

TABLE OF CONTENTS

CHAPTER ONE: RULES, REGULATIONS, AND GUIDANCE.....	1
I. INTRODUCTION.....	1
II. FEDERAL RULE OF CIVIL PROCEDURE 56.....	2
A. SUMMARY JUDGMENT STANDARDS	4
B. PARTIAL SUMMARY JUDGMENT.....	4
III. EEOC REGULATIONS: 29 CFR § 1614.109(G).....	5
A. USE OF SUMMARY JUDGMENT	6
B. EEOC APPLICATION OF RULE 56 STANDARDS	7
IV. EEO MANAGEMENT DIRECTIVE 110.....	8
V. ADMINISTRATIVE JUDGES' HANDBOOK.....	9
VI. TIMING OF SUMMARY JUDGMENT MOTION.....	9
A. TIMING OF RESPONSE.....	10
CHAPTER TWO: SUMMARY JUDGMENT STANDARDS.....	13
I. GENUINE DISPUTES OF MATERIAL FACT.....	13
A. MATERIAL FACTS	13
B. GENUINE DISPUTES	14
1. Role of Administrative Judge	14
2. Sanctions and Summary Judgment.....	18
3. Inadequate Investigatory Record.....	18
4. Credibility Determinations	19
5. Conceding Facts—Motions to Dismiss	20
II. JUDGMENT AS A MATTER OF LAW STANDARD.....	21
III. BURDEN OF PROOF FOR SUMMARY JUDGMENT	22
A. BURDEN ON CLAIMS AND DEFENSES	23
1. Complainant's Burden.....	23
2. Agency's Burden.....	23
B. OPPOSING PARTY'S BURDEN.....	23
1. Effect of Failure to Oppose	24
2. Controverting Facts.....	25
3. Summary Judgment During Discovery	25
IV. APPELLATE STANDARDS.....	25
CHAPTER THREE: WRITTEN MOTION PAPERS.....	27
I. RULES GOVERNING MOTIONS.....	27
II. FORM REQUIREMENTS	27
A. CASE CAPTION	28
1. Change in Agency Head.....	29
B. FIRST PAGE REQUIREMENTS.....	29
C. SIGNATURE	30
D. DATE	31
III. CONTENTS OF MOTION PAPERS.....	31
A. INTRODUCTION.....	32
B. STATEMENT OF UNDISPUTED MATERIAL FACTS.....	32
1. Unfavorable Facts	34
2. Citation to the Record	35
3. Evidence Not Included in Record.....	36
C. LEGAL ARGUMENT	37
1. Summary Judgment Standards.....	38
2. Summary of Argument.....	38
3. Argument Headings	38

4.	Argument Structure	40
5.	Citations to Authority	41
6.	Sentence and Paragraph Structure	42
D.	CONCLUSION	43
E.	REQUEST FOR ORAL ARGUMENT	43
IV.	OPPOSITION TO SUMMARY JUDGMENT	43
A.	STATEMENT OF DISPUTED FACTS	44
1.	Effect of Pending Discovery	44
2.	No Facts in Dispute.....	45
B.	LEGAL ARGUMENT	45
1.	Summary Judgment Standards.....	45
2.	Substantive Law	46
V.	SERVICE REQUIREMENTS.....	46
A.	CERTIFICATE OF SERVICE.....	47
CHAPTER FOUR: INTENTIONAL DISCRIMINATION CASES		49
I.	CIRCUMSTANTIAL EVIDENCE.....	49
A.	FAILURE TO MAKE OUT <i>PRIMA FACIE</i> CASE	50
1.	Disputes Over Similarly Situated.....	52
2.	Absence of Comparators.....	53
3.	Attributes of Selectee or Replacement	54
II.	SAMPLE AGENCY MOTION— <i>PRIMA FACIE</i> CASE.....	55
A.	COMMENTS ON SAMPLE MOTION.....	58
B.	OPPOSING THE MOTION.....	58
III.	FAILURE TO PROFFER LEGITIMATE REASON	59
IV.	SAMPLE COMPLAINANT’S MOTION—LEGITIMATE REASON.....	60
V.	PRETEXT.....	63
A.	SELECTION CASES	66
VI.	SAMPLE AGENCY MOTION—FAILURE TO ESTABLISH PRETEXT	69
VII.	MIXED MOTIVE CASES	72
CHAPTER FIVE: HARASSMENT CASES		75
I.	SUBSTANTIVE HARASSMENT ANALYSIS.....	75
A.	TANGIBLE EMPLOYMENT ACTION CASES.....	75
B.	HOSTILE ENVIRONMENT CASES	76
II.	RULES OF AGENCY LIABILITY	77
A.	TANGIBLE EMPLOYMENT ACTION CASES.....	77
B.	HOSTILE ENVIRONMENT CASES	77
III.	SUMMARY JUDGMENT IN TANGIBLE EMPLOYMENT ACTION CASES.....	78
A.	EMPLOYMENT ACTIONS.....	78
B.	SUPERVISORY AUTHORITY	79
IV.	SAMPLE AGENCY MOTION—TANGIBLE EMPLOYMENT ACTION.....	80
V.	SUMMARY JUDGMENT IN HOSTILE ENVIRONMENT CASES.....	85
A.	FAILURE TO DEMONSTRATE PROTECTED BASIS.....	85
B.	CONDUCT NOT SUFFICIENTLY SEVERE OR PERVASIVE	88
VI.	SAMPLE AGENCY MOTION—NO <i>PRIMA FACIE</i> CASE	90
A.	OPPOSITION TO MOTION	93
VII.	SUMMARY JUDGMENT ON LIABILITY.....	94
A.	AFFIRMATIVE DEFENSE—MANAGERS AND SUPERVISORS	94
B.	LIABILITY DEFENSE—COWORKERS.....	98
VIII.	SAMPLE AGENCY MOTION—LIABILITY DEFENSE.....	99
IX.	COMPLAINANTS’ SUMMARY JUDGMENT MOTIONS.....	103
A.	TANGIBLE EMPLOYMENT ACTION CASES	103
B.	HOSTILE ENVIRONMENT CASES	103

CHAPTER SIX: DISABILITY CASES	105
I. SUMMARY JUDGMENT IN DISABILITY CASES.....	106
II. QUALIFIED INDIVIDUAL WITH A DISABILITY	106
A. PHYSICAL AND MENTAL IMPAIRMENTS	108
1. Exclusions from Definition.....	109
2. Duration of Impairment	109
B. MAJOR LIFE ACTIVITIES.....	109
C. SUBSTANTIAL LIMITATIONS.....	110
1. Life Activity of Working.....	112
2. Mitigating Measures	113
D. PERFORMING ESSENTIAL FUNCTIONS.....	114
1. Job Attendance	115
2. Essential Function Criteria	116
E. HEALTH AND SAFETY STANDARDS	116
III. SAMPLE AGENCY MOTION—COMPLAINANT NOT QUALIFIED	117
IV. SUMMARY JUDGMENT—REASONABLE ACCOMMODATION	123
A. BASES FOR AGENCY MOTIONS	125
1. No Agency Knowledge of Accommodation Need.....	125
2. Agency Provided Accommodation	126
3. Refusal to Engage in Interactive Process.....	127
4. Undue Hardship	128
5. Reassignment.....	129
6. Good Faith Efforts	130
V. SAMPLE AGENCY MOTION—REASONABLE ACCOMMODATION.....	131
VI. COMPLAINANTS’ SUMMARY JUDGMENT MOTIONS.....	136
A. AGENCY PROVIDED NO ACCOMMODATION.....	136
B. UNDUE DELAY IN PROVIDING ACCOMMODATION.....	137
C. OFFERED ACCOMMODATION WAS INEFFECTIVE	137
VII. SAMPLE COMPLAINANT’S MOTION—REASONABLE ACCOMMODATION	138
CHAPTER SEVEN: REPRISAL CASES	147
I. SUMMARY JUDGMENT FOR AGENCIES—REPRISAL CASES	147
A. NO PROTECTED ACTIVITY	148
1. Participation Clause	148
2. Opposition Clause	149
B. NO AGENCY KNOWLEDGE OF PROTECTED ACTIVITY	149
C. NO CAUSAL CONNECTION.....	150
II. SAMPLE AGENCY MOTION—REPRISAL.....	150
III. ADVERSE TREATMENT REQUIREMENT	153
IV. SUMMARY JUDGMENT FOR COMPLAINANTS	154
CHAPTER EIGHT: RELIGIOUS ACCOMMODATION CASES	155
I. SUMMARY JUDGMENT—RELIGIOUS ACCOMMODATION.....	155
A. PRACTICES BASED ON SINCERELY HELD BELIEF	156
B. NO KNOWLEDGE OF BELIEF AND CONFLICT	157
II. SAMPLE AGENCY MOTION—PERSONAL PREFERENCE	161
III. DEFINITION OF “REASONABLE” ACCOMMODATION.....	163
A. DENIAL OF ACCOMMODATION.....	164
IV. SAMPLE COMPLAINANT’S MOTION—DENIAL OF ACCOMMODATION	166
V. UNDUE HARDSHIP	168
A. COLLECTIVE BARGAINING AGREEMENTS AND SENIORITY	171
TABLE OF CASES.....	173