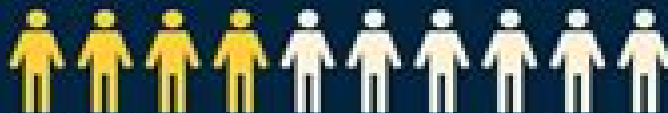


Gender discrimination in the employment cycle

2x

Recruiters are twice as likely to hire a male candidate over a female



Four in ten female employees admit they've experienced gender discrimination at work

79x

Women are 79 times more likely to be hired when at least two female applicants are on the shortlist

25 - 46%

Women are 25-46% more likely to get the job when there are blind interviews or auditions

Sex Based Employment Discrimination

Susan M. Omilian, Jean P. Kamp



Sex Based Employment Discrimination:

Sex-based Employment Discrimination Susan M. Omilian, Jean P. Kamp, 1990 **Sex Discrimination**, 2002

Women and Sexual Harassment Robert C Berring, Anja A Chan, 2014-05-01 Here is a valuable guide that saves researchers investigating sexual harassment in the workplace enormous amounts of time and money Focusing on the hostile environment claim under Title VII of the Civil Rights Act of 1964 *Women and Sexual Harassment* is a complete resource tool In one easy to use volume it provides a detailed background and history of the hostile environment claim as well as an extensive guide on how to use and where to find the best resources available on this topic Unlike some legal books Chan's book does not require cover to cover reading to access pertinent information Anyone whether they are interested in the specifics of the hostile environment claim or sexual harassment in general will be able to locate the information they're looking for with the help of this handy guide It saves enormous amounts of time effort and money for researchers by providing extensive listings and evaluations of statutes cases agency decisions law review articles annotations and books containing information on this subject Readers can use the book to get a better understanding of the hostile environment claim or use it like a dictionary to pinpoint the specific resources that will be most useful to their area of research *Women and Sexual Harassment* is logically divided into five complete parts to make it easy to use Part 1 Clearly explains how to best use the book to access specific information Part 2 Describes the history and present state of the hostile environment claim in a manner that is to the point yet is more thorough than descriptions of the claim found in articles cases or other sources Part 3 Research guide Directs researchers to the best sources for information categorized by type and area Includes tips that will save hours in the library and will help researchers find the most up to the minute articles and cases Part 4 Bibliography of primary legal sources Covers statutes regulations and case law on the hostile environment claim and sexual harassment Part 5 Bibliography of secondary sources Includes books articles surveys and legislative history The annotated bibliography broken down by type of source and type of information not only points researchers in the right direction but also steers them away from sources that seem valuable from their title but are in fact not worthwhile The insightful written analysis of the hostile environment claim alone provides researchers unfamiliar with the subject with a clearly written history and definition of the claim its key elements employer liability statute of limitations remedies considerations of discovery and evidence and related claims *Women and Sexual Harassment* is an invaluable guide for all types of researchers including victims of sexual harassment considering filing a hostile environment claim scholars interested in women's issues attorneys unfamiliar with this area employers interested in limiting their liability by taking steps to prevent sexual harassment in their workplaces and law students in any level of courses related to sex discrimination or sexual harassment *U.S. Supreme Court Cases on Gender and Sexual Equality* Christopher A. Anzalone, 2016-07-08 This book includes every Supreme Court case relevant to gender and sexual equality from the Court's beginnings in 1787 to the end of the 1999 2000 term It is a primary document

reference book organized topically in eight chapter civic and social rights and duties educational policies and instructions employment and careers sexual privacy and procreative rights morality and sexual ethics family gender and sexual orientation and other issues Every case is included either as a full edited version of the majority or per curiam opinion extensive excerpts of the opinion or a detailed description of the case In one book a researcher can see how American legal history in its entirety played out Back matter includes a table of cases and an extensive bibliography of books and legal periodicals

Sex-based Employment Discrimination, Title IX Andy Wesley Lydick,1981 **The Employment Relationship** Raymond L. Hogler,1989 To find more information about Rowman and Littlefield titles please visit www.rowmanlittlefield.com

The Palgrave Handbook of Sexual Ethics David Boonin,2022-02-08 The Palgrave Handbook of Sexual Ethics is a comprehensive collection of recent research on the ethics of sexual behavior representing a wide range of perspectives It addresses a number of traditional subjects in the area including questions about pre marital extra marital non heterosexual and non procreative sex and about the nature and significance of sexual consent sexual desire and sexual activity as well as a variety of more recent topics including sexual racism sexual ableism sex robots and the metoo response to sexual harassment Each chapter defends a substantive thesis about the topic it addresses and the handbook as a whole thereby provides a strong foundation for future research in this important and growing field of inquiry

Sexual Harassment in the Workplace: Law & Practice, 5th Edition Conte,2019-11-13 Sexual Harassment in the Workplace Law and Practice

Theorizing Feminist Policy Amy G. Mazur,2002-02-07 Theorizing Feminist Policy avoids the usual clash between feminist analysis and non feminist social science in mapping out the new field of feminist comparative policy Instead it intersects empirical feminist policy analysis with non feminist policy studies to define and contribute to this new and emerging field of study Consulting a wide sweep of empirical and theoretical work the book first defines Feminist Comparative Policy showing how it dialogs with the adjacent non feminist areas of Comparative Public Policy Comparative Politics and Public Policy Studies Theorizing Feminist Policy seeks then to strengthen one of the weakest links of this new area the study of explicitly feminist government action In the remaining chapters the books defines feminist policy as a separate sector with eight sub sectors blueprint political representation equal employment reconciliation family law reproductive rights sexuality and violence and public service delivery It develops a qualitative and comparative framework for analysing the profiles and styles of feminist policy in post industrial democracies and uses the framework to examine twenty seven different cases of feminist policy formation across thirteen different countries The initial empirical study makes a case for feminist policy as a new sector of state action concluding tentatively that successful feminist policy formation is a subtle combination of feminist strategic partnerships non feminist support institutions culture and international influences These tentative findings also shed new light on the perennial questions of comparative politics and policy do politics institutions national policy style sector institutions or culture matter the most in determining policy processes and outcomes

The book finishes by suggesting the next steps in developing comparative theories of feminist policy formation. Theorising Feminist Policy therefore goes beyond just describing the dimensions of feminist policy from existing literature; it seeks to systematically contribute to comparative theories of how the contemporary post industrial state has taken on social change at the beginning of the 21st century.

A New Deal for China's Workers? Cynthia Estlund, 2017-01-02. China's leaders aspire to the prosperity, political legitimacy and stability that flowed from America's New Deal, but they are irrevocably opposed to the independent trade unions and mass mobilization that brought it about. Cynthia Estlund's crisp comparative analysis makes China's labor unrest and reform legible to Western readers.

Why We Lost the Sex Wars Lorna N. Bracewell, 2021-03-23. Reexamining feminist sexual politics since the 1970s, the rivalries and the remarkable alliances. Since the historic MeToo movement materialized in 2017, innumerable survivors of sexual assault and misconduct have broken their silence and called out their abusers publicly, from well-known celebrities to politicians and high-profile business leaders. Not surprisingly, conservatives quickly opposed this new movement, but the fact that sex-positive progressives joined in the opposition was unexpected and seldom discussed. *Why We Lost the Sex Wars* explores how a narrow set of political prospects for resisting the use of sex as a tool of domination came to be embraced across this broad swath of the political spectrum in the contemporary United States. To better understand today's multilayered sexual politics, Lorna N. Bracewell offers a revisionist history of the sex wars of the 1970s, 80s, and 90s. Rather than focusing on what divided antipornography and sex radical feminists, Bracewell highlights significant points of contact and overlap between these rivals, particularly the trenchant challenges they offered to the narrow and ambivalent sexual politics of postwar liberalism. Bracewell leverages this recovered history to illuminate in fresh and provocative ways a range of current phenomena, including recent controversies over trigger warnings, the unimaginative politics of sex-positive feminism, and the rise of carceral feminism. By foregrounding the role played by liberal concepts such as expressive freedom and the public-private divide, as well as the long-neglected contributions of Black and Third World feminists, Bracewell upends much of what we think we know about the sex wars and makes a strong case for the continued relevance of these debates today. *Why We Lost the Sex Wars* provides a history of feminist thinking on topics such as pornography, commercial sex work, LGBTQ identities, and BDSM, as well as discussions of such notable figures as Patrick Califia, Alan Dershowitz, Andrea Dworkin, Elena Kagan, Audre Lorde, Catharine MacKinnon, Cherríe Moraga, Robin Morgan, Gayle Rubin, Nadine Strossen, Cass Sunstein, and Alice Walker.

Hearings, Reports and Prints of the House Committee on Education and Labor, United States Congress, House, Committee on Education and Labor, 1975.

California Employment Law (2nd Ed.) Douglas J. Farmer, Attorney, 2017-05-01. The most comprehensive and easy-to-read reference on the market today. Now used by thousands of human resources executives, in-house counsel, business owners, and employment lawyers across the United States, this comprehensive guide addresses the latest legal rules and best practices to avoid liability in the California workplace. Comes complete with the latest California forms, checklists,

and compliance tools For recent changes to the law go to www.EmploymentLawPublishers.com for free legal updates between editions with your purchase

Women and Public Service Mohamad G. Alkadry, Leslie E Tower, 2014-12-18 This book tackles the challenges that women face in the workplace generally and in the public sector particularly While Women and Public Service spends time identifying and describing the problems that women faced in the past it pays special attention to identifying possible remedies to these problems and also surveys progress made in recent decades The authors present the challenge of accommodating women in public sector organisations as both a fairness issue and also a human resources matter as a fundamental prerequisite for recruiting the best and brightest talent Key content coverage The representation of women in public organisations including occupational agency and position level segregation Issues of pay equity legislation equal worth measures and the serious links between the issue of representation and equal pay Special issues facing women in their workplace including institutional climate workplace violence sexual harassment social costs of career progression and family friendly policies

The Routledge Handbook of LGBTQ Identity in Organizations and Society Julie A. Gedro, Tonette S. Rocco, 2024-05-28 Sexuality gender gender identity and gender expression are fluid constructs and the ways in which identity development intersects with organizations and exists in society are complex The book is comprised of a range of multi disciplinary and globally inspired perspectives representing leading edge scholarship by authors from over a dozen countries on a range of issues and contexts regarding LGBTQ identity and experience It is intended for a wide readership those who are in LGBTQ related academic fields those who want to broaden their coursework by offering supplemental readings that center the perspectives of LGBTQ identities and those who want to acquire knowledge and education on the subject of LGBTQ identity There are 36 chapters written by scholars in fields such as social work law queer studies business human resource management and development entrepreneurship criminal justice economics marketing religion architecture sport theater psychology human ecology and adult education The chapters can be read in sequence and the book can also be used as a reference work for which educators practitioners and non academics can identify and select particular chapters that inform areas of inquiry This handbook is the recipient of the R Wayne Pace HRD Book of the Year Award 2025

The Other Women's Movement Dorothy Sue Cobble, 2005-08-21 American feminism has always been about more than the struggle for individual rights and equal treatment under the law In this book the author retrieves an alternative tradition of women's reform that sought answers to questions increasingly pressing today how to balance work and family and how to address growing economic inequalities This book traces the history of American social justice feminism from the 1930s into the present and to link that continuous tradition with the leadership of labor women Back cover

Gender Bias and the State Amy G. Mazur, 2010-11-23 This is the first systematic study of French policy regarding equal employment for women Mazur asks why policy makers choose to make symbolic reforms Is there a certain set of conditions particularly conducive to the formation of symbolic reform If symbolic reforms are meant to do nothing why do governments

allocate limited resources to them Mazur examines five legislative proposals dating from 1967 to 1982 three of which resulted in legislation the 1972 Equal Pay Law the 1975 Equal Treatment Law and the 1983 Egalite Professionnelle Law These five case studies reveal the continuity over three decades of symbolic reform reform that does not solve the problem it was designed to address Pay Equity: Equal Pay for Work of Comparable Value United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources,1983 *Pay equity* United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Human Resources,1983 *Encyclopedia of Diversity in Education* James A. Banks,2012-05-17 The diversity education literature both nationally and internationally is broad and diffuse Consequently there needs to be a systematic and logical way to organize and present the state of research for students and professionals American citizens need to understand the dynamics of their increasingly diverse communities and institutions and the global world in which we live work and lead With continually evolving information on diversity policies practices and programs it is important to have one place where students scholars teachers and policymakers can examine and explore research policy and practice issues and find answers to important questions about how diversity in U S education enriched with theories research and practices in other nations are explained and communicated and how they affect institutional change at both the K 12 and postsecondary levels With about 700 signed entries with cross references and recommended readings the Encyclopedia of Diversity in Education 4 volumes in both print and electronic formats will present research and statistics case studies and best practices policies and programs at pre and postsecondary levels Diversity is a worldwide phenomenon and while most of the entries in the Encyclopedia will focus on the United States diversity issues and developments in nations around the world including the United States are intricately connected Consequently to illuminate the many aspects of diversity this volume will contain entries from different nations in the world in order to illuminate the myriad aspects of diversity From A to Z this Encyclopedia will cover the full spectrum of diversity issues including race class gender religion language exceptionality and the global dimensions of diversity as they relate to education This four volume reference work will be the definitive reference for diversity issues in education in the United States and the world

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