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"Gender Mythis v. Working Realitiesis an innovative and fresh approach to a complex problem. The concept for the book is both fascinating and intriguing." - The Law and Politics Book Review . Both the courts and the public seem confused about sexual harassment- what it is, how it functions, and what sorts of behaviors are actionable in court.

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theresa beiners book gender myths v working realities is an attempt to evaluate sexual harassment law in practice to see how it may conflict with or be supported by social science research about the reality

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Both the courts and the public seem confused about sexual harassment—what it is, how it functions, and what sorts of behaviors are actionable in court. Theresa M. Beiner contrasts perspectives from social scientists on the realities of workplace sexual harassment with the current legal standard. When it comes to sexual harassment law, all too often courts (and employers) are left in the difficult position of grappling with vague legal standards and little guidance about what sexual harassment is and what can be done to stop it. Often, courts impose their own stereotyped view of how women and men “ought” to behave in the workplace. This viewpoint, social science reveals, is frequently out of sync with reality. As a legal scholar who takes social science seriously, Beiner provides valuable insight into what behaviors people perceive as sexually harassing, why such behavior can be characterized as discrimination because of sex, and what types of workplaces are more conducive to sexually harassing behavior than others. Throughout, Beiner offers proposals for legal reform with the goal of furthering workplace equality for both men and women.

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"Undergraduate text on gender issues within the law"--

Gender and Law: Theory, Doctrine, Commentary, 7E is organized around theoretical frameworks, showing different conceptualizations of equality and justice and their impact on concrete legal problems. The text provides complete, up-to-date coverage of conventional “women and the law” issues, including employment law and affirmative action, reproductive rights, LGBTQ issues, domestic violence, rape, pornography, international women’s rights, and global trafficking. Showing the complex ways in which gender permeates the law, the text also explores the gender aspects of subject matters less commonly associated with gender, such as property, ethics, contracts, sports, and civil procedure. Throughout, the materials allow an emphasis on alternative approaches and how these approaches make a difference. Excerpted legal cases, statutes, and law review articles form an ongoing dialogue within the book to stimulate thought and discussion and over 200 provocative “putting theory into practice” problems challenge students to think deeply about current gender law issues. Key Features of the new edition include: Materials surrounding LGBTQ issues have been significantly expanded to reflect statutory and judicial developments, including United States v. Windsor and Obergefell v. Hodges, legal developments concerning transgender individuals, and sexual orientation discrimination.In addition, the materials on sexual orientation discrimination have been woven throughout the book, rather than cabined in a separate section. Equal pay materials have been expanded and refocused to include cases on the “factor other than sex” defense and legislative efforts to strengthen protections against pay discrimination. Coverage of pregnancy and caregiver discrimination has been significantly expanded, and the Supreme Court’s opinion in Young v. United Parcel Service is included. Reproductive health materials have been revamped to reflect developments in the law concerning the Affordable Care Act and responses to legislative efforts to curtail women’s access to contraception and abortion. These materials included the addition of Burwell v. Hobby Lobby and Whole Women’s Health v. Hellerstadt. International comparisons have been enlarged and updated. Updated profile of women in the legal system and the barriers to gender equity. Complete reworking and updating of materials on campus rape, including celebrated cases and reform strategies. Revised materials on domestic violence, prostitution, and pornography, including feminist debates over appropriate responses. Updated analysis of women, poverty, and income inequality. Increased attention to conflicts between gender and religion. Many additional Putting Theory Into Practice problems have been added, most of them reflecting contemporary disputes and conflicts. This brings the total number of problems to 200. Moreover, the teacher’s manual includes dozens of video clips that might be used in class at different points.

"This book focuses on the multiple and interconnected manifestations of violence that women/girls encounter in tourism consumption and production while seeking to open the debate on violence against sexual minorities (LGBT) and discussing men/boys as victims and perpetrators of GBV"--

In late October 2013, the Miami Dolphins' player Jonathan Martin walked out on his team and checked into a mental health institution. The original story implied that Martin could not take the professional pressure. Within days, the story changed. News sources reported that Martin’s teammates had repeatedly bullied him and as a result, the twenty-four year-old African American player suffered serious depression. The response was skeptical, and many opined the harassment involved was simply locker room banter that all players endure; essentially, that boys will be boys. Masculinity at Work uses the Jonathan Martin case and others to analyze Title VII of the Civil Rights Act of 1964 through the lens of masculinities theory. Illustrating how harassment and discrimination can occur because of sex even if the gendered nature of the behavior remains unseen to onlookers, this book educates readers about the invisibility of masculine structures and practices, how society constructs concepts of masculinity, and how men (and sometimes women) perform masculinity in different ways depending on their identities and situational contexts. Using a sophisticated mix of legal, gender, and social science analysis, the author demonstrates how masculinities theory can also offer significant insights into the behaviors and motivations of employers, as well as workplace structures that disadvantage both men and women who do not conform to gender stereotypes. Both a theoretical disposition and a practical guide for legal counsel and judges on the interpretation of sex and race discrimination cases, Masculinity at Work explains how this theory can be used to interpret Title VII in new, liberating ways.

Insights from professionals in the fields of organizational development and diversity provide practical tools to help employees and managers—regardless of race or gender—collaborate in reaching their workplace potential. • Presents new research on the many forms of employment discrimination based on multiracial identity, appearance, and transgender status • Includes contributions from professionals in the fields of social psychology, law, gender studies, and ethics, among others • Reveals effective ways for promoting inclusion of women and people of color in today’s global workforce • Covers the workforce in the public sector, private sector, and military • Considers the role of social media in helping break through workplace barriers

While masculinities theory has had much to say on relationships of subordination, few feminist legal scholars have examined the implications of masculinities theory for feminist legal theory. This volume investigates the ways in which emerging masculinities theory in law could inform feminist legal theory in particular and law in general. As many of the chapters in this collection illustrate, law is constantly in a dynamic interaction with masculinities: it has both influenced existing masculinities and has been influenced by those masculinities. The contributions focus feminist and critical theoretical attention on masculinities and consider the implications of masculinities theory for law and legal theory. The book sets out the theoretical trajectory of masculinities studies as a field and its application in law and uses insights from a masculinities approach to study socio-political construction of gender identities in specific settings. It also explores how understanding historical construction of gender identities can inform more effective public policy and activism. Written by leading experts in the area, the book poses important questions about the development of the relationship between feminisms and masculinities theory and will be essential reading for those working in law and gender and related areas.

American women fare worse than men on virtually every major dimension of social status, financial well-being, and physical safety. Sexual violence remains common, and reproductive rights are by no means secure. Women assume disproportionate burdens in the home and pay a heavy price in the workplace. Yet these issues are not political priorities. Nor is there a consensus that there still is a serious problem. In What Women Want, Deborah L. Rhode, one of the nation's leading scholars on women and law, brings to the discussion a broad array of interdisciplinary research as well as interviews with heads of leading women's organizations. Is the women's movement stalled? What are the major obstacles it confronts? What are its key priorities and what strategies might advance them? In addressing those questions, the book explores virtually all of the major policy issues confronting women. Topics include employment and appearance discrimination, the gender gap in pay and leadership opportunities, work/family policies, childcare, divorce, same-sex marriage, sexual harassment, domestic violence, rape, trafficking, abortion, poverty, and political representation, all with a particular focus on the capacities and limits of law as a strategy for social change. Why, despite four decades of equal employment legislation, is women's workplace status so far from equal? Why, despite a quarter century's effort at reforming rape law, is America's rate of reported rape the second highest in the developed world? Part of the problem lies in the absence of political mobilization around such issues and the underrepresentation of women in public office. In an age where many women are reluctant to identify as feminists, a broad-ranging, expert look at where American women are today is more necessary than ever. This path-breaking book explores how women can and should act on what they want.

The first legal analysis of Title IX assesses the successes and failures of the landmark federal statute enacted in 1972 to prohibit sex discrimination in education.

Providing an indispensable resource for high school and college readers investigating sexual harassment in the United States, Sexual Harassment: A Reference Handbook is a comprehensive summary of history, current events, possible solutions, and resources. Sexual Harassment: A Reference Handbook provides readers with a comprehensive overview of the topic and connected issues. In addition to discussing the background and history of sexual harassment, it analyzes related problems and controversies and gives possible solutions. It also provides additional perspectives on sexual harassment by contributors and sketches of people and organizations, as well as documents, resources, and a timeline. This volume covers workplace harassment; street harassment; harassment in schools, the military, and prisons; and cyber harassment. The format gives readers a well-balanced perspective on this timely topic with multiple viewpoints showcased in essays by contributors who have experienced sexual harassment, adding depth and relevance. The volume discusses the history of sexual harassment and brings the topic to the present day, and additionally covers recent events and people who have been in the news while putting them in context. Readers can see how laws and awareness of sexual harassment have changed. Additional resources are provided to guide those who wish to further investigate the topic. Provides readers with an understanding of what sexual harassment is, enabling a deeper understanding of the issue and how prevalent it is within American society, workplaces, and institutions. Suggests possible solutions to reduce sexual harassment, including educating people and giving women more opportunities in leadership positions, which can benefit the U.S. society and economy. Provides additional perspectives in personal essays on how sexual harassment affects people and how people handle their experiences, giving an additional relevance to the topic. Provides resources so readers can find additional information on the topic or seek help for themselves or others.