

5-0 | DISPARATE TREATMENT CLAIMS

I think my employer treats women differently than men.

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

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