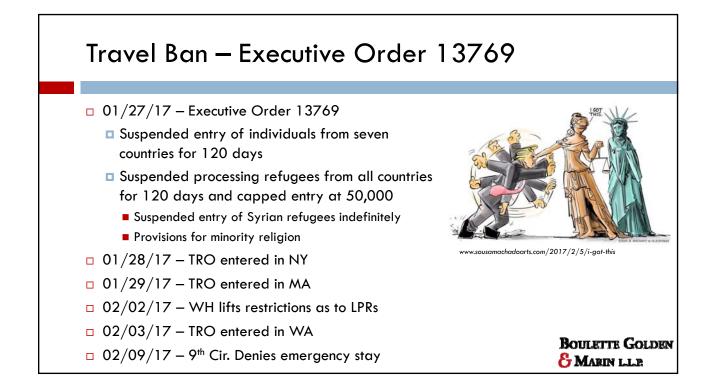
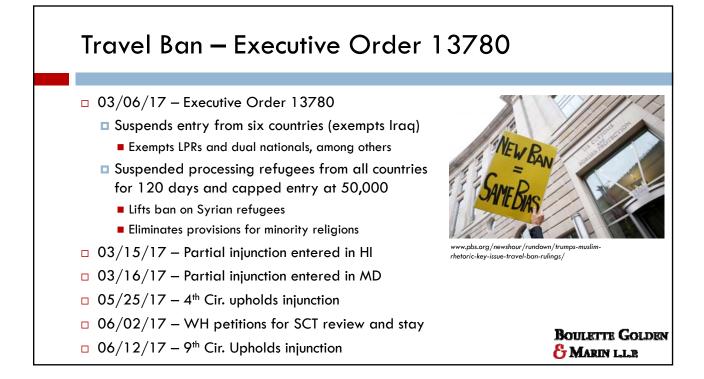
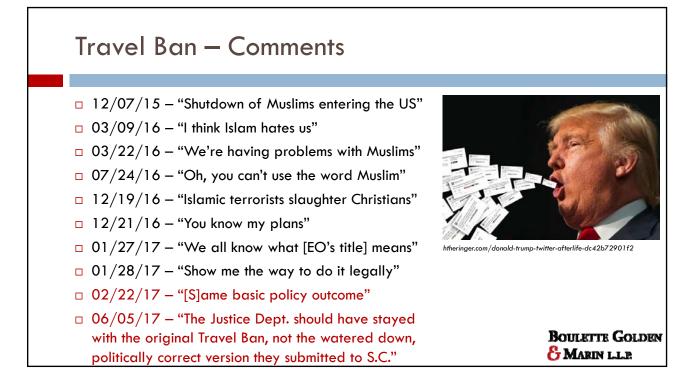
FROM PARTIES TO PRESIDENTS:

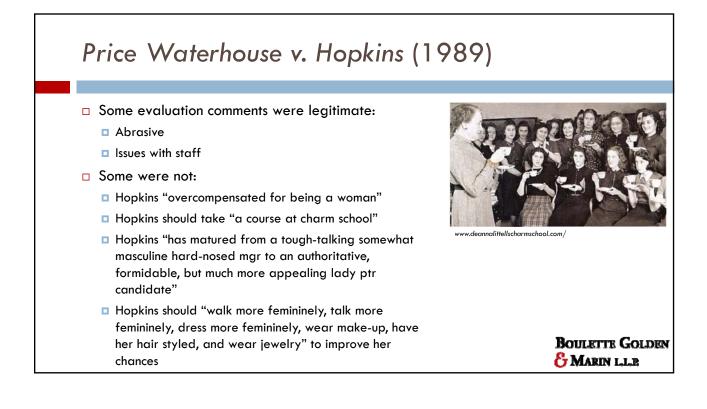
DEALING WITH COMPROMISED DECISION-MAKERS

University of Texas Continuing Legal Education – Employment Law Seminar Austin, TX \cdot 2017









Price Waterhouse v. Hopkins (1989) (plurality)

But-for causation is a hypothetical construct. In determining whether a particular factor was a but-for cause of a given event, we begin by assuming that that factor was present at the time of the event, and then ask whether, even if that factor had been absent, the event nevertheless would have transpired in the same way. ... The critical inquiry ... is whether gender was a factor in the employment decision at the moment it was made. Moreover, since we know that the words "because of" do not mean "solely because of," we also know that Title VII meant to condemn even those decisions based on a mixture of legitimate and illegitimate considerations. Supreme Court Ruling in Sex-Bias Case Hailed by Women's Rights Groups To the Rest and the second se

ashington Post, 1989



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