# 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**

**Chao Zhang** 

#### **Sex Based Employment Discrimination:**

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 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 Essentials of Health Justice: Law, Policy, and Structural Change Elizabeth Tobin-Tyler, Joel B. Teitelbaum, 2022-06-17 Building and expanding upon the prior edition of Essentials of Health Justice the new second edition of this unparalleled text explores the historical structural and legal underpinnings of racial ethnic gender based and ableist inequities in health and provides a framework for students to consider how and why health inequity is tied to the ways that laws are structured and enforced Additionally it offers analysis of potential solutions and posits how law may be used as a tool to remedy health injustice Written for a wide interdisciplinary audience of students and scholars in public health medicine and law as well as other health professions this accessible text discusses both the systems and policies that influence health and explores opportunities to advocate for legal and policy change by public health practitioners and policymakers physicians health care professionals lawyers and lay people Police Practices in the Twin Cities United States Commission on Civil Rights. Minnesota Advisory Committee, 1981 Sexual Harassment and the Law Augustus B. Cochran, 2004 This is much more than a story of a single case It provides a panoramic overview of the role of work in women s lives a succinct history of employment discrimination law and a penetrating analysis of the evolution of our views of sexual harassment in the workplace Karen O Connor author of Women Politics and American SocietyAfter Vinson nothing was the same Cochran does a masterful job of setting the case in its historical context and exploring its legal impact Judith A Baer author of Our Lives before the Law Constructing a Feminist Jurisprudence Cochran is an exceptional raconteur and his book is comprehensive thorough and wonderfully forward looking Nancy Levit author of The Gender Line Men Women and the Policing in Cincinnati, Ohio United States Commission on Civil Rights. Ohio Advisory Committee, Valeska S. Law Hinton, Ruthanne DeWolfe, 1981 Sex-based Employment Discrimination Susan M. Omilian, Jean P. Kamp, 1990 Sex Discrimination and Law Dittakavi Nagasankara Rao,1985 Sex Law Scott E. Friedman, 1990 Abortion the wrongful transmission of sexual diseases sexual harassment and discrimination in the workplace AIDS victims rights and responsibilities surrogate motherhood paternity the regulation of contraception rights of lesbians and gay males and the rights of the unborn are surveyed Leading judicial precedents on these subjects are discussed and many citations to case and statutory authority are supplied to assist the reader who would like to engage in further research on any of these subjects

Civil Rights and Employment Discrimination Law ,1991 industrial relations law journal ,1984 Cases and Materials on Employment Discrimination, 2005 Supplement Zimmer, Bradley, Michael J. Zimmer, Charles A. Sullivan, Rebecca Hanner White, 2005-08-19 Employment Discrimination Case Supplement with Selected Statutes by Zimmer.

Sullivan and White offers important updates of Supreme Court cases and statutory law to accompany the authors casebook The Sixth Edition of Cases and Materials on Employment Discrimination and other casebooks covering employment discrimination topics Major new cases include Desert Palace v Costa Raytheon Co v Hernandez Smith v City of Jackson Pennsylvania State Police v Suders General Dynamics Land Systems Inc v Cline Clackamas Gastreoenterology Assoc P C v Wells **Employment Practices Decisions**, 1986 **Fair Employment Practice Cases**, 1997 With case table

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Gender and Law Katharine T. Bartlett, Deborah L. Rhode, 2006 Instructors choose Gender and the Law Theory Doctrine Commentary for a thorough analysis of gender and law through several distinct perspectives which include formal equality substantive equality nonsubordination theory difference theory autonomy and non essentialism going far beyond traditional gender issues to draw cases theory and commentary from many different areas of the law such as employment law criminal law constitutional law family law civil procedure legal ethics property law and contracts explaining to students the complex ways in which laws are said to be gendered unique Putting Theory into Practice problems at the end of each section which allow students to apply the legal and theoretical tools to cutting edge issues The Fourth Edition keeps pace with important developments updated material on women in the legal profession and legal education the text contains updates of most important new cases and theoretical insights relating to employment law Title IX criminal sentencing welfare and Social Security reform affirmative action teenage pregnancy gay and lesbian rights cases statistics commentary and empirical studies of the law in action appear in the materials on sexual harassment domestic violence and rape important cases include Goodridge v Mass Nevada v Hibbs Lawrence v Texas and Jespersen v Harrah s more material on international law in the area of rape and global trafficking The Federal Reporter ,1991 Brown V. Webster ,1986 Law & Inequality ,2009

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