

**JUDICIAL REVIEW OF THE EMPLOYMENT  
RELATIONSHIP: AN OVERVIEW OF IMPORTANT  
NINTH CIRCUIT EMPLOYMENT LAW DECISIONS OF  
2004**

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I. INTRODUCTION

In 2004, the Ninth Circuit issued numerous opinions in the employment law context. This Article addresses six of the most important of those decisions, involving the following topics: religious discrimination in the workplace,<sup>1</sup> a racially hostile work environment,<sup>2</sup> disparate treatment sexual discrimination,<sup>3</sup> enforcement of a contractual non-compete clause,<sup>4</sup> and the liability of a municipality for the retaliatory acts of its employees.<sup>5</sup> The Article examines the facts of each case and then discusses their significance in the area of employment law.

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