

Annotated Bibliography

Primary Sources

Grimsley, Kirstin Downey. "A HOSTILE WORKPLACE; Into an Abyss of Sex Harassment At Eveleth Mine Series: A HOSTILE WORKPLACE Series Number: 1/2." *The Washington Post*, 27 Oct. 1996. Web. 1 Mar. 2015.

This newspaper article, described what the women faced during their years working at Eveleth Mines. It showed how the women were told to handle the harassment they endured by their co-workers and community. This source also showed me how the women benefited from having a job with the type of income Eveleth Mines provided and how difficult it was for them financially before they were hired. It showed me why these women even considered keeping a job that damaged their mental state.

Grimsley, Kristin Downy. "In Court, Women Felt Harassed Again." *Washington Post* 28 Oct. 1996, A Hostile Workplace ed., Second of Two Articles .: *ProQuest Historical Newspapers*. Web. 26 Jan. 2015.

This source gave me information about how the women were treated in court and what the mine's attorneys revealed about the women's past lives and how that was used against them.

Jenson, Lois. Personal Interview. 9 April 2015 and 11 May 2015.

In these interviews with Lois Jenson, the lead plaintiff of the case and the subject of my project, she spoke about the ways her case impacted other cases. She also answered questions about how other women who joined the plaintiff's side were impacted by the lawsuit. These interviews helped me to see how sexual harassment is seen today as opposed to when the lawsuit began and what has changed, along with changes that still need to be made about sexual harassment in the workplace.

Jon, Tevlin, Staff Writer. "The Eveleth Mines Case." *The Star Tribune Company* [Minneapolis, Minn.] 29 Nov. 1998: Print.

This newspaper article helped me to better understand the different phases of the case and why each phase occurred. It gave me specific court rulings, including the new ruling on the plaintiff's damages after the original rulings on the plaintiffs' damages. It also gave me quotes from some of the plaintiffs' relatives describing how the women felt about the case.

Lois E. Jenson v. Eveleth Taconite Co. United States Court of Appeals FOR THE EIGHTH CIRCUIT. 21 October 1997. *NOW Legal Defense and Education*. NOW, web. 27 Mar. 2015.

This court ruling gives me the Eighth Circuit's opinion. This showed me how the Eighth Circuit did not agree with previous rulings on the case and rescheduled a new trial with a jury.

Lois Jenson V. Eveleth Taconite Co., 139 F.R.D 657 (1991). United States District Court, D. Minnesota, Fifth Division. 16 Dec. 1991. Print.

This document gave me the court ruling in 1991 on whether or not the plaintiffs could sue as a class action. It defined what kind of hostile work environments existed at Eveleth Mines.

Lois Jenson v Eveleth Taconite Co. U. S. District Court of Minnesota Fifth Division. 28 Mar. 1996.

Print.

This document gave me details of the case up to this year. It gave me descriptions of the MHRA, and how it applied to the Jenson v Eveleth case. It also showed me reasons why the plaintiffs felt the need to appeal the previous ruling.

Lois Jenson v Eveleth Taconite Co. U.S. Court of Appeals. 19 Dec. 1997. Print.

This law summary gave me very specific details about why the plaintiffs wanted to have their case ruling. It showed me the errors in previous rulings and what the plaintiffs lawyers believed should be reevaluated.

Lois Jenson v. Eveleth Taconite Co. United States District, D. Minnesota. Third Division. 14 May 1993. LEAGLE. LEAGAL, n.d. Web. 4 Apr. 2015.

This court ruling shows me Judge Kyle's opinion. It also gives me both the plaintiffs and the defendants positions in the case and why they each felt that way.

Oakes, Larry, and Jill Hodges. "Mining New Legal Ground // Harassment Ruling Says Work Must Be Desexualized to End Sexual Spillover." *Star Tribune* [Duluth, MN] 19 May 1993: *Proquest News Stand*. Web. 3 Apr. 2015.

This Newspaper gave me descriptions of Kyle's ruling on the Eveleth case. It also featured interviews with lawyers about the case and their viewpoint of how the ruling will affect other cases and other companies views on sexual harassment in the workplace.

Stratton, Lisa. Personal Interview. 6 April 2015

This interview with Lisa Stratton, an attorney from the Jenson case, informed me in what ways sexual harassment plaintiffs still face difficulties in court and what problems still are evident in the workplace regarding sexual harassment. She explained to me the way other cases have benefited from the Jenson ruling. She is an attorney at Gender Justice in St. Paul.

Tevlin, Jon. "THE EVELETH MINE CASE: What Price Pain? // More Than a Decade into Precedent-setting Case, a Jury Will Decide How to Compensate the "Eveleth 16." a Group of Female Mine Workers Who Endured Overt Sexual Harassment and Paid a Price for Fighting Back." *The Star Tribune Company* [Eveleth MN] 29 Nov. 1998: *ProQuest Newsstand; Star Tribune (Minneapolis/St. Paul)*. Web. 3 Apr. 2015.

This newspaper article gave me details about the women's awards on damages and mental anguish and what other similar cases were awarded. This also showed me why this case was important in the development of the ways sexual harassment is dealt with in the workplace and in the legal system.

"Title VII of the Civil Rights Act of 1964." *Equal Employment Opportunity Commission*. EEOC, Web. 12 Apr. 2015.

This document shows me the legal definitions of what sex discrimination is as of 1964 and how to recognize these regulations. This document also defines how to address these problems and in what ways companies can be liable for discrimination.

United States Congress. Civil Rights Act of 1991. 102nd Congress., 1st Session. Cong Pub. L. 102-166. Print.

This copy of the Civil Rights Act of 1991 shows me exactly when and how sexual harassment victims can collect damages in court. This document shows me the provisions of the Civil Rights Act of 1964.

United States. U.S. Commission on Civil Rights. U.S. Congress. *A Guide To Federal Laws Prohibiting Sex Discrimination*. By Arthur S. Flemming, Stephen Horn, Frankie M. Freeman, Robert S. Rankin, Manuel Ruiz Jr, and John A. Buggs. Congress, Print.

This source gave me exact legal definitions of what sex discrimination was and how it related to sexual harassment as of 1974. It gave me an understanding of what constituted sexual harassment and how those views have changed.

"Women Can File Class Lawsuit in Sex Harassment Federal Court Approves Action Against Cleveland Mining Firm." *The Washington Post*. The Washington Post, 19 Dec. 1991. Web. 11 Apr. 2015.

This newspaper article showed me what sexual harassment victims could be awarded before the case ruled in favor of the plaintiffs. It gave me details of those regulations and why it was important that they change.

Secondary Sources

Bingham, Clara, and Laura Leedy Gansler. "Tough as Iron." *Liberty Media for Women* Fall 2015. *Gender Watch*. Web. 17 Jan. 2015.

This magazine article gave me a background on the case and how it affected individual plaintiffs lives. This magazine focused on the significance of this case's class action status and what this opened up for sexual harassment plaintiffs in the future.

Bingham, Clara, Laura Leedy Gansler, and Alan M. Dershowitz. *Class Action: The Story of Lois Jenson and the Landmark Case That Changed Sexual Harassment Law*. Delanco, Notable Trials Library, 2006. Print.

This book was one of my most helpful sources. It gave me detailed background on the women's individual cases of sexual harassment. There were scrutinized descriptions of each phase of the case and how each one of the plaintiff's lives were affected. It gave descriptions of how management, the women's co-workers, and the Eveleth community treated the women. This book mentioned how the U.S. reacted and how specific newspapers and national television channels reacted to the case as well. It also described how the case impacted the way sexual harassment is currently viewed.

"Charlize Theron Could Win an Oscar for Her Portrayal of a Female Miner Who Fought for 14 Years to End a Brutal Campaign of Sexual Harassment. But the REAL Story of Lois Jenson's Crusade Had No Happy Ending..." *Daily Mail* [London (UK)] 2 Mar. 2006. *ProQuest Newsstand*. Web. 3 Apr. 2013.

This newspaper gave me details about the women's interactions with sexual harassment in their workplace. It also gave me a detailed timeline of each phase of the case and what other new laws and agreements did to the outcome of the case. This also included an interview with Jenson and her opinions about the culture in the mine.

Carlson, Stephanie. "Background on the Class Action Suit Brought Against Eveleth Mines." *National Women's History Museum*. National Women's History Museum, Web. 02 Mar. 2015.

This source gave me a detailed understanding in the various phases of the case. It helped me to describe the most important parts of the case. It also described individual women's experiences with the lawsuit and harassment at Eveleth Mines.

Dillingham, Maud. "The Evolution of Sexual Harassment Awareness." *The Christian Science Monitor*. *The Christian Science Monitor*, 14 Nov. 2011. Web. 26 Jan. 2015.

This source showed me a variety of sexual harassment cases and how they contributed to changes in sexual harassment law over time. It gave me definitions of each ruling and how those rulings changed the outcomes and possibilities of others in the past and in the future.

"EEOC to Study Workplace Harassment." *Equal Employment Opportunity Commission*. EEOC, 30, March 2015 Web. 2 Apr. 2015.

This article showed me what progress has been made in the ways that sexual harassment is addressed in the workplace, and also shows what problems still persist for working women. This also gave me examples of ways that the EEOC is attempting to change the way sexual harassment in the workplace is addressed to make it more possible for women and men to be able to report sexual harassment in the workplace.

Friedan, Betty, and Anna Quindlen. "The Happy Housewife Heroine." *The Feminine Mystique*. New York: Norton, 1997. Print.

This book showed me changing ideas in feminism from the women's rights movement, up until the 1960's and how those ideas have differed over time. This book described gender roles and how those roles have prevented women from venturing into new professions traditionally not offered to their gender.

Gansler, Laura Leedy. "Class Action." Interview by Liane Hanson. 'Class Action' NPR. 19 June 2002. Radio.

This interview gave me quotes from Laura Gansler about why it was important that the lawsuit *Lois Jenson v. Eveleth Taconite Co.* was a class action. It also showed me what harassment the women endured on regular basis.

Gleman, Daniel. "Sexual Harassment: It's About Power, Not Lust." *The New York Times*. The New York Times, 22 Oct. 1991. Web. 12 Apr. 2015.

This newspaper showed me how sexual harassment has changed as of 1991 and what changes still need to be made in the court system and in the workplace. This newspaper also gave me statistics on how many harassment complaints are made, and percentages of which genders made those complaints.

Hemphill, Stephanie. "Women in the Mines." *Minnesota Historical Society*. JSTOR, Fall 2008. Web. 1 Apr. 2015.

This article showed me the views in society during World War II when women began to work in mines in Minnesota. It helped me to contrast different circumstances and how different generations of co-workers reacted to those differences.

Johnson, Kjerstin. "Adventures in Feministory: Lois Jenson and Sexual Harassment." *Adventures in Feministory: Lois Jenson and Sexual Harassment*. Bitch Media, 26 Oct. 2009. Web. 27 Jan. 2015.

This source gave me a brief overview of the case *Lois Jenson v. Eveleth*. It helped me better understand the consent agreement and why that was a key event in Jenson's employment.

Lara, Alison, Tribune Staff Reporter. "A Case That Changed The Culture." *Chicago Tribune*. Chicago Tribune, 02 Nov. 2005. Web. 20 Dec. 2014.

This article allowed me to see how sexual harassment has evolved over time and how things have changed over time for both men and women. It helped me understand why this lawsuit benefited people in the workplace and how this lawsuit helped define sexual harassment.

Lawrence, Kenneth, and Katharine A. Klos. *Sex Discrimination in the Workplace*. Germantown, MD: Aspen Systems, 1978. Print.

This book gave me legal definitions of what sex discrimination is and how sexual harassment applies to this regarding title VII of the Civil Rights Act of 1964. It also addresses that current laws (as of 1978) do not fully protect employees from sexual harassment.

MacKinnon, Catharine A. *Sexual Harassment of Working Women: A Case of Sex Discrimination*. New Haven: Yale UP, 1979. Print.

This book gave me views on how sexual harassment is being recognized and what caused those laws and realizations to progress.

Mencimer, Stephanie. "Iron Women." *Washington Monthly* 34.6 (2002): 54. *MAS Ultra - School Edition*. Web. 3 Dec. 2014.

This source gave me examples of reasons the plaintiffs felt the need to sue Eveleth Mines. It also gave background of how laws prohibiting sex discrimination came to be and progressed.

Morman, Gwen. "WHY HARASSMENT IS STILL AN ISSUE AND WHY SO MANY GET AWAY WITH IT." *Strong Female Lead*. Mansueto Ventures, Web. 12 Apr. 2015.

This website showed me what problems still persist in the realms of sexual harassment laws and regulations. This gave me current examples of problems with sexual harassment in the workplace. It also included percentages of how many cases are filed as of 2011.

Woman Whose Sexual Harassment Story Inspired the Film Is Pleased with the Result." *The Star Tribune Company* [Minneapolis, Minn] 14 Oct. 2005: *ProQuest Newsstand; Star Tribune (Minneapolis/Saint. Paul)*. Web. 3 Apr. 2015.

This newspaper gave me a timeline of events that lead to the lawsuit, and the different phases of the case. This newspaper also mentions Lois's life after the lawsuit.

Roberts, Barry S., and Richard A. Mann. "Sexual Harassment in the Workplace: A Primer." *Sexual Harassment in the Workplace: A Primer*. Web. 23 Feb. 2015.

This source showed me how sexual harassment law has evolved overtime, and key events that contributed to the development of how sexual harassment is seen today, and what problems still persist for sexual harassment victims.

Schickman, Mark L. "General Practice, Solo and Small Firm Section Sexual Harassment the Employers Role in Prevention." *American Bar Association*. Web. 12 Apr. 2015.

This article showed me common difficulties companies sexually harassed employees face when reporting sexual harassment. It includes development of laws in place today and current problems.

Schmid, Günther, and Renate Weitzel. "1. Women in The Labour Market and Equal Opportunity Policy In Sweden, United Kingdom, United States, and West Germany: Introduction." *Sex Discrimination and Equal Opportunity: The Labor Market and Employment Policy*. New York: St. Martin's, 1984. Print.

This book described new ideas and changing roles for women and how this reflects their new involvement in the workplace. This book also shows how this new involvement creates problems with sexual harassment in the workplace. This book also addresses problems like equal pay for women and employment opportunity.

"Sex Discrimination in the American Workplace: Still a Fact of Life." *National Women's Law Center*. National Women's Law Center, July 2000. Web. 16 Feb. 2015.

This source showed me how sexual harassment law has evolved over time in the United States and how those laws affect us today. It showed me how the lack of certain laws and views in society affect the ways sexual harassment is in some cases overlooked as well.

"Sexual Harassment Training Courses." *Sexual Harassment Training: Ellison v. Brady and the "Reasonable Woman"* Sexual Harassment Training, Web. 01 Mar. 2015.

This source helped me understand one of the major contributors of the improvement of sexual harassment law. It gave me background on the case Ellison v. Brady. It showed me how the "reasonable" woman standard came to existence and how it benefited sexual harassment plaintiffs.

Winter, Catherin, and Stephanie Hemphill. "American Radio Works, No Place For a Woman." *No Place for a Woman*. Prod. Deborah Amos. American Public Media. *American Public Radio: No Place for a Woman*. Web. 18 Dec. 2014. Transcript.

This source provided me with several examples of women who worked at Eveleth Mines and the sexual harassment they endured. The women explained what happened on a regular basis at the mine including sexual harassment along with how their community viewed their efforts in creating a sexual harassment policy. This also gave me examples of harassment the plaintiffs faced in their workplace, and what was commonly accepted by society during the 1970s-1980s.

"Workplace Harassment Still a Major Problem Experts Tell EEOC at Meeting." *Eeoc.gov*. Equal Employment Opportunity Commission, 14 Jan. 2015. Web. 12 Apr. 2015.

This article describes how there still are problems for working women enduring sexual harassment. This article gave me examples of plans that the EEOC has to make sexual harassment policies more evident in the workplace, and create sexual harassment policies.