

Sex And Race Discrimination Law

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Discrimination Law and Employment Issues David M. Martin 2006 Annotation. This practical briefing will ensure that employers do not fall foul of UK law on age and all the other anti-discrimination laws. In addition to sex and race discrimination laws, in the last two years employers have also had to cope with sexual orientation discrimination, religious discrimination and age discrimination. David Martin, an expert on UK employment law and practice, analyzes the practical aspects of dealing with each of the anti-discrimination laws. He demonstrates how to ensure that paperwork and systems comply totally with the law and he provides a range of helpful case studies to illustrate the key issues and bring them to life. All employers and their professional advisers will find David Martin's practical approach and clear analysis of how to comply with the various discrimination laws invaluable.

Discrimination at Work Camilla Palmer 1992

EU Anti-Discrimination Law Evelyn Ellis 2012-11-29 EU Anti-Discrimination Law provides a detailed and critical analysis of the corpus of European Union law prohibiting discrimination on the grounds of sex, racial or ethnic origin, religion or belief, disability, age, and sexual orientation. It takes into account the changes brought about by the Treaty of Lisbon and contains a thorough examination of the relevant case law of the Court of Justice of the EU. The book examines the background to the legislation and explains the essential characteristics and doctrines of EU law and their relevancy to the topic of anti-discrimination. It also analyses the increasingly significant general principles of EU law, the Charter of Fundamental Rights, and the relevant law flowing from the European Convention on Human Rights. The key concepts contained in anti-discrimination law are subjected to close scrutiny. The substantive provisions of the law on equal pay and the workplace and non-workplace provisions of the governing Directives are similarly examined, as are the numerous exceptions permitted to them. The complex rules governing the rights of pregnant women and those who have recently given birth are dealt with comprehensively and in a separate chapter. Equality in social security schemes is also discussed. The book concludes with an assessment of the practical utility of the existing law and the current proposals for its reform.

The Empire of Disgust Zoya Hasan 2018-08-16 All known societies exclude one or more minority groups, frequently employing a rhetoric of disgust to justify stigmatization. For instance, in European anti-Semitism, Jews were considered hyper-physical and crafty; some upper-caste Hindus find the lower castes dirty and untouchable; and people with physical disabilities have been considered subhuman and repulsive. Exclusions vary in their scope and also in the specific disgust-ideologies underlying them. In *The Empire of Disgust*, scholars present an interdisciplinary and comparative study of varieties of stigma and prejudice in India and USA—along the axes of caste, race, gender identity, age, sexual orientation, disability, ethnicity, religion, and economic class—pervading contemporary social and political life. In examining these forms of stigma and their intersections, the contributors present theoretically pluralistic and empirically sensitive accounts that explain group-based stigma and suggest forward-looking remedies, including group resistance to subordination as well as institutional and legal change, equipped to eliminate stigma in its multifaceted forms.

Legal Control of Racial Discrimination Laurence Lustgarten 1980-11-27

The Legacy of Racism for Children Margaret C. Stevenson 2020-06-12 When children become entangled

with the law, their lives can be disrupted irrevocably. When those children are underrepresented minorities, the potential for disruption is even greater. *The Legacy of Racism for Children: Psychology, Law, and Public Policy* examines issues that arise when minority children's lives are directly or indirectly influenced by law and public policy. Uniquely comprehensive in scope, this trailblazing volume offers cutting-edge chapters on the intersections of race/ethnicity within the context of child maltreatment, child dependency court, custody and adoption, familial incarceration, school discipline and the "school-to-prison pipeline," juvenile justice, police/youth interactions, and jurors' perceptions of child and adolescent victims and defendants. The book also includes chapters focused on troubling situations that are less commonly researched, but growing in importance, including the role of race and racism in child sex trafficking and US immigration law and policy. Thus, individual chapters explore myriad ways in which law and policy shape the lives of marginalized children and adolescents - racial and ethnic minorities - who historically and presently are at heightened risk for experiencing disadvantageous consequences of law and policy. In so doing, *The Legacy of Racism for Children* can help social scientists to understand and work to prevent the perpetuation of racial discrimination in American laws and public policies.

Masculinity at Work Ann C. McGinley 2016-05-31 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.

Foundations of Employment Discrimination Law John J. Donohue 1997 *Foundations of Employment Discrimination Law*, part of the *Interdisciplinary Readers in Law Series*, looks at the moral and philosophical issues of employment and discrimination, featuring readings from Isaiah Berlin, Owen Fiss, and Milton Friedman. It covers the general development of the law, and devotes a section each to race discrimination, sex discrimination, and age and disability discrimination. Within each section Donohue considers the theories, economic issues, and the impact of the law, and includes a selection of critical perspectives

Sex and Race Discrimination Daniel Peyton 1997 Sex and race discrimination are becoming increasingly

important areas of employment law. Workers are becoming aware of their rights under the law and are much more willing to pursue those rights through Industrial Tribunals. Tribunals have faced the twin pressures of an increase in the number of discrimination claims brought and the need to keep pace with European developments. The result has been a large number of reported cases, inevitable inconsistency and a search for a principle to remove that inconsistency. *Sex and Race Discrimination* draws together established and recent case law in an attempt to identify common threads that might assist practitioners negotiating their way through the Sex Discrimination Act and the Race Relations Act.

Foundations of Employment Discrimination Law John J. Donohue (III) 2003

Comparative Equality and Anti-Discrimination Law, Third Edition David B. Oppenheimer 2020-02-28 This revised and updated casebook comprehensively compares the U.S. legal approach to problems of inequality and discrimination with the approaches of a variety of other legal systems around the world.

Sex and Race Discrimination in Employment Camilla Palmer 1987

Discrimination Law Aileen McColgan 2005-08 Covering all the relevant UK and EEC discrimination laws with a critical analysis of those laws, this student text deals in detail with Northern Ireland's fair employment legislation, as well as sex, race and disability discrimination, and equal pay.

Discrimination Michael Rubenstein 2021-03

Your Time Will Come Lawrence M. Friedman 1985-06-07 Age discrimination and its corollary, mandatory retirement, are modern legal issues, barely a generation old. In this concise and readable report, Lawrence Friedman explores the apparently sudden emergence of a field of law that pertains mainly to the elderly and middle-aged. Friedman traces the brief but fascinating social, legislative, and judicial history of age discrimination law and of the laws addressing mandatory retirement. Both histories contain paradoxes and contradictions; both seem simultaneously to make an issue of "age" and to demand a kind of age neutrality, reflecting broad recent changes in American culture. Both histories are intricately bound up with other legal issues—age discrimination with race and sex discrimination; mandatory retirement with the development of pension plans and other social insurance systems. Friedman speculates on the impact of these new laws, illuminating through his analysis the complex phenomenon of "legalization," or the penetration of legal norms into ever more areas of life. Finally, Friedman offers a provocative conclusion in which he suggests that laws on age discrimination and retirement—laws that appear to have a less extensive social background than one would expect—may in fact be "stand-in" laws for vague but powerful social norms not yet recognized in the legal system. *Your Time Will Come* is the first new volume in a special paperback series entitled *Social Research Perspectives: Occasional Reports on Current Topics*. These Perspectives represent a revival of the *Social Science Frontiers* series published by the Foundation from 1969 to 1977 and will again offer short, timely, and accessible reports on various aspects of social science research. A Volume in the Russell Sage Foundation's *Social Science Perspectives Series*

Discrimination Michael Rubenstein 2001

Sex and Race Discrimination 1999 The diversity of today's workforce presents particular opportunities and challenges for managers. It is important that the interests of individuals are balanced with the interests of the team, the organization and the management. This work examines: whether your recruitment policy is in line with equal opportunities legislation; the government's thinking on age discrimination; and how you can write an equal opportunities policy. The book explores all the vital issues of discrimination law, and offers a sample equal opportunities policy.

The Labor Market Effects of Sex and Race Discrimination Laws David Neumark 2010 We study the effects of state sex and race discrimination laws that were passed prior to federal antidiscrimination legislation. State sex discrimination laws targeted discrimination in pay only. Because an equal pay constraint raises the relative price of female labor, we would expect the relative employment of females to decline. We find robust evidence that state equal pay laws for women reduced relative employment of both black women and white women. We also find some evidence of positive effects of race discrimination laws on earnings of blacks relative to whites, although no evidence of employment effects. (JEL J15, J16, J18, J23).

Sex, race, and the law Jeanne Gregory 1987 In the last two decades many countries have recognized the existence of widespread and persistent discrimination against women and racial minorities, and have sought to reduce or eliminate discrimination through legislation. In this book Jeanne Gregory examines the

British experience in using the law to reduce inequality and assesses what has been done and can be achieved in this way. In Britain, the passing of the Sex Discrimination Act 1975 and the Race Relations Act 1976 gave victims of discrimination direct access to the tribunals and courts for the first time, and created two new Commissions with wide-ranging powers. In assessing how far these laws have been successful, Jeanne Gregory offers a clear, forceful analysis of the issues and problems raised by equal rights legislation. She concentrates on the key employment provisions, and compares the British experience with that of equal rights legislation elsewhere, particularly in the USA. Among the issues explored are the procedural obstacles encountered by people attempting to use the law, and the conflicts, internal and external, that have dogged the two Commissions charged with its implementation. Consideration is given throughout to the steps needed to close the gap between the ostensible aims of equal rights legislation and its actual achievements. This book will be essential reading for students of law and social policy as well as for professionals concerned with the implementation and effects of contemporary equal rights legislation.

Unequal Sandra F. Sperino 2017-05-01 It is no secret that since the 1980s, American workers have lost power vis-à-vis employers through the well-chronicled steep decline in private sector unionization. American workers have also lost power in other ways. Those alleging employment discrimination have fared increasingly poorly in the courts. In recent years, judges have dismissed scores of cases in which workers presented evidence that supervisors referred to them using racial or gender slurs. In one federal district court, judges dismissed more than 80 percent of the race discrimination cases filed over a year. And when juries return verdicts in favor of employees, judges often second guess those verdicts, finding ways to nullify the jury's verdict and rule in favor of the employer. Most Americans assume that that an employee alleging workplace discrimination faces the same legal system as other litigants. After all, we do not usually think that legal rules vary depending upon the type of claim brought. The employment law scholars Sandra A. Sperino and Suja A. Thomas show in *Unequal* that our assumptions are wrong. Over the course of the last half century, employment discrimination claims have come to operate in a fundamentally different legal system than other claims. It is in many respects a parallel universe, one in which the legal system systematically favors employers over employees. A host of procedural, evidentiary, and substantive mechanisms serve as barriers for employees, making it extremely difficult for them to access the courts. Moreover, these mechanisms make it fairly easy for judges to dismiss a case prior to trial. Americans are unaware of how the system operates partly because they think that race and gender discrimination are in the process of fading away. But such discrimination still happens in the workplace, and workers now have little recourse to fight it legally. By tracing the modern history of employment discrimination, Sperino and Thomas provide an authoritative account of how our legal system evolved into an institution that is inherently biased against workers making rights claims.

Racial Discrimination Tanya Katerí Hernández 2019-03-19 This fifth volume in the Brill Research Perspectives in Comparative Discrimination Law surveys the field of comparative race discrimination law for the purpose of providing an introduction to the nature of comparing systems of discrimination and the transnational search for effective equality laws and policies. This volume includes the perspectives of racialized subjects (subalterns) in the examination of the reach of the laws on the ground. It engages a variety of legal and social science resources in order to compare systems across a number of contexts (such as the United States, Canada, France, South Africa, Brazil, Colombia, Peru, Hong Kong, Japan, Korea, Israel, India, and others). The goal is to analyze the strengths and weaknesses of various kinds of anti-discrimination legal devices to aid in the study of law reform efforts across the globe centered on racial equality.

Discrimination Michael Rubenstein 2006 The 19th edition of this annually updated Guide takes into account the effect on the case law of the discrimination cases reported in *Industrial Relations Law Reports (IRLR)* during 2005.

Social Identity and the Law Barbara L. Graham 2018-10-11 *Social Identity and the Law: Race, Sexuality and Intersectionality* is an important resource for inquiry into the relationship between law and social identity in the contexts of race, sexuality and intersectionality in the United States. The book provides a systematic legal treatment of selected historical and contemporary civil rights and social justice issues in areas affecting African Americans, Latinos/as, Asian Americans and LGBTQ persons from a law and politics

perspective. It covers topics such as the legal and social construction of social identity, slavery and the rise of Jim Crow, discrimination based on national origin and citizenship, educational equity, voting rights, workplace discrimination, discrimination in private and public spaces, regulation of intimate relationships, marriage and reproductive justice, and criminal justice. Lecturers will benefit from: Fifty-seven excerpted cases accompanied with engaging questions presented at the beginning of each case to stimulate class discussion. An eResource including 129 supplemental case excerpts and case briefs for all excerpted cases appearing in the book. Suggested reading lists at the end of each chapter recommending key articles and books to help students survey the academic literature on the topics. With a logical chapter structure and accessible writing style, this textbook is an essential companion for use on undergraduate courses on American constitutional law, civil liberties and civil rights, social justice, and race and law.

The Law of Sex Discrimination J. Ralph Lindgren 1993 This text is written specifically for undergraduate students with no formal legal training. The strong narrative is enhanced with the integration of case excerpts and articles throughout that provide a variety of perspectives and examples. Revisions include up-to-date coverage and examples, added theory (with a new chapter on the controversial meaning of equality in feminist legal thought), and more explanation and discussion.

I'm Not Racist But ... 40 Years of the Racial Discrimination Act Tim Soutphommasane 2015-06-01 Is Australia a 'racist' country? Why do issues of race and culture seem to ignite public debate so readily? Tim Soutphommasane, Australia's Race Discrimination Commissioner, reflects on the national experience of racism and the progress that has been made since the introduction of the Racial Discrimination Act in 1975. As the first federal human rights and discrimination legislation, the Act was a landmark demonstration of Australia's commitment to eliminating racism. Published to coincide with the Act's fortieth anniversary, this book gives a timely and incisive account of the history of racism, the limits of free speech, the dimensions of bigotry and the role of legislation in our society's response to discrimination. With contributions by Maxine Beneba Clarke, Bindi Cole Chocka, Benjamin Law, Alice Pung and Christos Tsiolkas.

The Origins of the Race Relations Act Philip N. Sooben 1990

EEOC Compliance Manual United States. Equal Employment Opportunity Commission 1992

Federal Protections Against National Origin Discrimination 2001

Some Tips to Prevent Employment Discrimination Lawsuits David A. Robinson 2012 Some Tips to Prevent Employment Discrimination Lawsuits teaches employers a faith-based (Judeo-Christian) strategy to help increase productivity and reduce litigation. Filled with excellent, innovative practical tips, the book teaches employers how to prevent race discrimination, gender discrimination, age discrimination, religious discrimination, disability discrimination, sexual orientation discrimination, genetics discrimination, and sexual harassment in the workplace; how to reduce the number of, and dollar amount of, discrimination lawsuits brought by employees against employers; and how to reduce legal expenses in these lawsuits. In addition to legal tips and practical tips, Robinson includes some biblical passages he thinks can, if employers keep them in mind, help employers achieve these goals. Robinson addresses many difficult questions: Should employers be race-conscious and gender-conscious when hiring and managing employees, or race-blind and gender-blind? Should employers be more lenient with aging and disabled employees than with other employees, or treat everyone the same? Do laws that protect gays from discrimination in the workplace conflict with, or comply with, biblical teachings? And many other important questions on the minds of managers today.

Reasoning from Race Serena Mayeri 2011-05-05 "Informed in 1944 that she was 'not of the sex' entitled to be admitted to Harvard Law School, African American activist Pauli Murray confronted the injustice she called 'Jane Crow.' In the 1960s and 1970s, the analogies between sex and race discrimination pioneered by Murray became potent weapons in the battle for women's rights, as feminists borrowed rhetoric and legal arguments from the civil rights movement. Serena Mayeri's Reasoning from Race is the first book to explore the development and consequences of this key feminist strategy. Mayeri uncovers the history of an often misunderstood connection at the heart of American antidiscrimination law. Her study details how a tumultuous political and legal climate transformed the links between race and sex equality, civil rights and feminism. Battles over employment discrimination, school segregation, reproductive freedom, affirmative action, and constitutional change reveal the promise and peril of reasoning from race--and offer a vivid

picture of Pauli Murray, Ruth Bader Ginsburg, and others who defined feminists' agenda. Looking beneath the surface of Supreme Court opinions to the deliberations of feminist advocates, their opponents, and the legal decisionmakers who heard--or chose not to hear--their claims, Reasoning from Race showcases previously hidden struggles that continue to shape the scope and meaning of equality under the law"-- Publisher description

European Union Non-Discrimination Law and Intersectionality Anna Lawson 2016-07-22 This book contributes to a critical reflection of current legislative and jurisprudential developments in Non-Discrimination Law, focusing on the European Union. The book is focused on intersectionality between gender, race and disability and the question of whether, and to what extent, this intersection can be adequately addressed in (EU) law. The discussion rests on two basic assumptions. First, the multiplication of 'discrimination grounds' in EU law and other legal regimes should not result in a dilution of the demands of equality law. Accordingly, the book focuses on the three key grounds - race, gender and disability. These constitute nodes around which other discrimination grounds can be grouped. Second, any multi-ground non-discrimination law framework needs to engage with the question of discrimination on several grounds. This book provides a critical evaluation of some of the problems presented by such intersectionality and an opportunity to explore the issues in depth. This collection offers some new proposals relating to the regrouping of identity categories and to the general approach to socio-legal research in the field. It also contains a comparative section, which expands on practical experiences with intersectionality and law, and a section dedicated to juridical responses to intersectionality. The book will be a valuable resource for researchers, academics and those working in the area of EU non-discrimination law and policy.

Discrimination and the Law Malcolm Sargeant 2013-08-21 Discrimination and the Law provides an exploration and evaluation of Discrimination Law, with a primary focus on discrimination in employment. Introducing readers to the concepts of equality and the historical origins of discrimination law, Malcolm Sargeant explores the wider political, social and economic contexts through which the law has evolved. The book provides an examination of the main provisions of and the application of the Equality Act 2010 which was passed to consolidate the complicated and numerous array of Acts and Regulations, which formed the basis of anti-discrimination law in Great Britain. Encompassing sex, race, age, disability, discrimination on the grounds of sexual orientation or religious belief, this book also considers aspects of discrimination which are not provided for, such as multiple discriminations and intersectionality. In addition, the provisions of the Equality Act and subsequent UK case law are considered within the context of EU Directives and judgments from the European Court of Justice and other international sources of equality law. Concise, accessible and with a review of current debates and issues at the end of each chapter, Discrimination and the Law is an essential introduction to the wide-ranging law relating to discrimination in the UK for both LLB and HRM students.

The Effects of Race and Sex Discrimination Laws David Neumark 2001 The question of the effects of race and sex discrimination laws on relative economic outcomes for blacks and women has been of interest at least since the Civil Rights and Equal Pay Acts passed in the 1960s. We present new evidence on the effects of these laws based on variation induced first by state anti-discrimination statutes passed prior to the federal legislation and then by the extension of anti-discrimination prohibitions to the remaining states with the passage of federal legislation. This evidence improves upon earlier time-series studies of the effects of anti-discrimination legislation. It is complementary to more recent work that revisits this question using data and statistical experiments that provide 'treatment' and 'comparison' groups. We examine the effects of race and sex discrimination laws on employment and earnings, in each case focusing on outcomes for black females, black males, and white females relative to white males. Overall, we interpret the evidence as corroborating the general conclusion that race discrimination laws positively impacted the relative employment and earnings of blacks, although the evidence is less dramatic than that reported in other research, and there are some cases (in particular, earnings effects for black males) and periods for which we find little positive impact. We find some evidence that sex discrimination/equal pay laws boosted the relative earnings of black and white females. Finally, we find that sex discrimination/equal pay laws reduced the relative employment of both black women and white women

Pay Equity Sourcebook Diana L. Stone 1987

Workplace Discrimination Prevention Manual David A. Robinson J.D 2013-04 The most important color in the workplace is not black or white, but green. A company's employment decisions should be based on the bottom line, not on an employee's skin color, gender, age, ethnicity, or other discriminatory category. Businesses shouldn't care if an employee is black, white, brown, red, or some other color; they should care how well they perform their job. In Workplace Discrimination Prevention Manual, author and attorney David A. Robinson teaches employers how to prevent some of the more common types of illegal discrimination in the workplace and how to prevent or reduce the impact or likelihood of a discrimination lawsuit. He helps employers learn how to run a productive, efficient, profitable business without violating the discrimination laws. Robinson answers some of the most perplexing questions in human resource management today: - Should employers think about the race and skin color of their employees, or should employers be race-blind and color-blind? - Should supervisors be more lenient with aging and disabled employees than with other employees, or should they treat everyone the same? - Should employers treat men and women differently, or the same? Filled with innovative, practical tips, Workplace Discrimination Prevention Manual provides an easy-to-understand overview of employment discrimination law and discusses the specifics of race, ethnicity, age, religion, disability, and sexual orientation discrimination. This guidebook presents a valuable resource for executives, managers, lawyers, business students, and law students.

Forbidden Grounds Richard Allen Epstein 1992 This controversial book presents a powerful argument for the repeal of anti-discrimination laws within the workplace. These laws--frequently justified as a means to protect individuals from race, sex, age, and disability discrimination--have been widely accepted by liberals and conservatives alike since the passing of the 1964 Civil Rights Act and are today deeply ingrained in our legal culture. Richard Epstein demonstrates that these laws set one group against another, impose limits on freedom of choice, undermine standards of merit and achievement, unleash bureaucratic excesses, mandate inefficient employment practices, and cause far more invidious discrimination than they prevent. Epstein urges a return to the common law principles of individual autonomy that permit all persons to improve their position through trade, contract, and bargain, free of government constraint. He advances both theoretical and empirical arguments to show that competitive markets outperform the current system of centralized control over labor markets. Forbidden Grounds has a broad philosophical, economic, and historical sweep. Epstein offers novel explanations for the rational use of discrimination, and he tests his theory against a historical backdrop that runs from the early Supreme Court decisions, such as Plessy v. Ferguson which legitimated Jim Crow, through the current controversies over race-norming and the 1991 Civil Rights Act. His discussion of sex discrimination contains a detailed examination of the laws on occupational qualifications, pensions, pregnancy, and sexual harassment. He also explains how the case for affirmative action is strengthened by the repeal of employment discrimination laws. He concludes the book by looking at the recent controversies regarding age and disability discrimination. Forbidden Grounds will capture the attention of lawyers, social scientists, policymakers, and employers, as well as all persons interested in the administration of this major

Sex Discrimination Law Evelyn Ellis 1988 This text focuses on sexual discrimination law in Britain. It provides a comprehensive discussion of the topic including such areas as maternity and parental rights and EEC law. A continuing theme in the text is the discussion of the design of the legislation.

Discrimination B. A. Hepple 1992 This is a collection of 23 essays by leading experts. They explore the aims and limits of law in regulating discrimination.

Discrimination Law and Practice Chris Ronalds 2012-07-02 This seminal textbook on the practical application of Australian discrimination law is suitable for all involved in this branch of the law - lawyers, business people, human resources and industrial relations staff, advocates and students. Discrimination Law and Practice examines important recent cases in key areas of discrimination law and particularly in all aspects of employment and harassment, the provision of goods and services and education.

Ending Sex and Race Discrimination in the Workplace Ariane Hegewisch 2011-01-01 This report examines the changes to employment policies and practices mandated as part of sex and race employment discrimination litigation. The report is based on the analysis of more than 500 consent decrees (court supervised pre-trial settlements) that were negotiated by the Equal Employment Opportunity Commission

(EEOC), the U.S. Department of Justice (DOJ) or private law firms, and on the negotiation and implementation of four in-depth studies of sex discrimination consent decrees. It makes recommendations on how to improve the effectiveness and reach of employment discrimination consent decrees. The research was made possible by generous funding from the Ford Foundation. The report was prepared by Ariane Hegewisch, Study Director at IWPR; Cynthia Deitch, PhD, Associate Professor of Women's Studies, Sociology, and Public Policy at George Washington University; and Evelyn Murphy, PhD, Founder and Director of the WAGE Project.

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