

# ***UNDERSTANDING ADMINISTRATIVE AND JUDICIAL PROCEDURES & JUDICIAL RELIEF***

*by*

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- I. SECTION 1981, SECTION 1983 AND EPA ACTIONS**
- II. TITLE VII, ADA AND ADEA CLAIMS**
  - A. Procedure And Statute Of Limitations**
  - B. State Administrative Procedures**
  - C. Notice Of Decision Rule = When Does An Offense Occur?**
  - D. Coordinating State And Federal Proceedings**
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- III. JUDICIAL RELIEF**
  - A. Back Pay**
  - B. The Duty To Mitigate Damages**
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**F. Attorney's Fees And Costs**

**IV. AFTER-ACQUIRED EVIDENCE RULE**

**V. ARE PRIVATE SUITS ALLOWED AGAINST PRIVATE INDIVIDUALS?**



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*Business First's 20 People To Know In HR*

*CEO Magazine's 2008 Human Resources "Superstar"*

*Nationally Certified Emotional Intelligence Instructor*

**2012, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter**

**Scott Warrick** combines the areas of law and human resources to assist organizations in **"Solving Employee Problems BEFORE They Happen."** Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

**[Scott Trains Managers and Employees ON-SITE in over 50 topics](#)**

***LET SCOTT DESIGN A PROGRAM FOR YOU!***

Scott's **["Employment Law Videos"](#)** on the ADA, FMLA, FLSA and Harassment.

**["The Human Resource Professional's Complete Guide To Federal Employment And Labor Law"](#)** &

Scott's **["Do It Yourself HR Department"](#)**

are favorites for anyone wanting to learn Employment Law and run an HR Department.

**Scott's academic background and awards include:**

Capital University College of Law (Class Valedictorian (1st out of 233))

Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University

The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State HR Council's David Prize for Creativity in HR Management

For more information on Scott, just go to [www.scottwarrick.com](http://www.scottwarrick.com)