Index

#MeToo movement, 132, 134, 142, 149
Act to Prohibit and Prevent Workplace Harassment in Puerto Rico, 59
agency, lack of, 107
historically, 106
Americans with Disabilities Act of 1990 ("ADA"), 174
Bargh, John, 53
Barra, Mary, 129
benevolent sexism, 109
Bielby, William, 48
Billy Graham Rule, 134
Black Lives Matter movement, 54
Bloomberg, Michael, 146
Bohnet, Iris, 53
Bostock v. Clayton County, 45
Bush, Billy, 80
California Supreme Court
on hostile work environment, sexual harassment claim, 85
Chemaly, Soraya, 65
civil cases
coercion, 125
consent, 125
class action suit
commonality, 47
Clinton, Bill, 163
Clinton, Hillary, 205
consent, 126
constructive discharge, 118
contract law doctrines
duress, 125
undue influence, 125
COVID-19, 185–188
criminal cases, 127
Davis, Bailey, 163–165
DeLauro, Rosa, 182
Desert Palace, Inc. v. Costa, 218
direct evidence defined, 219
disparate impact theory, 217
dress and grooming codes, 111
Dukes, Betty, 46
Easterbrook, Frank Hoover, 219, 237
Eighth Circuit on sex stereotyping, 43
Eleventh Circuit on same actor doctrine, 225
emotional labor, 153, 154, 156
Equal Employment Opportunity Commission (EEOC), 165, 183, 226
Equal Pay Act of 1963, 204
affirmative defenses, 204–205
Fair Labor Standards Act, 204
Fair Labor Standards Act ("FLSA"), 184, 194, 195
Family Act, 182
Family and Medical Leave Act ("FMLA"), 55, 181, 195
qualified employee, 182
family responsibility discrimination ("FRD"), 183, 226
family responsibility discrimination doctrine, 184
Federal Rules of Civil Procedure, 235
Federal Rules of Evidence, 221, 235
judicial notice, 56
summary judgment, 214
Fiedler, Paige, 145
Fifth Circuit
on same actor doctrine, 225, 227
First Amendment, 207
First Circuit
on sex stereotyping, 40
Floyd, George, 54
Fourth Circuit
on same actor doctrine, 225, 226

General Electric Company v. Gilbert, 176–177
Gillibrand, Kirsten, 182
Ginsburg, Ruth Bader, 49, 156, 170, 208
Griswold, Erwin, 99
Hill, Anita, 166
Hochschild, Arlie Russell, 153
Huebner, Lisa, 162

indirect evidence
defined, 219
intersectionality, 98
invisible labor, 154
Jespersen v. Harrah, 115
judicial notice
defined, 54
Keashly, Loraleigh, 60
Lewis, Brenna, 43, 44
Lilly Ledbetter Fair Pay Act, 206
locker room talk, 80, 82
Lubetich, Shannon, 100
mansplaining, 123
Martin, Jonathan, 71–73
Martinez, Gustavo, 73
masculinization, 61
McDonnell Douglas burden-shifting framework, 219
McDonnell Douglas pretext framework, 217
McGinley, Ann, 62, 70
mixed motive analysis, 217
mixed motive theory, 217
Namie, Gary, 60
Nannygate, 163
National Labor Relations Act ("NLRA"), 211
National Labor Relations Board ("NLRB"), 211
New Parents Act, The, 182
Ninth Circuit
on appearance codes and requirements, 115
on same actor doctrine, 225
on submission cases, 118
nondisclosure agreement ("NDA"), 146, 147, 149
Obama, Barack, 206
O’Connor, Sandra Day, 217, 223
office housework, 153–155
O’Reilly, Bill, 146
Ortiz, 220, 237
Patient Protection and Affordable Care Act ("Affordable Care Act," or "ACA"), 184, 185, 194
Paycheck Fairness Act, 205
Pence, Mike, 131, 134
Perkins, Frances, 107
Phillips, Jo, 74
pregnancy discrimination, 174, 175, 177
Pregnancy Discrimination Act ("PDA"), 173, 177
Pregnant Workers Fairness Act ("PWFA"), 179–180, 189
Price Waterhouse v. Hopkins, 36–39
Reeves v. C.H. Robinson Worldwide, 89–96
Reinhardt, Stephen, 148
Restatement of Agency duress, 127
Rios, Carmen, 113
Romney, Mitt, 182
Rubio, Marco, 182
same actor inference, 223–224
Sandberg, Sheryl, 152
Schor, Hilary, 116, 117
Second Circuit
on same actor doctrine, 225
on sex stereotyping, 43, 55
on submission cases, 118
Index

Seventh Circuit
- on direct and circumstantial evidence, 219
- on gendered acts, 88
- on hostile work environment, sexual harassment claim, 86–88
- on same actor doctrine, 225

sex-stereotyping theory, 45
- affirmative defense, no tangible employment action, 118
- consent, 127, 128

Simmons, Rachel, 64

Sixth Circuit
- on hostile work environment, sexual harassment claim, 85
- on same actor doctrine, 227
- social framework analysis, 48
- social framework evidence, 52
- defined, 52

Stand Together Against Non-Disclosure (STAND), 149

stereotype doctrine, 38

stereotyping
- generally, 29
- in the workplace, 33–34
- Stewart, Potter, 83

stray comments doctrine, 223–224

submission cases, 117

summary judgment, 214

Supreme Court
- on constructive discharge, 118, 127
- on homosexual or transgender discrimination, 45, 114
- on LGBTQIA+ discrimination, 45
- on motivating factor jury instruction, 218
- on pregnant accommodation, 174
- on sex stereotyping, 38
- on sex-based stereotypes, 114

on social framework analysis, 48
on stereotyped comments, 38

surface acting, 154

systemic disparate treatment, 46

tangible employment action, 117

Taylor, Breonna, 54

Third Circuit
- on constructive discharge, 120
- on past salaries, 207
- on sex stereotyping, 43

Thomas, Clarence, 116

Title VII, 35, 38, 84
- accommodations, 175
- retaliation, 139
- sex discrimination, 45, 177, 217

Title VII case motivating factor, 217

summary judgment, 216

wage gap
- based on sex and race, 202

Ware, Kristen, 163

Warren, Elizabeth, 146

Warren, Olivia, 148

Weinstein, Harvey, 146, 147, 148

Williams, Joan C., 158, 167, 187, 190

Williams, Serena, 71–73

Wiseman, Rosalind, 63

workplace bullying
- defined, 60

Yamada, David, 60, 67

Young v. United Parcel Service, Inc., 177–179

Zimmer, Michael, 228