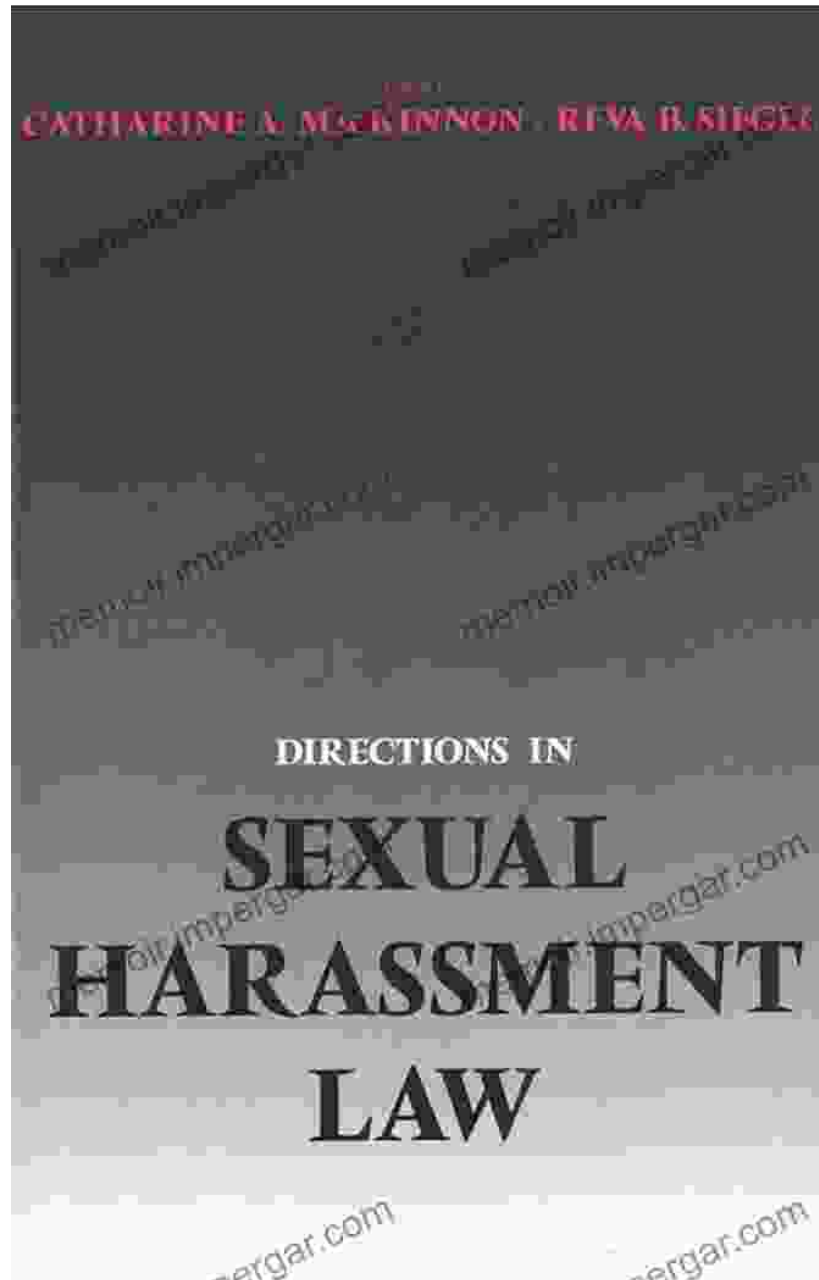


The Social Construction of Sexual Harassment Law: Unraveling the Complexities



Sexual harassment, a pervasive and insidious form of discrimination, has long been a source of legal and societal debate. The concept of sexual harassment is a relatively recent development in legal history, and its legal

definition and understanding have evolved significantly over time. In her groundbreaking book, "The Social Construction of Sexual Harassment Law," Reva B. Siegel, a renowned legal scholar and professor at Yale Law School, delves deep into the social and legal construction of sexual harassment law, shedding light on its complexities and challenging traditional notions.



The Social Construction of Sexual Harassment Law: The Role of the National, Organizational and Individual Context (Routledge Revivals)

★★★★★ 5 out of 5

Language : English
File size : 818 KB
Text-to-Speech : Enabled
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 134 pages



The Social Construction of Sexual Harassment

Siegel argues that sexual harassment is not simply a matter of individual misconduct but rather a product of the social construction of gender and sexuality. She traces the historical evolution of sexual harassment law, showing how it has been shaped by societal attitudes and beliefs about gender roles, power dynamics, and sexual behavior. Siegel demonstrates that the legal definition of sexual harassment has been contested and redefined over time, reflecting changing social norms and values.

The Legal Landscape of Sexual Harassment

The book provides a comprehensive analysis of the legal framework surrounding sexual harassment, including a detailed examination of Title VII of the Civil Rights Act of 1964, which prohibits discrimination based on sex. Siegel examines the legal standards for proving sexual harassment, the various types of remedies available to victims, and the challenges faced by plaintiffs in pursuing sexual harassment claims. She also discusses the role of courts, legislatures, and administrative agencies in shaping the legal landscape of sexual harassment.

The Intersection of Gender and Power

Siegel emphasizes the intersection of gender and power in the context of sexual harassment. She argues that sexual harassment is often a manifestation of power imbalances between men and women, and that it can take various forms, including quid pro quo harassment (where sexual favors are demanded in exchange for job benefits) and hostile work environment harassment (where the work environment is made intimidating or offensive due to unwelcome sexual conduct).

The Role of Social Norms

The book explores the role of social norms in defining and shaping sexual harassment. Siegel argues that social norms about appropriate sexual behavior have influenced the legal definition of sexual harassment and have often served to limit the recognition and reporting of such conduct. She discusses the impact of victim-blaming and the trivialization of sexual harassment, and highlights the need to challenge harmful social norms that perpetuate sexual violence.

The Impact of the #MeToo Movement

Siegel also examines the impact of the #MeToo movement on sexual harassment law and society. She argues that the #MeToo movement has brought unprecedented attention to the issue of sexual harassment, leading to increased reporting, public discourse, and legal reforms. Siegel discusses the potential for the #MeToo movement to transform the legal landscape of sexual harassment and to create a more just and equitable society.

Critical Acclaim and Recognition

"The Social Construction of Sexual Harassment Law" has received widespread critical acclaim and recognition. It has been praised by scholars, practitioners, and activists for its groundbreaking analysis, insightful perspectives, and rigorous scholarship. The book has been cited in numerous court decisions, legal briefs, and academic publications, and has become a foundational text in the field of sexual harassment law.

"The Social Construction of Sexual Harassment Law" is a must-read for anyone interested in understanding the complex and evolving nature of sexual harassment law. Reva B. Siegel's comprehensive analysis provides a deep dive into the social, legal, and cultural factors that have shaped the legal definition and understanding of sexual harassment. The book challenges traditional notions, exposes the intersection of gender and power, and highlights the importance of social norms in shaping our understanding of this pervasive issue.

By examining the social construction of sexual harassment law, Siegel not only provides a valuable historical account but also offers a roadmap for future legal reforms and social change. "The Social Construction of Sexual Harassment Law" is an essential resource for scholars, practitioners,

policymakers, and anyone committed to creating a more just and equitable society free from sexual harassment.



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