JUDICIAL REVIEW OF THE EMPLOYMENT RELATIONSHIP: AN OVERVIEW OF IMPORTANT NINTH CIRCUIT EMPLOYMENT LAW DECISIONS OF 2004

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I. INTRODUCTION

In 2004, the Ninth Circuit issued numerous opinions in the employment law context. This Article addresses six of the most important of those decisions, involving the following topics: religious discrimination in the workplace, a racially hostile work environment, disparate treatment sexual discrimination, enforcement of a contractual non-compete clause, and the liability of a municipality for the retaliatory acts of its employees. The Article examines the facts of each case and then discusses their significance in the area of employment law.

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1. Peterson v. Hewlett-Packard Co., 358 F.3d 599 (9th Cir. 2004); Bodett v. CoxCom, Inc., 366 F.3d 736 (9th Cir. 2004).
5. Lytle v. Carl, 382 F.3d 978 (9th Cir. 2004).