

Special Verdict Form

Question # 1:

Was Plaintiff Desiree Goodwin's race and/or gender a determinative factor in any of Defendant Harvard's decisions not to promote her? Please answer YES or NO.

YES _____ or NO ~~_____~~

If you answered **YES** to Question # 1, then go to Question # 2. If you answered **NO** to Question # 1, then sign the verdict slip on the last page and return to the courtroom.

Question # 2:

Place a check by the position(s), in which race and/or gender was a determinative factor in Defendant's decision(s).

1. <u>Reference Librarian</u> (Lamont/Widener Libraries) (Posting No. 3017) Race _____ and/or Gender _____
2. <u>Reference Librarian</u> (John F. Kennedy School of Government) (Posting No. 5348) Race _____ and/or Gender _____
3. <u>Instructional Services Librarian</u> (Harvard College Library) (Posting No. 8285) Race _____ and/or Gender _____

<p>4. <u>Instruction & Reference Librarian</u> (Widener Library)</p> <p>(Posting No. 9769)</p> <p>Race _____ and/or Gender _____</p>
<p>5. <u>Science Reference Librarian</u> (Cabot Science Library)</p> <p>(Posting No. 11446)</p> <p>Race _____ and/or Gender _____</p>
<p>6. <u>Research Librarian & Coordinator of Electronic Texts in the Humanities</u></p> <p>(Harvard College Library) (Posting No. 11663)</p> <p>Race _____ and/or Gender _____</p>
<p>7. <u>Reference Librarian</u> (Hilles Library)</p> <p>(Posting No. 13405)</p> <p>Race _____ and/or Gender _____</p>

Go to Question # 3.

Question # 3: (Note: Only answer Question # 3, if you answered YES to Question # 1).

Write out in words and numbers the amount of non-duplicative compensatory damages, if any, which you find that Harvard owes Ms. Goodwin for:

1. Back Pay:

_____ (\$ _____)
 (Words) (Numbers)

2. Emotional Distress:

_____ (\$ _____)
 (Words) (Numbers)

Go to Question # 4 on the next page.

Question # 4: (Note: Only answer Question # 4, if you answered YES to Question # 1).

Did Harvard discriminate against Ms. Goodwin on the basis of her **RACE** with malice or intent, or with reckless or callous indifference to Ms. Goodwin's protected rights? Please answer YES or NO.

YES _____ or NO _____

Go to Question # 5.

Question # 5: (Note: Only answer Question # 5, if you answered YES to Question # 1).

Did Harvard discriminate against Ms. Goodwin on the basis of her **GENDER** with malice or intent, or with reckless or callous indifference to Ms. Goodwin's protected rights? Please answer YES or NO.

YES _____ or NO _____

If you answered YES to Question # 4 and/or Question # 5, then go to Question # 6 on the next page. Otherwise, stop here, sign the verdict slip on the last page and return to the courtroom.


Question # 6:

(Note: Only answer Question # 6, if you answered YES to Questions # 4 and/or # 5).

Write out in words and numbers the amount of punitive damages, if any, which you find should be awarded against Harvard:

_____ (\$ _____)
(Words) (Numbers)

The Jury Foreperson must sign this form and notify the Court Officer that the jury has concluded deliberations.



Jury Foreperson 4-4-05