Contents

Introduction	11
PART ONE: DEFINITIONS AND POLICY DESCRIPTIONS	
The University	
 Sexual Harassment in Universities During the 1980s Linda J. Rubin and Sherry B. Borgers 	25
2. Harassment Policies in the University Alan Charles Kors	41
3. Sexual Harassment in Academe: Issues of Power and Coercion Nancy Tuana	49
The Workplace	
4. Is Sexual Harassment Coercive? <i>Larry May</i> and <i>John C. Hughes</i>	61
5. The Definition of Sexual Harassment Edmund Wall	69

-

PART TWO: EXPLANATIONS AND CAUSES

6. Sexual Harassment at Work: Three Explanatory Models Sandra S. Tangri, Martha R. Burt, and Leanor B. Johnson	89
7. Sexual Aggression and Nature Camille Paglia	111
8. The Social Causes of Sexual Harassment Catharine A. MacKinnon	121
PART THREE: LEGAL RESPONSES	
The Civil Rights Act	
9. Sexual Harassment as Sex Discrimination Catharine A. MacKinnon	139
10. Bared Buttocks and Federal Cases Ellen Frankel Paul	151
11. Social Theory and Legal Argument: Catharine MacKinnon on Sexual Harassment J. P. Minson	159
12. Sexual Harassment in the Workplace:A View Through the Eyes of the CourtsWilliam L. Woerner and Sharon L. Oswald	171
13. Vinson v. Taylor (Appellate Court Decision, 1985)	183
14. Vinson v. Taylor (Dissenting Opinion)	191
Reasonable Woman Standard or Reasonable Person Standard?	
15. Gender Dilemmas in Sexual Harassment Policies and Procedures Stephanie Riger	197
 16. Perceptions of Sexual Harassment: A Reexamination of Gender Differences Douglas D. Baker, David E. Terpstra, and Bob D. Cutler 	217
and DOU D. Cutter	

	Contents	,
17. Talking Dirty The Editors, <i>The New Republic</i>		225
18. Pluralist Myths and Powerless Men: The Ideology of Reasonableness in Sexual Harassment Law		
Nancy S. Ehrenreich		229
Contributors		26