



MEDIA ADVISORY
Monday, April 9, 2007

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WHAT: Experts on both sides discuss an important employment discrimination case before the Supreme Court.

WHO:

- **Michael L. Foreman**, Deputy Director of Legal Programs, Lawyers' Committee for Civil Rights Under Law
- **Jocelyn Frye**, General Counsel, National Partnership for Women & Families
- **Manesh K. Rath**, Partner, Keller and Heckman LLP
- Moderator, **Helen Norton**, Visiting Assistant Professor of Law, University of Maryland School of Law

WHEN & WHERE: Currently available in [ACS' multimedia archives](#).

Federal law prohibits employment discrimination on the basis of race, color, religion, sex or national origin. On April 18th, the Supreme Court will hear oral argument in *BCI Coca-Cola Bottling Co. of Los Angeles v. EEOC*, a case which considers the effect of this anti-discrimination law in what several courts have dubbed "rubber stamp" cases. A rubber stamp firing occurs when a junior supervisor, motivated by racial or other discriminatory bias, influences the decision to fire a subordinate, but the ultimate decision is made by a more senior supervisor who harbors no such bias herself. The civil rights and business communities agree that the outcome of this case will have a significant impact on the workplace but disagree on what standard the Court should adopt. Representatives of both sides presented their perspectives.

Streaming video of this panel is available at this link:

<http://www.acslaw.org/node/4659>

Members of the press interested in speaking to a legal expert on this case should contact Ian Millhiser at imillhiser@acslaw.org.

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The American Constitution Society for Law and Policy

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