

1. Record Nr.	UNINA9910136392403321
Autore	Mercat-Bruns Marie
Titolo	Discrimination at Work : Comparing European, French, and American Law // Marie Mercat-Bruns ; translated from the French by Elaine Holt ; with a foreword by Christopher Kutz
Pubbl/distr/stampa	California : , : University of California Press, , 2016
ISBN	9780520959583 (ebook) 9780520283800 (paperback)
Descrizione fisica	1 online resource (362 pages)
Disciplina	344.01/398133
Soggetti	Discrimination in employment - Law and legislation - European Union countries Discrimination in employment - Law and legislation - France Discrimination in employment - Law and legislation - United States Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Consists of interviews with American professors.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	History of antidiscrimination law : the Constitution and the search for paradigms of equality -- Antidiscrimination models and enforcement -- Disparate treatment discrimination : intent, bias, and the burden of proof -- From disparate impact to systemic discrimination -- The multiple grounds of discrimination.
Sommario/riassunto	"Do the United States and France, both post-industrial democracies, differ in their views and laws concerning discrimination? Marie Mercat-Bruns, a Franco-American scholar, examines the differences in how the two countries approach discrimination. Bringing together prominent legal scholars--including Robert Post, Linda Krieger, Martha Minow, Reva Siegel, Susan Sturm, Richard Ford, and others--Mercat-Bruns demonstrates how the two nations have adopted divergent strategies. The United States continues, with mixed success at "colorblind" policies, to deal with issues of diversity in university enrollment, class action sex-discrimination lawsuits, and rampant police violence against African American men and women. In France, the country has banned the full-face veil while making efforts to present itself as a secular

republic. Young men and women whose parents and grandparents came from sub-Saharan and North Africa are stuck coping with a society that fails to take into account the barriers to employment and education they face. *Discrimination at Work* provides an incisive comparative analysis of how the nature of discrimination in both countries has changed, now often hidden, or steeped in deep unconscious bias. While it is rare for employers in both countries to openly discriminate, deep systemic discrimination exists, rooted in structural and environmental causes and the ways each state has dealt with difference in general. Invigorating and incisive, the book examines hot-button issues of sexual harassment, gender discrimination, and equality for LGBT individuals, delivering comparisons meant to further social equality and fundamental human rights across borders"--
Provided by publisher.
