

Three Categories of Discrimination Against Women and Girls

No category can be excluded from an
Equal Rights Amendment (ERA) worth passing!

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Category Term	Definition	Examples
Primary (Invasive)	Targets women's reproductive organs	<p>Regulation of pregnancy, including abortion and coerced motherhood;</p> <p>Pregnancy prevention & pregnancy termination are legally restricted and regulated;</p> <p>Not treating prostitution and pornography realistically as paid rape that lowers the dignity, status, and personal security of all women;</p> <p>Legal treatment of prostituted girls and women as criminals rather than individual victims of crimes perpetrated by individual men as buyers;</p> <p>Tolerating advertising and entertainment that sexualizes girls and seasons them to consent to being used in prostitution and pornography;</p> <p>Lack of legal sanction for physical, verbal, and imaging assaults on women's reproductive organs is not equal protection for women; rather it gives legislative approval to these privacy-invading methods of de-dignifying and subordinating women.</p> <p>Tolerance of domestic battering (intimate partner violence)</p>
Secondary (Facial)	Classifies individuals by sex	<p>Women in military service are barred by law from the occupations that lead to promotion to the highest ranks;</p> <p>Insurers charge women more for medical expense, income replacement in case of disability, and old-age income;</p> <p>Students are segregated by sex in schools and classes;</p> <p>Classification by sexual orientation relative to reproductive organs.</p>
Tertiary (Impact)	Legal, commercial, and social arrangements that disparately burden women	<p>Unisex auto insurance on cars driven by adults means on average it costs women more per mile than men to insure their cars.</p> <p>Social Security payouts are generally less for women, who do more unpaid work during their adult lives (care for children and elderly, housekeeping, community volunteering)</p> <p>False equality in divorce settlements</p> <p>Veterans' bonus points for gov't hiring, retention, and promotion.</p>

Available online at www.equality4women.org