

STATISTICAL PROOF OF DISCRIMINATION

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Statistical Proof

of Discrimination

Statistical Proof Of Discrimination

David C. Baldus,James W. L. Cole

Statistical Proof Of Discrimination:

Statistical Proof of Discrimination David C. Baldus, James W. L. Cole, 1980 This treatise discusses the substantive requirements of statistical proof under disparate treatment disparate impact theories of discrimination Hypothetical cases are used to demonstrate the basis for choosing interpreting different modes of statistical proof Statistical Proof of Discrimination David C. Baldus, James W. L. Cole, 1981 **Non-Discrimination Law: Comparative Perspectives** Peter R. Rodrigues, Titia Loenen, 2023-09-20 This collection which stems from the International Conference on Comparative Non Discrimination Law held at Utrecht The Netherlands in June 1998 covers both the general aspects of equality and non discrimination law Part I as well as the specific grounds for discrimination adverse impact or indirect discrimination and affirmative action Part II Part III discusses diverse aspects of the enforcement of non discrimination law Part IV contains conclusions and an agenda for change This book is unique in that it both provides a comparative view of anti discrimination law in theory and practice and looks at a wide range of grounds for discrimination such as gender race religion and health Its comparative and international approach renders this publication not only of interest to civil rights lawyers but to all those engaged in human rights and comparative law Statistical Proof of Discrimination David C. Baldus, James W. L. Cole, 1987

Discrimination in Employment William Patrick Murphy, Julius G. Getman, James E. Jones, 1979 Nomination of Judge Clarence Thomas to be Associate Justice of the Supreme Court of the United States United States. Congress. Senate. Committee on the Judiciary, 1993 **Federal Enforcement of Equal Employment Requirements**, 1987 Nomination of Clarence Thomas to be an Associate Justice of the United States Supreme Court, 1991 Issues in Housing Discrimination: Papers presented, 1986 **The Statistics of Discrimination** Ramona L. Paetzold, Steven L. Willborn, 1994

Columbia Journal of Law and Social Problems, 1979 **Employment Practices Decisions**, 1987 Sentencing, Sanctions, and Corrections Nicholas N. Kittrie, Elyce H. Zenoff, Vincent A. Eng, 2002 The editors of Sentencing Sanctions and Corrections have tested and modified the materials of the casebook through several years of class room use New as well as experienced instructors can be assured that the broad range of these materials permit several and diverse ways for the utilization of the text The scope and contents of the book offer as well many opportunities for instructor innovations and enhancements *Federal Regulation of Personnel and Human Resource Management* James Ledvinka, Vida Gulbinas Scarpello, 1991 Civil Liberties and the Constitution Lucius Jefferson Barker, Twiley Wendell Barker, 1990 Affirmative Action on Trial Melvin I. Urofsky, 1997 Affirmative action continues to be one of the most hotly contested issues in America Volatile and divisive the debates over its legitimacy have inspired a number of reverse discrimination suits in the federal courts Like the landmark 1978 Bakke decision most of these have focused on preferential treatment given racial minorities In Johnson v Santa Clara however the central issue was gender not race discrimination and the Supreme Court's decision in that case marked a resounding victory for women in the work force Johnson v Santa Clara involved two people who in 1980

competed for a dispatcher position with the transportation department of Santa Clara County California Paul Johnson had more experience and slightly higher test scores but Diane Joyce was given the job based on affirmative action An irate Johnson sued the county and won only to have the decision reversed in appellate court That reversal was subsequently upheld in the Supreme Court s 1987 decision reaffirming that it was legitimate for employers to consider gender in hiring Preeminent legal historian Melvin Urofsky proves an exemplary guide through the complexities of this case as he takes us from the workplace through the various levels of our federal court system Balancing the particulars of the case with an overview of constitutional law and judicial process he creates a model legal history that is both appealing and enlightening for the non scholar Urofsky is especially good at highlighting the fundamental human drama of this case and shows how Johnson and Joyce were simply ordinary people each with valid reasons for their actions but both ultimately caught up in legal and social issues that reached well beyond their own lives Affirmative Action on Trial pointedly addresses the issue of sex discrimination and the broader controversy over the place of affirmative action in American society The latter continues to generate headlines like those that followed the 1996 Supreme Court decision to let stand a lower court ruling that race cannot be used as a determination for admission to academic programs More recently several states have even taken steps to end affirmative action altogether While it s hard to tell how such actions will ultimately impact affirmative action there s no question that the rulings in cases like Johnson v Santa Clara will continue to guide and influence the debates both inside and outside the courtroom Federal Supplement ,1987 **Thorn V. Sundstrand Corporation** ,1999 Cases and Materials on Employment Discrimination Michael J. Zimmer,2000 *Labor and Employment Law* ,1986

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