

## DEOMI News Highlights

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### **Code Words Equal Discrimination [John Phillips, *The World on Employment Law online*, October 17, 2010]**

- The Equal Employment Opportunity Commission filed a class action lawsuit against Area Temps (Cleveland, Ohio) alleging that the temporary agency had honored some of its clients' request to deny employment on the basis of race, age, gender, and national origin
- Area Temps designed a code to screen out applicants
- EEOC found evidence of the following: "hockey player" for white males; "basketball player" for black males; "small hands" for white females; and "chocolate cupcake" for young black females
- Area Temps settled the by paying \$650,000 and entering into a consent decree requiring procedures and policies to ensure the practice never happens again  
<http://www.wordonemploymentlaw.com/2010/09/code-words-equal-discrimination/>

### **Services Exceed 2010 Recruiting Goals [Bryant Jordan, *Military.com*, October 13, 2010]**

- Under Secretary of Defense for Personnel and Readiness, Dr. Clifford Stanley, reported that 99 percent of DoD recruits are high school graduates
- All four branches met or exceeded FY 10 recruiting goals
- Reserve components of each service also met or exceeded goals, with the exception of the National Guard who slightly missed their goal
- Serving the nation, doing it with honor, and being patriots seem to be the recurring themes for new recruits, with the economy bearing some impact  
<http://www.military.com/news/article/services-exceed-2010-recruiting-goals.html>

### **Justice Department challenges don't ask don't tell ruling, [Richard A. Serrano, *Tribune Washington Bureau, Orlando Sentinel Online*, 14 October, 2010]**

- The Department of Justice asked U.S. District Judge Virginia A. Phillips to set aside her decision stopping the 'don't ask don't tell' (DADT) policy for gays and lesbians until it can appeal the ruling
- Government lawyers said they will ask the 9<sup>th</sup> Circuit Court to halt the ruling and, if the appeals court fails to act, the government will likely ask the Supreme Court to intervene
- The Pentagon said it would suspend enforcement of DADT while the injunction remains in place
- Under Secretary of Defense for Personnel and Readiness, Dr. Clifford Stanley, cautioned that an abrupt transition would ruin the work that the Pentagon has begun, surveying military commands around the world, to determine how best to create a new policy that allows people who are openly homosexual to enlist
- A Pentagon working group report on the best way to run the military without the DADT policy is not expected until December 1  
<http://www.orlandosentinel.com/news/nationworld/sc-dc-1015-dont-ask-20101014,0,2516691.story>

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