

CASE QUESTIONS

1. What were the legal issues in this case? What did the court decide?
2. What was the evidence of sex-stereotyping in this case?
3. Is this also a sex-plus case? Why or why not?
4. In a dissenting opinion, one of the judges who heard this case wrote that “[a]pparently, the majority would hold that an employer violates Title VII if it declines to hire a female cheerleader because she is not pretty enough, or a male fashion model because he is not handsome enough....” Do you agree? Was this case correctly decided? Why or why not?
5. What, if any, appearance policy would you recommend for a hotel?