

What Is Sexual Harassment From Capitol Hill To The Sorbonne

Getting to Diversity - Frank Dobbin 2022-09-13

“Too many companies don’t know how to walk the walk of diversity, equity, and inclusion. Getting to Diversity shows them how.” —Lori George Billingsley, former Global Chief DEI Officer, Coca-Cola Company

In an authoritative, data-driven account, two of the world’s leading management experts challenge dominant approaches to increasing workplace diversity and provide a comprehensive account of what really works. Every year America becomes more diverse, but change in the makeup of the management ranks has stalled. The problem has become an urgent matter of national debate. How do we fix it? Bestselling books preach moral reformation. Employers, however well intentioned, follow guesswork and whatever their peers happen to be doing. Arguing that it’s time to focus on changing systems rather than individuals, two of the world’s leading experts on workplace diversity show us a better way in the first comprehensive, data-driven analysis of what succeeds and what fails. The surprising results will change how America works. Frank Dobbin and Alexandra Kalev draw on more than thirty years of data from eight hundred companies as well as in-depth interviews with managers. The research shows just how little companies gain from standard practice: sending managers to diversity training to reveal their biases, then following up with hiring and promotion rules, and sanctions, to shape their behavior. Almost nothing changes. It’s time, Dobbin and Kalev argue, to focus on changing the management systems that make it hard for women and people of color to succeed. They show us how the best firms are pioneering new recruitment, mentoring, and skill training systems, and implementing strategies for mixing segregated work groups to increase diversity. They explain what a difference ambitious work-life programs make. And they argue that as firms adopt new systems, the key to making them work is to make them accessible to all—not just the favored few. Powerful, authoritative, and driven by a commitment to change, *Getting to Diversity* is the book we need now to address constructively one of the most fraught challenges in American life.

Hate Crimes in Cyberspace - Danielle Keats Citron 2014-09-22

Some see the Internet as a Wild West where those who venture online must be thick-skinned enough to endure verbal attacks in the name of free speech protection. Danielle Keats Citron rejects this view. Cyber-harassment is a matter of civil rights law, and legal precedents as well as social norms of decency and civility must be leveraged to stop it.

Inventing Equal Opportunity - Frank Dobbin 2009-05-26

Equal opportunity in the workplace is thought to be the direct legacy of the civil rights and feminist movements and the landmark Civil Rights Act of 1964. Yet, as Frank Dobbin demonstrates, corporate personnel experts—not Congress or the courts—were the ones who determined what equal opportunity meant in practice, designing changes in how employers hire, promote, and fire workers, and ultimately defining what discrimination is, and is not, in the American imagination. Dobbin shows how Congress and the courts merely endorsed programs devised by corporate personnel. He traces how the first measures were adopted by military contractors worried that the Kennedy administration would cancel their contracts if they didn't take "affirmative action" to end discrimination. These measures built on existing personnel programs, many designed to prevent bias against unionists. Dobbin follows the changes in the law as personnel experts invented one wave after another of equal opportunity programs. He examines how corporate personnel formalized hiring and promotion practices in the 1970s to eradicate bias by managers; how in the 1980s they answered Ronald Reagan's threat to end affirmative action by recasting their efforts as diversity-management programs; and how the growing presence of women in the newly named human resources profession has contributed to a focus on sexual harassment and work/life issues. *Inventing Equal Opportunity* reveals how the personnel profession devised—and ultimately transformed—our understanding of discrimination.

What's Wrong with Fat? - Abigail Saguy 2013-01-31

What's Wrong with Fat? examines the social implications of understanding fatness as a medical health risk, disease, and epidemic. Examining the ways in which debates over fatness have developed, Abigail Saguy argues that the obesity crisis literally makes us fat, intensifies negative body image, and justifies weight-based discrimination.

Issues in Women’s Rights - K M Baharul Islam 2014-04-25

A key challenge facing the overall women’s rights scenario in any remote region like Northeast India is availability of trained lawyers in local courts to assist the aggrieved women to fight their rights violation cases or otherwise guard their interests in a dispute. Such legal services, embracing both individual access to justice and public interest law transcending individual needs, contribute to the rule of law, good governance, human rights, empowerment of the poor and poverty alleviation. The women’s rights lawyers need special training and set of professional tools for forging the future of legal services and legal systems. In order to address this gap, a special training workshop was organized by PFI Foundation, Guwahati in February, 2012. This resource book is an outcome of that exercise. It may be used as a Women’s Rights Lawyers’ Handbook or a manual which is readily available for adoption by law schools to conduct similar programs and also act as a ready-reckoner for the lawyers, police officers, administrators, corporate human resource managers and chief executives of organizations. The contents of the resource book contains training materials used at the training workshop, individual research studies by the authors and a compilation of some important reference documents from different sources. The book mainly covers issues like social security legislations, free legal aid, constitutional remedies, marriage laws, separation, divorce, maintenance, offences of dowry, violence against women, rights at work place, sexual harassment at work place, Vishaka Guidelines, etc.

Social Class on British and American Screens - Nicole Cloarec 2016-03-15

At a time when debates about social inequality are in the spotlight, it is worth examining how the two most popular media of the 20th and 21st centuries—film and television—have shaped the representation of social classes. How do generic conventions determine the representation of social stereotypes? How do filmmakers challenge social class identification? How do factors such as national history, geography and gender affect the representation of social classes? This collection of new essays explores these and other questions through an analysis of a wide range of American and British productions—from sitcoms and reality TV to documentaries and auteur cinema—from the 1950s to the present. *Come Out, Come Out, Whoever You Are* - Abigail C. Saguy 2020-01-15

While people used to conceal the fact that they were gay or lesbian to protect themselves from stigma and discrimination, it is now commonplace for people to "come out" and encourage others to do so as well. *Come Out, Come Out, Whoever You Are* systematically examines how coming out has moved beyond gay and lesbian rights groups and how different groups wrestle with the politics of coming out in their efforts to resist stigma and enact social change. It shows how different experiences and disparate risks of disclosure shape these groups' collective strategies. Through scores of interviews with LGBTQ+ people, undocumented immigrant youth, fat acceptance activists, Mormon fundamentalist polygamists, and sexual harassment lawyers and activists in the era of the #MeToo movement, *Come Out, Come Out, Whoever You Are* explains why so many different groups gravitate toward the term coming out. By focusing on the personal and political resonance of coming out, it provides a novel way to understand how identity politics work in America today.

Feminist Cyberspaces - Sharon Collingwood 2012-01-17

Feminist Cyberspaces: Pedagogies in Transition is a collection of essays exploring the ways in which new media technologies are being used in the feminist “classroom.” The collection has been structured to reflect the multifaceted nature of education today. Learning takes place on a personal level through independent study and social media; it takes place at a local level in our classrooms and lecture halls, but it is also increasingly taking place on a global scale as new technologies foster international collaboration between individuals and organizations. In addition, there is a growing acceptance of learning in the collaborative 3D classrooms of virtual worlds. These educational spaces are not mutually exclusive, as the contributions to this volume make clear. The anthology explores how technology is being used in antiviolence teaching, art education, HIV and AIDS education, and other specialized topics, but it also gives many examples of innovations in teaching introductory courses. The technology used ranges from the

implementation of course management systems for large university classes to the use of digital storytelling in small groups outside the university. It also explores technology for removing barriers to people with disabilities in both traditional and online classrooms. The collection is not a “how to” book, but it does use practical experience as a basis for feminist theorizing of the classroom. All of the essays look at the use of new technology in the light of feminist pedagogy, seeking new ways to foster provocative, creative and non-hierarchical learning that transcends the physical boundaries of the university.

What's Wrong with Fat - Abigail Cope Saguy 2013

This study presents each of the various ways in which fat is understood in America today, examining the implications of understanding fatness as a health risk, disease, and epidemic, and revealing why we have come to understand the issue in these terms, despite considerable scientific uncertainty and debate. The book shows how debates over the relationship between body size and health risk take place within a larger, though often invisible, contest over whether we should understand fatness as obesity at all. Moreover, it reveals that public discussions of the 'obesity crisis' do more harm than good, leading to bullying, weight-based discrimination, and misdiagnoses.

Sexual Abuse and Education in Japan - Robert O'Mochain 2022-09-09

Bringing together two voices, practice and theory, in a collaboration that emerges from lived experience and structured reflection upon that experience, O'Mochain and Ueno show how entrenched discursive forces exert immense influence in Japanese society and how they might be most effectively challenged. With a psychosocial framework that draws insights from feminism, sociology, international studies, and political psychology, the authors pinpoint the motivations of the nativist right and reflect on the change of conditions that is necessary to end cultures of impunity for perpetrators of sexual abuse in Japan. Evaluating the value of the #MeToo model of activism, the authors offer insights that will encourage victims to come out of the shadows, pursue justice, and help transform Japan's sense of identity both at home and abroad. Ueno, a female Japanese educator and O'Mochain, a non-Japanese male academic, examine the nature of sexual abuse problems both in educational contexts and in society at large through the use of surveys, interviews, and engagement with an eclectic range of academic literature. They identify the groups within society who offer the least support for women who pursue justice against perpetrators of sexual abuse. They also ask if far-right ideological extremists are fixated with proving that so called “comfort women” are *higaisha-buru* or “fake victims.” Japan would have much to gain on the international stage were it to fully acknowledge historical crimes of sexual violence, yet it continues to refuse to do so. O'Mochain and Ueno shed light on this puzzling refusal through recourse to the concepts of ‘international status anxiety’ and ‘male hysteria.’ An insightful read for scholars of Japanese society, especially those concerned about its treatment of women.

The Transformation of Title IX - R. Shep Melnick 2018-03-06

One civil rights-era law has reshaped American society—and contributed to the country's ongoing culture wars. Few laws have had such far-reaching impact as Title IX of the Education Amendments of 1972. Intended to give girls and women greater access to sports programs and other courses of study in schools and colleges, the law has since been used by judges and agencies to expand a wide range of antidiscrimination policies—most recently the Obama administration's 2016 mandates on sexual harassment and transgender rights. In this comprehensive review of how Title IX has been implemented, Boston College political science professor R. Shep Melnick analyzes how interpretations of “equal educational opportunity” have changed over the years. In terms accessible to non-lawyers, Melnick examines how Title IX has become a central part of legal and political campaigns to correct gender stereotypes, not only in academic settings but in society at large. Title IX thus has become a major factor in America's culture wars—and almost certainly will remain so for years to come.

Gender Politics in the Expanding European Union - Silke Roth 2008-09-01

In May 2004, after bringing their legislation into accordance with EU regulations, ten more countries joined the European Union. The contributors to this volume assess the impact of this historical development on gender relations in the new and old EU member states. Instead of focusing on either western or eastern Europe, this book investigates the similarities and differences in diverse parts of Europe. Although initially limited, gender equality was part of the original framework of the European Union, an organization often more open than national governments to feminist demands, as this volume illustrates

with case studies from eastern and western Europe. The enlargement process thus provides some important policy instruments for increasing equality between men and women.

Before Bostock - Jason A. Pierceson 2022-05-31

On June 15, 2020, the Supreme Court ruled in *Bostock v. Clayton County*, in a 6-to-3 decision with a majority opinion authored by conservative Justice Neil Gorsuch, that Title VII of the Civil Rights Act of 1964 prohibited employment discrimination on the basis of gender identity and sexual orientation. The decision was a surprise to many, if not most, observers, but as Jason Pierceson explores in this work, it was not completely unanticipated. The decision was grounded in a recent but well-developed shift in federal jurisprudence on the question of LGBTQ rights that occurred around 2000, with gender identity claims faring better in federal court after decades of skepticism. The most important precedent for these cases was a 1989 Supreme Court case that did not deal directly with LGBTQ rights: *Price Waterhouse v. Hopkins*. The court ruled in *Price Waterhouse* that “sex stereotyping” is a form of discrimination under Title VII, a provision that prohibits discrimination in employment based upon sex. Ann Hopkins was a cisgender heterosexual woman who was denied a promotion at her accounting firm for being too “masculine.” At the time of the decision, and in the wake of the devastating decision for the LGBTQ movement in *Bowers v. Hardwick* (1986), the case was not viewed as creating a strong precedential foundation for LGBTQ rights claims, especially claims based upon sexual orientation. Even in the context of gender identity, the connection was not made to the emerging movement for transgender rights until a decade later. In the 2000s, however, federal courts were consistently applying the case to protect transgender individuals. While not the result of coordinated litigation, nor initially connected to the LGBTQ rights movement, *Price Waterhouse* has been one of the most important and powerful precedents in recent years outside of the marriage equality cases. *Before Bostock* tells the story of how this “accidental” precedent evolved into such a crucial case for contemporary LGBTQ rights. Pierceson examines the groundbreaking Supreme Court decision of *Bostock v. Clayton County* through the legal path created by Title VII of the Civil Rights Act of 1964 and the interpretation of the word “sex” over time. Focusing on history, courageous LGBTQ plaintiffs, and the careful work of legal activists, *Before Bostock* illustrates how the courts can expand LGBTQ rights when legislators are more resistant, and it adds to our understanding about contemporary judicial policymaking in the context of statutory interpretation.

Making Rights Real - Charles R. Epp 2010-02-15

It's a common complaint: the United States is overrun by rules and procedures that shackle professional judgment, have no valid purpose, and serve only to appease courts and lawyers. Charles R. Epp argues, however, that few Americans would want to return to an era without these legalistic policies, which in the 1970s helped bring recalcitrant bureaucracies into line with a growing national commitment to civil rights and individual dignity. Focusing on three disparate policy areas—workplace sexual harassment, playground safety, and police brutality in both the United States and the United Kingdom—Epp explains how activists and professionals used legal liability, lawsuit-generated publicity, and innovative managerial ideas to pursue the implementation of new rights. Together, these strategies resulted in frameworks designed to make institutions accountable through intricate rules, employee training, and managerial oversight. Explaining how these practices became ubiquitous across bureaucratic organizations, Epp casts today's legalistic state in an entirely new light.

Gender and Sexuality in the Workplace - Christine Williams 2010-09-01

Features sociological research and theory on gender and sexuality in the workplace, and identifies how organizations can achieve a gender-balanced and sexually-diverse work force. This book discusses such topics as: gender discrimination and the wage gap; homophobic and 'gay friendly' workplaces; sexual harassment; and, sex in the workplace.

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

Sexual Harassment in the Indian Bureaucracy - Arundhati Bhattacharyya 2017-01-06

The Indian bureaucracy provides the framework that ensures the successful running of a democratic country, continuing the heritage of the Indian Civil Service during British colonial rule. However, patriarchy has continued to serve as the norm in these institutions, with the sexual harassment of bureaucrats representing a particular challenge. Sexual harassment in the workplace is a hard reality, but systematic studies of this phenomenon are few and far between. In this regard, bureaucracy is an area which needs particular academic analysis. This book addresses this research gap and studies the relevance of socio-economic factors leading to sexual harassment in the Indian bureaucracy in Kolkata, Delhi and Bengaluru. It also explores the levels and forms of this harassment, the gender and position of the harasser, and the level of filing complaints by the victims. Moreover, the reasons behind the silence of the victims regarding filing complaints are also analysed. As such, it is a revealing and illuminating analysis of the hitherto unexplored area of the dynamics of one facet of gender relationships in the Indian bureaucracy. The book will be useful to scholars in the fields of anthropology, law, sociology, economics, social work, political science, gender studies, and development studies, as well as other social sciences.

What Is Sexual Harassment? - Abigail Saguy 2003-08-13

In France, a common notion is that the shared interests of graduate students and their professors could lead to intimate sexual relations, and that regulations curtailing those relationships would be both futile and counterproductive. By contrast, many universities and corporations in the United States prohibit sexual relationships across hierarchical lines and sometimes among coworkers, arguing that these liaisons should have no place in the workplace. In this age of globalization, how do cultural and legal nuances translate? And when they differ, how are their

subtleties and complexities understood? In comparing how sexual harassment—a concept that first emerged in 1975—has been defined differently in France and the United States, Abigail Saguy explores not only the social problem of sexual harassment but also the broader cultural concerns of cross-national differences and similarities.

Gender Violence - Laura L. O'Toole 2007-08

The approach of the year 2000 has made the study of apocalyptic movements trendy. But groups anticipating the end of the world will continue to predict Armageddon even after the calendar clicks to triple 0s. A Doomsday Reader brings together pronouncements, edicts, and scriptures written by prominent apocalyptic movements from a wide range of traditions and ideologies to offer an exceptional look into their belief systems. Focused on attaining paradise, millenarianism often anticipates great, cosmic change. While most think of religious belief as motivating such fervor, Daniels' comparative approach encompasses secular movements such as environmentalism and the Montana Freemen, and argues that such groups are often more political than religious in nature. The book includes documents from groups such as the Branch Davidians, the Order of the Solar Temple, Heaven's Gate, and white supremacists. Each document is preceded by a substantive introduction placing the movement and its beliefs in context. This important overview of contemporary politics of the End will remain a valuable resource long after the year 2000 has come and gone.

Sex, Sexuality, Law, and (In)justice - Henry F. Fradella 2016-02-26

Sex, Sexuality, Law, and (In)Justice covers a wide range of legal issues associated with sexuality, gender, reproduction, and identity. These are critical and sensitive issues that law enforcement and other criminal justice professionals need to understand. The book synthesizes the literature across a wide breadth of perspectives, exposing students to law, psychology, criminal justice, sociology, philosophy, history, and, where relevant, biology, to critically examine the social control of sex, gender, and sexuality across history. Specific federal and state case law and statutes are integrated throughout the book, but the text moves beyond the intersection between law and sexuality to focus just as much on social science as it does on law. This book will be useful in teaching courses in a range of disciplines—especially criminology and criminal justice, history, political science, sociology, women and gender studies, and law.

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