

SCOTUS Title VII Ruling Creates Confusion

Publication

7.11.19

The U.S. Supreme Court ruled Title VII's administrative exhaustion requirement is a claim-processing rule, and not a jurisdictional bar to filing a lawsuit. Therefore, a federal court may retain jurisdiction over a discrimination claim even if an employee fails to allege the basis for such claim in her administrative charge. In a contributed article appearing in *Louisville Business First*, Paul Goatley and Jeffrey Fritz examine what this decision (*Fort Bend County v. Davis*) means for employers and how they should proceed. In their conclusion, they state, "Upon receipt of any complaint asserting a Title VII claim, employers – and their lawyers – must immediately review and assess the administrative history to determine if the employee filed a charge with the EEOC (or the state equivalent) and, if so, whether the claims in the charge and lawsuit are the same."

To read the full article, visit [Louisville Business First](#).

Related People



Jeffrey A. Fritz

Partner

617.532.9325

Email