

PROMOTIONS, HIRING OF JOB APPLICANTS, AND OTHER SELECTION CASES

Nature of Case	Results	Jurisdiction
Government discrimination; Race discrimination in contracts.	Obtained a six figure recovery for an African-American landscaper denied a contract with a state college because of his race.	United States District Court For the District of Delaware
National origin and race discrimination; Denial of promotions in local government employment	Obtained a \$215,000 settlement on behalf of two Hispanic police officers each denied promotion to Sergeant because of their ethnicity.	United States District Court For the District of Delaware
First Amendment freedom of speech and right to petition the government for redress of grievances; Promotion	Obtained a judgment for a police lieutenant denied three promotions to captain despite ranking first on the test for the vacancy after he testified before a federal grand jury against the county executive and his chief administrative officer.	United States District Court For the District of Delaware
Sexual Orientation Discrimination; Denial of Promotion	Obtained a promotion for a homosexual Biochemist previously denied multiple times in favor of less senior, heterosexual peers despite excellent performance evaluations and recommendations from her direct supervisor and his boss.	Delaware Department Of Labor Division of Industrial Affairs

Denial of promotion; Retaliation; Involuntary transfer; Sex and Age discrimination in employment	Won an EEOC determination of cause for discrimination and eventually procured a five figure settlement for a 48 year old female executive denied a promotion and involuntarily transferred to another department after she complained of sex and age discrimination by her younger male manager.	United States Equal Employment Opportunity Commission
Denial of hire in State government employment; Race discrimination	Procured a settlement for an African-American job applicant with a Master's Degree denied hire in favor of a Caucasian high school graduate who did not meet the minimum qualifications of the job.	United States Equal Employment Opportunity Commission