:149
 - disparate treatment cases, § 6:149
 - Hostile work environment, § 6:150
 - unlawful disclosure of medical information, § 6:154
 - unlawful medical examinations, § 6:149; 6:153
 - Standing, Section 504, § 6:113
 - Statutes of limitation, Section 504, § 6:123
 - Text, § App. C7
 - Title VII remedies, Section 501
 - entitlement, § 6:225
 - punitive damages, recovery, § 6:226
 - recovery compensatory and punitive damages, § 6:226
 - Trial, allocation of burden of proof
 - Section 501, § 6:221
 - Failure-to-accommodate claims, § 6:222
 - Section 503, above
 - Section 504, above

RELEASES

- Americans With Disabilities Act (ADA), release of claim by employee, § 6:91

RELIGIOUS-DISCRIMINATION CASES

- Title VII Employment-Discrimination Suits (this index)

RELIGIOUS FREEDOM RESTORATION ACT

Title VII employment discrimination suits, § **1:67; 1:329**

RELIGIOUS INSTITUTIONS

Age Discrimination in Employment Act (ADEA), § **3:52**

Federal employers, § **3:54**

Title VII employment-discrimination suits, parties who can be sued, § **1:21 to 1:39**

RELIGIOUS ORGANIZATIONS, APPLICATION OF RELIGIOUS FREEDOM RESTORATION ACT(RFRA)

Age Discrimination in Employment Act (ADEA), § **3:52**

Federal employers, § **3:54**

Government employers, § **3:53**

REMEDIES

Age Discrimination in Employment Act (ADEA). Age Discrimination in Employment Act (ADEA) (this index)

Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)

Civil rights enforcement statutes. Civil Rights Enforcement Statutes: Sections 1981, 1983, 1985(3), and 1986 (this index)

Constitutional torts. Constitutional Torts (this index)

Equal Pay Act. Equal Pay Act (this index)

Rehabilitation Act of 1973. Rehabilitation Act of 1973 (this index)

Title VII cases. Title VII Employment-Discrimination Suits (this index)

RETALIATION

Age Discrimination in Employment Act

plaintiff contest defendant's evidence, § **3:136**

plaintiff's initial burden of production, prima facie case, § **3:37; 3:119**

RETALIATION—Cont'd

Americans With Disabilities Act (ADA). Americans With Disabilities Act (ADA) (this index)

Burden of proof, § **1:46**

Burlington Northern decision, § **1:44**

Equal Pay Act claim, § **2:31; 2:38**

Failure to hire cases, § **1:52**

Family and Medical Leave Act (FMLA), § **9:67; 9:70; 9:84**

Federal employees, § **1:53**

Opposition to practices towards another employee, § **1:49**

Post-Burlington Northern decision, § **1:45**

Prima facie case, § **1:43**

Post Burlington Northern, § **1:45**

Title VII employment-discrimination suits, § **1:42**

RETIREMENT PROGRAMS

Pregnancy Discrimination Act
Hulteen v. AT&T Corp., § **1:315**

RETROACTIVE RELIEF

Title VII cases. Title VII Employment-Discrimination Suits (this index)

RETROACTIVITY

Americans with Disabilities Act Amendments Act of 2008, § **6:15**

REVERSE DISCRIMINATION

Title VII cases, § **1:90**

generally, § **1:111**

RULE 16 CONFERENCE

Case Management Techniques, Forms And Orders (this index)

SAME-SEX CASES

Title VII employment-discrimination suits, § **1:110**

SARBANES OXLEY

Whistleblower protection statutes, § **10:13**

SECTION 1981

Civil Rights Enforcement Statutes: Sections 1981, 1983, 1985(3),

INDEX

SECTION 1981—Cont'd
and 1986 (this index)

SECTION 1983
Civil rights enforcement statutes.
Civil Rights Enforcement
Statutes: Sections 1981, 1983,
1985(3), and 1986 (this index)
Constitutional torts, availability of
relief under Section 1983,
§ 5:33

SECTION 1985
Constitutional torts, availability of
relief under Section 1985,
§ 5:34

SECTION 1985(3)
Civil Rights Enforcement Statutes:
Sections 1981, 1983, 1985(3),
and 1986 (this index)

SECTION 1986
Civil Rights Enforcement Statutes:
Sections 1981, 1983, 1985(3),
and 1986 (this index)

**SECTION 501, REHABILITATION
ACT OF 1973**
Rehabilitation Act of 1973 (this
index)

**SECTION 503, REHABILITATION
ACT OF 1973**
Rehabilitation Act of 1973 (this
index)

**SECTION 504, REHABILITATION
ACT OF 1973**
Rehabilitation Act of 1973 (this
index)

SENIORITY
Americans With Disabilities Act
(ADA), reasonable accommoda-
tion for qualified individual with
disability, § 6:63
Title VII employment-discrimination
suits, retroactive seniority as
remedy, § 1:269

SERVICE OF PROCESS
Americans With Disabilities Act
(ADA), § 6:32

SEX-BASED DISCRIMINATION
Equal Pay Act. Equal Pay Act (this
index)
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

SEX-PLUS DISCRIMINATION
Title VII employment discrimination
suits, § 1:91

SEXUAL HARASSMENT
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

SIXTH AMENDMENT
Constitutional torts, § 5:17

SOCIAL AND POLITICAL ISSUES
Constitutional torts, § 5:7

SPECIAL MASTERS
Case Management Techniques,
Forms And Orders (this index)

STANDING
Rehabilitation Act of 1973, Section
504, § 6:113
Whistleblower Protection Statutes
(this index)

**STATE EMPLOYERS AND
EMPLOYEES**
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

STATE STATUTES
Disabilities, protection for individu-
als with, § 6:4
Overview, § App. A1
Prohibiting disability discrimination,
introduction, § 6:1
State statutes, employment
discrimination, § App. A3
Whistleblower protection statutes.
whistleblower Protection
Statutes (this index)

STATISTICS
Title VII cases. Title VII Employ-
ment-Discrimination Suits (this
index)

STATUTE OF LIMITATIONS

- Americans With Disabilities Act (ADA), § **6:30; 6:31**
- Constitutional torts, § **5:70**
- Rehabilitation Act of 1973, Section 504, § **6:123**
- Title VII cases. Title VII Employment-Discrimination Suits (this index)

STUDENTS

- Americans With Disabilities Act (ADA), § **6:20**

TAXES

- Americans With Disabilities Act (ADA, tax treatment of remedies, § **6:99**
- Title VII employment-discrimination suits, Remedies
- Retroactive relief, § **1:265**

TESTERS

- Title VII employment-discrimination suits, parties entitled to sue, § **1:17**

TITLE VII EMPLOYMENT DISCRIMINATION SUITS

- Generally, § **1:1 to 1:329**
- Introduction to Title VII
 - Civil Rights Act of 1964, § **1:1**
 - Civil Service Reform Act of 1978, § **1:2**
- Ability tests, § **1:252**
- Administrative findings, § **1:192 to 1:194**
- Administrative requirements.
 - Prelitigation administrative requirements and time limits, below
- Affirmative action,
 - concerns regarding of affirmative action plans, § **1:327**
 - constitutional concerns, § **1:328**
 - types of affirmative action plans, § **1:326**
- Affirmative action, voluntary plans
 - discovery problems, affirmative action plans of employer, § **1:177**

TITLE VII EMPLOYMENT DISCRIMINATION SUITS

—Cont'd

- After-acquired evidence, § **1:259**
- Alienage, national origin discrimination Title VII cases, § **1:73**
- Allocation of proof. Assessment of evidence at end of trial, allocation of proof, below
- Appearance and grooming, § **1:79**
- Application, federal employees, § **1:5**
- Appropriate weight to be accorded administrative findings, § **1:194**
- Assessment of evidence at end of trial, allocation of proof
 - General discussion, § **1:198 et seq.**
 - disparate treatment cases, below
- Evidentiary burdens, § **1:200**
- Shifting burden of proof at close of plaintiffs evidence, § **1:201**
- Shifting burden of proof on motion for summary judgment, § **1:202**
- Steps to establish Title VII disparate treatment discrimination claim
 - generally, § **1:203 et seq.**
- Motion to dismiss, § **1:204**
- Standard for a judgment as a matter of law, § **1:206**
- Summary judgment standard, § **1:205**
- Trial courts findings of fact, § **1:199**
- Attorney General of United States nonfederal employees, filing of civil action
 - Statute of limitations for the EEOC, § **1:137**
- plaintiffs, parties entitled to sue, § **1:12**
- Attorneys. Counsel, need for court appointment, below
- Attorney's fees and costs, statutory authorization, § **7:2; 7:3**
- Back pay and retroactive promotion or reinstatement. Retroactive relief, below

INDEX

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Bennett Amendment to Title VII,
§ **1:319**
- Burden of proof
 - assessment of evidence at end of
trial, allocation of proof,
above
 - retroactive relief, below
- Business necessity and job related,
§ **1:257**
- Class actions
 - generally, § **1:221**; **1:221 to 1:251**
 - certification of class
 - motion for class certification,
§ **1:223**
 - requirements for class certifica-
tion
 - generally, § **1:228**
 - adequacy of representation,
§ **1:232 to 1:235**
 - Class representative,
§ **1:233**
 - Named plaintiffs, § **1:234**
 - Proposed counsel, § **1:235**
 - commonality, § **1:230**
 - numerosity, § **1:229**
 - typicality, § **1:231**
 - communicating with potential class
members, § **1:226**
 - conditional certification, § **1:237**
 - conflicts of interest, decertification,
§ **1:238**
 - decertification
 - conflicts of interest, § **1:238**
 - notice, § **1:239**
 - opt-in response, decertification
based on, § **1:240**
 - discovery
 - defendant's discovery, § **1:179**
 - maintainability, discovery as to,
§ **1:178**
 - precertification discovery,
§ **1:227**
 - EEOC as representative of class,
§ **1:178**

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Class actions—Cont'd
 - exhaustion of administrative reme-
dies, § **1:224**
 - Federal employees, § **1:225**
 - later individual suits, effect of class
actions, § **1:250**
 - notice
 - decertification notice, § **1:239**
 - requirements, § **1:241**
 - notice requirements, § **1:241**
 - opt-in response, decertification
based on, § **1:240**
 - proper adjudication, § **1:222**
 - settlement
 - cardinal rule, § **1:243**
 - consent decrees, interpretation,
§ **1:247**
 - EEOC, § **1:245**
 - employee benefit, § **1:244**
 - encouragement, § **1:242**
 - interlocutory order, § **1:246**
 - state rule conflict with Title VII,
§ **1:248**
 - special masters, appointment,
§ **1:251**
 - statute of limitations, tolling,
§ **1:249**
- Comparable worth theory, § **1:320**
- Compensatory and Punitive damages,
generally, § **1:288**
- Conduct prohibited, § **1:3**
- Congressional Accountability Act,
parties entitled to sue, § **1:16**
- Constructive-discharge Title VII
cases, § **1:54**
- Continuing discrimination. Failure to
comply with time limits, waiver
and continuing discrimination
theories, above
- Counsel, need for court appointment
generally, § **1:321**
 - ability of plaintiff to afford
attorney, § **1:322**
 - capacity of plaintiff to present case
adequately with counsel,
§ **1:325**

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

Counsel, need for court appointment
—Cont'd
efforts of plaintiff to secure
counsel, § 1:324
merits of plaintiff's case, § 1:323

Defendants, parties who can be sued
associates, § 1:28
cats paw theory, § 1:39
employer, definition, § 1:24
affiliated corporations, § 1:26
associates, § 1:28
joint employers, § 1:25
Partners, § 1:27
successor employer, § 1:29
employment agencies as employer,
§ 1:36
federal department, agency, or unit
head, § 1:37
individual liability, § 1:38
ministerial exception, § 1:31 to
1:34
partners, § 1:27
proper defendants, § 1:21
religious institutions, § 1:30 to
1:34
subordinate liability, § 1:39
Suit against the state, local govern-
ments, § 1:23
unions, § 1:35

Defenses and exceptions
generally, § 1:252 to 1:259
ability tests, § 1:252
after-acquired evidence, § 1:259
business necessity and job related,
§ 1:257
favorable bottom line, no defense
of, § 1:256
merit system, § 1:254
Pre-Title VII discrimination,
§ 1:258
seniority system, bona fide,
§ 1:253

Definition of employer
successor employer, § 1:29

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

Discovery problems
generally, § 1:172
affirmative action plans of
employer, § 1:177
class actions, above
denial of discovery requests,
§ 1:173
EEOC investigations, § 1:174 to
1:176
general rule, § 1:172

Disparate impact cases
national origin discrimination,
§ 1:69

Disparate impact (or effect) cases
generally, § 1:55

Disparate treatment cases
overview, § 1:40
assessment of evidence
Retaliation claims, § 1:216
assessment of evidence at end of
trial, allocation of proof
discrimination claim
generally, § 1:203
McDonnell Douglas test,
§ 1:208
Other methods of proving a
prima facie case, § 1:209
plaintiff's initial burden of
proving prima facie case,
§ 1:207; 1:212
ultimate burden of persuasion,
§ 1:215
plaintiff's initial burden of prov-
ing prima facie case,
§ 1:207 to 1:211
reverse discrimination,
plaintiff's initial burden of
proving prima facie case,
§ 1:210
shift of burden of production to
defendant, § 1:212
three-part analysis
reverse discrimination,
plaintiff's initial burden
of proving prima facie
case, § 1:210

INDEX

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Disparate treatment cases—Cont'd
 - assessment of evidence at end of trial, allocation of proof
 - Cont'd
 - ultimate burden of persuasion, § 1:215
 - pattern-and-practice cases, § 1:41
 - plaintiff's initial burden of proving prima facie case, § 1:207; 1:212
 - religious-discrimination Title VII cases, § 1:61
 - reverse discrimination, plaintiff's initial burden of proving prima facie case, § 1:210
 - shift of burden of production to defendant, § 1:212
 - Pretext of proffered reason, § 1:213
 - steps to establish, disparate impact discrimination claim, § 1:217
 - steps to establish, retaliation claims, § 1:216
 - third-party discrimination, evidence of, § 1:196
 - trial by jury
 - generally, § 1:218 to 1:217
 - jury instructions, § 1:219
 - peremptory challenges, § 1:220
 - trial by jury, peremptory challenges, § 1:220
 - ultimate burden of persuasion, § 1:215
- Employer, definition, § 1:24
- Equal Employment Opportunity Commission (EEOC)
 - class actions, EEOC as representative of class, § 1:236
 - discovery problems, EEOC investigations, § 1:174 to 1:176
 - Right to discovery, § 1:175
 - Scope of review, § 1:176
 - plaintiffs, parties entitled to sue, § 1:11

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Equal Employment Opportunity Commission (EEOC)—Cont'd
 - prelitigation administrative requirements and time limits, EEOC filing by nonfederal employees
 - statute of limitations, nonfederal employees filing with EEOC in nondeferral states, § 1:124
- Equitable tolling, failure to comply with time limits, § 1:155
- Evidence
 - assessment of evidence at end of trial, allocation of proof, above
 - evidentiary problems, below
- Evidentiary problems
 - statistics
 - assessing probative value of statistics, § 1:186 to 1:190
 - assessing probative value of statistics,
 - Comparability, § 1:189
 - Relevant labor market, § 1:188
 - Sample size, § 1:187
 - Significance of statistical disparity, § 1:190
 - Use of statistics by Title VII defendant, § 1:191
 - comparative statistics, § 1:184
 - defendant's use of statistics, § 1:191
 - demographic statistics, Types of statistics, § 1:183
 - Individual discrimination cases, § 1:182
 - regression analysis, § 1:185
 - relevancy, § 1:180
 - weight to be given to statistics, § 1:181
 - third-party discrimination, evidence of, § 1:196
 - untimely discriminatory acts, evidence of, § 1:197
- Exceptions, conduct prohibited, § 1:4

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Exceptions. Defenses and exceptions, above
- Exceptions to initial charge filing with time limits, § **1:154**
- Exclusivity of Title VII as employment-discrimination remedy
 - federal employees, § **1:170**
 - nonfederal employees, § **1:169**
- Trial court authority over suits under Title VII, § **1:171**
- Extraterritorial employees, parties entitled to sue, § **1:18**
- Failure to comply with time limits, waiver and continuing discrimination theories
 - equitable tolling, § **1:155**
 - exceptions
 - intervention, below this group waiver and estoppel, below this group
 - federal employee
 - intervention pending, § **1:157**
 - waiver and estoppel, below this group
 - intervention pending
 - federal employee, § **1:157**
 - nonfederal employee, § **1:156**
 - nonfederal employee
 - intervention pending, § **1:156**
 - waiver and estoppel, § **1:158**
 - waiver and estoppel
 - continuing violations, § **1:160 to 1:163**
- Denial of equal pay, § **1:163**
- discharge or involuntary resignation, § **1:165**
- discrete violations
 - discharge or involuntary resignation, § **1:165**
 - job transfer, § **1:166**
 - refusal to hire, § **1:164**
 - related acts of discrimination, § **1:167**
- discriminatory, maintenance, hiring or job placement system, § **1:162**

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Failure to comply with time limits, waiver and continuing discrimination theories—Cont'd
 - waiver and estoppel—Cont'd
 - federal employee
 - generally, § **1:159**
 - apparent facts, § **1:168**
 - discrete violations
 - apparent facts, § **1:168**
 - job transfer, § **1:166**
 - nonfederal employee, § **1:158**
 - promotion system, discriminatory, maintenance, § **1:161**
 - refusal to hire, § **1:164**
 - related acts of discrimination, § **1:167**
- Favorable bottom line, no defense of, § **1:256**
- Federal department, agency, or unit head, § **1:37**
- Federal employees
 - exclusivity of Title VII as employment-discrimination remedy, § **1:170**
 - failure to comply with time limits, waiver and continuing discrimination theories, above
 - plaintiffs, parties entitled to sue, below
 - prelitigation administrative requirements and time limits, below
- Federal employee suit
 - Individual employees or class representative, § **1:13**
- Federal employee suits
 - Armed services members, parties entitled to sue, § **1:14**
 - Plaintiffs, parties entitled to sue
 - armed services members, § **1:14**
 - public health services officers, § **1:15**
- Former employees, § **1:47**
- Front pay. Retroactive relief, below

INDEX

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Gender discrimination and sexual harassment gender discrimination
 - generally, § 1:85
 - burden shifting, § 1:92
 - grooming policies, § 1:87
 - hostile environment sexual harassment
 - generally, § 1:103
 - affirmative defense, § 1:106
 - elements, § 1:105
 - hostile or abusive work environment, § 1:107
 - standards for summary judgment, § 1:104
 - subjective standards and objectives, § 1:108
 - sufficiently severe or pervasive, § 1:109
 - pattern or practice, § 1:86
 - prima facie requirements, § 1:85
 - quid pro quo sexual harassment
 - generally, § 1:100
 - elements, § 1:102
 - strict liability, § 1:101
 - reduction in force, § 1:89
 - reverse discrimination, § 1:90
 - sexual harassment
 - generally, § 1:93; 1:98
 - hostile environment sexual harassment, above
 - jury instructions, § App. D13
 - predisposition, evidence regarding sexual behavior, § 1:96
 - quid pro quo sexual harassment, above
 - reverse discrimination, § 1:97
 - stereotyping, sexual, § 1:94
 - transgender status, § 1:95
 - types of sexual harassment, generally, § 1:99
 - Sexual orientation
 - generally, § 1:93
 - Grooming, § 1:79; 1:87

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Hostile environment
 - gender discrimination and sexual harassment gender discrimination, § 1:85
 - Gender-discrimination Title VII cases, § 1:85
 - national origin discrimination Title VII cases, § 1:70
 - retaliation, § 1:50
- Hostile work environment, § 1:65
- Hostile work environment case, § 1:211
- Illegal aliens, parties entitled to sue, § 1:19
- Immunities. Retroactive relief, below Individual employee suit, § 1:10
- Individualized hearings, § 1:297
- Injunctions, § 1:286
- Intervention. Failure to comply with time limits, waiver and continuing discrimination theories, above
- Investigatory file, § 1:195
- Jurisdiction, § 1:7
- Local government employees.
 - Nonfederal employees (state, local, or private sector), below
- Local governments
 - Suit against the state, § 1:23
- Make whole, retroactive relief, § 1:262
- McDonnell Douglas test, § 1:208
- Merit systems
 - generally, § 1:192
- Ministerial exception, § 1:66
- Mitigation. Retroactive relief, below
- Mixed motives
 - Mixture of legitimate and illegitimate motives, § 1:116
- National origin discrimination cases
 - generally, § 1:68
 - alienage, § 1:73
 - disparate impact, § 1:69
 - English-only rules, § 1:71
 - height and weight requirements, § 1:72

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- National origin discrimination cases
 - Cont'd
 - hostile environment, § 1:46
 - tribal affiliation, § 1:74
- Native American tribe-owned enterprises, § 1:22
- New parents, § 1:311
- Nonfederal employees (state, local, or private sector)
 - exclusivity of Title VII as employment-discrimination remedy, § 1:169
 - failure to comply with time limits, waiver and continuing discrimination theories, above
 - plaintiffs, parties entitled to sue, below
 - prelitigation administrative requirements and time limits, below
- Notice
 - class actions, above
 - federal employees, civil action filing notice, § 1:149
- Occupational qualification, defense of bona fide occupational qualification, § 1:255
- Pay disparity, § 1:88
- Persons other than those engaged in protected activity, § 1:51
- Plaintiffs, parties entitled to sue
 - generally, § 1:7
 - Attorney General of United States, § 1:12
 - Congressional Accountability Act, § 1:16
 - Equal Employment Opportunity Commission (EEOC), § 1:11
 - extraterritorial employees, § 1:18
 - federal employees, individual employees or class representative
 - Congressional Accountability Act, § 1:16
 - illegal aliens, § 1:19

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Plaintiffs, parties entitled to sue
 - Cont'd
 - nonfederal employees
 - Attorney General of United States, § 1:12
 - Equal Employment Opportunity Commission (EEOC), § 1:11
 - testers, § 1:17
 - work experience program, § 1:20
- Preemption of state law, Pregnancy Discrimination Act, § 1:309
- Preferential treatment, Pregnancy Discrimination Act, § 1:314
- Pregnancy discrimination
 - General discussion, § 1:298
 - abortion, § 1:312
 - infertility, § 1:313
 - McDonnell Douglas
 - burden of proof, § 1:308
 - burden-shifting process, § 1:308
 - method and circumstantial evidence, § 1:308
 - new parents, § 1:311
 - other issues, § 1:316 to 1:318
 - other issues, Fetal protection
 - Breast-feeding and lactation, § 1:318
 - Insurance coverage of contraceptives, § 1:317
 - preemption of state law, § 1:309
 - preferential treatment, § 1:314
 - prima facie case, § 1:298 to 1:308
 - Burden of proof, § 1:304
 - Direct method and circumstantial evidence, § 1:306
 - First element, § 1:300
 - Fourth element, § 1:303
 - Indirect cases, § 1:307
 - Second element, § 1:301
 - Prima facie case
 - burden-shifting process, § 1:308
 - indirect cases, § 1:305

INDEX

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Pregnancy discrimination Act
- Maternity and paternity leave, § 1:310
- prima facie case
 - Third element, § 1:302
- Prejudgment interest, retroactive relief, § 1:281
- Prelitigation administrative requirements and time limits
 - conciliation, § 1:122
 - EEOC filing, nonfederal employees
 - exhaustion, § 1:121
 - failure to comply with time limits, waiver and continuing discrimination theories, above federal employees
 - appeal, § 1:146
 - civil action filing
 - final decision, § 1:147
 - no final decision, § 1:148
 - notice, § 1:149
 - pleadings, § 1:150
 - retaliation, § 1:151
 - Civil Service Reform Act, § 1:141 et seq.
 - Exception, § 1:142
 - Exhaustion of administrative remedies, § 1:143
 - counseling, § 1:144
 - statute of limitations, § 1:145
 - Merit Systems Protection Board, limitations, § 1:153
 - nonfederal employees
 - generally, § 1:120 et seq.
 - compliance, filing with EEOC, § 1:136
 - conciliation, § 1:122
 - deferral states, filing with EEOC
 - generally, § 1:131
 - extension of deadline for filing, § 1:135
 - failure to timely file, § 1:134
 - period of deferral, § 1:132
 - time deadline, § 1:133

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Prelitigation administrative requirements and time limits—Cont'd
- nonfederal employees—Cont'd
 - EEOC filing
 - compliance, § 1:136
 - deferral states, filing with EEOC, above this group
 - nondeferral states, filing with EEOC, below this group
 - exhaustion, § 1:121
 - filing of civil action
 - administrative process, reliance on, § 1:140
 - attorney general, Statute of limitations, § 1:139
 - piggyback claims, § 1:138
 - single filing rule, § 1:137
 - nondeferral states, filing with EEOC
 - generally, § 1:123
 - allegation in EEOC, § 1:21
 - Allegation in EEOC complaint, § 1:127
 - charges, § 1:126
 - Expanded jurisdiction, § 1:129
 - identity of interest, § 1:24
 - Identity of interest, § 1:130
 - jurisdiction, § 1:128
 - scope, § 1:125
 - statute of limitations, § 1:124
 - nonfederal employees, EEOC filing
 - statute of limitations
 - federal employees, § 1:145
 - nonfederal employees, filing with EEOC in nondeferral states, § 1:124
 - trial de novo, § 1:152
- Present effects of past discrimination, types of Title VII cases, § 1:57
- Pre-Title VII discrimination, § 1:258
- Private sector employees. Nonfederal employees (state, local, or private sector), above
- Promotion, retroactive, § 1:268

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Proper defendants, § 1:21
- Quotas and goals, § 1:287
- Race-discrimination cases
 - generally, § 1:75
 - appearance and grooming, § 1:79
 - association with person of another race, § 1:78
 - Employer defense to vicarious liability, § 1:82
 - Extension beyond physical workplace, § 1:81
 - hostile environment, § 1:80 to 1:84
 - pretext, § 1:77
 - prima facie case, § 1:75
 - shift of burden to defendant, § 1:76
 - supervisor behavior, § 1:83
 - third-party behavior, § 1:84
- Reduction in force, § 1:89
- Reference materials, § App. C1
- Reinstatement, § 1:270
- Religious-discrimination cases
 - generally, § 1:58
 - accommodation, employer's obligation to accommodate, § 1:62 to 1:64
 - Constitutionality of section, § 1:60
 - definition of religion, § 1:59
 - disparate treatment cases, § 1:61
 - Employers obligation to accommodate, § 1:63
 - Request for accommodation, § 1:64
- Religious educational institution, § 1:34
- Religious Freedom Restoration Act, § 1:67; 1:329
- Religious institutions, parties who can be sued, § 1:30 to 1:34
- Remedies
 - generally, § 1:260 to 1:296
 - Attorneys fees
 - generally, § 1:292
 - compensatory damages, generally, § 1:288

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Remedies—Cont'd
- Costs
 - generally, § 1:293
 - Costs as punishments, § 1:296
 - Recoverable costs, § 1:294
 - Recoverable costs, requirements, § 1:295
- damage remedies
 - damages cap, § 1:290
- damages cap, § 1:290
- individualized hearings, § 1:297
- injunctions, § 1:286
- malice or reckless indifference, § 1:289
- nominal damages, § 1:291
- punitive damages, generally, § 1:288
- quotas and goals, § 1:287
- retroactive relief, below
- Remedies under Title VII, § 1:260
- Retroactive relief
 - back pay
 - taxation, § 1:265
- Retaliation cases, § 1:42 to 1:52
- Retirement programs, Pregnancy Discrimination Act, § 1:315
- Retroactive relief
 - generally, § 1:261
 - back pay, § 1:263
 - final judgment, § 1:266
 - scope, § 1:264
 - tolling, § 1:267
- burden of proof
 - class action, § 1:272
 - individual plaintiff, § 1:271
 - mitigation, § 1:273
- Equitable considerations, § 1:277
- front pay
 - generally, § 1:278
 - compensatory damages cap, § 1:279
 - mitigation, § 1:280
- immunities
 - collective bargaining agreement, § 1:284

INDEX

TITLE VII EMPLOYMENT DISCRIMINATION SUITS

—Cont'd

Retroactive relief—Cont'd
immunities—Cont'd
 good faith reliance, § 1:282
 law firm partnerships decisions,
 § 1:285
 states, § 1:283
make whole, § 1:262
mitigation
 burden of proof, § 1:273
 front pay, § 1:280
 new job search, § 1:275
 reduction, § 1:274
 unemployment, § 1:276
prejudgment interest, § 1:281
promotion, retroactive, § 1:268
seniority, retroactive, § 1:269
taxation, § 1:265
tolling, back pay, § 1:267
Reverse discrimination, § 1:90; 1:111
Same-sex cases, § 1:110
Seniority, retroactive, § 1:269
Seniority system, defense of bona
fide seniority system, § 1:253
Sex-based discrimination. Gender
discrimination and sexual
harassment gender discrimina-
tion, above
Sex-based mortality tables, use of,
§ 1:8
Sex-plus discrimination, § 1:91
Sexual harassment. Gender
discrimination and sexual
harassment gender discrimina-
tion, above
Shifting burdens of proof, effect of.
Assessment of evidence at end
of trial, allocation of proof,
above
Similarly situated employees, § 1:48
State employers and employees
 nonfederal employees (state, local,
 or private sector), above
Statistics. Evidentiary problems,
above

TITLE VII EMPLOYMENT DISCRIMINATION SUITS

—Cont'd

Statute of limitations
 failure to comply with time limits,
 waiver and continuing
 discrimination theories, above
 prelitigation administrative
 requirements and time limits,
 above
Testers, parties entitled to sue, § 1:17
Text, § App. C1
Time limits. Prelitigation administra-
tive requirements and time
limits, below
Tolling
 back pay, § 1:267
 equitable tolling, failure to comply
 with time limits, § 1:155
Types of Title VII cases
 constructive discharge, § 1:54
 deprioritization of disparate impact
 claims, § 1:56
 disparate impact (or effect), § 1:55
 disparate treatment, above
Federal employees
 Congressional Accountability
 Act, § 1:117
 Military employees, § 1:119
 Security risks, § 1:118
gender discrimination and sexual
harassment gender
discrimination, above
national origin discrimination,
above
present effects of past discrimina-
tion, § 1:57
race discrimination, above
religious discrimination Title VII
cases, above
retaliation, § 1:42
reverse discrimination
 generally, § 1:111 et seq.
 affirmative action plans, § 1:112
 case law survey, § 1:113
 Post-Ricci, § 1:115
 Ricci v. Destefano, § 1:114
same sex, § 1:110

**TITLE VII EMPLOYMENT
DISCRIMINATION SUITS**

—Cont'd

- Types of Title VII cases—Cont'd
 - sexual harassment. Gender discrimination and sexual harassment gender discrimination, above
- Unions, parties who can be sued, § 1:35
- Untimely discriminatory acts, evidence of, § 1:197
- Venue, § 1:6
- Waiver and estoppel. Failure to comply with time limits, waiver and continuing discrimination theories, above
- Work experience program, § 1:20

TOLLING

- Title VII cases. Title VII Employment-Discrimination Suits (this index)

**TORTIOUS INTERFERENCE
WITH CONTRACT**

- Common-law Contract and Tort Claims (this index)

TORTS

- Common law. Common-law Contract and Tort Claims (this index)
- Constitutional. Constitutional Torts (this index)

TRIAL CERTIFICATION SHEET

- Form, § App. E2

UNDUE HARDSHIP

- Americans With Disabilities Act (ADA), defense of employers, § 6:87

UNIONS

- Americans With Disabilities Act (ADA), liability of union representing federal employees, § 6:26

UNITED STATES CONSTITUTION

- Constitutional Torts (this index)

**UNLAWFUL DISCLOSURE OF
MEDICAL INFORMATION**

- Section 504, Rehabilitation Act of 1973, § 6:154

**UNTIMELY DISCRIMINATORY
ACTS**

- Title VII employment-discrimination suits, evidence of untimely discriminatory acts, § 1:197

VICARIOUS LIABILITY

- Title VII employment discrimination suits
 - Race-discrimination cases
 - Employer defense, § 1:82

WAIVER

- Age Discrimination in Employment Act (ADEA), § 3:133

WAIVER AND ESTOPPEL

- Title VII cases. Title VII Employment-Discrimination Suits (this index)

**WHISTLEBLOWER PROTECTION
STATUTES**

- Generally, § 10:3 to 10:39
- Attorneys, parties who can sue, § 10:20
- Attorney's fees, § 7:14; 10:39
- Bad faith whistleblower conduct, defense, § 10:34
- Burden of proof, § 10:31
- Choice of forum and remedies, § 10:29
- Confidential information, defense, § 10:35
- Constitutional violations, § 10:9
- Defendants, parties who can be sued, § 10:21
- Defenses
 - bad faith whistleblower conduct, § 10:34
 - disruptive conduct of employee, § 10:33
 - just cause, § 10:32
 - trade secrets or confidential information, § 10:35

INDEX

WHISTLEBLOWER PROTECTION STATUTES—Cont'd

- Disruptive conduct of employee, defenses, § 10:33
- Elements of cause of action, § 10:30
- Employees or employers seeking injunctive relief, § 10:25
- Employer, definition, § 10:21
- Enhancement Act of 2012, § App. B5
- False Claims Act, § 10:10 to 10:12
- Federal statutes
 - constitutional violations, § 10:9
 - False Claims Act, § 10:10
 - other, § 10:8
 - other federal statutes, § 10:13
 - provisions in federal statutes, § App. B3
 - remedies, § 10:36
 - Sarbanes Oxley, § 10:13
 - Section 1983, § 10:9
 - Whistleblower Protection Act
 - generally, § 10:3
 - complaint to Office of Special Counsel, § 10:4
 - individual right of action with MSPB, § 10:5
 - judicial review of MSPB decision, § 10:6
 - Whistleblower Protection Enhancement Act, § 10:7
- Federal Whistleblower Protection Act of 1989, § App. B1
- Injunctive relief, employees or employers seeking, § 10:25
- Just cause defense, § 10:32
- Plaintiffs, parties who can sue
 - attorneys, § 10:20
 - former employees, § 10:18
 - private employees, § 10:17
 - public employees, § 10:16
 - third parties, § 10:19
- Preemption, federal statutes
 - compared to state common-law remedies, § 10:15
- Prelitigation administrative proceedings
 - Employees or employers seeking injunctive relief, § 10:25

WHISTLEBLOWER PROTECTION STATUTES—Cont'd

- Prelitigation administrative proceedings—Cont'd
 - governmental administrative proceedings, § 10:22
 - initiated by employers, § 10:24
 - required by statute or contract, § 10:23
 - Protection Board, Review by Merit Systems, § 10:37
 - Remedies
 - federal statutes, § 10:36
 - Review by Merit Systems Protection Board, § 10:37
 - state statutes, § 10:38
 - Res judicata, False Claims Act, § 10:12
 - Sarbanes Oxley, § 10:13
 - Standing. Plaintiffs, parties who can sue, above
 - State statutes
 - generally, § 10:14
 - provisions, § App. B4
 - remedies, § 10:38
 - time requirements, § 10:28
 - Time requirements
 - federal statutes, § 10:27
 - state statutes, § 10:28
 - statute of limitations, § 10:26
 - Trade secrets, defense, § 10:35
 - Whistleblower Protection Act.
 - Federal statutes, above
 - Whistleblower Protection Enhancement Act, § 10:7
- ### WORKERS' COMPENSATION
- Family Medical Leave Act (FMLA), § 9:49
- ### WRONGFUL DISCHARGE
- Generally, § 10:1 to 10:45
 - Common law claims
 - Common-law Contract and Tort Claims (this index)
 - Whistle blowers. Whistleblower Protection Statutes (this index)
- ### WRONGFUL TERMINATION STATUTES
- Generally, § 10:40 to 10:45

EMPLOYMENT DISCRIMINATION AND CIVIL RIGHTS

**WRONGFUL TERMINATION
STATUTES—Cont'd**

Fair Labor Standards Act, § **10:41**
Gender discrimination, § **10:44**
Retaliation, Fair Labor Standards
Act, § **10:41**
Title IX
gender discrimination, § **10:44**

**WRONGFUL TERMINATION
STATUTES—Cont'd**

Title IX—Cont'd
retaliation, § **10:42**
cat's paw theory, § **10:43**
Title VI, § **10:45**
USERRA, § **10:46**