

4-C | I THINK THAT A COMPANY POLICY ADVERSELY AFFECTS ME BECAUSE OF MY GENDER, HOW DO I PROVE IT?

In order to prove disparate impact in an employment context, you must:

1. identify the specific employment practice being challenged;
2. show a disparate impact by showing that a facially neutral practice which treats one group of employees in a discriminatory manner; and
3. show by statistical evidence that that the practice has, in fact, been discriminatory.^{[29](#)}

(unknown authors)

Footnotes

²⁹ See *Florida State University v. Sondel*, 685 So. 2d 923, 930-931 (Fla. 1st Dist. App. 1996); *Prieto v. City of Miami Beach*, 190 F.Supp. 2d 1340 (S.D. Fla. 2002)

