Sex Discrimination and Sexual Harassment in the Work Place. Labor and Employment Law Series

Description: Sex Discrimination and Sexual Harassment in the Work Place provides complete coverage of legal and practical problems from both employers' and employees' points of view. It is a must-have source that attorneys and human resources professionals can turn to for up-to-date information. You'll learn how employers can protect themselves against the numerous pitfalls that could result in litigation, what human resources professionals can do to develop policies and procedures to reduce the risk of liability and how attorneys for both sides can develop a winning trial strategy. Sex Discrimination and Sexual Harassment in the Work Place covers such important topics as: the Family and Medical Leave Act; the development of sex discrimination and sexual harassment statutes; how federal and state legislation affects attorneys and clients; “glass ceiling” and “glass wall” issues in professional and academic settings; pregnancy discrimination, childcare leave and benefits, including the certification requirements an employer may impose; precondition for, duration of, and reinstatement after a leave; the scope and application of the Equal Pay Act; the Federal Arbitration Act; attorneys' fees and attorney-client privilege; the scope of the retaliation prohibition; the effect of DOMA and state statutes permitting same-sex marriage; the Rape Shield statute; the Title VII ministerial exemption; tenure statute of limitations problems; “continuing violation” standards; and EEOC complaint verification. Sex Discrimination and Sexual Harassment in the Work Place features analysis of current concerns, accompanied by tips, tricks and traps for plaintiffs' and defendants' counsel and human resource managers.

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