

3rd Circuit Locks the Back Door on Title VII and ADA Claims

Siding with the other Circuit panels, the 3rd Circuit recently refused to allow federal civil rights claims for violations of Title VII and the ADA under section 1983. Instead, the panel deferred these claims to “Congress’s carefully crafted administrative scheme.”



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**Williams v. Pa.
Human Rel. Comm’n,
2017 U.S. App. LEXIS 16618**

**Middlesex County Sewerage Auth.
v. Nat’l Sea Clammers Ass’n,
453 U.S. 1**

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Siding with their peers . . .

"In this case, we address for the first time whether violations of Title VII and the ADA may be brought through § 1983," the Third Circuit panel wrote in its precedential opinion. "Allowing pure Title VII and ADA claims under § 1983 would thwart Congress's carefully crafted administrative scheme by throwing open a back door to the federal courthouse when the front door is purposefully fortified," . . . The appeals court said that every other circuit that has considered that "exact question" has found that "Title VII and ADA statutory rights cannot be vindicated through § 1983." [3rd Circ. Ruling Sets Limits for Title VII, ADA Claims, Law360, August 30, 2017.](#)