
REVIEWS

LEGAL REMEDIES FOR SEXUAL ABUSE SURVIVORS

Sexual Abuse Litigation: A Practical Resource for Attorneys, Clinicians, and Advocates, REBECCA RIX (Ed.). Binghamton, NY: Haworth, 2000. 399 pp., \$24.95 (soft), ISBN: 0-7890-1175-1; \$49.95 (hard), ISBN: 0-7890-1174-3.

Applicable to therapists, attorneys, and interested lay people, *Sexual Abuse Litigation* provides an extremely useful and thorough review of litigation of sex abuse cases, especially delayed discovery and recovered memory cases. Its focus is on legal remedies for victims. The contributors are practicing attorneys and researchers, many of whom have been pioneers in sexual abuse litigation. They offer practical information about all aspects of litigation, from deciding to sue, to the roles of attorneys, therapists, and expert witnesses, to successful arguments. This information is most valuable for those considering lawsuits, therapists called as witnesses, professionals who serve as expert witnesses, and attorneys for plaintiffs in search of a review of relevant case law regarding delayed discovery and recovered memory cases and strategies that have been successful in previous cases. It augments information already available to therapists who serve as witnesses (e.g., Pope & Brown, 1996) by providing detailed, state-by-state information on statutes of limitations, applicable case law, and information for attorneys needing to evaluate cases for litigation. Compelling case descriptions and extensive quotations from actual lawsuits make the book fascinating to read.

Mary Williams' chapter on delayed discovery statutes of limitations—laws that allow for statutes of limitations to begin when the survivor becomes aware of injuries rather than when the abuse occurred—is particularly thorough. The three appendices that accompany this chapter give summaries of the laws, along with descriptions of relevant cases in each state.

Barbara Jo Levy's contribution on how to counter a "false memory" defense is indispensable for attorneys, plaintiffs, and witnesses testifying in recovered memory cases. The separation of roles of the treating therapist and expert psychological witness advocated here echo recommendations from therapists with forensic experience (Pope & Brown, 1996). This chapter and associated appendices include many specific questions for interviewing expert witnesses, as well as questions for use during depositions and testimony in court. The inclusion of over 60 pages of transcripts of deposition and cross-examination testimony by Elizabeth Loftus is not only potentially very useful for attorneys and expert witnesses preparing for trial but will also interest those who follow the trauma and memory literature.

Brooks Cooper discusses important issues in the admissibility of scientific evidence on memory for trauma. Expert witnesses

and attorneys will find this information particularly useful. Julian Hubbard's chapter on the possibility of insurance claims against sexual abuse perpetrators and others who were negligent in failing to protect the survivor is equally relevant. The detailed information on seeking compensation from insurance companies allows for the possibility of suits against perpetrators who have limited financial assets.

Representing clients who are survivors of sexual abuse in such emotionally charged cases presents unique challenges for attorneys and clients. *Sexual Abuse Litigation* provides some information for attorneys on ways to interview potential clients and evaluate the viability of sexual abuse cases. Some of this basic information, such as Michael Morey's discussion of the importance of helping clients feel comfortable with interviews and a sample intake form, will be informative for attorneys inexperienced in this area.

Other advice to attorneys considering working with sexual abuse survivor clients is disappointing. Much could be said about ways to assist clients in coping with the power dynamics of the judicial system in general and the attorney-client relationship in particular, as well as the complication of perpetrator-victim dynamics inherent in these cases. The chapter by Janet Sonne and Julian Hubbard tends to pathologize survivors, encouraging attorneys to consult directly with clients' therapists because clients are likely to be suicidal, homicidal, seductive, or on the verge of a psychotic break. It seems more reasonable for attorneys attempting to establish a trusting working relationship with clients to balance these concerns with an assessment of the clients' strengths and to address possible concerns about the clients' readiness to go forward with a suit directly with the client.

While other publications may be more appropriate for therapists, expert witnesses, and attorneys interested in the complexities of forensic work with trauma survivors, *Sexual Abuse Litigation* has much to offer professionals who are seeking information on applicable laws and strategies for representing sexual abuse survivors. Survivors considering lawsuits will gain an appreciation of what is involved in these suits. Those interested in trauma and memory will gain insights into the use of memory research in these cases. *Sexual Abuse Litigation* is timely, thorough, and lives up to its title as a "practical resource" for professionals who work with sexual abuse survivors involved in litigation.

REFERENCE

Pope, K., & Brown, L. (1996). *Recovered memories of abuse: Assessment, therapy, forensics*. Washington DC: American Psychological Association.

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CHANGE AND STABILITY IN WORK AND FAMILY EXPERIENCES

Work and Family—Allies or Enemies? STEWART D. FRIEDMAN AND JEFFREY H. GREENHAUS. New York: Oxford University Press, 2000. 271 pp., \$30.00, ISBN: 0-19-511275-X.

In this research monograph, Friedman and Greenhaus analyzed a sample of undergraduate and MBA alumni from two business schools in Philadelphia, the Wharton School of the University of Pennsylvania and Drexel University, to examine how business professionals experience work and family. Selecting alumni from 6 different years (ranging from 1969 to 1989), they aimed “to understand the relationships between the work lives and family lives of business professionals—how work affects family, how family influences work, and how men and women experience work and family” (p. 175). Throughout the book they look for evidence that work and family are either “enemies” forcing people to choose one over the other, or “allies” that work together to help business professionals achieve their life goals. Their authors reached several main conclusions: work and family can be allies, especially when business professionals are involved in both domains. Those who emphasize only one domain (work or family) or neither of these domains seemed to be doing less well on a variety of dimensions. They also showed repeatedly that men and women have different experiences, and being involved in both work and family is especially tough for mothers. While fatherhood is a career asset, motherhood is a liability.

The book contains nine chapters. The first chapter defines terms and provides an overview of the book, including a very helpful section summarizing six themes that dominate the findings. Chapters 2 through 7 report findings from the 861 respondents analyzed by the authors. Chapter 8 summarizes and synthesizes the findings and chapter 9 addresses the issue of what can be done to make work and family allies instead of enemies. Chapter 9 repeats the six themes introduced in chapter 1, with advice provided to individuals and firms (e.g., choose to live a balanced life, reshape the division of labor at home, invest in childcare as a profession) organized by theme. Like chapter 1, this chapter works well alone and, compared to chapter 1, provides more and some different kind of information. The book also contains two appendices (addressing “design and methodology” and on “personal life beyond the family”) and a set of additional tables. These three sections comprise 45 pages, and there are another 20 pages of end notes in addition to references.

Overall, the book continues a tradition of research-based examinations of work and family. See, for example, Pleck (1985), Crosby (1991), and Barnett and River (1996). *Work and Family* is a valuable resource for researchers, containing findings, details on the method, and results of descriptive findings not discussed directly in the body of the book. The endnotes and references are also useful for researchers.

While Friedman and Greenhaus found some evidence of greater similarity of experiences among men and women than was found in earlier examinations of work and family (many of both sexes are involved both with a career and family), the direction of findings has not changed. For example, about 80% of the men reported that their career takes priority over their partner's, while 18% of women reported that their career takes priority. On average, the men sampled expect to earn much more money than the women in the sample and they are more likely to aspire to the position of CEO. Women spend more hours per week on housework and on childcare than men do. And motherhood is a career liability for women while for men, being married and having children are both associated with higher earnings and being in an upper-level position (Tables 3.2 and 3.3). These findings replicated results found in studies done since at least the 1950s. Rather than demonstrate any unique or new findings, Friedman and Greenhaus's respondents reported results rather similar to those reported by participants in studies of work and family done decades earlier.

Although the book is very well organized and therefore easy to follow, the writing is traditionally academic, limiting the book's accessibility to graduate students and researchers. A manager or undergraduate would have to be very motivated to plow through the prose. Fortunately, both the first and last chapters provide an excellent overview of the findings and either can stand alone as recommended reading for practitioners and undergraduate classes.

One irritation is that, in much of the discussion, relationships among perceptions are treated in a casual manner. For example (from box in chapter 8), being satisfied with one's job “leads to” better performance as a parent. While these two are correlated, which causes which or whether both are due to a third factor, like competence, is unknown.

Although alumni from the period 1969 to 1989 were sampled, no analyses were presented by age or year of graduation. Since women have greatly increased their representation in both undergraduate and MBA business programs between 1969 and 1989, it is possible that some of the sex (or other) differences reported are due to differences in years since degree. The early cohorts probably have grown children, but the discussion in the book seems to assume that children are, in general, young and therefore require a fair amount of attention from parents. I would have liked to see some analyses comparing men and women whose children are grown and some analyses comparing the situation of more recent graduates with those who finished their business education in the 1960s through the mid-1970s.

A more minor issue is the fact that the response rate is very low, only 23%. So the results are not generalizable to the population from which they were drawn. All in all, however, despite a few shortcomings, Friedman and Greenhaus's *Work and Family: Allies or Enemies?* is a useful addition to the literature and a good resource for graduate students and professors interested in research on this topic.

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- Barnett, R., & Rivers, C. (1996). *He works/she works*. San Francisco: Harper.
- Crosby, F. (1991). *Juggling*. New York: Free Press.
- Pleck, J. (1985). *Working wives/working husbands*. Newbury Park, CA: Sage Publishers.