

Summary of Contents

- Chapter 1. Title VII—Employment Discrimination Suits
- Chapter 2. Equal Pay Act—Sex-Based Discrimination
- Chapter 3. Age Discrimination in Employment Act (ADEA)
- Chapter 4. The Civil Rights Enforcement Statutes: §§ 1981, 1983, 1985(3), and 1986
- Chapter 5. Constitutional Torts
- Chapter 6. Statutes Prohibiting Disability Discrimination: Americans with Disabilities Act of 1990 and Americans with Disabilities Act Amendments Act of 2008; Rehabilitation Act of 1973; Genetic Information Discrimination Act of 2008
- Chapter 7. Attorney’s Fees and Costs Under the Civil Rights Statutes
- Chapter 8. Significant Contract and Tort Common-Law Claims Arising in the Employment Context
- Chapter 9. Family and Medical Leave Act

Summary of Contents

Chapter 10. Whistleblower Protection and Other Wrongful Discharge Statutes

Appendix A Significant State Employment Discrimination Statutes

Appendix A1. Overview

Appendix A2. *[Reserved]*

Appendix A3. Introduction to State Statutes Addressing Employment Discrimination

Appendix B Significant Federal and State Whistleblower Statutes

Appendix B1. Overview

Appendix B2. Federal Whistleblower Protection Act of 1989

Appendix B3. Whistleblower Provisions in Federal Statutes

Appendix B4. Whistleblower Provisions in State Statutes

Appendix B5. Whistleblower Protection Enhancement Act of 2012

Appendix C Compilation of Reference Materials Commonly Used in Employment Discrimination and Civil Rights Actions in the Federal Courts

Appendix C1. Title VII of the Civil Rights Act of 1964 (Title VII)

Appendix C2. Civil Rights Act of 1991

Appendix C3. Equal Pay Act

Appendix C3A. Fair Pay Act of 2009

Appendix C4. Age Discrimination in Employment Act

Appendix C5. Civil Rights Acts

Appendix C6. Select Constitutional Amendments

Appendix C7. Select Rehabilitation Act Statutes

Appendix C8. Americans with Disabilities Act Amendments Act of 2008

EMPLOYMENT DISCRIMINATION AND CIVIL RIGHTS

- Appendix C9. The Family And Medical Leave Act of 1993, as Amended
- Appendix C10. Select Attorney's Fees and Costs Statutes
- Appendix C11. Additional Statutory Provisions
- Appendix C12. 28 U.S.C.A. § 1658, Time Limitations on the Commencement of Civil Actions Arising Under Acts of Congress
- Appendix C13. Genetic Information Nondiscrimination Act (GINA)
- Appendix C14. Regulations Under the Genetic Information Nondiscrimination Act of 2008

Appendix D Selected Jury Instructions

- Appendix D1. Overview
- Appendix D2. Equal Pay Act Case
- Appendix D3. Section 1981 Civil Rights Cases
- Appendix D4. Section 1983 Employment Discrimination Case: Jury Instructions and Special Interrogatories.
- Appendix D5. Section 1985(3) Conspiracy to Violate Civil Rights
- Appendix D6. Constitutional Tort Case Based on the Fourth and Fifth Amendments
- Appendix D7. Constitutional Tort Case Based on the First Amendment
- Appendix D8. Americans with Disabilities Act Case
- Appendix D9. Age Discrimination in Employment Act Cases
- Appendix D10. Wrongful Termination Case Based on Section 1981 and Civil Rights Act of 1991
- Appendix D11. Common-Law Wrongful Discharge Actions—Intentional Infliction of Emotional Distress
- Appendix D12. Common-Law Wrongful Discharge Actions—Breach of Contract, Breach of Covenant of Good Faith and Fair Dealing, and Fraudulent Misrepresentation
- Appendix D13. Sexual Harassment Case: Jury Instructions and Verdict Form

Appendix E Management Techniques and Discussion Involving Employment Discrimination Law and Civil Rights Cases Together with Orders and Forms

- Appendix E1. *[Reserved]*

SUMMARY OF CONTENTS

- Appendix E2. Trial Certification Sheet
- Appendix E3. Specification of Plaintiff's Claims Form for Employment Discrimination Suits and Civil Rights Cases
- Appendix E4. Notice of Rule 16 Conference
- Appendix E5. Order Requiring Parties to Attempt to Stipulate to Undisputed Material Facts
- Appendix E6. Pretrial Order and Verdict Forms
- Appendix E7. Orders Memorializing Rule 16 Conference
- Appendix E8. Order for Dismissal of Individually Named Federal Officials
- Appendix E9. Order of Reference to Magistrate
- Appendix E10. Order of Reference to Special Master
- Appendix E11. *[Reserved]*
- Appendix E12. Order Appointing Counsel Pro Bono Publico
- Appendix E13. Order Combining Preliminary Injunction with Hearing on the Merits Pursuant to Fed. R. Civ. P. 65
- Appendix E14. Order Requiring Parties to Specify Claims with Particularity
- Appendix E15. Form for Dates and Deadlines in Civil Actions
- Appendix E16. Form For Dates and Deadlines of Proceedings in Civil Actions
- Appendix E17. Richey, Rule 16: Survey and Some Considerations for the Bench and Bar
- Appendix E18. Richey, Rule 16 Revisited: Reflections for the Benefit of Bench and Bar
- Appendix E19. A Modern Management Technique for Trial Courts to Improve the Quality of Justice: Requiring Direct Testimony to be Submitted in Written Form Prior to Trial (Reprinted with the Permission of the Georgetown Law Journal)
- Appendix E20. Richey, A Federal Trial Judge's Reflections on the Preparation for and Trial of Civil Cases (Reprinted with the Permission of the Indiana Law Journal and Fred B. Rothman & Co.)

Appendix F Practitioner Reference Material

- Appendix F1. EEOC Compliance Manual Section 902—
Definition of the Term “Disability”
- Appendix F2. EEOC ADA Enforcement Guidance:
Preemployment Disability-Related Questions
and Medical Examinations
- Appendix F3. EEOC Enforcement Guidance: *O’Connor v.
Consolidated Coin Caterers Corp.*
- Appendix F4. EEOC Enforcement Guidance: Workers’
Compensation and the ADA
- Appendix F5. EEOC Enforcement Guidance: Effect of
Representations Made in Applications for
Disability Benefits on the Determination of
Whether a Person is a “Qualified Individual
With a Disability” Under the Americans with
Disabilities Act of 1990 (ADA)
- Appendix F6. EEOC Enforcement Guidance: The Americans
with Disabilities Act (ADA) and Psychiatric
Disabilities
- Appendix F7. EEOC Enforcement Guidance: Nonwaivable
Employee Rights Under EEOC Enforced
Statutes
- Appendix F8. EEOC Enforcement Guidance: *Walters v.
Metropolitan Educational Enterprises, Inc.*
- Appendix F9. EEOC Enforcement Guidance: Application of
EEO Laws to Contingent Workers Placed by
Temporary Employment Agencies and Other
Staffing Firms
- Appendix F10. EEOC Compliance Manual Section 8:
Retaliation
- Appendix F11. Enforcement Guidance: Reasonable
Accommodation and Undue Hardship Under
the Americans with Disabilities Act
- Appendix F12. *[Reserved]*
- Appendix F13. *[Reserved]*
- Appendix F14. Enforcement Guidance on Vicarious Employer
Liability for Unlawful Harassment by
Supervisors
- Appendix F15. EEOC Policy Guidance on Executive Order
13145: To Prohibit Discrimination in Federal
Employment Based on Genetic Information

SUMMARY OF CONTENTS

- Appendix F16. EEOC Enforcement Guidance: Disability-Related Inquiries and Medical Examination of Employees Under the Americans with Disabilities Act (ADA)
- Appendix F17. EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation

Table of Laws and Rules

Table of Cases

Index