**IS DISCRIMINATION TAKING PLACE?**

You recently graduated from WVU’s prestigious MSIR program. Not too long ago you moved to a new town, found a new place to live, and finally found where the restrooms are on your office floor! The nerves and excitement of starting a new chapter in life have settled. In other words, you are just getting comfortable with your new normal and after seeing that first pay check hit your account, you know that all of this is *real*. You enjoy your job because it is a steady flow of manageable work. Nothing too difficult has come your way – at times, you wonder if it’s because they are being nice to the new person.

One Monday morning you show up to work. The Mountaineers lost over the weekend and you are still feeling the effects of a couple of late nights with some new friends. You fall into your chair, take a deep breath, and exhale. You take solace in knowing that it’s going to be an average Monday full of “manageable” work. Before you even start your computer, you supervisor enters your office without even knocking. He’s in a panic. Apparently, an anonymous person has claimed that your organization discriminates against women and is knowingly paying their male counterparts more. The anonymous individual has threatened to go public with this claim so your organization’s “stakeholders are not naïve to or complicit in this unfair treatment.”

Your supervisor says, “I’ve worked here for eight years and we have never discriminated against anyone!” Right? I mean, you don’t feel like we discriminate against women or minorities, right?” In your head, you conclude that this is not the right time to bring up the difference between disparate treatment and disparate impact and instead ask, “What can I do to help?”

Your supervisor recalled from your interview that you mentioned you dabbled in Microsoft Excel and have experience in HR analytics. He asks if you’d be willing to analyze a data set to ascertain if some form of discrimination against women is taking place. You agree and ask when he wants the results. “As soon as possible! I mean, this is a freaking serious allegation so we need to take care of it before it gets to the court of public opinion! I’ll come back to you in an hour for an update.”

His phone rings and he runs out of your office. It looks like this isn’t going to be an average Monday!