# "4/5 Rule" Example:

## Determining a Prima Facie case of Discrimination in Adverse Impact cases

|  | # Applicants | # Selected | Selection Rate | 4/5 [80%] of SR |
|---|---|---|---|---|
| Men | 100 | 40 | .40 | |
| Women | 50 | 30 | .60 | .48 [.60 * .80] |