

Sexual Harassment At Work

Directions in Sexual Harassment Law Catharine A. MacKinnon 2008-10-01 div When it was published twenty-five years ago, Catharine MacKinnon's pathbreaking work *Sexual Harassment of Working Women* had a major impact on the development of sexual harassment law. The U.S. Supreme Court accepted her theory of sexual harassment in 1986. Here MacKinnon collaborates with eminent authorities to appraise what has been accomplished in the field and what still needs to be done. An introductory essay by Reva Siegel considers how sexual harassment came to be regulated as sex discrimination. Contributors discuss how law can best address sexual harassment; the importance and definition of consent and unwelcomeness; issues of same-sex harassment; questions of institutional responsibility for sexual harassment in both employment and education settings; considerations of freedom of speech; effects of sexual harassment doctrine on gender and racial justice; and transnational approaches to the problem. An afterword by MacKinnon assesses the changes wrought by sexual harassment law in the past quarter century. /DIV

Eliminating Sexual Harassment at Work Carrie M. H. Herbert 1994

Law Relating to Sexual Harassment at Work Alok Bhasin 2007

How to Combat Sexual Harassment at Work Michael Rubenstein 1993 Recog: 1. Introduction - 2. Definition - 3. The law and employers' responsibilities - 4. Collective bargaining - 5. Recommendations to employers - 6. Recommendations to trade unions 7. Employees' responsibilities.

Sexual Harassment in the Workplace Margaret S. Stockdale 1996-03-12 Sexual harassment is now a universally recognized topic of concern for employers as well as employed women. The contributors to this volume provide a comprehensive look at what we know about sexual harassment. Their findings are grounded in theory, research and practice.

Academic and Workplace Sexual Harassment Michele A. Paludi 2003-06-30 This essential handbook features overviews of sexual harassment in kindergarten through high school, college and universities, and public and private sector workplaces. The contributors to this volume come from diverse backgrounds; their disciplines include psychology, sociology, law, English literature, and management. Through teaching about this issue, conducting research, creating policies and procedures, working with administrative agencies (such as the Equal Employment Opportunity Commission and the Office for Civil Rights), litigating cases, testifying as expert witnesses in Title VII and Title IX cases and working with state legislatures, the various authors have gained much knowledge of sexual harassment. School administrators, teachers, human resources professionals, and managers and supervisors in any workplace will greatly benefit from the insights in this volume. It is a unique compilation of findings from the social science, business, and legal fields. One of the truly unique features of this work is its emphasis on multicultural perspectives. It also reviews legal cases and presents actual tools for sexual harassment policies, procedures, and training programs in educational institutions and workplaces alike.

Sexual Harassment of Women National Academies of Sciences, Engineering, and Medicine 2018-09-01 Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

Sexual Harassment, Work, and Education Michele A. Paludi 1998-07-10 Supplies new information on the application of sexual harassment laws in schools, colleges/universities, and the workplace.

Sexual Harassment in the Workplace Margaret S. Stockdale 1996-03-12 "Simultaneously thorough and readable. This book is a must for anybody who needs to be up on the latest thinking on this complex and difficult topic." --Myra Strober, Stanford University Sexual harassment is a problem with a long past, but a short history. About 15 years after journalists and scholars first began writing about it, sexual harassment has become a household word and a topic of concern for employers and employees, and despite very little research funding, there is now a fair amount of data on this topic. *Sexual Harassment in the Workplace* provides a comprehensive look at what we know about sexual harassment. Editor Margaret S. Stockdale and a multidisciplinary cast of contributing authors have produced a volume that is grounded in theory, research, and practice but is accessible to researchers, advanced students, and practitioners in multiple disciplines. The topic of sexual harassment is one that is extremely timely and relevant for today's students in women's studies, organizational studies, and sociology. *Sexual Harassment in the Workplace* deals with a variety of issues and aspects of sexual harassment that will certainly spark discussion and debate.

Workplace Sexual Harassment Anne Levy 2002 Sexual harassment continues to be one of the most complex issues in today's workplace. This book provides resources necessary for: Understanding from both a legal and psychological perspective what sexual harassment is Educating the reader about why sexual harassment occurs and how training can help to prevent it Putting together a policy that meets the law's requirements Carrying out an investigation that can sidestep liability if sexual harassment does occur in the workplace

Sexual Harassment at Work 1994 "This publication is designed to help prevent sexual harassment by describing the steps that employers, trade unions and employees can take to deal with the problem."--Cover.

Sexual Harassment in the Workplace: Law & Practice, 5th Edition Conte 2019-11-13 *Sexual Harassment in the Workplace: Law and Practice*

Sexual Harassment at Work Ann Sedley 1982

Sexual Harassment of Women at Work in Cyprus Panayiota Christodoulou 2012-08-01 The study's aim is to examine the employees' perceptions and experiences of sexual harassment at work, and the ignorance of them for the political and legal facets of sexual harassment, through a feminist methodological approach, by manipulating a sample of 54 women employees from three private companies. Both qualitative and quantitative methods were used. According to findings almost half of the participants were harassed in their workplace. However, through the participants and interviewee's responses, patriarchal attitudes prevailed and because of these attitudes most respondents reported that victims do not report their harassment. Therefore, the argument of this study is that patriarchy exists in the Cypriot society which influences people's perceptions of gender and work roles. Lastly, this study examines the participants' perceptions of company's sexual harassment policies and Law. Unfortunately ignorance was revealed from all three companies with or without policies, indicating on one hand that policy procedures are important and need to be handled better in order to tackle sexual harassment, and on the other hand that patriarchy once again dismantles the policy's power.

Sexual Harassment in the Workplace Mary L. Boland 2005 What You Need to Know-and What You Can Do You can stop sexual harassment. Sexual harassment is not about sex-it is about power. Immediate help is available to put you back in control. You do not have to give in and you do not have to give up your job. You can stand up to harassing coworkers and supervisors, and you do not have to go to court to do it. There are many ways to get the harassment to stop. *Sexual Harassment in the Workplace* explains your options and how to take action. This book teaches you: - Why sexual

harassment occurs - How Title VII can protect you - What the EEOC and FEPA do and how to contact them - What steps your employer must take - Who you can turn to for help - How to prevent future harassment - How to find and work with a lawyer - How to file a complaint Sexual harassment is never acceptable. Do not tolerate it any longer.

The Sexual Harassment of Women in the Workplace, 1600 to 1993 Kerry Segrave 1994 While sexual harassment of women in the workplace has only been discussed publicly in the mainstream media, to any extent, for less than two decades it is a pervasive problem that women have faced for centuries. This book looks at the history of that harassment from the 1600s to 1992, from long forgotten domestic servants in England of the 1600s to abused Japanese textile workers of 1900, to the media surrounded Anita Hill in 1991 America. Coverage is world-wide with emphasis on the United States and the period 1800 to the present. Sexual harassment cuts across time periods, countries, cultures and classes. Harassment affects women from all walks of life; from unskilled to professional, those in traditionally female jobs, those in traditionally male jobs, and all the rest. Harassment occurs in factories, coal mines, construction sites, law offices, dental offices, government offices, Capitol Hill, and at every other work site. So bad was it in some factories that the women took to carrying knives for self-protection. So bad was it in others that women put their economic existence on the line by striking over sexual harassment.

Blackstone's Guide to the Protection from Harassment Act 1997 Timothy Lawson-Cruttenden 1997 Covers many types of public order and personal dispute situations such as industrial strikes, neighbourhood disputes, investigative reporters and bullying at work. Includes a copy of the Act.

Sexual Harassment at Work NSW Women's Advisory Council 1984

Draw the Line Frances Lynch 1995 60% of all women in the workplace have been victims of sexual harassment. This book explains in clear language how to establish a sexual harassment-free workplace that benefits employees and employers. Draw The Line uses sample sexual harassment policy guidelines, complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable.

Sexual Harassment in the Workplace Arjun Prakash Aggarwal 1987 Focuses on legal norms relating to nature and scope of sexual harassment, rights of the victims, liabilities of the harasser and the employer, and ways to combat sexual harassment.

Prevention of Sexual Harassment at the Workplace Martha Farrell Foundation 2019-10-04 The definitive guide to everything you wanted to know about sexual harassment at the workplace. Prevent sexual harassment. Make your organization a safe workplace. Be compliant with the law. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace. Yet, how aware are all of us - men and women, employees and employers - of these rights? What actions do organizations need to take to adhere to the law? What are the consequences for organizations that don't make the compliance cut? And how can employers go beyond mere compliance to create a workplace that is safe for all employees? The ultimate step-by-step manual for the prevention, prohibition and redressal of sexual harassment at the workplace, this book contains: • A visual A-Z manual summarizing definitions, types of sexual harassment, and timelines for filing and investigating complaints; • Easy-to-understand explanations of what constitutes a 'workplace', an 'employer', how hostile work environments get created, and the obligations of employees, team leads and heads of organizations; • Detailed key processes, from creating organizational policies to constituting anti-sexual harassment committees and handling complaints; • Case studies illustrating roles and responsibilities of committee members for effective, unbiased redressal; • Sample letters, reporting formats, outlines and draft policies to aid reporting for internal and external compliance. This comprehensive handbook is an indispensable resource for all employees, organizations and Internal Committee members.

Sexual Harassment at the Workplace in Malaysia Ashgar Ali Ali Mohamed 2011

Sexually harassed at work: An overview of the research in the Nordic countries Svensson, Malin 2020-06-30 Online publication:

<https://pub.norden.org/temanord2020-521/> Abstract [en] Sexual harassment is a major social problem in working life in the Nordic countries, which the Me Too movement of autumn 2017 demonstrated in particular. This research overview has been compiled on behalf of the Nordic Council of Ministers for Gender Equality with the purpose to provide an account of current knowledge about sexual harassment in the workplace in the Nordic countries and to identify the knowledge gaps to form the basis for a Nordic research initiative. The work is based on a survey of the research into the various ways in which sexual harassment is expressed in people's working lives based on occupations of varying nature, in professional situations, in peer relations, and in meetings with customers, patients and clients. The overview is based on a systematic review of the research and other relevant literature from the Nordic countries between the years 2014-2019.

International Workplace Sexual Harassment Laws and Developments for the Multinational Employer Ellen Pinkos Cobb 2019-12-06 As the #MeToo movement has become an increasingly global and significant workplace matter, a timely resource compiling must-know international workplace sexual harassment laws for the multinational employer is clearly needed. This book provides a comprehensive compilation of global sexual harassment laws, clearly necessary in this climate but not currently existing until now. It presents legislation addressing workplace sexual harassment in over 50 countries in the European Region, Asia Pacific, Americas, and the Middle East and Africa. Within each region, the laws of individual countries are set forth, as well as some cultural context and recent developments to indicate present and future trends in workplace sexual harassment regulation. Written in clear, plain English for anyone without a legal background to understand, this book is essential reading and a key resource for employment and business attorneys, global employers, managers, human resources professionals, and occupational health and safety professionals. Academics, practitioners, union members, employees, NGOs, and those in the human rights field will also benefit from this timely resource.

Women and Harassment at Work Nathalie Hadjifotiou 1983 No

Sexual Harassment at Work Equality Commission for Northern Ireland 2004

Harassment at Work Elizabeth Gillow 2003 Harassment at Work is a practical book which equips employers and their advisers in the UK with the know-how to combat this problem and reduce the risk of damaging court cases. Written by lawyers from one of the UK's leading employment law firms, the book provides clear practical explanations of the law on all forms of work place harassment: racial, sexual, religion/belief, disability, bullying, sexual orientation and age; sets out what circumstances might lead to employers being liable; gives practical advice on how employers should implement workplace policies and training so that harassment problems can be avoided; and describes the procedures for resolving harassment cases - both internally and through the courts. This new second edition has been thoroughly revised and updated with new chapters on age discrimination and sexual orientation and transsexuals. Including a wealth of new case law, this edition also covers the draft regulations on race, sexual orientation, and religious or belief discrimination which provide for the first time a statutory definition of harassment.

Combating Sexual Harassment in the Workplace Rohan Collier 1995 Provides insights for employers and workers on defining, preventing, and dealing with sexual harassment, with practical advice for managers, personnel officers, and trade unionists on developing and implementing sexual harassment policies, focusing on current legislation in the UK. Appendices offers examples of policies, European Union codes of practice for managers and employees, training exercises, and UK organizations. Distributed by Taylor and Francis. Annotation copyright by Book News, Inc., Portland, OR

Sexual Harassment at Work Trades Union Congress 1983

Sexual Harassment at Work in Northern Ireland John Kremer 1990-01-01

Step Forward Susan L. Webb 1997

Sexual Harassment of Women at Work 1983

Sexual Harassment in the Workplace Titus E. Aaron 1993 An overview of the research and legal opinions on sexual harassment in the workplace is presented. Definitions and perceptions of prohibited practices are discussed, as are effective responses by employers and employees. Covered in depth are recent state and federal court decisions.

The Dignity of Women at Work Michael Rubenstein 1988 EEC 890123

Combating Sexual Harassment at Work International Labour Office 1992 Sexual harassment is overwhelmingly a problem of women workers. It has nothing to do with normal interaction between the sexes: it denotes scorn of another person, and is used to establish or prove power over others. Sexual harassment produces feelings of revulsion, violation, disgust, anger and powerlessness. Good managers know that it is in the long-term interest of the enterprise to ensure that their employees are treated with respect. While effective legal remedies are necessary, it is also important to ensure that the problem ceases, or better still, never starts. Thus, preventive measures are especially important. This issue of the Conditions of Work Digest is essential reading for employers, personnel managers, trade unionists and all those in governmental and non-governmental circles who are committed to justice and dignity at work.

Sexual Harassment at Work Equal Opportunities Commission for Northern Ireland 1993

Women and Sexual Exploitation Rehana Sikri 1999 With reference to India.

Sexual Harassment of Bangladeshi Women at Workplace Dilara Choudhury 2005

Sexual Harassment of Working Women Catharine A. MacKinnon 1979-01-01 A comprehensive legal theory is needed to prevent the persistence of sexual harassment. Although requiring sexual favors as a quid pro quo for job retention or advancement clearly is unjust, the task of translating that obvious statement into legal theory is difficult. To do so, one must define sexual harassment and decide what the law's role in addressing harassment claims should be. In *Sexual Harassment of Working Women*, Catharine MacKinnon attempts all of this and more. In making a strong case that sexual harassment is sex discrimination and that a legal remedy should be available for it, the book proposes a new standard for evaluating all practices claimed to be discriminatory on the basis of sex. Although MacKinnon's "inequality" theory is flawed and its implications are not considered sufficiently, her formulation of it makes the book a significant contribution to the literature of sex discrimination. MacKinnon calls upon the law to eliminate not only sex discrimination but also most instances of sexism from society. She uses traditional theories in an admittedly strident manner, and relies upon both traditional and radical-feminist sources. The results of her effort are mixed. The book is at times fresh and challenging, at times needlessly provocative. -- <https://www.jstor.org> (Sep. 30, 2016).

Sex at Work Mari Florence 2001 After nearly two generations of law, politics, and business practices aimed at balancing the roles that men and women play in the workplace, sex remains a major controversy in business. Mari Florence considers all the company policies, both good and bad, and helps make sense out of a confusing array of sexual mores and motives.

Sexual Harassment At Work

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Table of Contents Sexual Harassment At Work

1. Understanding the eBook Sexual Harassment At Work

- The Rise of Digital Reading Sexual Harassment At Work
- Advantages of eBooks Over Traditional Books

2. Identifying Sexual Harassment At Work

- Exploring Different Genres
- Considering Fiction vs. Non-Fiction
- Determining Your Reading Goals

3. Choosing the Right eBook Platform

- Popular eBook Platforms
- Features to Look for in an Sexual Harassment At Work
- User-Friendly Interface

4. Exploring eBook Recommendations from Sexual Harassment At Work

- Personalized Recommendations
- Sexual Harassment At Work User Reviews and Ratings
- Sexual Harassment At Work and Bestseller Lists

5. Accessing Sexual Harassment At Work Free and Paid eBooks

- Sexual Harassment At Work Public Domain eBooks
- Sexual Harassment At Work eBook Subscription Services
- Sexual Harassment At Work Budget-Friendly Options

6. Navigating Sexual Harassment At Work eBook Formats

- ePub, PDF, MOBI, and More
- Sexual Harassment At Work Compatibility with Devices
- Sexual Harassment At Work Enhanced eBook Features

7. Enhancing Your Reading Experience

- Adjustable Fonts and Text Sizes of Sexual Harassment At Work
- Highlighting and Note-Taking Sexual Harassment At Work
- Interactive Elements Sexual Harassment At Work

8. Staying Engaged with Sexual Harassment At Work

- Joining Online Reading Communities
- Participating in Virtual Book Clubs
- Following Authors and Publishers Sexual Harassment At Work

9. Balancing eBooks and Physical Books Sexual Harassment At Work

- Benefits of a Digital Library
- Creating a Diverse Reading Collection Sexual Harassment At Work

10. Overcoming Reading Challenges

- Dealing with Digital Eye Strain
- Minimizing Distractions
- Managing Screen Time

11. Cultivating a Reading Routine Sexual Harassment At Work

- Setting Reading Goals Sexual Harassment At Work
- Carving Out Dedicated Reading Time

12. Sourcing Reliable Information of Sexual Harassment At Work

- Fact-Checking eBook Content of Sexual Harassment At Work
- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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