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I teach in a Public Administration program, where many students will become nonprofit managers and government managers. As part of our programs, students learn when government action constitutes discrimination. Many questions of rights are derived from the 14th Amendment. To assist student I created the following analysis.

- Equal Protection Clause (EPC) but how do we know if citizens are receiving equal protection under the law?
 - Do we not have differences?
 - How do we categorize these differences?
 - Are some more important than others?
 - Do some of these require that we be treated differently by law (or administration)
 - Does treating people differently sometimes make us safe?

To answer this question I give students various cases where managers have had to make decisions. Then, I give students hypothetical case problems and the relevant analysis.

- Different laws based on different categories of persons have the following legal analysis:
- Race –requires a compelling state interest and that the classification is necessary to serve that interest
- Gender-important state interest and that the classification is at least substantially related to serving that interest
- Everything else that the challenged classification is rationally related to serving a legitimate state interest.
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The assignment gives students guidance for treating the public and employees fairly using the current legal standard.

Furthermore, as a result students should be able to find and interpret case law and code that can help in their arguments. These skills will help with both the writing and research aspects of their program criteria.