ADA and TITLE VII REMEDIES: DO THEY WORK?
Building Repositories for Lawyers, the Courts, and Scholars

QUESTION
What remedies used in disability, race, or sex discrimination cases are successful in eradicating discrimination and hence are the best practices to be followed by organizations, the courts, and employment lawyers?

NATURE OF THE PROJECT
Building the ADA Case Repository and fine-tuning search characteristics. Continue expanding and adding new consent decrees to the repository of Title VII Consent Decrees (mostly race and sex discrimination) to address the needs of lawyers, judges, and scholars to determine the remedies most likely to eliminate discrimination and, hence, which should be included in future court decisions and/or consent decrees. We presently have 377 consent decrees in the Title VII repository that have been made available to the public (with over 77,000 downloads). The ADA Case Repository has 274 cases, and, in spite of not having “launched” yet, has had over 2000 downloads.

NATURE OF THE WORK
Using a protocol developed by the Labor and Employment Law Program and the ILR Web Team, and reviewed by ADA and Title VII lawyers and scholars, research fellows will work as part of a team of ILR staff and faculty and employment lawyers to develop and add to database repositories of existing consent decrees and court decisions. Work includes researching multiple sources to find additional consent decrees and cases for inclusion, analyzing and categorizing consent decrees and cases, and working with attorneys and scholars to test and revise protocols and instructions. The end result will be a fully functional, expanded repository of consent decrees and court decisions that will be available online as part of the Catherwood Library’s Digital Commons.

We need at least two (2) student. Each student is responsible for one repository. They check each other’s work before the information is actually entered into the repository to ensure accuracy and consistency for our users.

THE PROBLEM
Title VII of Civil Rights Act of 1964 (the Act) outlawed discrimination based on race, sex, national origin, religion, etc. Since the passage of the Act, plaintiff lawyers have relied on both individual and class action law suits to end discrimination. This project focuses on class action law suits in which several plaintiffs represent a class of women or minorities. When these cases are settled or when the defendant has been found guilty of discrimination, remedies include diversity training for managers, special training programs for members of the class to be promoted, employment goals and timetables, special outreach efforts, etc. Research is needed
to determine the effectiveness of these remedies. Similarly, with the passage of the ADA, as amended (ADA), which outlaws discrimination based on disability, this repository focuses on settlements and court decisions.

The ILR Title VII Consent Decree and ADA Cases Repositories are the only central repositories of resources of its kind for lawyers to help them make recommendations for provisions of consent degrees or court orders to remedy discrimination. No central database listing programs that have been used in the past and evaluating their effectiveness exists, which allows for analysis by industry, court, protected class, and/or theory of discrimination.

**Next Step**
With the repositories open to the public, our next step is to determine the effectiveness of each of the remedies. We have taken our first steps with our (with Pam Tolbert) upcoming conference, What Works? Reducing Discrimination and Increasing Inclusiveness in Organizations, scheduled for June 4-5, 2015. Last summer’s fellows did research on prospective speakers for this conference.

**Special Skills or Areas of Knowledge Are Required to Complete the Assignment**

- Strong writing skills
- Research skills, including the ability to search databases and analyze data information
- Knowledge of discrimination law (must have taken Labor Law, Labor and Employment Law, or similar law class)
- Experience working with Microsoft Excel, Word, Outlook, Lexis-Nexis or Westlaw

**Benefits to Students**

- Develop both legal research and literature search skills
- Expand analytical skills
- Work on project that can be the basis for a senior research thesis (2 previous fellows have used their summer work to develop their honors thesis topics)

**Application Process**

Student should indicate interest by submitting the attached form, a résumé, writing sample, faculty recommendation, and a paragraph explaining the student’s interest in this work. A personal interview is required; this can be completed via telephone.
APPLICATION

ILR Undergraduate Research Fellows Program—2015-2016

LABOR & EMPLOYMENT LAW PROGRAM

Name: ____________________________________________________________

E-Mail Address: _______________________________________________________

Campus Address: _______________________________________________________

Campus Telephone: _______________________________________________________

Current Year at ILR (check 1)                   Sophomore _____                   Junior _____

                        Freshman _____

Professor who will supervise you: Esta R. Bigler, Esq. (NYC) _______________________

Project Title: ADA AND TITLE VII REMEDIES: DO THEY WORK?: Building a
Repository for Lawyers, the Courts, and Scholars

Application is for: Summer 2015 _______ Academic Year 2015-2016 _______

Applications should be submitted to Lynn Coffey-Edelman at lsc4@cornell.edu (212-340-2842) by Thursday, April 10, 2015.