Experience

SEPTA on Track in Eastern District of Pennsylvania Case

Stradley Ronon secured a defense verdict on behalf of SEPTA and its medical director in a retaliation suit filed by the transit agency's former laboratory manager in the U.S. District Court for the Eastern District of Pennsylvania. The plaintiff contended that several disciplinary actions taken against her while she was employed in the medical department, including a 30-day suspension without pay and a transfer to a different department, constituted retaliation for the sexual discrimination claim she filed with the Pennsylvania Human Relations Commission. The plaintiff also claimed that her paid suspension fell under the forms of adverse action mentioned by Title VII's substantive provision.

After significantly narrowing the case through motion in limine practice, the Stradley Ronon trial team secured a complete defense jury verdict. The Third Circuit ruled that a suspension with pay does not qualify as an "adverse employment action" under Title VII of the Civil Rights Act of 1964, affirming the trial court's decision to throw out a retaliation suit against SEPTA.

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- Danielle Banks

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