Experience

Community College of Philadelphia Wins in the Third Circuit

Stradley Ronon attorney Danielle Banks secured a significant victory in the U.S. Court of Appeals for the Third Circuit for the Community College of Philadelphia. The plaintiff, an adjunct professor who works at CCP, claimed that he was not promoted to a full-time position as a result of discrimination on the basis of race, gender, and his combined race and gender by the two final decision makers hiring for the position.

Banks filed a motion for summary judgment, arguing that the plaintiff's claim failed because he could not establish that he was qualified for the position. Although the plaintiff had advanced through three rounds of interviews, the final decision makers ultimately discovered that he lacked the necessary credits to qualify for the position.

Judge Quinones Alejandro agreed with Stradley Ronon's argument and determined that the plaintiff failed to state a discrimination claim. Stradley Ronon vigorously opposed the plaintiff's motion for reconsideration, which was denied. In the plaintiff's subsequent appeal to the U.S. Court of Appeals for the Third Circuit, Banks again argued that the district court had correctly ruled in CCP's favor, based on the relevant record evidence. The court agreed with all of the points made in the district court's opinion and affirmed summary judgment for CCP.

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- Danielle Banks

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