

4-0 | DISPARATE IMPACT CLAIMS

My employer's policies disadvantage women more than men.

- a. What does disparate impact mean?
- b. What is a facially neutral policy?
- c. What does disparate impact look like?
- d. What kinds of claims can be brought as a disparate impact claim?
- e. I think that a company policy adversely affects me because of my gender, how do I prove it?
- f. What is the difference between disparate impact and disparate treatment?
- g. Are there times when an employment policy or practice may legally impact women different than men?
- h. What could my employer do to deny my allegations, and how do I respond to its denials?
- i. Does it matter when the discrimination occurred? (new window to WDTLS)
- j. What options do I have if I my employer has fewer than fifteen employees? (new window to WDTLS)
- k. If I prove my disparate impact claim, what kind of remedies am I entitled to? (new window to Remedies)

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