EEOC Litigation Database Code Book
2013 Release 01

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INTRODUCTION

This project collects and analyzes data on federal court litigation brought between October 1, 1996 and September 30, 2006 by the Equal Employment Opportunity Commission (EEOC), the federal agency charged with enforcing the laws forbidding discrimination by private employers on the basis of race, color, religion, sex, national origin, age, and disability. Because it is a rigorous and systematic analysis of the EEOC's enforcement activities and litigated outcomes in federal district court, this project lies at the intersection of two important subjects of study for legal scholars, social scientists, and policy-makers—employment discrimination law and practice, and the litigation process more generally. By providing information about the EEOC's enforcement litigation at a level of detail not previously available, the collected data will advance both fields.

The EEOC is an important object of study because of its critical role in enforcing the nation's anti-discrimination laws, and litigation is one of its crucial enforcement tools. These data provide comprehensive documentation of the EEOC's litigation activity and relief (both monetary and injunctive) obtained over a ten-year period of time. Equally important, the EEOC's court activity is an ideal subject for studying litigation dynamics and the interaction between litigant and judicial decision-making. Our dataset includes all types of court decisions (published and unpublished, final and non-final, written and summary) and records all kinds of outcomes (default, settlement, pretrial adjudication, judgment after trial), thereby avoiding problems of selection bias that have limited other studies of settlement dynamics and judicial decision-making.

This database pertains to federal court litigation brought by the EEOC on behalf of individual complainants during fiscal years 1997 through 2006, inclusive. We began with a complete list of court cases filed by the EEOC during this time period. From this list, we selected a stratified random sample of cases to be included in the study. The sample includes all cases classified by the EEOC as inteded to benefit more than one employee, all cases concluded by a court order, and all cases listing a trial date, a total of 1406 cases. In addition, we pulled as large a random sample from the remaining cases as our resources allowed, resulting in a total of 2316 cases.

Using the district court docket numbers provided by the EEOC, we searched the federal court system's web-based docketing system known as PACER ("Public Access to Court Electronic Records") for additional data on each case. In particular, we examined the dockets and the available case documents to gather information on the basis for suit, the allegations in the complaint, the presiding judge or judges, the attorneys, the amount of monetary relief and the types of non-monetary relief sought and obtained by the EEOC, with an emphasis on systematically collecting and analyzing the terms of any injunctive relief. We also collected from the PACER dockets detailed data on the litigation events (e.g., motions, discovery disputes, court orders) that occurred in each case prior to resolution as well as coded for the form of resolution in the case (e.g., default, withdrawal, pretrial and trial adjudications). For

some, but not all, cases for which documents were not available through PACER, we were able to obtain case documents by sending couriers to copy the relevant court documents by hand.

The data are organized into several "bricks." Each case is assigned a unique Case Code that links information that is contained in the different bricks but pertains to the same case. The Master Brick contains an observation for each case in our sample, recording basic information such as the judges assigned to the case, the types of issues and claims it raised, the form of resolution, and whether there was an appeal.

The other, secondary bricks provide additional detail about the cases. The Injunctive Relief Brick records detailed information about the form of injunctive relief in cases in which such relief was obtained. The Judge Brick provides biographical information about each judge that appears in the database. The Motions Brick and the Events & Orders Brick record information about every significant motion or litigation event occurring in cases in the sample. The Related Litigation Brick identifies the individual cases that were joined together in consolidated proceedings. The Defendant Brick captures additional detail about the defendants sued in these cases.

The EEOC Administrative Data Brick contains the data we originally received from the EEOC and with which we began our study. Its contents are described in detail in a separate codebook.

The data for the Injunctive Relief Brick, Motions Brick, Events & Orders Brick, Related Litigation Brick and Defendant Brick were collected from the dockets and court documents obtained through PACER from 2007-09 using a custom web-based system for data collection. All of the docket sheets and case documents that provided the information coded in this project are available for review through the Civil Rights Clearinghouse at
http://www.clearinghouse.net/results.php?searchSpecialCollection=1.
The data in the Master Brick were collected the same way, with two exceptions. The variables "Number of Benefited Persons" and "Amount of Relief (EEOC)" contain information recorded by the EEOC for each of the cases on the original case list from which we drew our sample.

The data for the Judge Brick were collected from 2009-2010. The judges' biographical information was collected through the use of a variety of online databases and related websites. Much of the data was collected through the Biographical Directory on the Federal Judiciary Center's website, which features information on all past and present District Judges. When this information was unavailable (e.g., for magistrate judges), we drew biographical information from other publications or databases, which are listed at the beginning of the description of variables in the Judge Brick later in this codebook. If we still lacked information on a judge, we utilized internet searches to find newspaper, magazine, and newsletter articles, obituaries, and any other credible website that provided information.

Through these searches, we were able to locate information on many of the persons for whom information was missing, usually magistrates no longer in service.

When examining the dockets in our sample, we identified a number of cases in which two or more separate cases were consolidated by court order at some point during the litigation. These cases challenged the assumption on which we were collecting the data—namely, that each case proceeded in a linear fashion from initial filing to resolution. Instead, the consolidated cases represented situations in which a single case at resolution may have had two or more independent starts that eventually merged. We made a judgment to include consolidated cases in which the course of the litigation was equivalent to the typical non-consolidated EEOC cases that populate the dataset. For example, in a number of consolidated cases, the EEOC filed suit, the private party complainant filed a separate lawsuit based on the same underlying facts, and the two cases were consolidated and treated as a single case from that point on. Such a situation is substantively the same as a case in which the EEOC files suit and a private party intervenes—a situation which commonly occurs in EEOC litigation and in the cases in our sample—and so, a case involving this type of consolidation was retained in the sample. More complex consolidations, for example, where two cases were consolidated for certain purposes, then separated for trial or other final adjudication, were excluded from the sample altogether.

For those consolidated cases that were retained in the sample, a variable in the Master Brick captures whether or not the observation involves consolidated cases. This variable allows consolidated cases to be identified and, if warranted, excluded from analysis. For the most part, the variables capture information that applies to each of the cases involved in the consolidation. For a handful of variables, it was necessary to choose from which docket the information was coded. Those choices are explained in the descriptions of the particular variables affected.

This codebook describes the data recorded in the Master Brick and each of the secondary bricks. For each variable, it provides the full name of the variable, the variable name as it appears in the database, a reference to the relevant index in the appendix, where applicable, and a description of the variable.

A separate codebook describes more fully the data contained in the EEOC Administrative Data Brick. That data includes some variables that can be used by interested researchers to facilitate matching the data in this study with data made available by the Administrative Office of the Unted States Courts.

A Note on Missingness:

During the data collection process, information about the statutory bases, allegations and issues in the complaints were collected in two different ways. For some variables, the coder was asked to record whether any of a number of items were part of the complaint. For example, coders marked off one or more of the statutory bases for suit (e.g. ADEA, ADA, EPA, Title VII), if they appeared in the complaint. If at least

one item in that category was marked (e.g. Title VII), other items in that category that were not marked were coded as a "no." If none of the items on the list were recorded, it meant that insufficient documentation was available to determine the bases for suit, and all of the items on the list were coded as missing (".").

For other variables, the coder was specifically asked to record whether the item was present or not or could not be determined from the available documentation. For example, coders were asked whether an allegation of retaliation against the complainant was included in the complaint, or not, or whether it was unknown. The values for these variables are "yes", "no" and "unknown."

For all these variables, an "unknown" value and a missing value (".") are substantially equivalent, although we have preserved the differences in coding (i.e. Y/N/U vs. Y/N/ ".") to reflect the different methods by which the data were collected.

Numerous students assisted with compiling this database. We owe special thanks to political science PhD students Christina Boyd and Morgan Hazelton. In addition, the following law students and undergraduate students helped with the data collection and processing: Lauren Abbott, James Ayden, Alex Bean, Brandon Brown, William Burns, Jason Chester, David Collier, Alison Curran, Ariel Dobkin, Dawn Dziuba, Dayna Frenkel, David Friedman, Tony Friedman, Elizabeth Glassman, Katie Goodenberger, Lionel Joiner, Justin Kanter, Ryan Kasten, Keri Livingston, Beth Louie, Daisy Manning, Michele Marxkors, Nick Niles, William Osberghaus, Shadi Peterman, Joel Pettit, Michelle Reed, Kristen Sagar, Kenny Sommer, Anthony Stenger, Krista Swip, Tony Verticchio, Shankar Viswanathan, Aaron Weismann, Kevin Wilemon, Yin Zheng.

The documents coded by the researchers are available at the Civil Rights Litigation Clearinghouse, grouped together for ease of access at http://www.clearinghouse.net/results.php?searchSpecialCollection=1.

If you find a mistake, please contact cerl@wulaw.wustl.edu.

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2013 Release 01: This data release corrected several errors in the originally posted data, such as the inclusion of several cases that were outside the scope of our study sample. The probability of inclusion for each case has been corrected. In addition, a handful of coding errors identified after the initial data release have been corrected.

MASTER BRICK

Basic Case Information

1 Case Code

Variable Name: caseCode

Description: This is the unique internal case identification number for every case in the sample. The first two letters are EE in all cases. The second two letters are the abbreviation for the state in which the district court was located. The final four numbers arbitrarily (but not randomly) designate the specific case within a given state. This case code connects the data in the secondary bricks to the observations in this Master Brick. This case code can also be used to retrieve documents in the case from the Civil Rights Litigation Clearinghouse (http://www.clearinghouse.net/).

2 Case Name

Variable Name: caseName

Description: This is the name of the case as it appears on the caption in the parties' filings with the district court. Consistent with common citation practice, only the parties listed first on each side appear in the case name, and for natural people, only surnames are included.

3 Trial Court

Variable Name: trialCourt

Normalization: Appendix A

Description: This is a unique internal number identifying the district court in which the case was litigated. The numbers (1-94) are assigned to each of the United States federal district courts alphabetically by state, and then alphabetically within each state.

4 Trial Docket

Variable Name: trialDocket

Description: This is the unique docket number that the district court has assigned to the case, as pulled from the docket sheets. Typically, a docket number is made up of a two-digit number (to signify the year), followed by the case type (always cv for civil in this

database), followed by a four-or- five digit case number and followed by the judge's initials. Sometimes an initial number, followed by a colon, signifies the office. Thus, 1:99-cv-02329-KMO is the docket number for a civil case filed in the first office in a district, in the year 1999, assigned to a judge whose initials are KMO.

5 Injunctive Relief Only

Variable Name: injReliefOnly

Description: This indicates whether the observation was retained for analysis of injunctive relief only, and therefore, not all variables were fully coded. 1=yes; 2= no.

A handful of cases, usually because of complicated consolidation histories, were too complex to code according to our existing protocol, but had available full documentation of the injunctive relief obtained. These observations were retained in the database. Basic information in the Master Brick, as well as information about the injunctive relief obtained (Injunctive Relief Brick) were coded. However, no information on Motions or Events & Orders in these cases was coded.

6 Probability of Inclusion

Variable Name: Probability

Description: This indicates the ex ante probability that the case ended up in the final sample. All cases identified by the EEOC as benefitting more than one employee, as concluded by court order, or as having a trial date were included with probability one. These criteria screened 1406 cases into the sample. Of the remaining cases in the population,[1] we randomly selected an additional 910 cases. Each of the cases had an equal probability of being selected—a probability of 45.1% that it would be included. After these 910 cases were selected, we discovered that a few of them appeared twice on the original list of cases from which we drew the random

[1] Cases were eliminated from the random draw if they were not merits cases. For example, administrative subpoena cases and cases to enforce EEOC conciliations were dropped. In addition, a handful of cases were eliminated due to insufficent information, because they involved complex consolidations with private party litigation or because they were against a public employer. We know the proportion of cases among the randomly selected cases that were eliminated for these reasons. We estimate the proportion of non-selected cases that would also have been eliminated for these reasons and calculate the probability of inclusion by taking the proportion of selected cases in the target population to the estimate of the total number of cases in the target population.

sample. The appropriate binomial probability of 69.8% is recorded for these cases. The reciprocal of these probabilities can be used as probability weight when analyzing the data.

7 Consolidated Case

Variable Name: consCase

Description: This indicates whether the observation involved litigation in which two or more related cases were consolidated by the district court. 1 = consolidated cases; 2 = no consolidated cases.

The consolidated cases that are retained in the dataset are those in which it appears that the course of the litigation was equivalent to the typical non-consolidated EEOC cases that populate the dataset. Generally, the consolidation occurred early enough in the litigation that the consolidated cases could be treated as a single litigated case, and, therefore, all of the relevant information could be coded as for a single, independent observation. For a handful of variables, it was necessary to choose from which docket the information was coded. Those choices are explained in the descriptions of the particular variables affected elsewhere in this codebook.

This variable allows consolidated cases to be identified and, if warranted, excluded from analysis. The Related Litigation Brick identifies the related cases as well as the type of consolidation.

NOTE: Some of the cases were retained in the database only because full documentation of the injunctive relief obtained was available. These cases (injReliefOnly = 1) were not fully coded, and may not be useable for all analyses. (see Description of Injunctive Relief Only variable). If Injunctive Relief Only (injReliefOnly) =1, then this variable is ".".

8 Number of Complainants

Variable Name: numCompl

Description: This is the number of complainants in the case determined by counting the complainants named on the docket or, where available, in the complaint.

9 Number of Benefited Persons

Variable Name: benefitPersonsEEOC

Description: This indicates the number of benefited persons in the case according to information provided by the EEOC. The data are categorical, in bands: 0, 1, 2-4, 5-9, 10-19, 20-49, 50-99, 100-199, 200-299 etc., 1000-1499, 1500-1999, and 2000+. The variable's value is the lowest number in its category; value labels clarify the full range of the band.

Documents

10 EEOC Complaint Available

Variable Name: eeocComplAvailable

Description: This indicates whether an EEOC complaint was available for coding. 1 = yes; 2 = no.

11 Private Party Complaint Available

Variable Name: privPartyComplAvailable

Description: This indicates whether a private party complaint was available for coding. 1 = yes; 2 = no.

12 Full Documentation of Monetary Relief Available

Variable Name: fullDocMonAvailable

Description: This indicates whether any of the documents that detail monetary relief obtained in the resolution of the EEOC complaint were available for coding. 1 = yes; 2 = no.

13 Full Documentation of Injunctive-Type Relief Available

Variable Name: fullDocInjAvailable

Description: This indicates whether documents that detail injunctive relief obtained in the resolution of the EEOC complaint were available for coding. In cases in which the plaintiff did not obtain relief, this variable was coded as "no." 1 = yes; 2 = no.

Docket Information

14 First Judge ID Number

Variable Name: judge1Id

Normalization: Judge Brick

Description: For the first judge listed in the database, this a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Judge Brick. If there were more than five judges, the five judges listed were the ones that had the most actions. The numbering is generally in alphabetical order, with some variance due to later additions and corrections.

15 Second Judge ID Number

Variable Name: judge2Id

Normalization: Judge Brick

Description: For the second judge listed in the database, this a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Judge Brick. If there were more than five judges, the five judges listed were the ones that had the most actions. The numbering is generally in alphabetical order, with some variance due to later additions and corrections.

16 Third Judge ID Number

Variable Name: judge3Id

Normalization: Judge Brick

Description: For the third judge listed in the database, this a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Judge Brick. If there were more than five judges, the five judges listed were the ones that had the most actions. The numbering is generally in alphabetical order, with some variance due to later additions and corrections.

17 Fourth Judge ID Number

Variable Name: judge4Id

Normalization: Judge Brick

Description: For the fourth judge listed in the database, this a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Judge Brick. If there were more than five judges, the five judges listed were the ones that had the most actions. The numbering is generally in alphabetical order, with some variance due to later additions and corrections.

18 Fifth Judge ID Number

Variable Name: judge5Id

Normalization: Judge Brick

Description: For the fifth judge listed in the database, this a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Judge Brick. If there were more than five judges, the five judges listed were the ones that had the most actions. The numbering is generally in alphabetical order, with some variance due to later additions and corrections.

19 Filing Date

Variable Name: dateFiled

Description: This indicates the date the lawsuit was filed, as taken from the docket sheet for the case, in the format ddmonyyyy (e.g. 16sep1999). In consolidated cases involving an EEOC suit and a separately filed, but related, private party suit (i.e., cases in which the variable Type of Consolidation (consType)=1 (variable R7 in the Related Litigation Brick)), this variable captures the date the EEOC case was filed. In consolidated cases involving two separately filed, but related, EEOC suits (i.e., consType=2), this variable captures the date the first EEOC suit was filed.

20 Second Filing Date

Variable Name: secondFiling

Description: In consolidated cases, this variable captures the date a separately filed, but related, lawsuit was filed (if Type of Consolidation (consType (variable R7) = 1) or the date the second EEOC lawsuit was filed (if Type of Consolidation (consType)(variable R7)=2). The date takes the format ddmonyy (e.g. 16sep1999).

21 Number of Docket Entries

Variable Name: numDocketEntries

Description: This indicates the number of numbered entries appearing on the docket sheet for the case. Unnumbered docket entries are not counted. For consolidated cases, this variable captures the number of numbered docket entries appearing on the docket sheet of the case with the largest number of entries that was included in the consolidation.

22 First Answer Date

Variable Name: firstAnswerDate

Description: If an answer was filed in the case, this provides the date on which the answer was filed in the format ddmonyyyy. If more than one answer was filed in the case, this provides the date on which the first answer was filed, regardless whether it was the answer to the EEOC complaint or the answer to a private party complaint. In cases in which the filing of an answer was the first appearance by the defendant, the filing of the answer will also be recorded in the Events brick as the first appearance of the defendant (i.e., Event Type (eventType) (variable E7) = 1).

23 Answer to EEOC Complaint - Date

Variable Name: answerEEOCDate

Description: If an answer to the EEOC Complaint was filed in the case, this provides the date on which the answer was filed in the format ddmonyyyy.

24 Final Resolution Date

Variable Name: finalResDate

Description: This indicates the date in the format ddmonyyyy (e.g. 16sep1999) that the district court first entered its final resolution of the EEOC case prior to any appeal and prior to any post-decretal activity (e.g. contempt). This is the date that the court signs the order, not the date the order is entered on the docket. This variable does not include administrative closures or resolutions on remand. An administrative closure is coded as an event. In those cases in which the EEOC settles with the defendant separately from the private party litigant, the variable references the date on which the court resolved the EEOC's portion of the case. The date on which a private party's claims were resolved is recorded in Separate Private Party Resolution Date (sepPrivResDate (variable 26)).

25 Final Resolution Type

Variable Name: finalResType

Description: This assigns one of eighteen mutually exclusive categorical identifiers to the type of resolution reached in the district court in the EEOC case. In case of an appeal after final judgment, the resolution coded here is the resolution reached before the appeal.
1 = consent judgment[2];
2 = voluntary dismissal-settlement;
3 = voluntary dismissal-other reason (either unknown or a few bankruptcies);
4 = involuntary dismissal-failure to prosecute;
5 = involuntary dismissal-failure to state a claim (FRCP 12(b)(6) motion);
6 = involuntary dismissal-sanctions;
7 = involuntary dismissal-other reason (e.g. failure to follow administrative procedures; enforcement of arbitration agreement and dismissals where it was unclear if they were voluntary or not);
8 = default judgment;
9 = judgment on the pleadings;
10 = summary judgment for the plaintiff;
11 = summary judgment for the defendant;

[2] Where Final Resolution Type (finalResType) (variable 25) = 1 (consent judgment) and Outcome Form (outcomeForm) (variable 106) = 1 (settlement agreement), the resolution was an acceptance of an offer of judgment made pursuant to F.R.C.P. 68. Where Final Resolution Type (finalResType) (variable 25) = 1 and Outcome Form (outcomeForm) (variable 106) = 2 (consent decree) the resolution was entry of a consent decree.

12 = judgment as a matter of law for the plaintiff, which includes both directed verdicts and judgments notwithstanding the verdict (JNOV);
13 = judgment as a matter of law for the defendant, which includes both directed verdicts and judgments notwithstanding the verdict (JNOV);
14 = judgment on jury verdict for the plaintiff;
15 = judgment on jury verdict for the defendant;
16 = judgment on bench trial for the plaintiff;
17 = judgment on bench trial for the defendant;
18 = none yet (the case was ongoing as of 04/22/08).

26 Separate Private Party Resolution Date

Variable Name: sepPrivResDate

Description: For those cases in which the EEOC resolves its portion of the suit separately from the private party, this indicates the date on which the private party's suit reached final resolution, as defined by Final Resolution Date (finalResDate), in the format ddmonyyyy (e.g. 16sep1999).

27 Separate Private Resolution

Variable Name: sepPrivResolution

Description: For those cases in which the EEOC resolves its portion of the suit separately from the private party, this is a textual description of the separate resolution that was obtained by the private party.

28 Appeal Notice

Variable Name: appealNotice

Description: This indicates if a notice of appeal was filed with the district court. 1 = yes; 2 = no. Information about appeals were coded only if the appeal involved a judgment or relief obtained in the suit filed by the EEOC, not appeals from resolution of a separate private party complaint or a collateral issue (e.g. a third party complaint).

29 Appeal Date

Variable Name: appealDate

Description: If Appeal Notice (appealNotice) (variable28) = 1, this indicates the date of the notice in the format ddmonyyyy (e.g. 16sep1999).

30 Appeal Remand Date

Variable Name: appealRemandDate

Description: For those cases in which the appellate court remanded the decision, this indicates the date of the remand in the format ddmonyyyy (e.g. 16sep1999).

31 Appeal Outcome

Variable Name: appealOutcome

Description: If Appeal Notice (appealNotice) (variable 28) = 1, this assigns one of twelve mutually exclusive categorical identifiers to the type of resolution on appeal.
1 = grant of stay, petition, or motion;
2 = affirmed;
3 = reversed;
4 = reversed and remanded;
5 = vacated and remanded;
6 = affirmed in part and reversed in part;
7 = affirmed in part, reversed in part, and remanded;
8 = vacated;
9 = petition denied or appeal dismissed;
10 = appeal withdrawn (e.g. because of settlement or an agreement to remand to district court);
11 = no outcome (either because no outcome is noted or the appeal was still pending);

32 Result of Remand

Variable Name: remandResult

Description: For those cases in which the appellate court remanded the decision, this is a textual description of the result of the remand.

Complaint Information

33 First EEOC Office

Variable Name: eeocOffice1

Normalization: Appendix B

Description: This is the unique identification number of the EEOC office

involved in the suit. The numbers (1-54) are assigned to each of the EEOC office alphabetically by the city in which they are located.

34 Second EEOC Office

Variable Name: eeocOffice2

Normalization: Appendix B

Description: If applicable, this is the unique identification number of the second EEOC office involved in the suit. The numbers (1-54) are assigned to each of the EEOC office alphabetically by the city in which they are located.

35 First Regional Attorney

Variable Name: regionalAtty1

Normalization: Appendix C

Description: This is the unique identification number for the regional attorney listed in the complaint. Regional attorneys are responsible for managing the EEOC's legal units. They regulate and maintain procedures for initiating and conducting litigation and standards for settlements and appeals. The numbers (1-59) are assigned to each regional attorney alphabetically by the attorneys' last names.

36 Second Regional Attorney

Variable Name: regionalAtty2

Normalization: Appendix C

Description: If applicable, this is the unique identification number for the second regional attorney listed in the complaint. The numbers (1-59) are assigned to each regional attorney alphabetically by the attorneys' last names.

37 EEOC Intervened

Variable Name: eeocIntervened

Description: This indicates whether the EEOC intervened as a plaintiff in a private suit. 1 = yes; 2 = no. If the EEOC intervened as a defendant, the case was not coded.

38 Private Party Complainant(s)

Variable Name: ppComplainants

Description: This indicates how the private party's interests were represented in the suit. 1 = filed private suit; 2 = intervened in EEOC suit; 3 = no direct representation.

39 Private Plaintiff Counsel - Private Lawyer

Variable Name: plaintiffPrivCounsel

Description: This indicates whether the plaintiff hired his or her own private counsel. 1 = yes; 2 = no.

40 Private Plaintiff Counsel - Pro Se

Variable Name: plaintiffProSeCounsel

Description: This indicates whether the plaintiff represented himself or herself. 1 = yes; 2 = no.

41 Private Plaintiff Counsel - Public Interest Lawyer

Variable Name: plaintiffPubIntCounsel

Description: This indicates whether a public interest lawyer represented the plaintiff. 1 = yes; 2 = no.

42 First Plaintiff Counsel Firm/Organization

Variable Name: plaintiffFirmOrg1

Description: This is the name of a law firm or organization that represented a private plaintiff. This variable does not include the names of individuals representing themselves or governmental entities involved in the litigation.

43 Second Plaintiff Counsel Firm/Organization

Variable Name: plaintiffFirmOrg2

Description: If applicable, this is the name of a second law firm or organization that represented a private plaintiff. This variable does not include the names of individuals representing themselves or governmental entities involved in the litigation.

44 Third Plaintiff Counsel Firm/Organization

Variable Name: plaintiffFirmOrg3

Description: If applicable, this is the name of a third law firm or organization that represented a private plaintiff. This variable does not include the names of individuals representing themselves or governmental entities involved in the litigation.

Complaint Allegations

Variables 45 – 85 were coded from the complaint where available, or from other court documents, including entries in the docket. Information was not coded from the docket header, which was found to be unreliable. In consolidated cases, variables 45 – 85 capture allegations made in any of the cases in the consolidated pair or grouping of cases.

Complaint Allegations – Statutory Basis

Variables 45 – 48 capture all of the statutory bases on which the EEOC filed suit. In cases in which there was insufficient information about the statutory bases for the allegations in the complaint (e.g. the complaint was unavailable and the docket did not describe the allegations), these variables are coded as missing (".").

45 ADA Basis

Variable Name: ADABasis

Description: This indicates whether the case alleged violation of the Americans with Disabilities Act. 1 = yes; 2 = no.

46 ADEA Basis

Variable Name: ADEABasis

Description: This indicates whether the case alleged violation of the Age Discrimination in Employment Act. 1 = yes; 2 = no.

47 EPA Basis

Variable Name: EPABasis

Description: This indicates whether the case alleged violation of the Equal Pay Act. 1 = yes; 2 = no.

48 Title VII Basis

Variable Name: titleVIIBasis

Description: This indicates whether the case alleged violation of Title VII of the Civil Rights Act of 1964. 1 = yes; 2 = no. Alleged violations of the Pregnancy Discrimination Act are included, since the PDA amended Title VII.

Complaint Allegations – Alleged Form of Discrimination

Variables 49 – 66 capture all types of discrimination alleged by the EEOC and details about those forms of alleged discrimination. In cases in which there was insufficient information about the types of discrimination alleged (e.g. the complaint was unavailable and the docket did not describe the allegations), these variables are coded as missing (".").

49 Alleged Discrimination - Race

Variable Name: allegedRaceDiscrim

Description: This indicates whether the case alleged discrimination on the basis of race. 1 = yes; 2 = no.

50 Alleged Discrimination - Race Category

Variable Name: discrimRace

Description: If Alleged Discrimination - Race (allegedRaceDiscrim) (variable 49) = 1, this assigns one of five mutually exclusive categorical racial identifiers.
1 = White;
2 = Black;
3 = Asian/Pacific Islander;
4 = American Indian/Native Alaskan;
5 = Other (includes mixed race, more than one race represented among complainants or race unknown).

51 Alleged Discrimination - Race Category Other

Variable Name: typeRaceOther

Description: If Alleged Discrimination - Race (allegedRaceDiscrim) (variable 49) = 1, and Alleged Discrimination - Race Category (discrimRace) (variable 50) = 5 (Other), this is a text description of the other race category.

52 Alleged Discrimination - Color

Variable Name: allegedColorDiscrim

Description: This indicates whether the case alleged discrimination on the basis of color. 1 = yes; 2 = no.

53 Alleged Discrimination - National Origin

Variable Name: allegedNatOrigDiscrim

Description: This indicates whether the case alleged discrimination on the basis of national origin. 1 = yes; 2 = no.

54 Alleged Discrimination - National Origin Category

Variable Name: discrimNatlOrigin

Description: If Alleged Discrimination - National Origin (allegedNatOrigDiscrim) (variable 53) = 1, this assigns one of seven mutually exclusive categorical national origin identifiers.
1 = Arab/Afghani/or Middle-Eastern;
2 = African/Caribbean;
3 = East Indian;
4 = Mexican;
5 = Puerto Rican;
6 = Other Hispanic (includes Hispanics of unspecified national origin and cases in which complainants are not exclusively Mexican or Puerto Rican);
7= Asian (including persons from the Far East, Southeast Asia or Asian subcontinent);
8 = Other (includes cases where national origin unknown or multiple categories applied).

55 Alleged Discrimination – National Origin Category Other

Variable Name: typeOriginOther

Description: If Alleged Discrimination - National Origin (allegedNatOrigDiscrim) (variable 53) = 1 and Alleged Discrimination - Origin Category (discrimNatlOrigin) (variable 54) = 8 (Other), this is a text description of the national origin category.

56 Alleged Discrimination - Religion

Variable Name: allegedReligDiscrim

Description: This indicates whether the case alleged discrimination on the basis of religion. 1 = yes; 2 = no.

57 Alleged Discrimination - Religion Category

Variable Name: discrimReligion

Description: If Alleged Discrimination - Religion (allegedReligDiscrim) (variable 56) = 1, this assigns one of seven mutually exclusive categorical origin identifiers.
1 = Catholic;
2 = Protestant (includes all non-Catholic Christian demoninations);
3 = Jewish;
4 = Muslim;
5 = Jehovah's Witness;
6 = Sikh;
7 = Seventh Day Adventist;
8 = Mormon;
9 = Other (includes cases involving more than one religion).

58 Alleged Discrimination - Religion Category Other

Variable Name: typeReligionOther

Description: If Alleged Discrimination - Religion (allegedReligDiscrim) (variable 56) = 1 and Alleged Discrimination - Religion Category (discrimReligion) (variable 57) = 9 (Other), this is a text description of the other religion category.

59 Alleged Discrimination - Sex

Variable Name: allegedSexDiscrim

Description: This indicates whether the case alleged discrimination on the basis of sex. 1 = yes; 2 = no. This includes cases brought under both Title VII and the Equal Pay Act. This does not include cases based solely on a claim of pregnancy discrimination when no other separate sex discrimination claim was made.

60 Alleged Discrimination - Sex Category

Variable Name: discrimGender

Description: If Alleged Discrimination - Sex (allegedSexDiscrim) (variable 59) = 1, this assigns one of three mutually exclusive identifiers of the complainant's gender. 1 = female; 2 = male; 3 = unable to determine from available documents.

61 Alleged Discrimination - Pregnancy

Variable Name: allegedPregDiscrim

Description: This indicates whether the case alleged discrimination on the basis of pregnancy. 1 = yes; 2 = no.

62 Alleged Discrimination - Age

Variable Name: allegedAgeDiscrim

Description: This indicates whether the case alleged discrimination on the basis of age. 1 = yes; 2 = no.

63 Alleged Discrimination - Disability

Variable Name: allegedDisabDiscrim

Description: This indicates whether the case alleged discrimination on the basis of disability. 1 = yes; 2 = no.

64 Alleged Discrimination - Disability Type

Variable Name: discrimDisability

Description: If Alleged Discrimination - Disability (allegedDisabDiscrim) (variable 63) = 1, this assigns one of four mutually exclusive categorical identifiers for disability. 1 = mental disability; 2 = physical disability; 3 = record of disability; 4 = regarded as disabled.

65 Alleged Discrimination - Association

Variable Name: allegedAssocDiscrim

Description: This indicates whether the case alleged discrimination on the basis of complainant's association with a person in a protected class. 1 = yes; 2 = no.

66 Alleged Discrimination - Association Category

Variable Name: discrimProtectedCat

Description: If Alleged Discrimination - Association (allegedAssocDiscrim) (variable 65) = 1, this assigns one of eight mutually exclusive categorical class identifiers.
1 = age;
2 = color;
3 = disability;
4 = national origin;
5 = pregnancy;
6 = race;
7 = religion;
8 = sex.

Complaint Allegations – Theories of Liability

Variables 67 – 71 capture other theories of liability that are alleged in the case. Values of 1 (yes) or 2 (no) were assigned whenever it was clear that the particular theory was or was not alleged in the complaint. If there was insufficient information to determine whether or not the theory was alleged, the variable was coded 3 (unknown).

67 Retaliation - Self

Variable Name: retaliationComplaint

Description: This indicates whether the complaint alleged retaliation for complaining about the employer's treatment of the complainant him or herself. 1 = yes; 2 = no; 3 = unknown.

68 Retaliation - Third Person

Variable Name: retaliationComplaint3p

Description: This indicates whether the complaint alleged retaliation against

complainant for complaining about the employer's treatment of a third person. 1 = yes; 2 = no; 3 = unknown.

69 Retaliation - Cooperating

Variable Name: retaliationCooperating

Description: This indicates whether the complaint alleged retaliation against complainant for cooperating with or testifying during an investigation about the employer's alleged discriminatory conduct. 1 = yes; 2 = no; 3 = unknown.

70 Disparate Impact Alleged

Variable Name: impactAlleged

Description: This indicates whether the complaint alleged discriminatory disparate impact. 1 = yes; 2 = no; 3 = unknown.

71 Pattern or Practice Alleged

Variable Name: practiceAlleged

Description: This indicates whether the complaint alleged a pattern and practice of discrimination. 1 = yes; 2 = no; 3 = unknown.

Complaint Allegations – Issues Alleged

Variables 72 – 85 capture all types of employment issues raised in the EEOC complaint and details about those disputed issues. In cases in which there was insufficient information about the disputed employment actions (e.g. the complaint was unavailable and the docket did not describe the allegations), these variables are coded as missing (".").

72 Hiring Issue

Variable Name: hiringIssue

Description: This indicates whether the case involved a dispute over hiring. 1 = yes; 2 = no.

73 Testing Issue

Variable Name: testingIssue

Description: This indicates whether the case involved a dispute over testing. 1 = yes; 2 = no.

74 Training Issue

Variable Name: trainingIssue

Description: This indicates whether the case involved a dispute over training. 1 = yes; 2 = no.

75 Medical Exam/Inquiry Issue

Variable Name: medExamIssue

Description: This indicates whether the case involved a dispute over a medical exam or medical inquiry. 1 = yes; 2 = no.

76 Pay/Benefits Issue

Variable Name: payIssue

Description: This indicates whether the case involved a dispute over pay and/or benefits. 1 = yes; 2 = no.

77 Harassment/Hostile Work Environment Issue

Variable Name: harassmentIssue

Description: This indicates whether the case alleged harassment or a hostile work environment. 1 = yes; 2 = no.

78 Discipline Issue

Variable Name: disciplineIssue

Description: This indicates whether the case involved a dispute over discipline. 1 = yes; 2 = no.

79 Leave/Reasonable Accommodation Issue

Variable Name: leaveAccomIssue

Description: This indicates whether the case involved a dispute over leave or reasonable accomodation. 1 = yes; 2 = no.

80 Other Conditions of Employment Issue

Variable Name: empCondIssue

Description: This indicates whether the case involved a dispute over other conditions of employment (including assignment, transfer, hours, working conditions, etc.). 1 = yes; 2 = no.

81 Promotion Issue

Variable Name: promotionIssue

Description: This indicates whether the case involved a dispute over a promotion or promotion criteria. 1 = yes; 2 = no.

82 Demotion Issue

Variable Name: demotionIssue

Description: This indicates whether the case involved a dispute over a demotion or demotion criteria. 1 = yes; 2 = no.

83 Discharge/Constructive Discharge/Layoff Issue

Variable Name: dischargeIssue

Description: This indicates whether the case involved a dispute over a discharge, constructive discharge, or layoff. 1 = yes; 2 = no.

84 Other Issue

Variable Name: otherIssue

Description: This indicates whether the case involved a dispute over some other issue. 1 = yes; 2 = no.

85 Other Issue Detail

Variable Name: issuesOther

Description: If Other Issue (otherIssue) (variable 84) = 1, this is a text description of the other issue raised.

Complaint Allegations – Relief Sought by EEOC

Variables 86 – 92 capture all forms of relief sought in the EEOC complaint. In cases in which there was insufficient information about the types of relief sought (e.g. the complaint was unavailable and the docket did not describe the relief sought), these variables are coded as missing (".").

86 Relief Sought by EEOC - Pay

Variable Name: payRelief

Description: This indicates whether the EEOC sought wages, salary, and benefits that would have been earned either in the past or in the future absent the discrimination. 1 = yes; 2 = no.

87 Relief Sought by EEOC - Pecuniary

Variable Name: pecunRelief

Description: This indicates whether the EEOC sought other economic/out-of-pocket damages, apart from back pay and front pay. 1 = yes; 2 = no.

88 Relief Sought by EEOC - Non-pecuniary

Variable Name: nonPecunRelief

Description: This indicates whether the EEOC sought non-economic damages such as pain and suffering, humiliation, and emotional distress. 1 = yes; 2 = no.

89 Relief Sought by EEOC - Punitive

Variable Name: punitiveRelief

Description: This indicates whether the EEOC sought punitive damages. 1 = yes; 2 = no.

90 Relief Sought by EEOC - Liquidated

Variable Name: liquidatedRelief

Description: This indicates whether the EEOC sought liquidated damages (potentially available by statute for ADEA and EPA claims). 1 = yes; 2 = no.

91 Relief Sought by EEOC - Injunction

Variable Name: injunctRelief

Description: This indicates whether the EEOC sought various types of positive or negative injunctive relief. Common examples include reinstatement in a position, providing former employee with a neutral reference, prohibiting retaliation, and requiring posting of anti-discrimination laws. 1 = yes; 2 = no.

92 Relief Sought by EEOC - Declaratory

Variable Name: declRelief

Description: This indicates whether the EEOC sought a declaration of the rights of complainants. 1 = yes; 2 = no.

Complaint Allegations – Additional Claims by Private Party Plaintiff

Variables 93 – 97 capture all of the additional causes of action brought by private party plaintiffs that differ from the claims brought by the EEOC in the case. In cases in which there was insufficient information about the allegations of the private party complaint (e.g. the private party complaint was unavailable and the docket did not describe the allegations), these variables are coded as missing (".").

93 Additional Cause by Private Party - §1981

Variable Name: s1981PCause

Description: This indicates whether a private party plaintiff alleged a violation of §1981 of the Civil Rights Act of 1866. 1 = yes; 2 = no.

94 Additional Cause by Private Party - Other Federal Statute

Variable Name: otherFedPCause

Description: This indicates whether a private party plaintiff alleged a violation of another federal statute. 1 = yes; 2 = no.

95 Additional Cause by Private Party - Other Federal Statute Detail

Variable Name: otherFed

Description: If Additional Cause by Private Party - Other Federal Statute (otherFedPCause) (variable 94) = 1, this is a text description of the

other federal statutory provision that a private party plaintiff alleged the defendant(s) violated.

96 Additional Cause by Private Party - State Anti-Discrimination Law

Variable Name: stateDiscPCause

Description: This indicates whether a private party plaintiff alleged a violation of a state anti-discrimination law. 1 = yes; 2 = no.

97 Additional Cause by Private Party - Other State Law

Variable Name: otherStatePCause

Description: This indicates whether a private party plaintiff alleged a violation of a state law other than state nondiscrimination law. 1 = yes; 2 = no.

Complaint Allegations – Relief Sought By Private Party Plaintiff

Variables 98 – 104 capture all forms of relief sought by the private party plaintiff. In cases in which there was insufficient information about the types of relief sought (e.g. the private party complaint was unavailable and the docket did not describe the allegations), these variables are coded as missing (".").

98 Relief Sought by Private Plaintiff - Pay

Variable Name: payPRelief

Description: This indicates whether the private party sought wages, salary, and benefits that would have been earned either in the past or in the future absent the discrimination. 1 = yes; 2 = no.

99 Relief Sought by Private Plaintiff - Pecuniary

Variable Name: pecunPRelief

Description: This indicates whether the private party sought other economic/out-of-pocket damages, apart from back pay and front pay. 1 = yes; 2 = no.

100 Relief Sought by Private Plaintiff - Non-pecuniary

Variable Name: nonPecunPRelief

Description: This indicates whether the private party sought non-economic

damages such as pain and suffering, humiliation, and emotional distress. 1 = yes; 2 = no.

101 Relief Sought by Private Plaintiff - Punitive

Variable Name: punitivePRelief

Description: This indicates whether the private party sought punitive damages. 1 = yes; 2 = no.

102 Relief Sought by Private Plaintiff - Liquidated

Variable Name: liquidatedPRelief

Description: This indicates whether the private party sought liquidated damages (potentially available by statute for ADEA and EPA claims). 1 = yes; 2 = no.

103 Relief Sought by Private Plaintiff - Injunction

Variable Name: injunctPRelief

Description: This indicates whether the private party sought various types of positive or negative injunctive relief. Common examples include reinstatement in a position, providing former employee with a neutral reference, prohibiting retaliation, and requiring posting of anti-discrimination laws. 1 = yes; 2 = no.

104 Relief Sought by Private Plaintiff - Declaratory

Variable Name: declPRelief

Description: This indicates whether the private party sought declaratory relief. 1 = yes; 2 = no.

Case Outcome

105 Relief Obtained

Variable Name: reliefObtained

Description: This indicates whether the EEOC obtained any relief in the case, either in the initial case resolution in the trial court or after a reversal on appeal. 1 = yes; 2 = no. If there was a voluntary dismissal with no additional information about the reasons for or terms of the dismissal, this variable was coded as missing (.).

106 Outcome Form

Variable Name: outcomeForm

Description: If Relief Obtained (reliefObtained) (variable 105) = 1, this indicates the form of the outcome. If relief was obtained only after an appeal, this variable records the form of the relief obatined after the appeal. Otherwise, it records the form of relief obtained in the initial case resolution in the trial court whether or not it was upheld on review.
1 = settlement agreement (includes consent judgments pursuant to Fed. R. Civ. Pro. 68);
2 = consent decree;
3 = contested court judgment;
4 = default judgment;
5 = other.

107 Outcome Form Other

Variable Name: outcomeFormOther

Description: If Outcome Form (outcomeForm) (variable 106) = 5, this is a text description of the outcome form.

108 First Regional Attorney at Outcome

Variable Name: outcomeAtty1

Normalization: Appendix C

Description: This is the unique identification number for the regional attorney listed in the relevant court documents at the time of the case outcome. The numbers (1-59) are assigned to each regional attorney alphabetically by the attorneys' last names.

109 Second Regional Attorney at Outcome

Variable Name: outcomeAtty2

Normalization: Appendix C

Description: If appicable, this is the unique identification number for an additional regional attorney listed in the relevant court documents at the time of the case outcome. The numbers (1-59) are assigned to each regional attorney alphabetically by the attorneys' last names.

110 Amount of Relief (EEOC)

Variable Name: amtReliefEEOC

Description: This indicates the total amount of monetary relief awarded in the case according to data received from the EEOC.

Variables 111-116 are coded based on information available in the docket and case documents, where available.

111 Monetary Relief

Variable Name: monetaryRelief

Description: This indicates whether the plaintiff obtained monetary relief according to the docket and case documents. 1 = yes; 2 = no. Where the information was unavailable or ambiguous, the variable is coded as missing (.).

112 Monetary Relief Notes

Variable Name: monReliefNotes

Description: This contains a text decription of the monetary relief obtained in the case.

113 Amount Known

Variable Name: amountKnown

Description: If Monetary Relief (monetaryRelief) (variable 111) = 1, this indicates whether the available documents specify the amount of monetary relief obtained. 1 = yes; 2 = no.

114 Amount Defendant Pays

Variable Name: amtDefPays

Description: If known, this lists the total amount of money the defendant was required to pay, for damages or attorneys fees, costs, or any other reason.

115 Amount Awarded to Complainant(s)

Variable Name: amtComplainantAward

Description: If known, this lists the total amount of monetary relief awarded to complainant(s).

116 Number of Complainants Receiving Monetary Awards

Variable Name: numRecMon

Description: If known, this lists the specific number of complainants receiving monetary relief.

117 Fees and Costs Awarded

Variable Name: amtFeesAwarded

Description: If known, this lists the amount awarded in fees and costs.

118 Injunctive Relief Obtained

Variable Name: injunctiveRelief

Description: This indicates whether the EEOC obtained some form of injunctive relief in cases in which some relief was obtained. 1 = yes; 2 = no; 3 = unknown whether the relief obtained included injunctive relief. Where no relief of any kind was obtained (i.e., Relief Obtained (reliefObtained (variable 105) = 2), the variable is coded as missing (.). If Injunctive Relief Obtained (injunctiveRelief) (variable 118) = 1, but the Number of Pages (numberPages) (variable 119) has a missing value, then information about the injunctive relief in the Injunctive Brick was coded solely from the docket and therefore, it is likely incomplete.

119 Number of Pages

Variable Name: numberPages

Description: This indicates the length of the substantive provisions of the injunctive relief. Appendices and exhibits that have substantive material on them are included, but pages that contain nothing but signature lines or titles are excluded. If this variable has a missing value, but Injunctive Relief Obtained (injunctiveRelief) (variable 118) = 1, then information about the injunctive relief in the Injunctive Brick was coded solely from the docket and is therefore likely incomplete.

INJUNCTIVE RELIEF BRICK

The Injunctive Relief Brick contains detailed information about the types of injunctive relief obtained by the EEOC either through court order or some kind of party agreement such as a consent decree or settlement agreement. For cases in which injunctive relief was obtained (i.e., Injunctive Relief Obtained (injunctiveRelief) (variable 118) = 1, observations in this brick can be linked to the data in the Master Brick using the Case Code. Cases in which no injunctive relief was obtained by the EEOC are not included in this Brick.

The text boxes contain descriptions of some of the injunctive terms that were difficult to classify precisely according to the coding protocol. In some cases, the text descriptions simply add descriptive detail for injunctive terms that are otherwise captured by the existing coding of injunctive terms. In other instances, the text descriptions provide explanations of unique terms not easily captured by the existing codes.

IN1 Case Code

Variable Name: caseCode

Description: This is the unique internal case identification number for every case in the sample. The first two letters are EE in all cases. The second two letters are the abbreviation for the state in which the district court was located. The final four numbers arbitrarily (but not randomly) designate the specific case within a given state. This case code connects the data in this Injunctive Relief Brick to the observations in the Master Brick.

IN2 Injunctive Relief Obtained

Variable Name: injunctiveRelief

Description: This indicates whether the EEOC obtained some form of injunctive relief in cases in which some relief was obtained. 1 = yes. If the Number of Pages (numberPages) (variable IN3) has a missing value, then information about the injunctive relief in this Brick was coded solely from the docket and therefore, it is likely incomplete.

IN3 Number of Pages

Variable Name: numberPages

Description: This indicates the length of the substantive provisions of the injunctive relief. Appendices and exhibits that have substantive material on them are included, but pages that contain nothing but

signature lines or titles are excluded. If this variable has a missing value, but Injunctive Relief Obtained (injunctiveRelief) (variable IN2) = 1, then information about the injunctive relief was coded solely from the docket and is therefore likely incomplete.

Individual Injunctive Relief

Variables IN4 – IN15 capture any injunctive relief for the individual complainants obtained in the final resolution of the case. In cases in which there was insufficient information about the injunctive relief obtained (e.g. the consent decree or court order was unavailable and the docket did not describe the relief in detail), these variables are coded as missing (".").

IN4 Injunctive Relief for Individual Complainants

Variable Name: ICInj

Description: This indicates whether any individual complainants obtained injunctive relief. 1 = yes; 2 = no.

IN5 Injunctive Relief for Individual Complainants - Apology

Variable Name: apologyICInj

Description: This indicates whether defendant was ordered to apologize to an individual complainant. 1 = yes; 2 = no.

IN6 Injunctive Relief for Individual Complainants - Hire

Variable Name: hireICInj

Description: This indicates whether defendant was ordered to hire one or more individual complainants. 1 = yes; 2 = no.

IN7 Injunctive Relief for Individual Complainants - Promotion

Variable Name: promotionICInj

Description: This indicates whether defendant was ordered to promote one or more individual complainants. 1 = yes; 2 = no.

IN8 Injunctive Relief for Individual Complainants - Position Restored

Variable Name: posRestoredICInj

Description: This indicates whether defendant was ordered to restore one or more individual complainants to a position. 1 = yes; 2 = no.

IN9 Injunctive Relief for Individual Complainants - Reinstatement

Variable Name: reinstatementICInj

Description: This indicates whether defendant was ordered to reinstate one or more individual complainants to their previous positions. 1 = yes; 2 = no.

IN10 Injunctive Relief for Individual Complainants - Expungement

Variable Name: expungeICInj

Description: This indicates whether defendant was ordered to expunge the (adverse) employment record of one or more individual complainants. 1 = yes; 2 = no.

IN11 Injunctive Relief for Individual Complainants - Reference

Variable Name: referenceICInj

Description: This indicates whether defendant was ordered to provide a neutral or positive reference letter for one or more individual complainants. 1 = yes; 2 = no.

IN12 Injunctive Relief for Individual Complainants - Retroactive Seniority

Variable Name: seniorityICInj

Description: This indicates whether defendant was ordered to grant retroactive seniority to one or more individual complainants. 1 = yes; 2 = no.

IN13 Injunctive Relief for Individual Complainants - Reasonable Accommodation

Variable Name: accommodationICInj

Description: This indicates whether defendant was ordered to grant a reasonable accomodation to one or more individual complainants. 1 = yes; 2 = no.

IN14 Injunctive Relief for Individual Complainants - Other

Variable Name: otherICInj

Description: This indicates whether one or more individual complainants received some other form of injunctive relief. 1 = yes; 2 = no.

IN15 Injunctive Relief for Individual Complainants - Other Detail

Variable Name: indComplOther

Description: If Injunctive Relief for Individual Complainants - Other (otherICinj) (IN15) = 1, this is the detailed description of the other type of injunctive relief for the individual complainant(s).

Requirements of Injunctive Relief – Defendant Prohibited

Variables IN16 – IN19 capture any injunctive relief prohibiting the defendant from certain actions. In cases in which there was insufficient information about the injunctive relief obtained (e.g. the consent decree or court order was unavailable and the docket did not describe the relief in detail), these variables are coded as missing (".").

IN16 Defendant Prohibited - Discriminating

Variable Name: defProhDiscrim

Description: This indicates whether the injunctive relief prohibited the defendant from discriminating. 1 = yes; 2 = no.

IN17 Defendant Prohibited - Retaliating

Variable Name: defProhRetaliate

Description: This indicates whether the injunctive relief prohibited the defendant from retaliating. 1 = yes; 2 = no.

IN18 Defendant Prohibited - Other

Variable Name: defProhOther

Description: This indicates whether the injunctive relief prohibited the defendant from engaging in some other behavior other than discrimination or retaliation. 1 = yes; 2 = no.

IN19 Defendant Prohibited - Other Detail

Variable Name: defProhibOther

Description: If Defendant Prohibited - Other (defProhOther) (variable IN18) = 1, this is a description of the other behavior the injunctive relief prohibited the defendant from engaging in.

Requirements of Injunctive Relief – Defendant Required

Variables IN20 – IN38 capture any injunctive relief requiring the defendant to take certain actions. In cases in which there was insufficient information about the injunctive relief obtained (e.g. the consent decree or court order was unavailable and the docket did not describe the relief in detail), these variables are coded as missing (".").

IN20 Defendant Required - Develop Anti-Discrimination Policy

Variable Name: defReqDiscPolicy

Description: This indicates whether the injunctive relief required the defendant to develop an anti-discrimination policy. 1 = yes; 2 = no.

IN21 Defendant Required - Utilize Objective Job Description

Variable Name: defReqJobDesc

Description: This indicates whether the injunctive relief required the defendant to utilize objective job descriptions. 1 = yes; 2 = no.

IN22 Defendant Required - Criteria

Variable Name: defReqHiringCrit

Description: This indicates whether the injunctive relief required the defendant to utilize objective hiring/promotion criteria. 1 = yes; 2 = no.

IN23 Defendant Required - Protocols

Variable Name: defReqProtocol

Description: This indicates whether the injunctive relief required the defendant to follow recruitment, hiring, or promotion protocols. 1 = yes; 2 = no.

IN24 Defendant Required - Advertising/Recruiting

Variable Name: defReqRecruiting

Description: This indicates whether the injunctive relief required the defendant to comply with advertising/recruiting requirements. 1 = yes; 2 = no.

IN25 Defendant Required - Advertising/Recruiting: Venue

Variable Name: defReqComplyVenue

Description: If Defendant Required - Advertising/Recruiting (defReqRecruiting) (variable IN24) = 1, this indicates whether a specific venue was mentioned, such as a particular publication, job fair, etc. 1 = yes; 2 = no.

IN26 Defendant Required - Advertising/Recruiting: Personnel

Variable Name: defReqComplyPersonnel

Description: If Defendant Required - Advertising/Recruiting (defReqRecruiting) (variable IN24) = 1, this indicates whether hiring/recruiting personnel was specified. 1 = yes; 2 = no.

IN27 Defendant Required - Other Requirements

Variable Name: defReqOtherHiring

Description: This indicates whether the injunctive relief required the defendant to comply with some other requirement regarding hiring, promotion, or retention. 1 = yes; 2 = no.

IN28 Defendant Required - Other Requirements Detail

Variable Name: defReqOtherReqs

Description: If Defendant Required - Other Requirements (defReqOtherHiring) (variable IN27) = 1, this is a description of the other requirement the injunctive relief required the defendant to comply with regarding hiring, promotion, or retention.

IN29 Defendant Required - Post Rights

Variable Name: defReqPostRights

Description: This indicates whether the injunctive relief required the defendant to post a notice of employee rights or of statutes concerning equal employment. 1 = yes; 2 = no.

IN30 Defendant Required - Distribute Rights

Variable Name: defReqDistRights

Description: This indicates whether the injunctive relief required the defendant to distribute a notice of employee rights or of statutes concerning equal employment. 1 = yes; 2 = no.

IN31 Defendant Required - Training

Variable Name: defReqEEOTrain

Description: This indicates whether the injunctive relief required the defendant to provide equal employment opportunity training. 1 = yes; 2 = no.

IN32 Defendant Required - Training Specified

Variable Name: defTrainingSpecified

Description: If Defendant Required - Training (defReqEEOTrain) (variable IN31) = 1, this indicates whether a specific amount or form of training was specified. 1 = yes.

IN33 Defendant Required - Training Specified Detail

Variable Name: defReqTrainingOther

Description: If Defendant Required - Training Specified (defTrainingSpecified) (variable 32) = 1, this is a description of the type of specified training the injunctive relief required the defendant to have.

IN34 Defendant Required - Resolution Process

Variable Name: defReqDRP

Description: This indicates whether the injunctive relief required the defendant to implement a complaint/dispute resolution process. 1 = yes; 2 = no.

IN35 Defendant Required - Resolution Process Specified

Variable Name: defResolutionSpecified

Description: If Defendant Required - Resolution Process (defReqDRP) (variable IN34) = 1, this indicates whether the form the complaint/dispute resolution process should take was specified. 1 = yes.

IN36 Defendant Required - Resolution Process Specified Detail

Variable Name: defReqResolutionOther

Description: If Defendant Required - Resolution Process Specified (defResolutionSpecified) (variable IN35) = 1, this is a description of the type of complaint/dispute resolution process specified by the injunctive relief.

IN37 Defendant Required - Other

Variable Name: defReqElse

Description: This indicates whether the injunctive relief required the defendant to do something else not previously mentioned. 1 = yes; 2 = no.

IN38 Defendant Required - Other Requirements Detail

Variable Name: defReqOther

Description: If Defendant Required - Other (defReqElse) (variable IN37) = 1, this is the description of the other requirement that the injunctive relief requires the defendant to comply with.

Requirements of Injunctive Relief – Duration

IN39 Term - Time

Variable Name: termTime

Description: This indicates whether the duration of the injunctive terms was specified. 1 = yes; 2 = no; 3 = unknown.

IN40 Term – Time Months

Variable Name: termTimeMonths

Description: If Term - Time (termTime) (variable IN39) = 1, this provides the duration of the injunctive terms in months.

IN41 Term - Substantive

Variable Name: termSub

Description: This indicates whether the duration of injunctive relief was specified in terms of substantive outcomes (e.g. "Decree lasts until parties are paid, training is conducted, and notice is posted."). 1 = yes; 2 = no; 3 = unknown.

IN42 Term - Substantive Definition

Variable Name: termSubDef

Description: If Term- Substantive (termSub) (variable IN41) = 1, this variable describes how the duration of injunctive relief is specified in terms of substantive outcomes.

Compliance

IN43 Goals

Variable Name: goals

Description: This indicates whether the injunctive relief specified quantitative goals or timetables, referring to hiring, promotion, or other demographics. For example, a decree term that specifies that the defendant will hire 20-25% women is a goal or timetable. 1 = yes; 2 = no; 3 = unknown.

IN44 Quantitative Goals Detail - Assessed

Variable Name: quantOutcomeGoals

Description: If Goals (goals) (variable IN43) = 1, this indicates that quantitative outcomes are to be assessed against goals. 1=yes; 2=no.

IN45 Quantitative Goals Detail - Reported

Variable Name: quantOutcomeRep

Description: If Goals (goals) (variable IN43) = 1, this indicates that quantitative outcomes are required to be reported. 1=yes; 2=no.

IN46 Quantitative Goals Detail - Reported Detail

Variable Name: goalsOutcome

Description: If Quantitative Goals Detail - Reported (quantOutcomeRep) (variable IN45) = 1, this is a description of the reports required.

IN47 Quantitative Goals Detail - Other

Variable Name: quantOutcomeOther

Description: If Goals (goals) (variable IN45) = 1, this indicates whether other compliance incentives were specified. 1=yes; 2=no.

IN48 Quantitative Goals Detail - Other Detail

Variable Name: goalsOther

Description: If Quantitative Goals Detail - Other Detail (quantOutcomeOther) (variable IN47) = 1, this is a description of the other compliance incentives.

IN49 Measures

Variable Name: measures

Description: This indicates whether the injunctive relief specified other measures of compliance. 1 = yes; 2 = no; 3 = unknown.

IN50 Measures Detail

Variable Name: measuresDetail

Description: If Measures (measures) (variable IN49) = 1, this is the description of the other measures of compliance specified in the injunctive relief.

IN51 Consequence

Variable Name: consequence

Description: This indicates whether the injunctive relief specified consequences for noncompliance. 1 = yes; 2 = no; 3 = unknown.

IN52 Sanction - Court Enforcement

Variable Name: ctEnfSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was court enforcement. 1 = yes; 2 = no.

IN53 Sanction - Notice and Chance to Remedy

Variable Name: remedySanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was notice and a chance to remedy the noncompliance. 1 = yes; 2 = no.

IN54 Sanction - Reinstatement of the Action

Variable Name: reinstatementSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was reinstatement of the action. 1 = yes; 2 = no.

IN55 Sanction - Non-Court Dispute Resolution Process

Variable Name: adrSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was submitting to a non-court dispute resolution process. 1 = yes; 2 = no.

IN56 Sanction - Indefinite Extension of Decree

Variable Name: indefExtSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was an indefinite extension of the decree. 1 = yes; 2 = no.

IN57 Sanction - Limited Extension of the Decree

Variable Name: ltdExtSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the specified consequence for noncompliance was a limited extension of the decree. 1 = yes; 2 = no.

IN58 Sanction - Limited Extension of the Decree: Months

Variable Name: sanctionMonths

Description: If Sanction - Limited Extension of the Decree (ltdExtSanction)

(variable IN57) = 1, this provides the number of months for which the decree would be extended.

IN59 Sanction - Other

Variable Name: otherSanction

Description: If Consequence (consequence) (variable IN51) = 1, this indicates whether the injunctive relief specified another type of sanction for noncompliance. 1 = yes; 2 = no.

IN60 Sanction - Other Detail

Variable Name: sanctionOther

Description: If Sanction – Other (otherSanction) (variable IN59) = 1, this is the description of the other sanction specified by the court.

Oversight

IN61 Reports on Complaints/Incidents Required

Variable Name: reportsRequired

Description: This indicates whether the injunctive relief required the defendant to report on complaints and incidents. 1 = yes; 2 = no; 3 = unknown.

IN62 Reports on Complaints/Incidents Required - Regularly Scheduled

Variable Name: reportsReqRegSched

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the reporting was required to be regularly scheduled. 1 = yes; 2 = no.

IN63 Reports on Complaints/Incidents Required - On Triggering Event

Variable Name: reportsReqTrigger

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the reporting was required to occur only upon the happening of a triggering event. 1 = yes; 2 = no.

IN64 Reports on Complaints/Incidents Required - Other

Variable Name: reportsReqOther

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the reporting was required to occur at some other time interval. 1 = yes; 2 = no.

IN65 Reports on Complaints/Incidents Required Detail

Variable Name: reportsRequiredWhenOther

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this is a textual description regarding when reporting is required.

IN66 Reports on Complaints/Incidents - Made to Internal Manager/Coordinator

Variable Name: complReptMgr

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to an internal manager/coordinator. 1 = yes; 2 = no.

IN67 Reports on Complaints/Incidents - Made to Peer Worker Group

Variable Name: complReptPeer

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to a peer worker group. 1 = yes; 2 = no.

IN68 Reports on Complaints/Incidents - Made to Union

Variable Name: complReptUnion

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to an union. 1 = yes; 2 = no.

IN69 Reports on Complaints/Incidents - Made to Advocacy Group

Variable Name: complReptAdvoc

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to an advocacy group. 1 = yes; 2 = no.

IN70 Reports on Complaints/Incidents - Made to Outside Consultant

Variable Name: complReptConsult

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to an outside consultant. 1 = yes; 2 = no.

IN71 Reports on Complaints/Incidents - Made to Monitor/Special Master

Variable Name: complReptMonitor

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to a monitor or special master. 1 = yes; 2 = no.

IN72 Reports on Complaints/Incidents - Made to EEOC

Variable Name: complReptEEOC

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to the EEOC. 1 = yes; 2 = no.

IN73 Reports on Complaints/Incidents - Made to Private Plaintiff/Counsel

Variable Name: complReptPrvt

Description: If Reports on Complaints/Incidents Required (reportsRequired) (variable IN61) = 1, this indicates whether the report must be made to a private plaintiff or counsel. 1 = yes; 2 = no.

IN74 Other Compliance Reporting Required

Variable Name: complianceRepReq

Description: This indicates whether the injunctive relief requries another form of compliance reporting. 1 = yes; 2 = no; 3 = unknown.

IN75 Other Compliance Reporting Required - Regularly Scheduled

Variable Name: complianceReqRegSched

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the reporting was required to be regularly scheduled. 1 = yes; 2 = no.

IN76 Other Compliance Reporting Required - On Triggering Event

Variable Name: complianceReqTrigger

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the reporting was required to occur only upon the happening of a triggering event. 1 = yes; 2 = no.

IN77 Other Compliance Reporting Required - Other

Variable Name: complianceReqOther

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the reporting was required to occur at some other interval. 1 = yes; 2 = no.

IN78 Other Compliance Reporting Required Detail

Variable Name: complianceRequiredWhenOther

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this is a description regarding when reporting is required.

IN79 Other Compliance Reporting - Made to Internal Manager/Coordinator

Variable Name: complianceReptMgr

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to an internal manager/coordinator. 1 = yes; 2 = no.

IN80 Other Compliance Reporting - Made to Peer Worker Group

Variable Name: complianceReptPeer

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to a peer worker group. 1 = yes; 2 = no.

IN81 Other Compliance Reporting - Made to Union

Variable Name: complianceReptUnion

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to a union. 1 = yes; 2 = no.

IN82 Other Compliance Reporting - Advocacy Group

Variable Name: complianceReptAdvoc

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to an advocacy group. 1 = yes; 2 = no.

IN83 Other Compliance Reporting - Made to Outside Consultant

Variable Name: complianceReptConsult

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to an outside consultant. 1 = yes; 2 = no.

IN84 Other Compliance Reporting - Made to Monitor/Special Master

Variable Name: complianceReptMonitor

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to a monitor or special master. 1 = yes; 2 = no.

IN85 Other Compliance Reporting - Made to EEOC

Variable Name: complianceReptEEOC

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to the EEOC. 1 = yes; 2 = no.

IN86 Other Compliance Reporting - Made to Private Plaintiff/Counsel

Variable Name: complianceReptPrvt

Description: If Other Compliance Reporting Required (complianceRepReq) (variable IN74) = 1, this indicates whether the report must be made to a private plaintiff or counsel. 1 = yes; 2 = no.

IN87 Record-Keeping Required

Variable Name: recordRequired

Description: This indicates whether the injunctive relief required defendant to keep specified records. 1 = yes; 2 = no; 3 = unknown.

IN88 Record-Keeping Required Detail

Variable Name: recordRequiredDetail

Description: If Record-Keeping Required (recordRequired)(variable IN87) = 1 (yes), this is a textual description of the record-keeping that the defendant is required to undertake by the injunctive relief.

IN89 Auditing Required

Variable Name: auditingRequired

Description: This indicates whether the injunctive relief required the defendant to be audited by a third party. 1 = yes; 2 = no; 3 = unknown.

IN90 Auditing Required Detail

Variable Name: auditingRequiredDetail

Description: If Auditing Required (auditingRequired) (variable IN89) = 1 (yes), this is a textual description of the auditing by a third party that the defendant is required to undergo by the injunctive relief.

IN91 Access to Outsiders

Variable Name: accessRequired

Description: This indicates whether the injunctive relief required the defendant to provide access to outsiders for monitoring purposes. 1 = yes; 2 = no; 3 = unknown.

IN92 Access to Outsiders - Type

Variable Name: accessRequiredType

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this is a textual description of the type of access required by the injunctive relief.

IN93 Access - Internal Manager/Coordinator

Variable Name: accessReqMgr

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required an internal manager/coordinator to have access for monitoring purposes. 1 = yes; 2 = no.

IN94 Access Required - Peer Worker Group

Variable Name: accessReqPeer

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required a peer worker group to have access for monitoring purposes. 1 = yes; 2 = no.

IN95 Access Required - Union

Variable Name: accessReqUnion

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required an union to have access for monitoring purposes. 1 = yes; 2 = no.

IN96 Access - Advocacy Group

Variable Name: accessReqAdvoc

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required an advocacy group to have access for monitoring purposes. 1 = yes; 2 = no.

IN97 Access - Outside Consultant

Variable Name: accessReqConsult

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required an outside

consultant to have access for monitoring purposes. 1 = yes; 2 = no.

IN98 Access - Monitor/Special Master

Variable Name: accessReqMonitor

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required a monitor or special master to have access for monitoring purposes. 1 = yes; 2 = no.

IN99 Access - EEOC

Variable Name: accessReqEEOC

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required the EEOC to have access for monitoring purposes. 1 = yes; 2 = no.

IN100 Access - Private Plaintiff/Counsel

Variable Name: accessReqPrvt

Description: If Access to Outsiders (accessRequired) (variable IN91) = 1, this indicates whether the injunctive relief required a private party or counsel to have access for monitoring purposes. 1 = yes; 2 = no.

IN101 Other Roles - Internal Manager/Coordinator

Variable Name: otherRoleMgr

Description: This indicates whether the injunction assigns an internal manager or coordinator to another role (not already described in normalized variables) in compliance or implementation. 1 = yes; 2 = no.

IN102 Other Roles – Peer Worker Group

Variable Name: otherRolePeer

Description: This indicates whether a peer worker group has another role in compliance or implementation. 1 = yes; 2 = no.

IN103 Other Roles - Union

Variable Name: otherRoleUnion
Description: This indicates whether an union has another role in compliance or

implementation. 1 = yes; 2 = no.

IN104 Other Roles – Advocacy Group

Variable Name: otherRoleAdvoc

Description: This indicates whether an advocacy group has another role in compliance or implementation. 1 = yes; 2 = no.

IN105 Other Roles - Outside Consultant

Variable Name: otherRoleConsult

Description: This indicates whether an outside consultant has another role in compliance or implementation. 1 = yes; 2 = no.

IN106 Other Roles - Monitor/Special Master

Variable Name: otherRoleMonitor

Description: This indicates whether a monitor or special master has another role in compliance or implementation. 1 = yes; 2 = no.

IN107 Other Roles - EEOC

Variable Name: otherRoleEEOC

Description: This indicates whether the EEOC has another role in compliance or implementation. 1 = yes; 2 = no.

IN108 Other Roles - Private Plaintiff/Counsel

Variable Name: otherRolePrvt

Description: This indicates whether a private plaintiff or counsel has another role in compliance or implementation. 1 = yes; 2 = no .

IN109 Other Roles Detail

Variable Name: otherRolesDetail

Description: If any of the Other Role variables (IN101-IN108) = 1, this is the textual description of the other role for compliance/implementation personnel.

JUDGE BRICK

The Judge Brick contains detailed biographical information about each of the judges and magistrate judges participating in any case in our dataset. Each observation (Judge ID Number) in the Judge Brick represents a unique individual-capacity-district court combination. Thus, if a judge appears in our dataset in more than one capacity or presided in more than one district, there will be more than one observation (Judge ID Number) for that individual in the Judge Brick. For example, Judge Lance M. Africk was a magistrate judge for the Eastern District of Louisiana from 1990 to 2002, when he was appointed a district judge in the same district. As a result there are two entries for Judge Africk in the data set – one captures his role as a magistrate judge; the other his role as a district judge. In the Master Brick, the judge or judges presiding over a particular case are identified using the Judge ID Number that captures the relevant individual-capacity-district court combination.

The data for variables in the Judge Brick were drawn from multiple sources. For federal district judges, the information was taken from the FJC Biographical Database:

Federal Judicial Center. 2007-2010. *History of the Federal Judiciary* (Federal Judges Biographical Database), available at: *http://www.fjc.gov/public/home.nsf/hisj.*

For magistrate judges, the information was assembled via a variety of electronic and print resources, including:

Administrative Office of the U.S. Courts, Office of Legislative and Public Affairs. *The Third Branch*. 1997-2006. Washington, DC.

American Bar Association, Judicial Division, Standing Committee on Minorities in the Judiciary. 2008. *The Directory of Minority Judges of the United States*, 4th ed. Chicago, Ill.

Fair Employment Practices Office, Administrative Office of the U.S. Courts. N.d. *Female Magistrate Judges,* available at: www.jtbf.org.

Federal Judicial Center. 2007-2010. *History of the Federal Judiciary* (Federal Judges Biographical Database), available at: http://www.fjc.gov/public/home.nsf/hisj.

LawLetters. 2008. *Almanac of the Federal Judiciary.* Chicago, Ill.

Leadership Directories, Inc. N.d. "The Leadership Library." New York, NY.

In addition to these sources, we utilized an array of federal district court and other credible websites along with obituaries and other magazine, newspaper, and newsletter articles available via the Internet and LexisNexis.

J1 Judge ID Number

Variable Name: judgeId

Description: This a unique number assigned to the individual serving in the specific capacity (i.e., district judge, magistrate judge, or other) and district listed for the observation. These ID numbers correspond to entries in the Master Brick. If a judge sits in cases in our sample in more than one capacity, a judge ID number is assigned for each capacity.

J2 Full Name of Judge

Variable Name: judgeName

Description: This is the full name of the judge in the following form: [last name], [first name] [middle name(s) or initial], [suffix].

J3 Alias of Judge

Variable Name: judgeAlias

Description: If applicable, this is another name by which the judge is known.

J4 Type of Judge

Variable Name: judgeType

Description: This indicates the type of judge that the judge was for the specific identification number. 1 = district judge (DJ); 2 = magistrate judge (MJ); and 3 = other type of judge (other). The category "other" includes a bankruptcy judge, recalled magistrate judge, circuit judge and adjunct settlement judge.

J5 Birth Month

Variable Name: birthMonth

Description: This is the month in which the judge was born.

J6 Birth Day

Variable Name: birthDay

Description: This is the day on which the judge was born.

J7 Birth Year

Variable Name: birthYear

Description: This is the year in which the judge was born.

J8 Imputed Birth Year

Variable Name: imputedBirthYear

Description: This indicates whether Birth Year (birthYear) (variable J7) was imputed from other information. 1 = imputed by subtracting 22 years from the year of graduation with a bachelors degree; 2 = imputed by subtracting 25 years from the year of graduation with a J.D.; 3 = no imputation necessary because actual birth year is publicly available. The Introduction to this Code Book contains information about the sources from which these data were imputed.

J9 Death Month

Variable Name: deathMonth

Description: This is the month in which the judge died.

J10 Death Day

Variable Name: deathDay

Description: This is the day on which the judge died.

J11 Death Year

Variable Name: deathYear

Description: This is the year in which the judge died.

J12 Judge Race

Variable Name: judgeRace

Description: This indicates the judge's race. 1 = African American; 2 = Asian American; 3 = Hispanic; 4 = Native American; 5 = Pacific Islander; 6 = White. When available, this variable was coded based on information in the FJC Biographical Database.

J13 Visual Identification of Race

Variable Name: raceVisual

Description: This indicates whether the judge's race was determined by the coder based on a visual inspection of a photograph of the judge. 1 = yes; 2 = no. Less than 10% of the data was coded by this method, and this variable identifies those entries. The introduction to this Judge Brick contains information about the sources used.

J14 Trial Court

Variable Name: trialCourt

Normalization: Appendix A

Description: This is a unique internal number identifying the district court to which the judge was appointed. The numbers (1-94) are assigned to each of the district courts alphabetically by state or territory, and then alphabetically within each state.

J15 Trial Court by Designation

Variable Name: designationTrialCourt

Normalization: Appendix A

Description: This is a unique internal number identifying the district court in which the judge served without being appointed to that court. The numbers (1-94) are assigned to each of the district courts alphabetically by state, and then alphabetically within each state.

J16 Appointing President

Variable Name: President

Description: Where the judge is a district judge or other Article III judge, this is the name of the president who appointed the judge. 1 = Dwight D. Eisenhower; 2 = George H.W. Bush; 3 = George W. Bush; 4 = Gerald Ford; 5 = Harry Truman; 6 = Jimmy Carter; 7 = John F. Kennedy; 8 = Lyndon B. Johnson; 9 = Richard M. Nixon; 10 = Ronald Reagan; 11 = William J. Clinton.

J17 Party of Appointing President

Variable Name: presidentParty

Description: Where the judge is a district judge or other Article III judge, this is the party of the president who appointed the judge.
1 = Democratic Party; 2 = Republican Party.

J18 Date Began as Chief Judge

Variable Name: chiefBegin

Description: This indicates the date on which the judge began service as chief judge in his or her district, if applicable, in the format ddmonyyyy (e.g. 16sep1999). In the case of magistrate judges, this date refers to the date the judge became the chief magistrate judge. Where month and day were unknown, we imputed January 1st.

J19 Date Ended as Chief Judge

Variable Name: chiefEnd

Description: This indicates the date on which the judge stepped down as chief judge in his or her district, if applicable, in the format ddmonyyyy (e.g. 16sep1999). In the case of magistrate judges, this date refers to the date the judge stepped down as the chief magistrate judge. Where month and day were unknown, we imputed January 1st.

J20 Date of Senior Status

Variable Name: seniorStatus

Description: Where the judge is a district judge or other Article III judge, this is the date on which the judge assumed senior status in the format ddmonyyyy (e.g. 16sep1999).

J21 Termination Reason

Variable Name: termReason

Description: This indicates the reason the judge stopped being a judge of the type listed in Type of Judge (judgeType). 1 = assigned to another district court; 2 = death; 3 = appointed to a higher judicial office; 4 = resignation; 5 = retirement.

J22 Reassignment

Variable Name: reassignment

Description: This indicates whether the judge was reassigned from another district. 1 = yes. A judge who was reassigned held an appointment as a district judge in another district prior to appointment in the district indentified in the variable Trial Court (trialCourt) (variable J14).

J23 Start Year

Variable Name: startYear

Description: This is the year the judge became a judge of the type listed in Type of Judge (judgeType)(variable J4) for the Trial Court (trialCourt) (variable J14) identified for the observation.

J24 Termination Year

Variable Name: termYear

Description: This is the year the judge stopped being a judge of the type listed in Type of Judge (judgeType) (variable J4) for the Trial Court (trialCourt) (variable J14) identified for the observation.

J25 Start Date

Variable Name: startDate

Description: This is the date the judge became a judge of the type listed in Type of Judge (judgeType) (variable J4) for the Trial Court (trialCourt) (varable J14) identified for the observation in the format ddmonyyyy (e.g. 16sep1999).

J26 Termination Date

Variable Name: termDate

Description: This is the date the judge stopped being a judge of the type listed in Type of Judge (judgeType) (variable J4) for the Trial Court (trialCourt) (variable J14) identified for the observation in the format ddmonyyyy (e.g. 16sep1999).

J27 FJC ID Number

Variable Name: fjcId

Description: This indicates the identification number for the judge as used in the FJC's Biographical Directory for district judges (i.e. Type of Judge) (judgeType) (variable J4) =1). If an FJC ID Number is recorded for a judge who is not listed as a district judge (i.e. judgeType does not equal 1), this indicates that the judge has also served as a federal district or circuit judge, and an entry exists in the FJC directory for this individual.

J28 Judge Sex

Variable Name: judgeSex

Description: This indicates the judge's sex. 1 = female; 2 = male.

MOTIONS BRICK

The Motions Brick contains detailed information about every significant motion filed in each included case. Because multiple motions are typically filed in a case, this brick contains multiple observations for most cases in the dataset. Every motion coded in the Motions Brick has a Case Code identifying the case in which it was filed. Thus, all of the significant motions filed in any given case can be identified and linked to the case information contained in the Master Brick using the Case Code.

M1 Case Code

Variable Name: caseCode

Description: This variable identifies the case in which the motion occurred, and connects the data about the motion with other data about the case in the Master Brick. If a motion occurred in a case that was consolidated with one or more other cases, this variable identifies the "main" case in the consolidation.

M2 Related Case Code

Variable Name: relatedCaseCode

Description: If the motion occurred in a case that was consolidated with another, this variable is the case code for the related case that was part of the consolidation.

M3 Docket Source

Variable Name: docketSource

Description: If the motion occurred in a case that was consolidated with another, this variable indicates which case(s) the motion came from. 1= the "main" case (variable M1); 2 = the related case (variable M2); 3 = both the main and related cases.

M4 Date Motion Filed

Variable Name: motionFileDate

Description: This is the date the motion was filed in the format ddmonyyyy (e.g. 16sep1999).

M5 Motion Docket Number

Variable Name: docketNumber1

Description: This indicates the entry number on the docket sheet where this motion is reported. In some instances, a motion is reported on a docket sheet, but no docket number is given the entry. In these situations, this variable is coded "0".

In consolidated cases, if this variable is coded "0", it indicates that the entry for the motion does not have a docket number, but the entry is found on the docket of the "main" case. If it is coded "." it indicates that the entry for this motion is found on the docket of a related case. If there is a docket number for the entry in the related case, it is recorded in the variable Related Motion Docket Number (docketNumber1Related) (variable M6).

M6 Related Motion Docket Number

Variable Name: docketNumber1Related

Description: This indicates the entry number on the docket sheet of a related case where this motion is reported.

If this variable is coded "0" it indicates that the entry for the motion does not have a docket number, but the entry is found on the docket of the related case. If it is coded "." it indicates that the entry for this motion is found on the docket of the "main" case. If there is a docket number for the entry in the main case, it is recorded in the variable Motion Docket Number (docketNumber1) (variable M5).

M7 Motion Type

Variable Name: motionType

Description: This indicates the type of motion.
1 = Motion to Dismiss 12(b)(6);
2 = Motion to Dismiss 12(b)(7);
3 = Motion to Dismiss - Jurisdiction or Venue;
4 = Motion to Intervene by Complainant;
5 = Motion to Intervene by EEOC;
6 = Motion for Default Judgment;
7 = Motion to Dismiss - Voluntary;
8 = Motion to Dismiss - Involuntary;
9 = Motion for Preliminary Injunction;

10 = Motion for Judgment on the Pleadings;
11 = Motion for Joinder;
12 = Motion for Severance;
13 = Substantive Discovery Motion (e.g. motions to compel, for a protective order, etc., rather than motions relating to the timing of discovery, numerical limits, etc.);
14 = Motion for Summary Judgment (including motions originally filed as 12(b)(6) motions that were converted to summary judgement motions);
15 = Motion to Alter/Amend Judgment;
16 = Motion for Judgment as Matter of Law;
17 = Motion for Injunction;
18 = Motion for Remittitur/Additur;
19 = Motion for New Trial;
20 = Motion to Consolidate;
21 = Motion or Notice to Relate .

M8 Partial Motion

Variable Name: partialMotion

Description: This indicates if the motion was a partial dispositive motion (i.e., a motion that disposes of less than the entire case). 1 = yes; 2 = no.

M9 Party Filing Motion

Variable Name: motionPartyFiling

Description: This indicates the party filing the motion. 1 = EEOC; 2 = defendant; 3 = private plaintiff; 4 = court sua sponte (only for consolidated/related cases); 5 = other.

M10 Consent Motion

Variable Name: consentMotion

Description: This indicates if the motion was a consent motion. 1 = yes; 2 = no.

M11 Written Opposition Filed

Variable Name: writtenOpposition

Description: This indicates if a written opposition was filed by another party. 1 = yes; 2 = no.

M12 Motion Outcome Date

Variable Name: motionOutcomeDate

Description: This indicates the date the order or other outcome document resolving the motion was filed in the format ddmonyyyy (e.g. 16sep1999).

M13 Resolution Motion Docket Number

Variable Name: docketNumber2

Description: This indicates the entry number in the docket sheet for the order or other outcome document resolving the motion. In some instances, a motion outcome is repoted on a docket sheet, but no docket number is given the entry. In these situations this variable is coded "0".

In consolidated cases, if the entry is "0," this indicates that if an entry for the resolution of the motion existed it would exist on the docket for this observation. An entry of "." indicates that the motion corresponds to related motion docket; in such cases, if an entry exists, it can be found at Resolution Motion Related Docket Number (docketNumber2Related) (variable M14).

M14 Resolution Motion Related Docket Number

Variable Name: docketNumber2Related

Description: This indicates the entry number in the docket sheet in a related case for the order or other outcome document resolving the motion. Where the entry is "0," this indicates that if an entry for the resolution of the motion existed it would exist on the docket in a related case for this observation. An entry of "." indicates that the resolution of the motion corresponds to the main docket; in such cases, if an entry exists, it can be found at Resolution Motion Docket Number (docketNumber2) (variable M13).

M15 Motion Outcome

Variable Name: motionOutcome

Description: This indicates the outcome type. 1 = granted; 2 = denied (includes denial of motion on its merits or as premature); 3 = granted in part/denied in part; 4 = not resolved/denied as moot/withdrawn (including when motion denied on technical grounds and refiling

was allowed); 5 = other (e.g. motion stricken because duplicative, failure to comply with Rules, without prejudice, etc.). "." = docket does not show outcome, but motion was resolved.

M16 Motion Outcome – Other

Variable Name: motionOutcomeOther

Description: If Motion Outcome (motionOutcome) (variable M15) = 5, this is a description of the type of motion outcome.

M17 Judge ID Number

Variable Name: judgeId

Normalization: Judge Brick

Description: This identifies the judge who decided the motion. The judge ID recorded here corresponds to variable J1.

EVENTS AND ORDERS BRICK

The Events & Orders Brick contains detailed information about every significant litigation event or court order occurring in included cases. Because multiple events and orders typically occur in a case, this brick contains multiple observations for most cases in the dataset. Every event and order coded in the Events & Orders Brick has a Case Code identifying the case in which it was filed. Thus, all of the significant events and orders occurring in any given case can be identified and linked to the case information contained in the Master Brick using the Case Code.

E1 Case Code

Variable Name: caseCode

Description: This variable identifies the case in which the event or order occurred and connects it with other data about the case in the Master Brick. If an event or order occurred in a case that was consolidated with one or more other cases, this variable identifies the "main" case in the consolidation.

E2 Related Case Code

Variable Name: relatedCaseCode

Description: If the event or order occurred in a case that was consolidated with another, this variable lists the case code for the related case that was part of the consolidation.

E3 Docket Source

Variable Name: docketSource

Description: If the event or order occurred in a case that was consolidated with another, this variable indicates which case(s) the event or order came from. 1= the main case (variable E1); 2 = the related case (variable E2); 3 = both the main and related cases.

E4 Docket Number

Variable Name: docketNumber

Description: This indicates the entry number on the docket sheet where this event or order is reported. In some instances, an event or order is reported on a docket sheet, but no docket number is given the entry. In these situations, this variable is coded as "0".

In consolidated cases, if this variable is coded "0", it indicates that the entry for the event or order does not have a docket number, but the entry is found on the docket of the "main" case. If it is coded "." it indicates that the entry for this event or order is found on the docket of a related case. If there is a docket number for the entry in the related case, it is recorded in the variable Related Docket Number (docketNumber Related) (variable E5).

E5 Related Docket Number

Variable Name: docketNumberRelated

Description: This indicates the entry number on the docket sheet of a related case where this event or order is reported

If this variable is coded "0" it indicates that the entry for the event or order does not have a docket number, but the entry is found on the docket of the related case. If it is coded "." it indicates that the entry for this event or order is found on the docket of the "main" case. If there is a docket number for the entry in the main case, it is recorded in the variable Docket Number (docketNumber) (variable E4).

E6 Event Date

Variable Name: eventDate

Description: This is the date the event occurred or the order was entered in the format ddmonyyyy (e.g. 16sep1999).

E7 Event Type

Variable Name: eventType

Description: This is the type of event or order that the observation captures.
1 = answer or first appearance of defendant;
2 = assignment of new judge;
3 = referral/consent to trial before magistrate (This refers only to cases in which the matter is referred for all purposes or for trial, not for smaller matters like pre-trial scheduling.);
4 = scheduling/management/status conference held;
5 = trial date scheduled or advanced;
6 = trial date postponed;
7 = referral to ADR by the court (or advanced);
8 = ADR completed;
9 = settlement conference;

10 = proposed consent decree/settlement filed;
11 = trial begun;
12 = trial concluded;
13 = jury verdict;
14 = settlement of EEOC case noted in record (e.g. settlement reached in principle; notice of settlement; settlement imminent; report by mediator settlement reached; administrative dismissal pending settlement);
15 = stay pending mediation, conciliation, settlement conference
16 = notice of bankruptcy or stay due to bankruptcy or referral to Bankruptcy Court;
17 = stay other (e.g. pending appeal; pending decision in another case on same issue; unknown reason);
18 = stay lifted (where recorded);
19 = other significant motion (type not coded in Motion Type (motionType) (variable M7)) brought by EEOC or private party plaintiff;
20 = other significant motion (type not coded in Motion Type (motionType) (variable M7)) brought by defendant;
21 = court ruling on other motion in favor of EEOC or private party plaintiff;
22 = court ruling on other motion in favor of defendant;
23 = partial judgment entered for EEOC;
24 = partial judgment entered for defendant;
25 = objections to consent decree; fairness hearing;
26 = post-settlement or post-consent decree activity;
27 = interlocutory appeal by EEOC;
28 = interlocutory appeal by defendant;
29 = interlocutory appeal resolved in favor of EEOC (either on merits or by dismissal);
30 = interlocutory appeal resolved in favor of defendant (either on merits or by dismissal);
31 = interlocutory appeal withdrawn, voluntarily dismissed;
32 = other type event (e.g. remand of private party plaintiff's state law claims; protective order; transfer to/from another district; counterclaim against EEOC or private party plaintiff; offer/acceptance of judgment under R68; motion for default or default entered; damages calculated for default; partial settlement; appeal of magistrate rulings; limited appeals unrelated to merits).

E8 First Appearance Type

Variable Name: firstAppearanceType

Description: If Event Type (eventType) (variable E7) = 1, this captures the type of first appearance by the defendant. 1 = answer to EEOC complaint; 2 = answer to private party complaint; 3 = first appearance regarding settlement; 4 = other type of first appearance by defendant (e.g. entry of appearance, motion to extend time to answer, pre-answer motion, etc.)

E9 Jury Verdict

Variable Name: juryVerdict

Description: If Event Type (eventType) (vaariable E7) = 13, this is a description of the jury verdict.

E10 Event Type – Other

Variable Name: eventTypeOther

Description: If Event Type (eventType) (variable E7) = 14, this is a description of the type of event.

E11 Judge ID Number

Variable Name: judgeId

Normalization: Judge Brick

Description: If Event Type (eventType) (variable E7) = 2 (assignment of new judge), this identifies the new judge. If Event Type (eventType) (variable E7) = 3 (referral/consent to trial before magistrate), this identifies the assigned magistrate. If Event Type (eventType) (variable E7) = 4 (scheduling/management/status conference held), this refers to the judge presiding over the conference. If Event Type (eventType) (variable E7) = 5 or 6 (trial date scheduled or advanced; trial date postponed), this refers to the judge assigned to preside over the trial. If Event Type (eventType) (variable E7) = 7 (referral to ADR by court), this refers to the judge making the ADR referral. If Event Type (eventType) (variable E7) = 9 (settlement conference), this identifies the presiding judge. If Event Type (eventType) (variable E7) = 11 (trial begun), this refers to the presiding judge at trial.

E12 Date Trial Scheduled

Variable Name: dateTrialScheduled

Description: If Event Type (eventType) (variable E7) = 5, this provides the date ordered for the trial in the format ddmonyyyy (e.g. 16sep1999).

E13 New Date Trial Scheduled

Variable Name: dateNewTrial

Description: If Event Type (eventType) (variable E7) = 6, this provides the new date ordered for the trial in the format ddmonyyyy (e.g. 16sep1999). If Event Type (eventType) (variable E7) = 6 and this variable is missing, no new trial date was set.

E14 Type of ADR

Variable Name: adrType

Description: If Event Type (eventType) (variable E7) = 7, this indicates the type of alternative dispute resolution that the court ordered. 0 = no specific type indicated; 1 = mediation; 2 = early neutral evaluation; 3 = arbitration. If the type of ADR was not specified in the order, this variable = 1 (mediation).

RELATED LITIGATION BRICK

The Related Litigation Brick contains information about the consolidated cases included in the dataset (i.e., Consolidated Case (consCase) (variable 7) = 1). For each of the consolidated cases, this brick provides the Case Code of the "main" case, which is included in the Master Brick, and the Case Codes of any related cases that were consolidated with it. These related cases are not separately coded in the Master Brick, but information from these related cases are coded in the observation for the main case in the Master Brick. This brick also indicates the types of cases that were consolidated.

R1 Case Code

Variable Name: caseCode

Description: This identifies the main case in a consolidated pair or group of cases by recording the case code (variable 1 in Master Brick) for the main case.

R2 Related Case

Variable Name: relatedCase

Description: This is the case code for the related case that was consolidated with the main case.

R3 Second Related Case

Variable Name: relatedCase2

Description: This is the case code for the second related case that was consolidated with the main case, if any.

R4 Third Related Case

Variable Name: relatedCase3

Description: This is the case code for the third related case that was consolidated with the main case, if any.

R5 Fourth Related Case

Variable Name: relatedCase4

Description: This is the case code for the fourth related case that was consolidated with the main case, if any.

R6 Match ID

Variable Name: matchId

Description: This is an internal identification number to identify each pair or grouping of consolidated cases.

R7 Type of Consolidation

Variable Name: consType

Description: This variable identifies the type of consolidation. 1 = EEOC/Private Party Suit (indicating that an EEOC suit was consolidated with one or more suits filed by private party plaintiffs). 2 = EEOC/EEOC (indicating that one EEOC suit was consolidated with another separate EEOC suit against the same defendant).

DEFENDANT BRICK

The Defendant Brick provides information about the defendants and their counsel. If there were more than one defendant in a given case, each defendant will be captured in a separate observation in this brick. Information in this brick can be linked to case information in the Master Brick using the Case Code.

D1 Case Code

Variable Name: caseCode

Description: This identifies the case in which the defendants listed were sued by listing the Case Code.

D2 Name of Defendant

Variable Name: defName

Description: This is the name of a defendant in the case. The observations were normalized to standardize capitalization, punctuation, and business entity differences, etc. Spelling mistakes in the docket were also corrected.

D3 Other Name of Defendant

Variable Name: defOtherName

Description: This is another name by which the defendant is known. The observations were normalized to standardize capitalization, punctuation, and business entity differences, etc. Spelling mistakes in the docket were also corrected.

D4 Related Entities

Variable Name: relatedEntities

Description: This lists the names of business entities related to the defendant listed in the observation. The observations were normalized to standardize capitalization, punctuation, and business entity differences, etc. Spelling mistakes in the docket were also corrected.

D5 City of Defendant

Variable Name: defCity

Description: This indicates the city in which the discrimination is alleged to have occurred.

D6 First Defendant Firm/Organization

Variable Name: defFirmOrg1

Description: This is the law firm or organization representing the defendant. The observations were normalized.

D7 Second Defendant Firm/Organization

Variable Name: defFirmOrg2

Description: This is the second law firm or organization representing the defendant, if applicable. The observations were normalized.

D8 Third Defendant Firm/Organization

Variable Name: defFirmOrg3

Description: This is the third law firm or organization representing the defendant, if applicable. The observations were normalized.

APPENDICES/INDICES

Appendix A: United States Federal District Courts

1	District of Alaska
2	Middle District of Alabama
3	Northern District of Alabama
4	Southern District of Alabama
5	Eastern District of Arkansas
6	Western District of Arkansas
7	District of Arizona
8	Central District of California
9	Eastern District of California
10	Northern District of California
11	Southern District of California
12	District of Colorado
13	District of Connecticut
14	District of Columbia
15	District of Delaware
16	Middle District of Florida
17	Northern District of Florida
18	Southern District of Florida
19	Middle District of Georgia
20	Northern District of Georgia
21	Southern District of Georgia
22	District of Guam
23	District of Hawaii
24	Northern District of Iowa
25	Southern District of Iowa
26	District of Idaho
27	Central District of Illinois
28	Northern District of Illinois
29	Southern District of Illinois
30	Northern District of Indiana
31	Southern District of Indiana
32	District of Kansas
33	Eastern District of Kentucky
34	Western District of Kentucky
35	Eastern District of Louisiana
36	Middle District of Louisiana
37	Western District of Louisiana
38	District of Massachusetts
39	District of Maryland
40	District of Maine
41	Eastern District of Michigan
42	Western District of Michigan
43	District of Minnesota
44	Eastern District of Missouri
45	Western District of Missouri
46	District of the Northern Mariana Islands
47	Northern District of Mississippi
48	Southern District of Mississippi
49	District of Montana
50	Eastern District of North Carolina
51	Middle District of North Carolina
52	Western District of North Carolina
53	District of North Dakota
54	District of Nebraska
55	District of New Hampshire
56	District of New Jersey
57	District of New Mexico
58	District of Nevada
59	Eastern District of New York
60	Northern District of New York
61	Southern District of New York
62	Western District of New York
63	Northern District of Ohio
64	Southern District of Ohio
65	Eastern District of Oklahoma
66	Northern District of Oklahoma
67	Western District of Oklahoma
68	District of Oregon
69	Eastern District of Pennsylvania
70	Middle District of Pennsylvania
71	Western District of Pennsylvania
72	District of Puerto Rico
73	District of Rhode Island
74	District of South Carolina
75	District of South Dakota
76	Eastern District of Tennessee
77	Middle District of Tennessee
78	Western District of Tennessee

79	Eastern District of Texas
80	Northern District of Texas
81	Southern District of Texas
82	Western District of Texas
83	District of Utah
84	Eastern District of Virginia
85	Western District of Virginia
86	District of the Virgin Islands
87	District of Vermont
88	Eastern District of Washington
89	Western District of Washington
90	Eastern District of Wisconsin
91	Western District of Wisconsin
92	Northern District of West Virginia
93	Southern District of West Virginia
94	District of Wyoming

Appendix B: EEOC Offices

1	Albuquerque
2	Alexandria
3	Atlanta
4	Baltimore
5	Birmingham
6	Boca Raton
7	Boston
8	Charlotte
9	Chicago
10	Cincinnati
11	Cleveland
12	Columbia
13	Dallas
14	Denver
15	Detroit
16	El Paso
17	Greenville
18	Honolulu
19	Houston
20	Indianapolis
21	Jackson
22	Kansas City
23	Las Vegas
24	Little Rock
25	Los Angeles
26	Louisville
27	Madison
28	Memphis
29	Miami
30	Milwaukee
31	Minneapolis
32	Nashville
33	New Orleans
34	New York
35	Newark
36	Norfolk
37	Oakland
38	Oklahoma City
39	Philadelphia
40	Phoenix
41	Pittsburgh
42	Raleigh
43	Richmond
44	Salt Lake City
45	San Antonio
46	San Diego
47	San Francisco
48	San Jose
49	San Juan, Puerto Rico
50	Seattle
51	St. Louis
52	Tampa
53	Washington
54	Wilmington

Appendix C: Regional Attorneys

1 Adewale-Mendes, Rose
2 Anderson, Suzanne M.
3 Bannon, Jeffrey C.
4 Barnes, Lynette A.
5 Beck, Terry
6 Bissell, Katherine E.
7 Byrd, Mildred
8 Canino, Robert A.
9 Costas, Toby W.
10 Dawkins, Robert K.
11 Franklin-Thomas, Delner
12 Gomez, Maritza I.
13 Grossman, Elizabeth
14 Guerrier, Charles E.
15 Harwin, Robert B.
16 Hendrickson, John C.
17 Hill, Keith T.
18 Ingram, David
19 Johnson, Robert G.
20 Kamp, Jean P.
21 Kiel, Gerald S.
22 Kores, Katherine W.
23 Lee, James L.
24 Lowe, Eve G.
25 Lucero, A. Luis
26 Mitchell, Joseph H.
27 NcNair, Jacqueline H.
28 Olson, Kathryn
29 O'Neill, Mary Jo
30 Park, Anna Y.
31 Pitts, Stanley H.
32 Rapport, Adele
33 Rose, Jerome C.
34 Royal, S. Robert
35 Sacher, James
36 Simpson, Bobby C.
37 Smith, C. Emanuel
38 Snapp, William D.
39 Tanayo, William R.
40 Thompson, Pamela J.
41 Trujillo, Richard R.
42 Watson, C. Larry
43 Weinstein, Mindy E.
44 Williams, Faye A.
45 Young, Laurie A.
46 Morrison, Angela D.
47 Tungol, Wilfredo

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