

Title VII Coding Sheet District Courts 2003(updated 7/1/2004)

Date Coded: month ____; day ____; year 2004

01 Coder

- 1 Becky Kinlein
- 2 Jason Loring

02 Case Number _____ (from master list)

Case Name: _____

03 Publication of Case:

- 0 Published in West Reporter; full precedential value
- 1 Not published; on-line

04 Federal District Number _____
(from attached sheet)

05 Decision Date

year: 2003; month ____; day ____

06 EEOC or DOJ a Party

- 0 No
- 1 Yes

07 Plaintiff Pro Se

- 0 No/Non-ascertainable
- 1 Yes

08 Plaintiff Represented by Public Interest Organization

- 0 No
- 1 Yes

09 Amicus Filings by Public Interest Organization(s)

- 0 No
- 1 Yes

10 District Judge: _____

11 How many persons sued the employer?
_____ (certified class action = 99)

12 Plaintiff's Gender

- 1 Female
- 2 Male
- 3 Both (at least 1 female and at least 1 male)
- 99 Non-ascertainable

13 Plaintiff's Race

- 1 White, not of Hispanic origin
- 2 Black
- 3 Hispanic
- 4 Asian or Pacific Islander
- 5 Multi-racial individual
- 6 Multi-racial group
- 7 Middle-Eastern descent
- 99 Non-ascertainable
- 8 Native American

14 Type of Defendants

- 1 All private employer
- 2 All federal government
- 3 All state or local government

15 Plaintiff's Occupation

- 1 Administrative
 - 2 Technical
 - 3 Clerical
 - 4 Other white collar
 - 5 Blue collar (including supervisory blue)
 - 6 Law enforcement/firefighter
 - 99 Non-ascertainable
- Job Title _____

16 Plaintiff's Union Membership

- 0 No/Non-ascertainable
- 1 Yes

17 Plaintiff's Theory

- 1 Disparate impact only
- 2 Disparate treatment only
- 3 Both disparate impact and disparate treatment
- 99 Non-ascertainable

18-24 Plaintiff's Allegations of Discrimination

(0) No; (1) Yes

- 18 _____ Race
- 19 _____ National Origin
- 20 _____ Color
- 21 _____ Sex/gender
- 22 _____ Disability
- 23 _____ Age
- 24 _____ Religion

25 Procedural posture of court's decision on race employment discrimination claim(s).

- 1 Rule 12 Motion for Dismissal
- 2 Rule 56 Motion for Summary Judgment
- 3 Motion for Directed Verdict/JMOL during jury trial (Rule 50(a))
- 4 Motion for JNOV/JMOL after jury trial (Rule 50(b))
- 5 Memorandum Order following bench trial
- 6 Motion for New Trial (Rule 59)
- 7 Other post trial motions
- 99 Non-ascertainable

- 26-36 *Outcome of Plaintiff's Claim:*
 (1) Pro-P; (2) Pro-D in whole; (98) Not applicable
- 26 _____ Failure to hire
 - 27 _____ Demotion
 - 28 _____ Failure to promote
 - 29 _____ Failure to reinstate
 - 30 _____ Harassment/Hostile Work Environment (pre-opposition)
 - 31 _____ Retaliation (post-opposition)
 - 32 _____ Discharge
 - 33 _____ Constructive discharge
 - 34 _____ Terms and conditions – pay related
 - 35 _____ Terms and conditions – not pay related

- 36-39 *Outcome of Defenses:*
 (1) Pro-P; (2) Pro-D in whole; (98) Not applicable
- 36 _____ Legitimate, non-discriminatory reason
 - 37 _____ Bona fide occupational qualification
 - 38 _____ Failure to demonstrate prima facie case
 - 39 _____ EEOC procedural requirements

- 40 Was there a trial on the race employment discrimination claim(s)?
- 0 No trial; decided on pre-trial motions
 - 1 Yes; bench trial only
 - 2 Yes; jury trial only
 - 3 Yes; both bench and jury trial

- 41 On the disparate treatment claim, how did the court rule?
- 0 Denied claim
 - 1 Upheld claim, in whole or in part
 - 98 Not applicable
 - 99 Non-ascertainable

- 42 On the disparate impact claim, how did the court rule?
- 0 Denied claim
 - 1 Upheld claim, in whole or in part
 - 98 Not applicable
 - 99 Non-ascertainable

- 43 Were costs awarded to defendant?
- 0 No
 - 1 Yes
Amount: _____
 - 98 Not applicable

- 44 Were punitive damages requested on the race employment discrimination claim(s)?
- 0 No/non-ascertainable
 - 1 Yes

For the race employment discrimination claim(s), circle all forms of relief granted and list any amount awarded:

- 45 Attorney's fees awarded: _____
- 46 Backpay awarded: _____
- 47 Costs to plaintiff: _____
- 48 Front pay awarded: _____
- 49 Permanent injunction
- 50 Preliminary injunction
- 51 Nominal damages: _____
- 52 Punitive damages: _____
- 53 Reinstatement
- 60 Other: _____

Indicate how the District Court handled the following listed claims:

- 0 Claim not discussed in opinion or decided in a prior proceeding
- 1 Held for plaintiff in whole or in part
- 2 Held for defendant in whole
- 54 _____ 1983– race/national origin/color
- 55 _____ State civil rights claim(s)
- 56 _____ State tort claim(s)
- 57 _____ Federal sex discrimination claim(s)
- 58 _____ Federal disability discrimination claim(s)
- 59 _____ Federal age discrimination claim(s)
- 61 Did plaintiff file a motion for summary judgment on Title VII claims and win that motion in whole or in part?
 - 0 No
 - 1 Yes
- 62 After the court ruled, did plaintiff have any remaining Title VII claims based on race/national origin/ethnicity?
 - 0 No
 - 1 Yes