

***Ledbetter v. Goodyear Tire and Rubber Company* 550 U.S. 618 (2007)**

- **Lilly Ledbetter was one of few female supervisors at the Goodyear plant in Gadsden, Alabama**
- **She faced sexual harassment at the plant and was told by her boss the he didn't think women should be working there**
- **She did not know she was the subject of discrimination until she received an anonymous note revealing the salaries of three of the male managers**
- **She sued for gender discrimination in violation of Title VII of the Civil Rights Act of 1964, alleging low salary b/c of gender**
- **A jury awarded her over \$3.5 million, district judge later reduced to \$360,000**
- **The Court of Appeals for the 11th Circuit reversed the jury decision, holding that the case was filed too late**
- **The Supreme Court (5-4 decision,) upheld the 11th Circuit decision and ruled that employees cannot challenge ongoing pay discrimination if the employers original discriminatory pay decision occurred more than 180 days earlier**