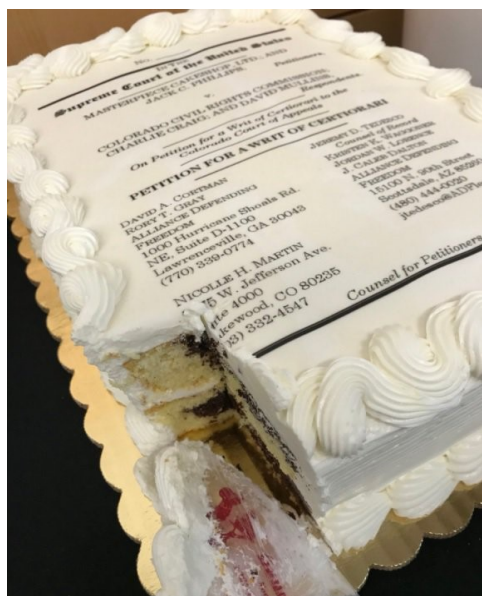


Bathroom Reader

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A TASTY CAKE FOR A TASTY TALK

Northwestern's Center for Legal Studies recently hosted a panel featuring Professor Anthony Michael Kreis of Chicago-Kent Law and Elissa Jeffers of Lambda Legal, who discussed the possible implications of the Masterpiece Cakeshop case. Check out the cake that was served to attendees of the panel:



If you look closely, you can see the writ for certiorari printed on the cake. Plaintiffs David Mullins and Charlie Craig are suing Masterpiece Bakery owner Jack Phillips for violating the Colorado Anti-Discrimination Act (CADA)

by refusing to sell them a wedding cake.

Jack Phillips claims that ordering him to use his artistic talents to make a cake for a same-sex couple violates his constitutional rights to free speech and religious conscience.

The Supreme Court heard oral arguments in the case in December. If the high court rules in Phillips' favor, it could have major implications for LGBT rights in America.

LOVE IS IN THE AIR, BUT SEXUAL HARASSMENT LOOMS LARGE AS WELL

What is the best way for an employer to handle romantic relationships in the workplace? A love contract is one way to allow relationships to be formed, but also to protect the romantic partners and the interests of the business.

A love contract is a signed agreement between two parties in a relationship who agree that their relationship is consensual and does not involve any coercion, intimidation, or sexual harassment. The signers of the agreement must also affirm that they are aware of the

employer's rules and policies regarding sexual harassment. Love contracts can help mitigate potential romance hazards, such as favoritism and hostile work environment claims and sexual harassment and retaliation lawsuits.

There are some drawbacks to love contracts. Employees might not want to have the details of their personal relationship written down and mitigated by their boss. A company policy requiring love contracts could also potentially stifle harassment complaints if a victim is reluctant to come forward because he or she did not report the relationship.

However awkward the situation might be, going through the formalities is arguably better than banning relationships in the workplace altogether or turning a blind eye to the ways sexual harassment factors into workplace dynamics.

