CONTENTS

Preface ix
Acknowledgments xv
Introduction: Bullying Masculinities 1

PART I. MASCULINITIES THEORY AND TITLE VII 13
1. Masculinities’ Relationship to Title VII 15

PART II. FOCUSING ON GENDER- AND SEX-BASED HARASSMENT 35
2. Background to Gender- and Sex-Based Harassment Law 37
3. Evaluating Harassment Occurring “Because of Sex” 44

PART III. SHARPENING DISPARATE TREATMENT AND DISPARATE IMPACT CLAIMS 107
5. The Law of Disparate Treatment and Impact 109
6. Intent in Disparate Treatment Litigation 131
7. Establishing Disparate Treatment through Masculinities 149
8. Proving Disparate Impact through Masculinities 172

PART IV. PRACTICAL CONSIDERATIONS: EXPERTS AND EVIDENTIARY CONSTRUCTS 197
9. Educating Judges and Juries about Masculinities 199
Conclusion: The Future of Masculinities 215

Notes 221
References 225
Index 243
About the Author 256