

Breaking - Mixed Bag Ruling In California Mixed Motive Case

February 8, 2013 | [Employment Discrimination, Labor And Employment](#)



Scott J. Witlin

Partner

Wage and Hour

Co-Chair

California

Yesterday, the California Supreme Court issued its widely anticipated ruling in *Harris v. City of Santa Monica* regarding the burdens in so-called mixed motive discrimination cases. Our Alert on the decision can be [found here](#).

This particular case had been pending before the court for three years, and should provide some guidance in cases where both legitimate and unlawful factors affect an employment decision.

RELATED PRACTICE AREAS

Arbitration and Grievances
EEO Compliance
Labor and Employment
Workplace Culture 2.0

RELATED TOPICS

Discrimination