**Part XI: Final Analysis**

**Research the “reverse discrimination” lawsuit filed by 18 firefighters from the New Haven Fire Department against the city. The suit was filed because the city of New Haven had decided in 2003 NOT to certify the promotional exam presented by this data. These firefighters (17 white and one Hispanic) were, therefore, not given an opportunity for promotion in that testing cycle. As you do your research, answer the questions posed below.**

**Questions:**

1. **Why did the city decide not to certify the exam?**
2. **Briefly explain the “adverse impact” guidelines which the city of New Haven relied on and the 80% rule used to demonstrate adverse impact.**
3. **This case went all the way to the US Supreme Court. Briefly outline the outcomes of the case as it moved through the justice system.**
4. **The US Supreme Court rules in favor of the firefighters by a 5-4 margin. Briefly explain the ruling of the court.**
5. **In what way could you argue that New Haven was “damned if they did and damned if they didn’t” in making their decision regarding whether to certify the original exam results?**