

Lee Rogers has worked for the University in the Human Resources department for six years as a human resources consultant. He has watched people come and go in the department and has learned from different supervisors over time and feels that he has also grown during these six years himself as both an employee and a leader. He learned that the Human Resources Assistant Director is planning to leave during his 1:1 meeting with her. He has been reporting to her for two years now and has learned a lot from her. She reports directly to the Director of Human Resources. Learning about this opening, Lee decides to apply after the position is posted. Lee is aware that the position is going to be posted for at least 30 days both internally and externally.

During the 30 days, Lee learns that a few other people from the department also have applied. He does not feel discouraged, however, because he knows he has a great relationship with his team and also the Director. Lee cannot escape the thought entering his mind that he is only one of three African-American employees in the entire HR department (there are thirty-five people total) although he has never felt that he has been treated differently. Lee is also the only employee in the department in a wheelchair.

Lee completes his first interview. At the interview is the Director and five other campus community members, 4 of whom he knows and one whom he is unfamiliar. He is familiar with the hiring committee process – he has sat on several hiring committees himself.

Lee feels confident about his interview. It is Lee's understanding that during the first round of interviews, 5 candidates were interviewed. Lee was the only African-American applicant to have received an interview.

Lee is called back for a second interview. The second interview is with the HR Director, Compliance Manager and University Deputy General Counsel. From his time at the University, Lee is familiar with all of these individuals and felt that he nailed this interview. Lee asked about accommodations during the interview and was advised to speak to the Disability Coordinator about his concerns.

Lee does not get hired. The person that gets hired is an Indian female that has not worked for the University, has five years of experience at a private business' HR department, and whose family is a big donor to the University.

Lee makes a report that he believes he was not hired due to his disability.