

08-974 LEWIS V. CHICAGO

DECISION BELOW: 528 F.3d 488

LOWER COURT CASE NUMBER: 07-2052

QUESTION PRESENTED:

Under Title VII, a plaintiff seeking to bring suit for employment discrimination must first file a charge of discrimination with the EEOC within 300 days after the unlawful employment practice occurred. Where an employer adopts an employment practice that discriminates against African Americans in violation of Title VII's disparate impact provision, must a plaintiff file an EEOC charge within 300 days after the announcement of the practice, or may a plaintiff file a charge within 300 days after the employer's use of the discriminatory practice?

CERT. GRANTED 9/30/2009