**HRM-430-Employment Law**

**Week 6 - Age and Disability Discrimination Analysis**

**Assignment: Age and Disability Discrimination Analysis**

* **Research** stories in the news alleging employment discrimination based on age and disability.

***\*\* Current stories only \*\****

* **Choose** one story involving age discrimination and one story involving disability discrimination.
* **Write** two essays of approximately 425 words each that address the following:
  + Age Discrimination Essay
    - List the elements of the *prima facie* case for disparate treatment and disparate impact in an age discrimination case.
    - Determine whether your story involves disparate treatment or disparate impact, and apply the facts of your story to the elements. Describe whether your facts appear to support each element.
    - Explain whether you think the employee has a strong case for discrimination.
    - Describe possible defenses the employer may have.
  + Disability Discrimination Essay
    - List the elements of the *prima facie* case for disparate treatment and disparate impact in a disability discrimination case.
    - Determine whether your story involves disparate treatment or disparate impact, and apply the facts of your story to the elements. Describe whether your facts appear to support each element.
    - Explain whether you think the employee has a strong case for discrimination.
    - Describe possible defenses the employer may have.
* **Include** a minimum of three scholarly sources