

## DISCRIMINATION LAUNDERING

While discrimination in the workplace is often perceived to be instigated by “rogue” employees acting against the better interest of their employers, the truth is often the opposite: organizations are inciting discrimination through the work environments that they create. Worse, the law increasingly ignores this reality and exacerbates the problem. In this groundbreaking book, *Discrimination Laundering*, Tristin K. Green describes the process of discrimination laundering, showing how judges are changing the law to protect employers, and why. By bringing organizations back into the discussion of discrimination, with real-world stories and extensive social-science research, Green shows how organizational and legal efforts to minimize discrimination – usually by policing individuals over broader organizational change – are taking us in the wrong direction, and how the law could do better by creating incentives for organizational efforts that are likely to minimize discrimination, instead of inciting it.

Tristin K. Green is a professor of law at the University of San Francisco and a member of the Law and Society Association. She has written extensively in the field of employment discrimination law, seeking to better understand how discrimination operates and how to better structure the law to incentivize meaningful change. She has co-authored an article with Alexandra Kalev, a sociologist, on the relational nature of discrimination, and co-authored a casebook edition with Herma Hill Kay entitled *Sex-Based Discrimination*.

# Discrimination Laundering

THE RISE OF ORGANIZATIONAL  
INNOCENCE AND THE CRISIS OF  
EQUAL OPPORTUNITY LAW

TRISTIN K. GREEN



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