

Job Discrimination li How To Fight How To Win

Job Discrimination is a straightforward user's guide that gives workers the know-hos and confidence to fight back against unlawful discrimination. Jeffrey Bernbach provides step-by-step instructions on when, where, and how to file an employment discrimination claim. Through actual case studies, Bernbach deflates the myths and misconceptions surrounding job discrimination claims, while defining and explaining the laws protecting employees.

This comprehensive, two-volume handbook compiles the current case law, management practices, and social science research on workplace discrimination, including federal- and state-protected categories. * A chapter is included on each type of workplace discrimination per the Equal Employment Opportunity Commission, including sex discrimination, race/color discrimination, and equal compensation discrimination * Contributions from distinguished attorneys, management consultants, scholars, and academicians working in the area of workplace discrimination * An overview of the chronology of case law in each type of workplace discrimination * A bibliography accompanying each chapter with additional references provided in appendices
A complete restatement of the entire American law as developed by all reported cases.

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This book argues that traditional complaint-based antidiscrimination laws are inherently inadequate to respond to systemic discrimination in employment. It examines the mechanisms and characteristics of systemic discrimination and the shortcomings of complaint-based laws. Yet these characteristics can also inform employers and government authorities of the kinds of preventive action that help alleviate systemic discrimination at the workplace. In its search for a rational government policy response to systemic discrimination, the book evaluates selected legal regimes which impose proactive obligations on employers to promote equality at the workplace. Proactive regimes are regulatory in nature, rather than adjudicatory. They induce employer compliance through technical assistance, dialogue and regulatory pressure, rather than court orders. By examining the key elements of these regimes the author explains why some proactive regimes function better than others, and why proactive regimes function better than complaint-based laws in addressing systemic discrimination.

A compilation of current biographical information of general interest.

Plus 2006 supplement. Shrinkwrapped with Revised, Comprehensive Guide to Job Discrimination: How to Fight, How to Win

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