
❖ Contents

Preface xi

Acknowledgments xiii

Introduction 1

I THE NATURE OF SEXUAL HARASSMENT

1. Sexual Shakedown: The Sexual Harassment of Women on the Job 29
Lin Farley
2. Sexual Harassment of Working Women: A Case of Sex Discrimination 42
Catharine A. MacKinnon
3. Understanding Sexual Harassment at Work 50
Barbara A. Gutek
4. The Definition of Sexual Harassment 62
Jan Crosthwaite and Graham Priest
5. Why the Fight Against Sexual Harassment Is Misguided 77
Mane Hajdin

II VARIETIES OF SEXUAL HARASSMENT

6. What's Sex Got to Do With It? 85
Deborah Tannen
7. Tailhook: Scandal Time 93
Eloise Salholz and Douglas Waller
8. The Military Culture of Harassment 95
Linda Bird Francke
9. Sex Bias Persists in L.A. County Sheriff's Department 103
Tina Daunt and Anne-Marie O'Connor
10. Mitsubishi Plant Split on How to Define Writing on the Wall 106
Stephen Braun
11. The Lecherous Professor 110
Billie Wright Dziech and Linda Weiner

12. Failing at Fairness: How Our Schools Cheat Girls 118
Myra Sadker and David Sadker
13. Caltech Student's Expulsion Over Contents of E-Mail
Raises Concerns 124
Amy Harmon
14. So Many Choices, So Little Time 127
Jan Buckwald
15. Court Says Law Covers Same-Sex Harassment 129
Joan Biskupic

III SEXUAL HARASSMENT AND THE LAW

16. Basic Facts About Sexual Harassment 135
U.S. Equal Employment Opportunity Commission
17. The History of Sexual Harassment on the Job 136
Susan L. Webb
18. Legal Update 145
William Petrocelli and Barbara Kate Repa
19. The Legal Context of Sexual Harassment on Campus 146
Robert J. Shoop
20. Speaking Truth to Power 150
Anita Hill
21. Making Sense of Our Differences: African American Women on
Anita Hill 159
Beverly Grier
22. Race, Gender, and Liberal Fallacies 165
Orlando Patterson
23. The Fall of Bob Packwood 168
Allan Freedman
24. U.S. District Court, Arkansas, Western Division,
Jones v. Clinton 172
25. Feminists and the Clinton Question 181
Gloria Steinem
26. Mitsubishi to Pay \$34 Million in Sex Harassment Case 184
Stephen Braun

27. Guilty If Charged 187
Richard Bernstein
28. The Silva Case at the University of New Hampshire 194
Mary M. Clark
29. The Reasonable Woman: Sense and Sensibility in Sexual
 Harassment Law 207
Kathryn Abrams
30. Closing the “Bisexual Defense” Loophole in Title VII Sexual
 Harassment Cases 214
Sandra Levitsky

IV CURRENT DEBATES OVER SEXUAL HARASSMENT

31. Understanding, Explaining, and Eliminating
 Sexual Harassment 231
James P. Sterba
32. Bared Buttocks and Federal Cases 245
Ellen Frankel Paul
33. Reckless Eyeballing: Sexual Harassment on Campus 249
Katie Roiphe
34. No Law in the Arena 260
Camille Paglia
35. The Power of Sexual Stereotypes and the Sexiness
 of Power 264
Linda LeMoncheck
36. Sex Is the Least of It: Let’s Focus Harassment Law on Work,
 Not Sex 269
Vicki Schultz
37. Heterophobia 274
Daphne Patai
38. Academics’ Shame: Our Failure to Confront
 Sexual Harassment 287
Jeannette Oppedisano
39. The Myth of Male Power 294
Warren Farrell

V MULTICULTURAL AND INTERNATIONAL ISSUES

40. Race, Sexual Harassment, and the Limitations of the
Feminist Paradigm 305
Kimberlé Crenshaw
41. Anti-Lesbian Harassment 307
Celia Kitinger
42. Immigrant Latina Domestic Workers and Sexual Harassment 315
Diana Vello
43. Japan Abuzz Over Sexual Harassment 324
Nicole Gaouette
44. Sexual Harassment of Working Women in India 327
Ramni Taneja
45. Shameful Silence: Professional Women in Mexico Are Talking More
Than Ever About Sex Harassment 332
Pia Hilbrert
46. The Regulation of Sexual Harassment in International
Treaties and Documents 336
Gaby Oré-Aguilar

VI SELECTED LEGAL DOCUMENTS AND COURT CASES

47. Title VII of the U.S. Civil Rights Act of 1964
(as Amended in 1991) 345
48. Title IX of the Education Amendments of 1972 349
49. Equal Employment Opportunity Commission, Guidelines on
Discrimination Because of Sex: Sexual Harassment 351
50. U.S. Department of Education Office of Civil Rights, Sexual
Harassment Guidance 352
51. U.S. Supreme Court, *Meritor Savings Bank v. Vinson* (1986) 361
52. U.S. Supreme Court, *Franklin v. Gwinnett County
Public Schools* (1992) 366
53. U.S. Supreme Court, *Harris v. Forklift Systems, Inc.* (1993) 370
54. U.S. Supreme Court, *Oncale v. Sundowner Offshore
Services, Inc.* (1998) 373

55. U.S. Supreme Court, <i>Faragher v. City of Boca Raton</i> (1998)	376
56. U.S. Supreme Court, <i>Gebser et al. v. Lago Vista Independent School District</i> (1998)	383
57. United Nations Convention on the Elimination of All Forms of Discrimination Against Women (1981)	391
Selected Bibliography	399