

**COLUMBIA
HUMAN RIGHTS
LAW REVIEW**

**SYMPOSIUM: COMBATING SUBTLE DISCRIMINATION
IN THE WORKPLACE**

FEATURE ARTICLE

Everyday Indignities: Race, Retaliation, and the
Promise of Title VII

Terry Smith

RESPONSE

Systemic Empathy

Michael J. Zimmer

COMMENTS

Subtle Opposition

Barbara J. Flagg

Factless Jurisprudence

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Vol. 34, No. 3

Summer 2003

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