

**PROMOTIONS, HIRING OF JOB APPLICANTS, AND OTHER SELECTION CASES**

“Mr. LaRosa was extremely knowledgeable and thorough throughout the entire process. He professionally assessed the strength of my case and successfully negotiated a settlement with my employer. I especially appreciated his honesty and ease of contact.” - TM

“[Y]ou should be canonized as the patron saint of workers.” - BGW

<b>Nature of Case</b>	<b>Results</b>	<b>Jurisdiction</b>
Race Discrimination; Denial of Promotion; Retaliation	Obtained a settlement for an African-American Special Education Teacher who was twice denied a promotion that was first given to an unqualified Caucasian with whom the School District had preliminary conversations about the position before posting it and that was later re-titled and given to a second Caucasian after the teacher filed a race discrimination complaint.	United States District Court For the <b>District of Delaware</b>
Pregnancy Discrimination; Denial of Promotion; Demotion	Obtained a settlement for an Assistant Principal Intern who was denied promotion to Assistant Principal and demoted to Teacher just one month after she disclosed her pregnancy to the School District that then promoted a less qualified, non-pregnant teacher to the Assistant Principal role who the Intern previously prevailed over for the internship.	United States District Court For the <b>District of Delaware</b>
Procedural Due Process under the Fourteenth Amendment and 42 U.S.C. § 1983; Denial of Promotion	Obtained a six figure recovery on behalf of three, long time police Sergeants each denied promotion to Lieutenant in favor of two, less experienced officers including a Corporal in violation of state law requiring that Lieutenant promotees have at least two years time in grade as Sergeants.	United States District Court For the <b>District of Delaware</b>

Government discrimination; Race discrimination in contracts.	Obtained a six figure recovery for an African-American President of a business 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
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