

Index

- Accountability 141–142
- Admissibility of scientific evidence
 see Specific vs. general
 causation
- Affirmative action
 addresses subtle discrimination
 30–32
 attitudes toward 34–36
 efficacy 32–34
 origins 29–30
- Ageism
 ageist treatment 51–53
 automatic activation 49–51
 cultural views 46–48
 future research needs 56–57
 in helping professions 53
 institutionalization 49
 reality of the existence of 46
 teaching of 54
- Aggression 281–297
- Allport, Gordon 63–64
- Ambiguity
 about source of performance 139
 definition 128
 impacts on performance appraisal
 128–132
 comparative judgments 132
 evaluation-relevant information
 129–130
 organizing and storing
 information 130–131
 recalling information 131
 in evaluative criteria 136–137
 in performance appraisal
 128–132
 research concerns 144–147
 in relation to subjectivity
 definition 128
 impact on performance
 appraisal 128–132
 mitigating factors 140–141
 organizational factors
 135–140
 in type and amount of
 information 135–136
 of job performance definition 138
 resulting in biased judgment
 142–144
- Ambivalent sexism *see* Paternalism/
 paternalistic prejudice
- American Psychological Society xxx,
 383
- Antidiscrimination law 11–14
 and common sense 367–368,
 373–380, 381–382
 and social psychology 382
- Antidiscrimination principle 3,
 9–10
- “Artificial work” paradigm
 342–344
- Aversive racism 25–27
- Baldus, David 251–252
- Barefoot v. Estelle* (1983) 249–250

- Behavior
 fallible xxiii
 malleable xxiii–xxiv
- Behavioral realism 388–389
 and affirmative action 37–39
 and “preventive law” 389–392
 and “same actor inference”
 392–395
- Behavioral theories in law 386–388
- Beiner, Theresa 329, 337
- Bielby, William 384
- Billings, Josh xxix
- Bloodsworth, Kirk 159
- Burlington Industries v. Ellerth*
 (1998) 108, 390–392
- Capital punishment *see* Death
 penalty
- Central Park jogger case 317–318,
 324
- Cerros v. Steel Technologies Inc.*
 (2005) 108–109
- Cheney, Dick xxxii
- Class action sexual harassment
 cases 333–335
- Clinton, Bill 32
- Common knowledge/common
 sense
 assumption of accurate
 retrospective reporting
 170–171
 definitions of prejudice 64–65
 distinction between prejudice and
 discrimination 70
 equal opportunity and
 discrimination 23
 expert testimony on false
 confessions 210–212
 influence of tester on tested
 172–173
 media violence and aggression
 282–284, 288–293
 of legal system regarding
 eyewitness identification
 168–173
 of research on eyewitness
 identification 165–168
 origins of discrimination 90–91
 pretrial publicity and judges
 274–276
 sexual harassment research and
 the legal environment
 118–120
 understanding of prejudice 77
- Common knowledge of
 discrimination 368–373
- Common sense and
 antidiscrimination law
 367–368, 373–380,
 381–382
- Common sense and science xxv,
 xxix–xxx, xxxviii
- Communal vs. agentic gender
 stereotypes 84
- Computer simulation 146
- Confessions 195–213
 and principles of psychology
 201–203
 content-specific forensic research
 203–210
 proven false confessions 199–201
 videotaping policy on 213,
 322–323
- Context in law and psychology
 380–381
- Control question technique (CQT)
 221–233
 evaluation of 223–225
 support from polygraph examiners
 225–226
- Copus, David xxx, 342
- Corwin, David 182–183
- Criminal justice system 4
- Darwin, Charles 74
- Daubert v. Merrell Dow
 Pharmaceuticals, Inc.* (1993)
 xxxii, 303, 363
- Death penalty
 death qualification 252–253

- deterrence 242–244
 in practice 244–253
 jury instructions 245–248
 law 237–256
 predicting dangerousness
 249–250
 public acceptance 252–253
 racial discrimination 250–252
- Diallo, Amadou 7
- Differential diagnosis 307
- Differential etiology 308–310
- Discrimination 24–29, 69–70
- DNA testing
 and eyewitness identification
 164
- Double-blind testing 172–173
- Doyle, James 159
- Ebbinghaus, H. 179
- EEOC v. The Dial Corporation*
 (2002) 330–335
- Erskine, John xxi–xxii
- Expert testimony
 admissibility of 197, 384–385
 limits model of 310–312
 no-limits model of 310,
 312–313
- Expert witness 37, 189, 328–329
- External validity 74–76, 144–146,
 162–164, 294, 342–346,
 357–359
- Eyewitness testimony/identification
 159–173, 316–317,
 353–355
 research findings
 scrutiny of the legal system
 160–164
- Eyewitness testimony research
 reliability of 161–162
- Failure to file harassment complaints
 329
- False confessions 317–325
- False evidence 207–208
- False memory 184–189
- Faragher v. City of Boca Raton*
 (1998) 108, 390
- Federal Rules of Civil
 Procedure* 117, 272
- Federal Rules of Evidence*
 xxxi–xxxiii, 383–384
- Field testing of lineups *see* Lineups
- Forgetting 178–180
- Freud, Sigmund 177
- Furman v. Georgia* (1972) 239,
 242, 244, 249
- Gender prejudice *see* Prejudice
- Gender stereotypes 84–85, 86
 automatic 84–85
 communal vs. agentic 84
 descriptive 68–70, 84–85
 implicit 84–85
 prescriptive 68–70, 72–73,
 84–85, 89–90
- Gender stereotyping 132–135
 link to negative expectations of
 women 134–135
- Generalizability *see* *External validity*
- Generalization
 of eyewitness testimony
 research 162–164
- Goldberg paradigm 71–72, 342
- Goldberg, Philip 71
- Gregg v. Georgia* (1976) 239,
 243–245
- Holmes, Oliver Wendell 388
- Hopkins v. Price Waterhouse* (1989)
 89, 376–380
- Huesmann, Rowell 293
- Imagination inflation 188–189
- Implicit Association Test (IAT)
 50–51
- Implicit vs. explicit bias
 and affirmative action 30–34
 aversive racism 25–27
 in context of race 24–29
- Individuating information 85–90

- Intelligence xxiv
 Interdependence 141
- Jane Doe case history 182–183
 Jim Crow era 10
 Johnson, Lyndon B. 29
- Kennedy, John F. 30
 King, Rodney 7
 Klobuchar, Amy 361
 Kogut, John 195–196, 212
- Lack-of-fit model of bias 68
 Lee, Wen Ho 230
 Legal policy change 36–39
 Libby, Lewis xxxii
 Lie detection *see* Polygraph testing
 Limits model of expert testimony
 310–312
 Lineups 356–359
 field testing of 361–363
Lockhart v. McCree (1986)
 253–254
- Marston, William 220
McCleskey v. Kemp (1987) 251–252
 McVeigh, Timothy 262, 273
 Media violence 281–297
 Science and public policy
 284–288
 scientific facts 292–293
 studies 288–292
 Meta-analysis 74–76, 147,
 290–292, 344–345
 Minimization 208–209
Miranda warnings and waivers
 205–206
 Modern racism 25
 Multinationalization of work
 347–348
 Munsterberg, Hugo 159
- Nixon, Richard 32, 34
 No-limits model of expert testimony
 310, 312–313
- Norms
 descriptive 68–70, 71–72
 injunctive/prescriptive 68–70,
 72–73
- Organizational climate
 connection to sexual harassment
 113–118
 damages determination 117–118
 liability 116–117
 Organizational practices
 changing 335–338
 Ort, Judge Victor 196, 210
- Paternalism/paternalistic prejudice
 invisibility of 91–93
 sex-role spillover 93–94
*People of the State of New York v.
 Kogut* (2005) 195–197
 Performance appraisal 128–144
 Performance expectations 128–144
 mitigating factors
 accountability 141–142
 anticipated interdependence
 141
 Peterson, Laci 261
 Peterson, Scott 261, 273
 Plame, Valerie xxxii
 Police interrogations 199–213
 Polygraph testing 219–233
 expert opinion on its scientific
 basis 226–231
 how it works 220–223
 National Research Council
 (2003) report 229–231
 Postidentification feedback
 162–164
 Posttraumatic Stress Disorder *see*
 Sexual harassment
 Prejudice
 as current role occupants 72–73
 as potential role occupants 71–72
 definitions 63–65
 generalizability of research on
 gender prejudice 74–76

- negative inaccuracy 64
- role congruity theory 65–68, 71
- toward men 73–74
- toward women 70–73
- Pretrial publicity (PTP) 261–276
 - change of venue 272–273
 - continuance 271–272
 - effects 263–266
 - judicial instruction 270–271
 - methods 264–266
 - remedies 266–273
 - research 264–266
 - research in court 273–275
 - voir dire 267–270
- Psychology of confessions 199–210
 - archives of proven false
 - confessions 199–201
 - content-specific forensic research 203–210
 - false confessions 317–325
 - interview-based truth and deception judgments 204–205
 - Miranda* warnings and waivers 205–206
 - social influences in interrogation room 206–209
 - relevant core principles of psychology 201–203
- Public opinion
 - acceptance of capital punishment 238–242
 - public acceptance of death penalty 252–253
- Public policy 284–288
 - expertise 286–288
 - risk factor approach 286
 - science facts and theories 285–286
- Pyramidal framework 197–199
 - actual accounts of postconviction DNA exonerations 197–198
 - content-specific research 198–199
 - core psychological principles 198
- Racial prejudice and discrimination 24–29
- Racial profiling 5–6, 19–20
- Racial prototypicality 5
- Rating format 139–140
- Reid, John 221
- Reno, Janet 355
- Repressed memory 177, 178, 180–183
- Role congruity theory *see* Prejudice
- Roosevelt, Franklin D. 30
- Rumsfeld, Donald 346–347
- Ryan, Gov. George 356
- Science facts
 - and politics 293
 - common challenges 294–296
- Self-esteem
 - elderly 52
- Sellin, Thorsten 242–243
- Sentencing 8–9, 17–19
- Sex discrimination 84–85, 86
 - patronizing discrimination 90–94
- Sex-role spillover 93
- Sexual Experiences Questionnaire (SEQ) 334–335
- Sexual harassment 104–120
 - ambient sexual harassment 115
 - and Post Traumatic Stress Disorder 109–113
 - organizational climate research 115–118
 - Organizational Tolerance of Sexual Harassment Inventory 114
 - “preventive law” 389–392
 - reporting of complaints 330–332
 - retaliation/*Burlington Northern and Santa Fe Railway Co. v. White* (2006) 119
 - Sheppard v. Maxwell* (1966) 267
- Shifting standards 88–89, 132
- Shooting behavior 6–7, 14–17
- Social categorization 49–51

- Social desirability
concerns 268–269
- Social framework analysis xxxiii
- Social psychology and
antidiscrimination law 382
- Souter, Justice David H. 390
- Specific vs. general causation xxxiii,
301–306
- Steblay, Nancy 361
- Stereotype content model (SCM)
51
- Stereotyping
accuracy 64
biased processing effects 87–88
disconfirming prescriptive
stereotypes 89–90
patronizing discrimination
90–94
- Subjectivity
and ambiguity
about source of performance
139
comparative judgments 132
evaluation-relevant information
129–130
in evaluative criteria 136–137
in performance appraisal
128–132
in type and amount of
information 135–136
of job performance definition
138
organizing and storing
information 130–131
recalling information 131
research concerns 144–147
resulting in biased judgment
142–144
and organizational factors
135–140
definition 128
impact on performance appraisal
128–132
mitigating factors 140–141
- Subtle bias *see* Aversive racism
- Symbolic racism 25
- Teams 348–349
- Telecommuting 349–350
- Terror management theory 48
- Tetlock, Philip E. xxxi, 392
The Courage to Heal 178–179
- Title VII of the Civil Rights Act of
1964 386
- Unintentional discrimination 11–13
United States v. Belyea (2005) 324
- U.S. Surgeon General Jesse
Steinfeld 281
- Victim behavior
response to sexual harassment
legal relevance 107–109
theory and research 104–107
- Videotaping policy on confessions
213, 322–323
- Virtual work 349–350
- Voir dire 267–270
- Wal-Mart class action 69–70
Washington v. Davis (1976) 11–13
Weinstock v. Columbia University
(2000) 92–93
- Wolfgang, Marvin 250–251
- Wood, Justice Diane 108
- Work
multinationalization of 347–348
virtual work 349–350
- Zeisel, Hans 248