

TABLE OF CONTENTS

INTRODUCTION	i
CHAPTER 1: INTRODUCTION TO DAMAGES	1
I. GENERAL DISCUSSION OF DAMAGES	4
A. EEOC REGULATIONS CODIFY REMEDIES AND RELIEF	5
CHAPTER 2: TITLE VII EQUITABLE DAMAGES.....	11
I. TRAINING	11
II. PURGING EMPLOYER'S RECORDS OF NEGATIVE INFORMATION.....	14
III. REQUIRING EMPLOYER TO APOLOGIZE.....	17
IV. INJUNCTIVE RELIEF	19
A. PRELIMINARY INJUNCTIONS	19
1. Likelihood of Success.....	20
2. Irreparable Harm	20
B. INTERIM INJUNCTIVE RELIEF FOR GOVERNMENT EMPLOYEES.....	20
1. EEOC's Authority to Enjoin Employment Practices	23
C. INTERIM ADMINISTRATIVE RELIEF FOR GOVERNMENT EMPLOYEES.....	23
D. INTERIM RELIEF MAY ENJOIN FUTURE DISCIPLINE WITHOUT AN INDEPENDENT REVIEW.....	26
V. BACK PAY	27
A. LOSS OF OPPORTUNITY	31
B. LIMITATIONS ON BACK PAY	36
1. Interim Earnings May Be Set Off Against an Award of Back Pay	37
2. Commencing the Period for Back Pay	40
3. Commencing the Period for Back Pay in Disability Claims Alleging a Failure to Provide Reasonable Accommodation	40
4. Subsequent Promotions in an Award of Back Pay.....	41
5. Ending the Period for Back Pay	46
6. Subsequent Disabling Injury.....	50
7. Voluntary Resignation or Retirement	51
8. Other EEOC Decisions on Ending Back Pay Period	55
9. Effect of Bonuses or Other Discretionary Salary Increases	55
C. BACK PAY LIMITED TO TWO YEARS PRIOR TO ADMINISTRATIVE COMPLAINT	57
1. Continuing Violations and Back Pay	57
2. Back Pay Awards in Continuing Violations Claims Generally Available Only in Hostile Work Environment Cases	57
D. HEALTH INSURANCE AND RELATED BENEFITS	59
E. SENIORITY BENEFITS	60
F. OVERTIME.....	60
G. INTEREST ON BACK PAY	65
H. DETERMINING BACK PAY BY COMPARING EARNINGS OF OTHER EMPLOYEES	70

I.	OTHER BENEFITS OF EMPLOYMENT	72
VI.	FRONT PAY	73
A.	SUPREME COURT DECIDES THAT FRONT PAY IS NOT SUBJECT TO CAPS.....	81
B.	WHEN FRONT PAY IS APPROPRIATE	84
C.	DURATION OF FRONT PAY	90
D.	OTHER CONSIDERATIONS IN AWARDING FRONT PAY	99
VII.	FRINGE BENEFITS	106
A.	CALCULATING THE VALUE OF FRINGE BENEFITS	108
B.	EMPLOYER MATCHING FOR PENSION AND 401(K) PLANS.....	110
C.	THRIFT SAVINGS PLAN (TSP) BENEFITS.....	111
D.	SURVIVOR BENEFITS	113
E.	ANNUAL AND OTHER LEAVE	113
VIII.	REINSTATEMENT	117
A.	WHEN REINSTATEMENT IS NOT PRACTICAL	119
B.	REINSTATEMENT NOT APPROPRIATE WHERE SAME ACTION WOULD HAVE BEEN TAKEN	121
C.	AFTER-ACQUIRED EVIDENCE	121
D.	WHERE HOSTILITY MAKES EMPLOYMENT RELATIONSHIP IMPOSSIBLE.....	124
E.	WHERE INNOCENT EMPLOYEE WOULD BE DISPLACED	127
F.	REINSTATEMENT DOES NOT PRECLUDE FRONT PAY	129
G.	RERUNNING THE SELECTION PROCESS	129
H.	AWARDING THE POSITION WHERE COMPLAINANT NOT CONSIDERED FOR THE POSITION	131
I.	FAILURE TO MITIGATE DAMAGES DOES NOT PRECLUDE REINSTATEMENT ..	132
IX.	BUMPING.....	132
A.	EEOC AUTHORITY TO ORDER BUMPING.....	135
X.	REINSTATEMENT MAY REQUIRE REPAYMENT OF ANY LUMP SUM PAYMENT FOR UNUSED ANNUAL LEAVE	135
XI.	UNION DUES MAY BE DEDUCTED FROM AN AWARD OF BACK PAY	136

CHAPTER 3: THE CIVIL RIGHTS ACT OF 1991 AND COMPENSATORY DAMAGES 137

I.	OVERVIEW OF THE 1991 ACT	137
A.	NO CLAIM FOR COMPENSATORY DAMAGES PRIOR TO 1991.....	138
II.	COMPENSATORY DAMAGES ARE AVAILABLE IN ADMINISTRATIVE HEARINGS..	139
A.	THE EEOC RULES IT HAS AUTHORITY TO ORDER DAMAGES.....	139
B.	A DISPUTE WITHIN THE CIRCUITS	141
C.	THE SUPREME COURT SETTLES THE DISPUTE.....	146
III.	DAMAGE PROVISIONS OF THE CIVIL RIGHTS ACT OF 1991 ARE NOT RETROACTIVE	150
A.	WHERE UNLAWFUL EMPLOYMENT ACT CONTINUED AFTER ENACTMENT...	152
B.	ALLOCATING REMEDIES WHERE CONDUCT CONTINUED AFTER ENACTMENT.....	154
IV.	COMPENSATORY DAMAGES DO NOT PUNISH BAD CONDUCT	155
V.	COMPENSATORY DAMAGES NOT AVAILABLE IN CASES OF DISPARATE IMPACT	156
VI.	COMPENSATORY DAMAGES NOT AVAILABLE WHEN THE EMPLOYER ACTED WITH LEGITIMATE AS WELL AS DISCRIMINATORY MOTIVES.....	156

VII. COMPENSATORY DAMAGES NOT AVAILABLE UNDER THE ADEA	159
VIII. COMPENSATORY DAMAGE AWARDS ARE LIMITED BY STATUTORY CAPS.....	159
A. DAMAGE CAPS APPLY TO EACH AGGRIEVED INDIVIDUAL	162
IX. TRIAL BY JURY	166
X. ADMINISTRATIVE HEARINGS AND BIFURCATED PROCEEDINGS.....	167
XI. TYPES OF DAMAGES AVAILABLE	169
XII. PECUNIARY DAMAGES	169
A. PAST PECUNIARY DAMAGES	170
B. PAST PECUNIARY DAMAGES MUST BE PROVEN.....	174
C. FUTURE PECUNIARY DAMAGES	180
XIII. NONPECUNIARY DAMAGES	183
A. INCONVENIENCE	186
B. LOSS OF FUTURE EARNINGS CAPACITY.....	187
C. DAMAGE TO PROFESSIONAL REPUTATION	191
D. FUTURE EMOTIONAL DISTRESS	192
E. LOSS OF CONSORTIUM.....	193
F. LOSS OF OPPORTUNITY	194
XIV. INTEREST	194
XV. RAISING A CLAIM FOR COMPENSATORY DAMAGES	195
A. WHEN A CLAIM FOR COMPENSATORY DAMAGES MUST BE RAISED BEFORE THE EEOC.....	195
B. WHERE A FEDERAL AGENCY ACTS TO DISMISS A CLAIM AS MOOT	198
C. IN CASES WHERE THERE IS NO HEARING	199
D. A CLAIM FOR DAMAGES MAY BE RAISED ON APPEAL FROM A FINAL AGENCY DECISION	199
E. IN CASES WHERE AN EEOC HEARING IS HELD	200
F. ON APPEAL FROM THE MSPB.....	202
XVI. EXHAUSTION OF REMEDIES	202
A. A FEDERAL COURT MAY BAR A CLAIM FOR DAMAGES IF NOT RAISED IN ADMINISTRATIVE FORUM	202
XVII. NOMINAL DAMAGES	206
XVIII. PUNITIVE DAMAGES	209
XIX. NO COMPENSATORY DAMAGES FOR STRESS RELATED TO FILING A COMPLAINT	211
CHAPTER 4: PROVING DAMAGES	213
I. PROOF OF DAMAGES	213
II. NATURE, SEVERITY AND DURATION OF THE HARM	217
III. CAUSATION	220
A. PROOF OF CAUSATION IN NONPECUNIARY DAMAGES.....	221
B. PROOF OF CAUSATION IN PECUNIARY DAMAGES.....	223
IV. PROOF OF ACTUAL HARM OR INJURY	229
V. PROOF OF LOSS OF EARNINGS.....	235
VI. PROOF OF DAMAGES WITHOUT A HEARING	237
VII. PROOF OF PECUNIARY DAMAGES.....	239
A. PROOF OF FUTURE PECUNIARY DAMAGES	247
VIII. PROOF OF NONPECUNIARY DAMAGES.....	251

A.	EMOTIONAL HARM CAN BE PROVEN FROM COMPLAINANT'S TESTIMONY ALONE	252
1.	The Plaintiff's Testimony as Evidence for Damages	253
2.	The Need for Corroborating Evidence to Substantiate Plaintiff's Testimony and Large Awards.....	258
3.	The Sufficiency of the Evidence Provided	261
B.	DOCUMENTING EVIDENCE OF NONPECUNIARY DAMAGES	263
C.	GENERAL ALLEGATIONS OF EMOTIONAL HARM GENERALLY WILL SUPPORT ONLY MODEST AWARDS.....	264
IX.	CREDIBILITY OF WITNESSES	266
X.	EXPERT WITNESSES.....	276
A.	EXPERT TESTIMONY IS NOT REQUIRED TO PROVE DAMAGES.....	277
B.	USE OF EXPERT WITNESSES	282
C.	TYPES OF EXPERT WITNESSES	285
D.	EXPERT WITNESSES AND ECONOMIC HARM.....	285
E.	EXPERT TESTIMONY AND EMOTIONAL HARM.....	287
F.	TESTIMONY OF TREATING PHYSICIAN OR OTHER HEALTH CARE PROVIDER GENERALLY DOES NOT REQUIRE CERTIFICATION OR DISCLOSURE AS AN EXPERT	295
G.	EXPERT TESTIMONY AND PHYSICAL INJURIES	298
H.	OTHER USE OF EXPERTS.....	299
I.	EXPERT REBUTTAL TESTIMONY.....	303
XI.	EMPLOYER'S USE OF REBUTTAL WITNESSES	306
XII.	RECORD MAY NOT BE SUPPLEMENTED ON APPEAL.....	307
CHAPTER 5: MITIGATION AND OFFSET.....		309
I.	OFFSETS AND THE DUTY TO MITIGATE DAMAGES	309
A.	BACK PAY MAY BE CALCULATED USING A PERIODIC RATHER THAN AN AGGREGATE COMPARISON OF EARNINGS	310
B.	REASONABLE DILIGENCE IN SEEKING OTHER EMPLOYMENT	314
1.	Unconditional Offer of Reemployment May End Right to Back Pay.....	315
2.	An Unconditional Offer of Reinstatement Must Include Reasonable Accommodation, if Needed	318
3.	An Unconditional Offer of a Position Intended to Cut Off Back Pay Must Be in the Same Geographic Location.....	322
4.	Failure to Mitigate Damages Does Not, in Itself, Bar Reinstatement	322
5.	Extended Leave of Absence Without Pay May Signal Unavailability for Work.....	324
C.	DUTY TO MITIGATE EXTENDS TO MAINTAINING FUTURE EMPLOYMENT....	324
D.	CONTINUED EMPLOYMENT AFTER DENIAL OF A PROMOTION; CONSTRUCTIVE DISCHARGE	327
E.	MITIGATING DAMAGES IN CLAIMS OF SEXUAL HARASSMENT.....	331
F.	REASONABLE DILIGENCE MUST BE IN LIGHT OF THE PARTICULAR FACTS OF A CASE	333
G.	THE DUTY TO MITIGATE REQUIRES A SUSTAINED EFFORT TO FIND WORK ...	336
H.	PURSUING EDUCATION EFFECTIVELY REMOVES AN INDIVIDUAL FROM THE WORKFORCE	337
1.	Cases Where Pursuing Education Ended the Period for Back Pay	338

2.	Cases Where Pursuing Education Did Not End the Period for Back Pay..	340
I.	SUBSTANTIALLY EQUIVALENT EMPLOYMENT	343
II.	REASONABLE DILIGENCE IN SEEKING ALTERNATIVE EMPLOYMENT MAY INCLUDE CONSIDERATION OF THE ATTRIBUTES OF THE PLAINTIFF	349
A.	REASONABLE DILIGENCE.....	350
B.	REASONABLE DILIGENCE AND SELF-EMPLOYMENT	353
C.	INABILITY TO WORK BECAUSE OF DISABILITY	356
III.	BURDEN IS ON EMPLOYER TO SHOW FAILURE TO MITIGATE.....	357
A.	BURDEN SHIFTS WHERE EMPLOYEE MAKES NO EFFORT TO FIND OTHER EMPLOYMENT.....	362
B.	EMPLOYEE'S BURDEN LOWERED WHERE WORK IN THE SAME FIELD IS NOT AVAILABLE BECAUSE OF EMPLOYER'S MISCONDUCT	364
C.	DOCUMENTING EFFORTS TO MITIGATE DAMAGES	368
IV.	FAILURE TO MITIGATE MAY BAR FRONT PAY.....	368
V.	NO DUTY TO MITIGATE WHERE EMPLOYEE IS STILL ON COMPANY ROLLS	368
VI.	MITIGATION AND OTHER DAMAGES	370
A.	EEOC HOLDS NO DUTY TO MITIGATE NONPECUNIARY DAMAGES	370
B.	DUTY TO MITIGATE OTHER PECUNIARY DAMAGES	371

CHAPTER 6: OTHER FACTORS IMPACTING CALCULATIONS OF REMEDIES..... 375

I.	COLLATERAL SOURCE RULE.....	375
A.	UNEMPLOYMENT COMPENSATION.....	380
B.	WORKER'S COMPENSATION BENEFITS.....	381
C.	PUBLIC ASSISTANCE BENEFITS.....	383
D.	DISABILITY INSURANCE BENEFITS.....	383
E.	VETERAN'S AND SOCIAL SECURITY BENEFITS	385
F.	PENSION BENEFITS.....	386
G.	HEALTH INSURANCE BENEFITS	388
II.	THE EGGHELL PLAINTIFF.....	390
III.	THE EFFECT OF PREEXISTING INJURIES ON A CLAIM FOR DAMAGES	393
A.	WHERE PREEXISTING CONDITION WOULD HAVE WORSENERD.....	398
B.	ALLOCATING CAUSATION.....	404
C.	MULTIPLE CAUSES OF EMOTIONAL HARM.....	410
IV.	TAX CONSEQUENCES OF COMPENSATORY DAMAGES.....	413
A.	COMPENSATORY DAMAGES AWARDS FOR EMOTIONAL INJURIES ARE TAXABLE INCOME	413
B.	THE CIVIL RIGHTS TAX RELIEF ACT	414
C.	TAXATION OF ATTORNEY FEES.....	415
D.	TAX WITHHOLDING OF DAMAGE AWARDS.....	415
E.	ENHANCEMENT OF DAMAGES TO ADJUST FOR TAXES.....	416
F.	TAX GROSS-UP UNDER THE FMLA.....	422
G.	COMPENSATION TO OFFSET THE EFFECT OF A LUMP SUM PAYMENT OF BACK PAY, NOT SUBJECT TO THE STATUTORY CAPS	423
H.	ADDITIONAL AWARD TO COMPENSATE FOR TAX CONSEQUENCE OF NONPECUNIARY DAMAGES.....	425
V.	SEEKING REVIEW OF DAMAGE AWARDS IN FEDERAL COURT AFTER A FAVORABLE DECISION BY THE EEOC	426

VI. SEEKING ENFORCEMENT OF EEOC DAMAGE AWARDS IN FEDERAL COURT	429
VII. A NOTE ABOUT TIMELINESS.....	432
VIII. EFFECT OF FAILING TO DISCLOSE EXISTENCE OF COMPLAINT OF DISCRIMINATION IN BANKRUPTCY PROCEEDING.....	432

CHAPTER 7: CONSIDERATIONS IN APPROACHING SETTLEMENT..... 435

I. A FINDING OF DISCRIMINATION IS NOT REQUIRED TO SETTLE A COMPLAINT ..	436
II. THERE MUST BE A MEETING OF THE MINDS	437
III. ENFORCEABLE AND UNENFORCEABLE PROVISIONS UNDER SETTLEMENT AGREEMENTS	438
IV. PARTIES MUST BE AWARE OF AVAILABLE RELIEF	440
V. SETTLEMENT AGREEMENTS MUST STATE THE PARTIES' AGREED UPON TERMS WITH PARTICULARITY	441
VI. AGENCIES SHOULD CONSIDER THE OVERALL COST TO THE GOVERNMENT.....	442
VII. NO PERSONNEL ACTION IS REQUIRED FOR SETTLEMENT	442
VIII. CONFIDENTIALITY CLAUSES	443
IX. LUMP SUM SETTLEMENTS	445
X. A GOOD FAITH RESPONSE IS REQUIRED TO DAMAGE INQUIRIES DURING SETTLEMENT DISCUSSIONS.....	446
XI. OLDER WORKERS BENEFIT PROTECTION ACT	448
XII. WHERE RETIREMENT BENEFITS ARE INVOLVED	451
XIII. ENFORCEMENT OF SETTLEMENT AGREEMENTS	453
XIV. COMPENSATORY DAMAGES ARE NOT AVAILABLE FOR BREACH OF A SETTLEMENT AGREEMENT	454
XV. ATTORNEY FEES AVAILABLE FOR SUCCESSFUL PETITION TO ENFORCE SETTLEMENT AGREEMENT	454
XVI. INTEREST ON DELAYED PAYMENT OF MONETARY BENEFITS AFTER SETTLEMENT .	455
XVII. OFFERS OF RESOLUTION	455
XVIII. SAMPLE SETTLEMENT PROPOSAL.....	457

CHAPTER 8: REMEDIES UNDER OTHER STATUTES 467

I. THE EQUAL PAY ACT	467
A. COMMISSION AWARDS OF LIQUIDATED DAMAGES IN EQUAL PAY ACT CASES.....	469
II. DAMAGES UNDER THE ADA AND REHABILITATION ACT OF 1973.....	470
A. AGENCIES ARE LIABLE FOR COMPENSATORY DAMAGES WHEN THEY FAIL TO MAKE A GOOD FAITH EFFORT TO PROVIDE REASONABLE ACCOMMODATION	471
B. ENTITLEMENT TO DAMAGES UNDER THE ADA AND REHABILITATION ACT RESULTING FROM UNLAWFUL PREEMPLOYMENT MEDICAL EXAMINATIONS AND INQUIRIES.....	473
C. IMPROPER MEDICAL DISCLOSURES MAY WARRANT REMEDIES IN CLASS ACTION VIOLATIONS	477
III. FAMILY MEDICAL LEAVE ACT	477
IV. DAMAGES ARE NOT AVAILABLE UNDER THE ADEA.....	478
A. BACK PAY AWARDS UNDER THE ADEA ARE MANDATORY	481
V. DAMAGES UNDER THE WHISTLEBLOWER PROTECTION ACT.....	481
VI. THE GENETIC INFORMATION NONDISCRIMINATION ACT	482

CHAPTER 9: MANAGING DISCOVERY ABOUT DAMAGES 483

- I. DISCOVERY BY THE EMPLOYEE483
- II. DISCOVERY BY THE EMPLOYER484
 - A. DISCOVERY REGARDING EFFORTS TO MITIGATE BACK PAY485
 - B. DISCOVERY REGARDING EMOTIONAL HARM486
- III. BIFURCATED DISCOVERY487
- IV. PROTECTIVE ORDERS487
- V. MEDICAL EXAMINATIONS490
 - A. SOURCES OF AUTHORITY FOR CONDUCTING MEDICAL EXAMINATIONS ..490
 - 1. Medical Examinations Are Authorized by EEOC MD-110490
 - 2. Medical Examination Under Rule 35 of Federal Rules491
 - 3. Guidance on Medical Examinations in AJ Handbook.....492
 - B. WHEN MEDICAL EXAMINATIONS ARE APPROPRIATE493
 - C. MEDICAL EXAMINATION GRANTED499
 - D. WHO MAY ATTEND THE MEDICAL EXAMINATION.....503
 - E. OTHER MATTERS RELATED TO MEDICAL EXAMINATIONS.....504
- VI. WHERE EVIDENCE OF DAMAGES IS NOT REVEALED THROUGH DISCOVERY.....505

CHAPTER 10: CALCULATING AN AWARD OF DAMAGES..... 507

- I. DETERMINING AN APPROPRIATE AWARD507
 - A. COUNSEL CAN INFLUENCE AN AWARD OF DAMAGES508
 - B. AWARDS OF COMPENSATORY DAMAGES SHOULD BE CONSISTENT WITH AWARDS IN OTHER CASES EVIDENCING SIMILAR HARM509
 - C. INITIAL EEOC DAMAGE AWARDS WERE LIMITED510
 - D. COMMISSION RULES SET NO FORMULA FOR CALCULATING DAMAGES518
 - E. FACTORS AFFECTING AN AWARD OF DAMAGES518
 - F. MULTIPLE CAUSES OF EMOTIONAL HARM.....524
 - G. POST JUDGMENT INTEREST524
- II. APPELLATE REVIEW OF DAMAGE AWARDS.....525
 - A. ON APPEAL AN AWARD OF DAMAGES MAY BE REDUCED TO THE MAXIMUM WARRANTED BY THE FACTS.....528
 - B. APPEALING AN AWARD OF DAMAGES IN THE ADMINISTRATIVE FORUM TO THE EEOC529
 - C. CREDIBILITY DETERMINATIONS AND DAMAGES.....531
 - D. BURDEN IS ON THE PARTY SEEKING TO MODIFY DAMAGES TO PRODUCE EVIDENCE.....534
 - E. IN GENERAL, ADDITIONAL EVIDENCE MAY NOT BE ADDED ON APPEAL534
 - F. CLAIM FOR COMPENSATORY DAMAGES MAY PRECLUDE DISMISSAL OF AN ADMINISTRATIVE CLAIM FOR MOOTNESS535
 - G. EEOC IMPOSES NO REQUIREMENT TO REPAY AWARD OF DAMAGES PENDING APPEAL535
 - H. OPTIONS WHEN AN AGENCY FAILS TO IMPLEMENT RELIEF ORDERED BY THE EEOC536

CHAPTER 11: ATTORNEY FEES AND COSTS 537

- I. ATTORNEY FEES ARE NOT RECOVERABLE FOR ADEA ADMINISTRATIVE CLAIMS.....542

II.	PRO SE COMPLAINANTS MAY NOT RECOVER ATTORNEY FEES.....	542
III.	COMPUTING ATTORNEY FEES	543
A.	COMPLAINANT HAS THE BURDEN TO ESTABLISH ENTITLEMENT TO ATTORNEY FEES	544
B.	ATTORNEY FEES ARE GENERALLY NOT AVAILABLE FOR TIME SPENT PRIOR TO FILING A COMPLAINT, EXCEPT WHERE AN AGENCY SUBSEQUENTLY FILES AN APPEAL	545
C.	FEES ARE AWARDED BASED ON THE NUMBER OF HOURS REASONABLY EXPENDED	549
1.	Time Spent on FOIA Requests May Be Hours Reasonably Expended	554
2.	Time Spent Attending EEO Investigations May Be Reasonably Expended	554
3.	Time Spent on Related Matters and Clerical Tasks May Be Recovered Where Clerical Tasks are an Integral Part of the Attorney's Work.....	554
4.	Filing an Unsuccessful Request to Reconsider Is Not Reasonable Expenditure of Time to Warrant Award of Attorney Fees	556
5.	Attorneys' Fees May Be Awarded Where the Matter Must Be Retried.....	556
6.	It May Be a Reasonable Expenditure of Attorney Time for Complainant's/Plaintiff's Counsel to Spend More Hours Prosecuting a Claim Than for Defense Counsel to Defend the Claim	557
D.	CONTINGENCY FEE ARRANGEMENTS SHOULD NOT IMPACT FEE SHIFTING	557
E.	WHERE FEE REDUCTION IS APPROPRIATE	559
1.	Awards May Be Reduced Where There Is Duplication of Work.....	559
2.	Awards May Be Reduced Where Employee Prevails on Fewer Than All Claims Raised.....	564
3.	Attorney Fees May Be Denied if Relief Is Insubstantial.....	573
4.	Attorney Fees May Be Denied or Reduced Where Fee Petition Lacks Specificity.....	576
F.	REASONABLE HOURLY RATE	578
1.	Agency Has Burden of Proof to Argue That Complainant's Retention of Out-Of-Area Counsel Was Unreasonable	583
2.	Complainant Can Claim Fees at Current Rather Than Historical Rates	588
3.	Attorney Firm Overhead and the Hourly Rate.....	589
G.	ATTORNEY FEES AVAILABLE WHEN ATTORNEY MUST PERFORM ADDITIONAL WORK DUE TO AGENCY'S ACTIONS.....	589
H.	ATTORNEY FEES AVAILABLE FOR PREPARING AND DEFENDING A PETITION FOR ATTORNEY FEES.....	591
I.	FEES FOR USE OF PARALEGALS AND LAW CLERKS.....	594
J.	WHERE ATTORNEYS PERFORM WORK GENERALLY DONE BY PARALEGALS.....	596
K.	ATTORNEY TRAVEL TIME	596
L.	ATTORNEY FEES AWARDS MAY BE ENHANCED	598
IV.	COMPUTING COSTS.....	600
A.	WITNESS FEES.....	601
B.	TRAVEL AND MEAL EXPENSES.....	602
C.	TELEPHONE EXPENSES	604
D.	REVENUE TAXES.....	604

E. RESEARCH COSTS.....	604
F. PRINTING AND SCANNING COSTS.....	605
G. CONSULTANTS.....	606
V. INTEREST ON ATTORNEY FEES	607
VI. ATTORNEY FEES AND SETTLEMENT AGREEMENTS	608
VII. COUNSEL FOR COMPLAINANT HAS NO INDIVIDUAL RIGHT TO APPEAL AN AWARD OF ATTORNEY FEES	612
VIII. COMPLAINANTS CAN FILE CIVIL ACTIONS AFTER PREVAILING BEFORE THE EEOC SOLELY ON THE ISSUE OF ATTORNEY FEES	613
IX. FILING OF A CIVIL ACTION CEASES PROCESSING OF ANY CLAIM FOR ATTORNEY FEES IN THE ADMINISTRATIVE FORUM	616
X. AWARDS OF ATTORNEY FEES CAN BE DEDUCTED ON COMPLAINANT'S TAX RETURNS	616

CHAPTER 12: A SUMMARY OF SELECTED COMMISSION DAMAGE AWARDS..... 617

I. AWARDS UP TO \$10,000	617
II. AWARDS OF \$10,001 TO \$25,000	633
III. AWARDS OF \$25,001 TO \$50,000	646
IV. AWARDS OF \$50,001 TO \$100,000.....	657
V. AWARDS IN EXCESS OF \$100,000	672

CHAPTER 13: A HISTORICAL CHART OF SIGNIFICANT EEOC NONPECUNIARY DAMAGE AWARDS 687

APPENDIX: TABLE OF CONTENTS..... 733

**APPENDIX A: EEOC FEDERAL SECTOR REGULATIONS ON REMEDIES—
29 CFR PART 1614 735**

**APPENDIX B: SECTION 102 OF THE CIVIL RIGHTS ACT OF 1991
(42 USC 1981A)..... 745**

**APPENDIX C: COMPENSATORY AND PUNITIVE DAMAGES
AVAILABLE UNDER SECTION 102 OF THE CIVIL
RIGHTS ACT OF 1991, EEOC NOTICE NO. N 915.002..... 747**

**APPENDIX D: EEOC REGIONAL ATTORNEYS' MANUAL, 2005, PART
2,II.D.—NONPECUNIARY COMPENSATORY DAMAGES:
ISSUES FOR REVIEW WITH CLAIMANTS PRIOR
TO FILING SUIT 761**

TABLE OF CASES..... 771

INDEX 807

