Fist part:

As you read in chapter eighteen, employment discrimination is illegal. Assume that Jane works for Butler Warehouse and is the only woman on her work crew. On Jane's work crew, the men often tell jokes and play minor pranks on each other. When Jane plays a prank, however, her boss fires her and tells her that "horseplay is not allowed at Butler." If Jane decides to sue for discrimination in court, what will she have to prove to win her case? And, do you think Jane will win her case in court? Why or why not?

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Second part:

A:

Jane would have first had to report the pranks so that she had proof in writing that it was an issue. Then she would have to prove not only that her employer knew about the pranks but that he did nothing to stop them and there was nothing done to the men previously. To the average person this would appear that the pranks were okay with management.

In this case she has a 50/50 chance because she did not file any claim that we know of that the pranks the men were playing were bothersome to her. Also id would be her word against theirs that these things were going on. However, I think that there was favoritism being shown to the men and maybe they were looking for a way to get rid of the only woman on the crew because they wanted it to be men only. If she could prove that these intentions were in play then I think she could win but she would have to come with hard evidence when filing this with the courts.

**Amanda Craycraft**

B:

For Jane to win her case in court she would have to prove that she was fired based on gender discrimination. Gender discrimination is illegal and covered under the Title VII Civil Rights Act. For Jane to prove disparate-treatment discrimination she would need to prove her protected class, which is gender. She would also need to prove that she was qualified for the job and until she was fired for her prank she was doing her job. And lastly that she was rejected by the employer, which was when she got fired. Going off of this scenario and what is in the book I think that Jane would win her case in court.

**Kalen Trischler**