
Grades: Your grade will be based on your score on the final exam. You can be bumped up one grade based on class participation.

We will examine employment discrimination law in both the public and private sectors. The class schedule and reading assignments are set forth below. These may be modified as necessary.

Class Schedule/Assignments

Monday, January 5 (Class 1)

Intro/Overview

Textbook, Chapter 1: Introduction, pp. 8-10
Textbook, Chapter 9: Introduction to Procedure, pp. 584-599
29 C.F.R. §§ 1614.105, 108

Monday, January 12 (Class 2)

Individual Claims of Intentional Discrimination

Textbook, Chapter 1: pp. 10-53
Woodard v. Herman, 2000 WL 157285 (Feb. 1, 2000)

Monday, January 19 (No Class; MLK Birthday)
Monday, January 26 (Class 3)

*Pattern & Practice and Disparate Impact Cases*

Textbook, Chapter 1, pp. 53-84
Textbook, Chapter 2, pp. 109-133; 145-156; 176-192

Monday, February 2 (Class 4)

*Gender Discrimination*

Textbook, Chapter 4, pp. 267-313

Monday, February 9 (Class 5)

*Gender Discrimination, cont’d*

Textbook, Chapter 4, pp. 314-379

Monday, February 16 (Class 6)

*Other Grounds of Discrimination*

Textbook, Chapter 7, pp. 527-556
Textbook, Chapter 1, pp. 106-08
5 U.S.C. § 2302
[www.osc.gov/documents/press/2004/pr04_03.htm](http://www.osc.gov/documents/press/2004/pr04_03.htm);
D.C. Human Rights Act, § 2-1401.11(a); § 2-1401.02(22)

Monday, February 23 (Class 7)

*Other Grounds of Discrimination; Transgender Discrimination*

Textbook, Chapter 1, pp. 99-101
*Ulane v. Eastern Airlines*, 742 F.2d 1081 (7th Cir. 1984)
*Glenn v. Bumbrey*, 663 F.3d 1312 (11th Cir. 2011)
*Windsor (Supp.)*
Monday, March 2 (Class 8)

*Age Discrimination*

Textbook, Chapter 5, pp. 380-405; 415-431; 437-439; 448-453

Monday March 9 (No Class; Spring Break)

Monday, March 16 (Class 9)

*Disability Discrimination*

Textbook, Chapter 6, pp. 454-526

“Requesting Reasonable Accommodations under the Americans with Disabilities Act,”
ADA Amendments Act of 2008

Monday, March 23 (Class 10)

*Disability Discrimination, cont’d*

Monday, March 30 (Class 11)

*Retaliation and Mixed Motive*

Textbook, Chapter 9, pp. 557-583
*Nassar (Supp.)*

Monday, April 6 (Class 12)

*Affirmative Action*

Textbook, Chapter 3, pp. 209-266
5 U.S.C. § 5379(e)
5 U.S.C. § 2301(b)(1)(2)
5 U.S.C. § 2302(b)(1)(2)
Monday, April 13 (Class 13)

*Procedures/Remedies*

Textbook, Chapter 9, pp. 584-668
5 U.S.C. sec. 7121

Monday, April 20 (Class 14)

*Review Session*

TBD

*EXAM*