
CONTENTS

<i>Preface</i>	v
<i>Table of Cases</i>	xi
<i>Table of Legislation</i>	xxi
Introduction.....	1
I. Construction of the Anti-stigma Principle.....	8
II. Application of the Anti-stigma Principle.....	12
1. Stigma.....	17
I. Defining Stigma.....	18
II. Erwin Goffman and Stigma.....	23
III. The Process of Stigmatisation.....	24
IV. Developments in the Theory of Stigma.....	27
A. Three Models of Stigmatisation.....	28
B. Structural Stigma—Beyond the face-to-face.....	29
V. Power.....	34
VI. Conclusion.....	36
2. Legal Protection from Discrimination.....	39
I. Introduction.....	39
II. Equality and Inequality in Political Philosophy.....	40
III. The Anti-discrimination Principle in International Law.....	41
IV. Closed Lists.....	43
V. Open Lists.....	47
VI. Dignity, Immutability and the Anti-discrimination Principle.....	49
VII. The Limits of Dignity.....	51
VIII. The Idea of Immutability.....	54
IX. Conclusion.....	60
3. Stigma and Litigation.....	63
I. Goffman in Legal Scholarship.....	64
A. Australia.....	65
B. England and Wales.....	66
C. Canada.....	72
II. Litigation in Europe.....	75

A.	The European Court of Human Rights in Strasbourg.....	76
B.	The European Court of Justice in Luxembourg	78
C.	South Africa.....	80
III.	Conclusion	81
4.	The Anti-stigma Principle	84
I.	Linking Interpersonal and Structural Stigma	85
A.	Critical Approaches to Stigma.....	85
B.	Models of Stigma	87
II.	Models of Stigma and Public Health	93
III.	The Discrimination Virus.....	97
IV.	Conclusion	101
5.	Public Action to Combat Discrimination.....	103
I.	Tackling a Public Health Virus: The Ebola Outbreak of 2014	106
II.	The Transmission of Stigma.....	110
A.	'Go Home or Face Arrest'	113
III.	Positive Action and the Public Sector Equality Duty (PSED)	117
A.	Positive Action in the Equality Act 2010.....	118
B.	The Public Sector Equality Duty (PSED)in the Equality Act 2010	122
IV.	Public Action to Tackle the Virus of Discrimination	127
V.	Conclusion	131
6.	Stigma, Synergy and Intersectionality.....	133
I.	Understanding Intersectional Discrimination	134
A.	Job Security	135
B.	Professional Progress	136
II.	Categorisation in Anti-discrimination Law.....	138
III.	Addressing Intersectional Discrimination.....	143
A.	Rejection: Adherence to the Single Dimension Theory.....	144
B.	Accommodation: The Sex Plus Theory.....	146
C.	Disruption: The Anti-stigma Theory.....	150
IV.	Applying Intersectional Discrimination.....	152
A.	The Comparator.....	153
B.	Sanctions.....	156
V.	Conclusion	157

7. Legal Protection Against ‘Fattism’	160
I. The Application of the Anti-stigma Principle	161
II. Weight-based Stigma and Discrimination	163
A. Applying the Anti-stigma Principle	164
i. Is the ‘Mark’ Arbitrary or Does It Have Some Meaning in and of Itself?	164
ii. Is the Mark Used as a Social Label?	168
iii. Does this Label Have a Long History? How Embedded Is It in Society?	168
iv. Can the Label Be ‘Wished Away’?	169
v. Is the Label Used to Stereotype Those Possessing it?	169
vi. Does the Stereotype Reduce the Humanity of Those Who Are Its Targets? Does it evoke a punitive response?	170
vii. Do These Targets Have Low Social Power and Low Interpersonal Status?	171
viii. Do These Targets Suffer Discrimination as a Result?	172
ix. Do the Targets Suffer Exclusion?	174
x. Is Their Access to Key Resources Blocked?	177
III. Fat Phobia and Anti-discrimination Law	178
A. Tackling Weight Discrimination in Employment in the USA	178
B. Tackling Weight Discrimination in Employment in the UK	182
IV. Conclusion	185
8. Tattoos—Beyond Anti-discrimination Law?	187
I. Appearance at Work	188
II. Legal Responses to Corporate Appearance Policies and Rules	190
A. Race and Sex Discrimination	190
B. Religious Belief Discrimination	191
III. The Anti-stigma Principle and Tattoos	193
A. Applying the 10 Questions	193
i. Is the ‘Mark’ Arbitrary or Does It Have Some Meaning in and of Itself?	193
ii. Is the Mark Used as a Social Label?	193
iii. Does this Label Have a Long History? How Embedded Is It in Society?	194
iv. Can the Label Be ‘Wished Away’?	196
v. Is the Label Used to Stereotype Those Possessing It?	196

vi.	Does the Stereotype Reduce the Humanity of Those Who Are Its Targets?.....	197
vii.	Do These Targets Have Low Social Power and Low Interpersonal Status?	197
viii.	Do These Targets Suffer Discrimination as a Result?.....	198
ix.	Do the Targets Suffer Exclusion?.....	198
x.	Is Their Access to Key Resources Blocked?	200
IV.	Legal Protection Against Ink-ism.....	201
A.	Race, Ethnic or National Origin.....	202
B.	Culture.....	203
C.	Physical Features	204
D.	Free Speech.....	205
V.	Conclusion	205
	Conclusion	208
	<i>Index</i>	215