

Important Cases to Know-

- ***Dred Scott v. Sandford***
- Concluded that no person descended from an American slave had been a citizen. Held Missouri compromise unconstitutional hoping to end the slavery question (1857)
- ***Gratz v. Bollinger***
- The court held that the University of Michigan's use of racial preferences in undergraduate admissions violates both the equal protection clause and title VI of the Civil Rights Act (2003)
- ***Loving v. Virginia***
- A white man married a Black man. It is unconstitutional to ban racial marriage (1967)
- ***Reed v. Reed***
- Supreme Court ruled that the administrators of estates cannot be named in a way that discriminates between sexes. After the death of their adopted son, Sally and Cecil sought to be named the administrator of their son's estate; the Reeds were separated. The Idaho Probate Court specified that "males must be preferred to females" in appointing administrators of estates, so Cecil was appointed administrator. In a unanimous decision, the Court held that the law's dissimilar treatment of men and women was unconstitutional
- ***Bakke v. Regents of the University of California***
- Had the highest scores going to Davis but was rejected twice because he is white. Court managed to minimize white opposition to the goal of quality while extending gains for racial minorities through affirmative action (1978)
- ***Lawrence v. Texas***
- The court held that the Texas statute making it a crime for two persons of the same sex to engage in CERTAIN intimate sexual conduct violates Due Process clause. Reverses *Bowers v. Hardwick* (2002)
- ***Burlington Industries v. Ellerth***
- Court held that employers are vicariously liable for supervisors who create hostile working conditions for those over whom they have authority. Employers may defend themselves against liability by showing that they quickly acted to prevent and correct any

harassing behavior and that the harassed employee failed to utilize their employer's protection (1998)

- *Ward Cove v. Atonio*
- Ward Cove packaging co. employed non white people over black people. Comparisons of race percentages among different job classes could wrongfully blame the employer, since racial discrimination could in reality reflect the racial differences that exist in the labor market at large (1989)
- *Bowers v. Hardwick*
- The constitution can't confer a fundamental right upon homosexuals to engage in sodomy. Court held the right to commit sodomy did not meet these standards (1986)
- *Missouri v. Jenkins*
- Court ruled that the 11th Amendment does not apply to an award of attorney's fees against a state. Constituted a reasonable attorney/s fee under the Civil Rights Attorney's Fees Awards Acts of 1976 (1995)
- *Grutter v. Bollinger*
- Gutter was rejected from the University of MIchigan Law School because the Law School takes race into a factor of making admissions decisions. Gutter was white. Court ruled that racial preferences did not violate the equal protection clause because the school wanted to obtain a diverse student body and the race factor allowed them to do so (2003)
- *Wygant v. Jackson Board of Education*
- Collective Bargaining agreement for race-based layoffs violates the 14th amendment's equal protection clause. Court states layoff preferences incorrectly addressed injurious prior discriminatory hiring practices since denial of a future employment opportunity was not as intrusive as a loss of an existing job (1986)
- *Plessy v. Ferguson*
- State of Louisiana created law requiring separate railway cars for blacks and whites. State law was in actuality within constitutional boundaries. Justices based decision of separate but equal doctrine. Segregation does not in itself constitute unlawful discrimination (1896)

- *Meritor Savings Bank v. Vinson*
- Vinson sued the Bank after arguing she had been sexually harassed. Court held that title VII was not limited to economic or tangible discrimination - Congress intended to strike at the entire spectrum of disparate treatment of men and women. Court declined to rule on the degree to which businesses could be liable for the conduct of specific employees. Court ruled unanimously on Vinson's side (1986)
- *Swann v. Charlotte-Mecklenburg County Board of Education*
- Court ruled remedial plans were to be judged by their effectiveness, predominately black schools required close scrutiny by courts, non-contiguous attendance zones were within the courts remedial powers, and no guidelines could be established concerning busing of students to schools (1971)
- ***Brown v. Board of Education***
- Black children were denied admission to public schools attended by whites. Court ruled that racial segregation in public education has a detrimental effect on the minority of children because it is interpreted as a sign of inferiority. Separate but equal is in actuality unequal (1954)
- *Adarand Constructors, inc. v. Peña*
- Court held that racial classifications whether imposed by federal, state, or local authorities, must pass scrutiny review. Court also states that compensation programs based on disadvantage rather than race would be evaluated under lower equal protection standards (1995)
- *Sweatt v. Painter*
- Sweatt applied to the University of Texas Law School, state restricted University to whites only. Court unanimously decided that under the equal protection clause, Sweatt must be admitted. Court also found that separation from the majority of Law students harmed students abilities to compete in the legal arena (1950)
- *Griggs v. Duke Power Company*
- Griggs claimed Duke's policy discriminated against african american employees in violation of title VII of the 1964 Civil Rights Act. The intradepartmental transfer policy

did violate the act. The standardized test prevented a number of African Americans from being hired and the court concluded that it was illegal for the Duke power company to give job preferences to whites (1971)

- *Romer v. Evans*
- Amendment 2 of the Colorado State was unconstitutional. Amendment 2 singled out homosexual and bisexual people (1996)
- *Milliken v. Bradley*
- Segregated schools in Detroit, Michigan. District court ordered desegregation. The court noted desegregation in the sense of dismantling a dual school system did not require any particular racial balance in school, grade, or classroom (1974)
- *The Slaughter-House Cases*
- The first US Supreme court interpretation of the relatively new 14th Amendment to the constitution. Viewed as a pivotal case in early civil rights law. Protected privileges and immunities (1873)
- *Executive Order 11246*
- Prohibits federal contractors and federally assisted construction contractors and subcontractors from discriminating in employment decisions on basis of color, race, religion, sex, or national origin
- ***Voting Rights Act of 1965***
- Outlawed discriminatory voting practices that had been responsible for the widespread disenfranchisement of African Americans in the U.S.
- ***Civil Rights and Women's Equality in Employment Act, 1991***
- Designed to guard against discrimination in the workplace. It would allow victims of intentional employment discrimination to receive monetary awards, reduce the burden of proof on workers who believe they've been discriminated against, clarify rules for determining when job practices are discriminatory, outlaw job quotas
- ***Civil Rights Act of 1964***

- Outlawed major forms of discrimination, especially towards blacks and women. It ended unequal application of voter registration requirements and racial segregation in schools, at the workplace and by facilities that served the general public
- *Proposition 209*
- Cannot use affirmative action in public institutions and cannot consider race, sex, or ethnicity. Proposition 209 was voted into law on 5 November 1996
- *Franklin v. Gwinnett County Public Schools*
- Petitioner Franklin is a high school student who was sexually abused by a teacher at school. The Supreme Court granted certiorari and held that federal damages are available under Title IX in an action seeking remedies for an intentional violation. The Court looked at the statutory history and concluded that Congress did not intend to limit the remedies available in a suit brought under Title IX (1992)
- ***Civil Rights Act of 1968***
- The 1968 act expanded on previous acts and prohibited discrimination concerning the sale, rental, and financing of housing based on race, religion, national origin, and as of 1974, gender; as of 1988, the act protects the disabled and families with children. It also provided protection for civil rights workers.
- Civil Rights Cases of 1883
- The Court held that Congress lacked the constitutional authority under the enforcement provisions of the Fourteenth Amendment to outlaw racial discrimination by private individuals and organizations, rather than state and local governments.
- *Age Discrimination in Employment Act of 1967*
- forbids employment discrimination against anyone over the age of 40 years in the United States
- *Hopwood v. Texas*
- In Hopwood, four white plaintiffs who had been rejected from The University of Texas School of Law challenged the institution's admissions policy on equal protection grounds and prevailed. Court determined that the University could continue to use the racial preferences which had been at issue in the litigation. (1996)

- *Family and Medical Leave Act of 1993*
- United States federal law requiring larger employers to provide employees job-protected unpaid leave due to a serious health condition that makes the employee unable to perform his or her job, or to care for a sick family member, or to care for a new child (including by birth, adoption or foster care)
- *Defense of the Marriage Act (DOMA) of 1996*
- No state (or other political subdivision within the United States) needs to treat as a marriage a same-sex relationship considered a marriage in another state; the federal government defines marriage as a legal union between one man and one woman
- *American with Disabilities Act of 1990*
- A law that prohibits, under certain circumstances, discrimination based on disability. Disability is defined by the ADA as "a physical or mental impairment that substantially limits a major life activity."
- ***Browder v. Gayle*** A case heard before a three-judge panel of the United States District Court for the Middle District of Alabama on Montgomery and Alabama state bus segregation laws. The panel consisted of Middle District of Alabama Judge Frank Minis Johnson, Northern District of Alabama Judge Seybourn Harris Lynne, and Fifth Circuit Court of Appeals Judge Richard Rives. On June 5, 1956, the District Court ruled 2-1, with Lynne dissenting, that bus segregation is unconstitutional under the Fourteenth Amendment protections for equal treatment.