# Business Law

## April 22, 2013

* Disprat Impact (Unintentional Discrimination)
  + Prima Facie Case
    - Whatever at issue has a disproportionate adverse effect on a basis.
    - Business justification - Defendant
    - Less discriminatory means to meet whatever the need is. – Plaintiff
* Bradley v. Pizzaco
  + Prima Facie Case
    - It does discriminate
    - Business justification – Health code & conducting business professionally
    - Less Discriminatory – Mask, trimmed beard, etc.
* Religion – For or against religion (basis)
  + Third Theory – Failure to accommodate an employees religious practice.
    - Requires a bonafide religious belief that belief conflicts with an employment requirement.