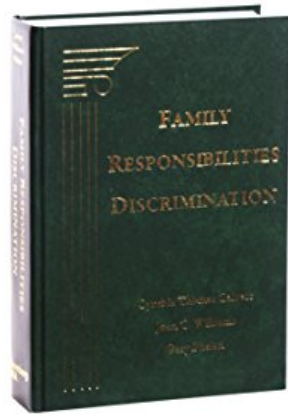


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Family Responsibilities Discrimination

Cynthia Calvert, Joan C. Williams, Gary Phelan
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Family responsibilities discrimination (FRD) is a term that encompasses the collection of legal protections and liabilities that comprises one of the fastest growing areas of employment litigation. This new treatise provides everything employment lawyers need to know about FRD. From the discussion of applicable federal, state, and local laws that cover family caregivers in various circumstances to analysis of FRD issues arising with particular types of workers, this treatise is a useful comprehensive resource. It provides a clear explanation of what FRD is, how and why it arises, the laws that are encompassed within this term, how claims are brought and defended, and how it can be prevented in the workplace. Written by the lawyers who pioneered the research behind FRD, this book is an invaluable compendium of FRD information that every employment lawyer needs. The only treatise published exclusively on FRD, Family Responsibilities Discrimination covers topics such as: Statutory and common law bases of FRD liability; Current federal and state FRD case law; A chapter providing an extensive state-by-state survey of FRD law; Typical scenarios in which FRD occurs in the workplace Practice tips for both plaintiffs and management-side lawyers; Beyond in-depth analysis of FRD, this extensive treatise also contains a bibliography of social science studies and practice checklists.

About the Author Cynthia Thomas Calvert is an employment attorney and President of Workforce 21C, and has led the research behind FRD at the Center for WorkLife Law. Joan C. Williams is Distinguished Professor of Law and Founding Director of the Center for WorkLife Law at the University of California, Hastings College of the Law. Gary Phelan is a shareholder at Mitchell Sheahan, P.C., a Stratford and Stamford, Connecticut, law firm concentrated in representing individuals and businesses in all aspects of labor and employment law.