

ABSTRACT

Female Beauty-Bias in the Workplace: *A Social and Legal Approach*

Beauty-based discrimination in the workplace is a prevalent, but underappreciated issue, often reflecting on the livelihood and well-being of individuals all across the United States. In studies done by other researchers, topics such as society's standard of beauty and basic employment-discrimination laws such as Title VII of the Civil Rights Act of 1964, have been discussed exclusively and separately from each other (Corbett, 2007; Mahajan, 2007; Kwan & Trautner, 2009; Johnson et. al, 2010; Rhode, 2011; Toledano, 2013, Wheelhouse, 2016). However, my study aims to integrate these two topics to showcase how physical appearance and the legal system are intertwined. Additionally, my study focuses on the role of the courts in addressing and eliminating (or encouraging) the issue of beauty-based discrimination in the workplace. It is important to note that my study focuses on females and female employees (both in the *social approach* and *legal approach*); however, I do touch on the double-standard between men and women in the workplace. This provides my study with an understanding of how and why women tend to be more affected by beauty-based discrimination. Finally, I argue that unless the legal system shifts and Title VII is amended, the patriarchal and systematic pattern of beauty-bias in the workplace will never reduce in size.