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This project examines ways in which employment law constructs and reinforces normative visions of how individuals should arrange their intimate lives. Many judicial decisions related to employment disputes implicitly privilege a concept of the family as anchored by a monogamous, stable, procreative domestic union. Employment discrimination law often protects these families from disruption, for example, by permitting an employer to fire a pregnant but unmarried employee, employees who commit infidelity, or an employee whose attractiveness tempts her employer with infidelity and threatens his marriage. The law may prevent or disrupt non-normative relationships, for example, by refusing to extend state statutes that prohibit discrimination on the basis of off-duty conduct to include dating relationships, or by enforcing contracts in which employees sign away their rights to cohabit or to engage in consensual intimacy with coworkers. One potential objection to these employer practices is gender-based discrimination. But laws against gender-based discrimination may not apply when rules favoring certain types of family forms apply to both men or women. Another potential objection is sexual-orientation based discrimination. But the legalization of same-sex marriage is increasingly rendering that objection moot. I argue for explicit consideration of how law employs the family in these contexts, and suggest reconfigurations of doctrine to avoid privileging certain forms of consensual intimacy over others.