From: ray.fair@yale.edu
To: "Nurse-Goodison, Margaret"
Subject: FW: FW: CHRO #2330430 - Fair v. Yale - Response to Draft Determination
Date: Wednesday, October 15, 2025 4:42:17 PM

-----Original Message-----
From: ray.fair@yale.edu <ray.fair@yale.edu>
Sent: Thursday, January 16, 2025 11:56 AM
To: 'Nordhaus, William' <william.nordhaus@yale.edu>
Subject: RE: FW: CHRO #2330430 - Fair v. Yale - Response to Draft Determination

Thanks Bill. I am not going to waste my time on this. I agree with your 1 and 2, but I don't need the money. It would be nice, however, if in the end the conclusion was that Yale did age discriminate even if there is a statute of limitations. At least the moral battle would be won. Ray

-----Original Message-----
From: Nordhaus, William <william.nordhaus@yale.edu>
Sent: Thursday, January 16, 2025 11:09 AM
To: ray.fair@yale.edu
Subject: Re: FW: CHRO #2330430 - Fair v. Yale - Response to Draft Determination

Hi Ray,

I think you need a lawyer if you want to prevail. This is too complicated for you to waste your time on, and much of it is complicated legal underbrush.

Having said that, there are two arguments:

1. The argument about hypothetical, etc. This simply ignores the fact that the cessation was age dependent.

2. The statute of limitations are beyond me. But I think they may LIMIT Yale's liability but not erase it. But here again, you need counsel to sort this trhough.

Good luck and good hunting.

Bill