

# Stray Remarks

- Discriminatory comments made by non-decision-makers or by decision-makers, but unconnected to the decision at issue.
- Not direct evidence but can be powerful circumstantial evidence useful in proving disparate treatment.
  - › Decision-maker refers to a female coworker as “too emotional.”
  - › Younger employee comments about older employee having “no clue about social media.”
  - › “John’s out again. When will he run out of FMLA?!?”