

- c. Discrimination – Unequal pay for equal work, establishing all male/female clubs, giving awards or job assignments based on gender.
 - 1) Sex discrimination is defined as treating individuals differently in their employment specifically because of their sex (e.g., unfair or unequal access to professional development resources and opportunities due to a member's gender). It is illegal to create artificial barriers to career advancement because of an individual's sex. *Workplace and Gender Relations Survey of Active Duty Members (WGRA)* is conducted by the Defense Manpower Data Center (DMDC).
 - 2) Examples of blatant sex discrimination include sexual harassment, sexist language and jokes, physical violence, and other forms of obviously unequal treatment in the family, employment, politics, religion, law, and other areas (Benokratitis & Feagin, 1995, p. 39)
- d. Physical attacks – Rape, spouse abuse, sabotage of another's work, vandalizing property.
- e. Extermination – Killing your spouse, ignoring or pretending they do not exist.

C. Influences that Perpetuate Sexism

1. Mass Media and Stereotyping Allow Sexism to Continue

From a historical perspective, sexism has been perpetuated in many ways.

a. Mass Media

Historically, the mass media portray females as either sexual objects or as people who fight too hard in order to survive in "a man's world."

b. Stereotyping

Stereotypes may or may not originate in a kernel of truth, they aid people in simplifying their categories, they justify hostility, and sometimes they serve as projection screens for our personal conflict. However, there is an addition and exceedingly important reason for their existence. They are socially supported continually revived and hammered in by our media of mass communication—novels, short stories, newspaper items, movies, stage radio, and television. (Allport, 1979, p. 200)

2. Societal Influences that Allow Sexism to Continue

a. Behavior.

Historically, boys were encouraged to compete from early childhood. They learn that competition is ok and that winning is important. Until recently, girls were more likely to