

Table of Contents

Volume 1

PART I. OVERVIEW

CHAPTER 1. BACKGROUND

- § 1:1 Historic development of legal approach
- § 1:2 Theory and concept of illegal sex discrimination

CHAPTER 2. SOURCE OF APPLICABLE LAW

- § 2:1 Federal constitutional law
- § 2:2 Federal statutory law
- § 2:3 —Civil Rights Act of 1991
- § 2:4 State law
- § 2:5 Federal contractors

CHAPTER 3. AREAS OF PROHIBITED SEX DISCRIMINATION

- § 3:1 Illegal employment practices
- § 3:2 Wages and compensation
- § 3:3 Fringe benefits
- § 3:4 Pregnancy and disability
- § 3:5 Sexual harassment in workplace
- § 3:6 Educational employment
- § 3:7 Sexual orientation

CHAPTER 4. FEDERAL, STATE AND ADMINISTRATIVE REMEDIES

- § 4:1 Filing claim in administrative agency
- § 4:2 State or federal court forum

CHAPTER 5. NONLITIGATION STRATEGIES

- § 5:1 Alternative dispute resolution

PART II. Equal Pay Act

CHAPTER 6. COVERAGE

- § 6:1 Overview
- § 6:2 Statutory provisions
- § 6:3 Employers generally
- § 6:4 Public sector employers
- § 6:5 Labor organizations
- § 6:6 Employees
- § 6:7 Enterprise
- § 6:8 Comparison of coverage to Title VII

CHAPTER 7. MAKING PRIMA FACIE CASE

- § 7:1 Elements and order of proof
- § 7:2 Establishment
- § 7:3 Equal work generally
- § 7:4 Equal skill, effort and responsibility
- § 7:5 Similar working conditions
- § 7:6 Unequal pay
- § 7:7 On basis of sex
- § 7:8 Labor organizations

CHAPTER 8. DEFENSES

- § 8:1 Overview
- § 8:2 Seniority system
- § 8:3 Merit system
- § 8:4 System measuring earnings by quantity or quality of work
- § 8:5 Any other factor other than sex generally
- § 8:6 Bona fide training program
- § 8:7 Market rate factors
- § 8:8 Miscellaneous factors

CHAPTER 9. ENFORCEMENT

- § 9:1 Overview
- § 9:2 Statute of limitations
- § 9:3 Lack of administrative prerequisites to court enforcement
- § 9:4 Private right of action
- § 9:5 EEOC actions

TABLE OF CONTENTS

- § 9:6 Class actions
- § 9:7 Retaliation prohibited

CHAPTER 10. REMEDIES

- § 10:1 Overview
- § 10:2 Back wages
- § 10:3 Liquidated damages
- § 10:4 Lack of compensatory and punitive damages
- § 10:5 Prejudgment interest
- § 10:6 Injunctive relief
- § 10:7 Attorneys' fees and costs
- § 10:8 Right to jury trial
- § 10:9 Curing violation

PART III. Title VII

CHAPTER 11. COVERAGE AND SCOPE OF LIABILITY

- § 11:1 Overview
- § 11:2 Employers
- § 11:3 —Exclusions and exemptions
- § 11:4 Employees
- § 11:5 Labor organizations
- § 11:6 Employment agencies
- § 11:7 Scope of liability
- § 11:8 —Respondeat superior
- § 11:9 Concepts of sex discrimination
- § 11:10 Proof of discrimination

CHAPTER 12. ENFORCEMENT

- § 12:1 Exhaustion of administrative remedies; filing a charge
- § 12:2 Procedure before EEOC
- § 12:3 Private actions
- § 12:4 Actions brought by EEOC
- § 12:5 Appointment of counsel
- § 12:6 Retaliation prohibited

CHAPTER 13. DEFENSES

- § 13:1 Overview

SEX-BASED EMPLOYMENT DISCRIMINATION

- § 13:2 Bona fide occupational qualification
- § 13:3 Business necessity
- § 13:4 Seniority, merit or productivity systems
- § 13:5 Ability tests
- § 13:6 Veterans' preference
- § 13:7 Affirmative action
- § 13:8 State protective laws

CHAPTER 14. REMEDIES

- § 14:1 Overview of court's discretion
- § 14:2 Injunctive relief
- § 14:3 Prospective remedial action
- § 14:4 Back pay, front pay
- § 14:5 Limited right to compensatory and punitive damages
- § 14:6 Limited right to jury trial
- § 14:7 Attorney's fees

CHAPTER 15. WAGES AS COMPENSATION

- § 15:1 Overview
- § 15:2 Equal work cases
- § 15:3 Unequal work cases
- § 15:4 Comparable worth cases

CHAPTER 16. FRINGE BENEFITS AS COMPENSATION

- § 16:1 Fringe benefits defined and conduct prohibited
- § 16:2 Retirement benefits and pension plans
- § 16:3 Health insurance benefits

CHAPTER 17. ILLEGAL EMPLOYMENT PRACTICES

- § 17:1 Advertising and recruitment
- § 17:2 Hiring
- § 17:3 Conditions of employment
- § 17:4 Job assignments, promotions, transfers and layoffs
- § 17:5 Discipline and discharge

TABLE OF CONTENTS

**CHAPTER 18. REVERSE
DISCRIMINATION**

- § 18:1 Cause of action under Title VII
- § 18:2 Constitutional standard distinguished

Volume 2

**PART IV. PREGNANCY AND
DISABILITY**

**CHAPTER 19. LEGAL APPROACH TO
PREGNANCY DISCRIMINATION**

- § 19:1 Early case law
- § 19:2 Current equality standard
- § 19:3 State laws not preempted by federal laws

**CHAPTER 20. TITLE VII COVERAGE OF
PREGNANCY DISCRIMINATION**

- § 20:1 Overview
- § 20:2 Discharge, failure to hire or promote
- § 20:3 Leaves of absences, reinstatement
- § 20:4 Health insurance benefits
- § 20:5 Unemployment compensation benefits
- § 20:6 Health and safety concerns

PART V. SEXUAL HARASSMENT

**CHAPTER 21. THEORY OF SEXUAL
HARASSMENT CASE**

- § 21:1 Overview
- § 21:2 Early cases
- § 21:3 Application of Title VII
- § 21:4 Differences approach
- § 21:5 Inequality theory
- § 21:6 Environment theory
- § 21:7 Pervasiveness of sexual harassment

CHAPTER 22. PRIMA FACIE CASE UNDER TITLE VII

I. IN GENERAL

§ 22:1 Overview

II. ELEMENTS OF PRIMA FACIE CASE

- § 22:2 Generally
- § 22:3 Employee as member of protected group
- § 22:4 Employee was subjected to “unwelcome” sexual contact
- § 22:5 Distinguishing types of sexual harassment
- § 22:6 Quid pro quo cases
- § 22:7 Sexual favoritism
- § 22:8 Hostile environment cases
- § 22:9 —Sufficient illegal conduct
- § 22:10 Proof of unwelcome sexual contact
- § 22:11 —In quid pro quo cases
- § 22:12 —In hostile environment cases
- § 22:13 —When plaintiff and defendant had prior consensual sexual relationship
- § 22:14 Perspective for assessing unwelcome sexual conduct
- § 22:15 Reasonable person’s standard
- § 22:16 Sexual harassment based on sex
- § 22:17 Effect of conduct on terms or conditions of employment
- § 22:18 Respondeat superior

III. OTHER CAUSES OF ACTION; SUMMARY

- § 22:19 Other causes of action
- § 22:20 Summary

CHAPTER 23. EMPLOYER LIABILITY

- § 23:1 Overview
- § 23:2 Employer’s knowledge of sexual harassment
- § 23:3 Position of harasser
- § 23:4 Form of sexual harassment
- § 23:5 Employer liability for supervisor’s acts in quid pro quo cases

TABLE OF CONTENTS

- § 23:6 Hostile work environment—Cases involving supervisors
- § 23:7 —Cases involving coworkers
- § 23:8 Individual liability
- § 23:9 Liability of employers for conduct of nonemployees
- § 23:10 Summary

CHAPTER 24. EMPLOYER DEFENSES IN SEXUAL HARASSMENT CASES

- § 24:1 Overview
- § 24:2 Common defenses in quid pro quo cases
- § 24:3 Pretext
- § 24:4 Affirmative defenses in hostile environment cases in general
- § 24:5 Existence of internal grievance procedures
- § 24:6 Required elements of procedure
- § 24:7 Employer's remedial action
- § 24:8 —Employer's investigation and corrective action
- § 24:9 Discipline or dismissal of harasser
- § 24:10 Summary

CHAPTER 25. OTHER LEGAL THEORIES

- § 25:1 Overview
- § 25:2 Exercising pendent jurisdiction over state claims
- § 25:3 Tort claims generally
- § 25:4 Negligent hiring, supervision or retention
- § 25:5 Right to privacy
- § 25:6 Assault and battery
- § 25:7 Intentional infliction of emotional distress
- § 25:8 Tort of outrage
- § 25:9 Negligent infliction of emotional distress
- § 25:10 Interference with contract
- § 25:11 Wrongful discharge
- § 25:12 Defense of workers' compensation bar
- § 25:13 Federal claims
- § 25:14 State statutory claims
- § 25:15 Unemployment compensation benefits
- § 25:16 Criminal law
- § 25:17 Union remedies
- § 25:18 Summary

CHAPTER 26. SPECIAL LITIGATION ISSUES

- § 26:1 Overview
- § 26:2 Evidence generally
- § 26:3 Evidence of plaintiff's prior sexual history
- § 26:4 Evidence of plaintiff's past medical or psychological treatment
- § 26:5 Evidence of plaintiff's prior illegal drug use
- § 26:6 Corroborative evidence
- § 26:7 Credibility of plaintiff's testimony
- § 26:8 Defamation actions by harassers
- § 26:9 Damages in sexual harassment case
- § 26:10 Constructive discharge
- § 26:11 Class action suits

PART VI. SEXUAL ORIENTATION DISCRIMINATION

CHAPTER 27. LESBIANS AND GAY MEN

- § 27:1 Constitutional overview
- § 27:2 Protection for federal employees
- § 27:3 Protection for state or municipal employees
- § 27:4 Federal law protection for private employees
- § 27:5 State law protections expanded
- § 27:6 Coverage under local laws and ordinances

CHAPTER 28. TRANSGENDER INDIVIDUALS

- § 28:1 Overview
- § 28:2 Protections under Title VII
- § 28:3 Protections under other federal anti-discrimination laws
- § 28:4 Some protections under state laws, executive orders, municipal ordinances
- § 28:5 Constitutional protections
- § 28:6 Exclusions under Rehabilitation Act and Americans with Disabilities Act

Table of Cases

Index