

Chapter 21

1. The requirements for applicants who want to become state troopers in Virginia held that all potential troopers had to weigh at least 156 pounds and be at least 5 feet, 9 inches tall. Under these requirements, 98 percent of all female applicants were disqualified. The United States brought suit alleging a pattern of discrimination against female applicants. What type of discrimination is alleged here? Is the United States entitled to a judgment in this case? Explain your answer. *United States v. Commonwealth of Virginia*, 620 F.2d 1018 (4th Cir.).
2. James O'Connor, aged 56, worked for the Consolidated Coin Caterers Corporation until he was fired and replaced by another worker who was 40 years old. O'Connor filed suit against Consolidated, alleging age discrimination in violation of the ADEA. Consolidated argued that it could not be held liable for a violation of the ADEA because the replacement for O'Connor was also within the protected class of workers aged 40 and older. Is Consolidated correct? Explain your answer. *O'Connor v. Consolidated Coin Caterers Corporation*, 517 U.S. 308 (U.S. Supreme Court).