

Limited Male Staffing: Court Sees Evidence Of Discrimination.

It came to light in a pre-trial deposition in a male nursing home employee's gender-discrimination lawsuit that the facility had a policy of minimizing male staffing on the night shift for safety reasons.

It was not clear from the court record whether that policy had any direct impact on the conditions of employment of the male employee in question.

However, the US District Court for the Western District of Oklahoma ruled such a policy, discriminatory on its face and not supported by any *bona fide* occupational qualification, was relevant on the issue of an overall climate of discrimination against male staff at the facility. **Blair v. Colonial Plaza**, 2009 WL 3806778 (W.D. Okla., November 12, 2009).