

Gender Sexuality And Violence In Organizations The Unspoken Forces Of Organization Violations

New Books on Women and Feminism 2002

Key Concepts in Critical Management Studies Mark Tadajewski 2011-02-15 Electronic Inspection Copy available here Ideal as an introduction and as a quick reference, Key Concepts in Critical Management Studies explores the essential concepts used within the field today. Specially edited and written by a range of international experts, key ideas are succinctly explained and illustrated beyond a simple definition. Further reading suggestions and cross-referencing provide the reader with means to develop their knowledge further. With over 50 entries, from Actor Network Theory to Utopianism, readers have instant access and explanation of the most influential concepts in CMS literature. Clear and engaging, this will provide strong support for all courses involving critical management and is a perfect resource for anyone with an interest in this field.

Handbook of Studies on Men and Masculinities Michael S. Kimmel 2005 The handbook provides a broad view of masculinities primarily across the social sciences, but including important debates in areas of the humanities & natural sciences.

SAGE Directions in Organization Studies Stewart R Clegg 2009-09-26 SAGE has unparalleled depth in journal back lists in the field of organization studies, and publishes several of the top journals in the field, including Organization, Human Relations and Organization Studies. This four-volume set brings together over sixty of the key papers published in SAGE books and journals since the turn of the millennium, many of which are not easily available in traditional library holdings. Professor Stewart Clegg is widely recognised as a preeminent scholar of organization studies, and together with an international editorial board of ten renowned scholars in the field, has arranged this selection to help the reader better understand the developments in the field from different perspectives. Emphasis is placed on the 'history of the present' of organization studies, with articles that discuss contemporary issues and foreshadow further developments in the field, across popular theoretical perspectives such as discourse analysis, institutional theory and complexity theory.

Resist Crime Against Women 2007 Contributed articles presented at Seminar on "Violence against Women" December 6 and 7, 2001 at Women Studies Research Centre, University of Calcutta.

Organizational Behavior and Management John Ivancevich 2007-02 The author team (Ivancevich/Konopaske/Matteson) has examined, listened, and responded to reviewers', instructors', and students' suggestions on how to continue to make Organizational Behavior and Management, 8e a more user-friendly and application rich introductory OB textbook. To accomplish this, OBM 8e achieves the difficult goal of preserving its key strengths (i.e., thorough, current, good balance of research and practice) while streamlining its content by removing over 100 pages of readings that are now available on the Web. This reduction in page length makes the book more affordable, teachable, and efficient for students. "Preserving scholarship while streamlining" captures the spirit of what I/K/M used as the guiding principle while writing OBM 8e.

Queer Business Nick Rumens 2017-09-13 In this modern day and age, it is surprising that managerialist perspectives, practices and ideas are colonising the study of sexualities in organisation. A timely intervention into the contemporary vitality of queer theories, Queer Business is an innovative book length exploration of how queer theory has been used in management and organisation studies, with the aim of broadening and deepening queer scholarship in this discipline. Through both scholarly and original empirical research, Rumens also seeks to demonstrate how queer theory has been mobilised in MOS and how it might be advanced in a field where it has yet to become exhausted and clichéd. In particular, this volume shows how scholars can use queer theory concepts to explore how lesbian, gay, bisexual and transgender sexualities and genders are understood and experienced in the workplace. Challenging notions of LGBT+ inclusivity in the workplace through concepts such as queer liberalism and homonormativity, Queer Business will appeal to scholars, undergraduate and postgraduate students and postdoctoral researchers interested in fields such as management and organisation studies, queer studies, gender studies, sexuality studies, organisational theory and cultural studies.

Rape and Resistance Linda Martín Alcoff 2018-05-04 Sexual violence has become a topic of intense media scrutiny, thanks to the bravery of survivors coming forward to tell their stories. But, unfortunately, mainstream public spheres too often echo reports in a way that inhibits proper understanding of its causes, placing too much emphasis on individual responsibility or blaming minority cultures. In this powerful and original book, Linda Martín Alcoff aims to correct the misleading language of public debate about rape and sexual violence by showing how complex our experiences of sexual violation can be. Although it is survivors who have galvanized movements like #MeToo, when their words enter the public arena they can be manipulated or interpreted in a way that damages their effectiveness. Rather than assuming that all experiences of sexual violence are universal, we need to be more sensitive to the local and personal contexts - who is speaking and in what circumstances - that affect how activists' and survivors' protests will be received and understood. Alcoff has written a book that will revolutionize the way we think about rape, finally putting the survivor center stage.

Gender, Sexuality and Violence in Organizations Jeff Hearn 2001-07-05 `This exceptionally interesting study provides an up-to-date and integrated perspective on organizations, violence, gender and sexuality. It pays particular attention to the power wielded by hierarchies of heterosexual men, and the ways in which this produces violence in different, carefully analyzed forms. This book is a major contribution to the construction of sociological and political knowledge that is not founded on the dominant definitions of heterosexual masculinities' - Professor Terrell Carver, University of Bristol `This is a wide-ranging and authoritative book. The authors draw attention to the huge amount of evidence now available that documents the gendering and sexualising processes at the core of organisational life. While they never nag about violation and inequality, they are nonetheless relentless in confronting the reader with the weight of evidence' - Professor Rosemary Pringle, University of Southampton This book brings together the themes of gender, sexuality, violence and organizations. The authors synthesize the literature and research which has been done in these fields and provide a coherent framework for understanding the interrelationship between these concepts. The importance of violence and abuse, and particularly men's violence to women, children and other men has been well established, especially through feminist and some pro-feminist research. The insights of this scholarship have rarely been applied to organizational analysis. The authors draw on this literature and their own research, as well as relevant literatures on safety and risk at work; anxiety and stress at work; organizational policies on violence; sexual harassment and bullying in organizations; and male sexuality, to provide valuable information on violence in and around organizations. Gender, Sexuality and Violence in Organizations breaks new ground in organization studies and will be essential reading for academics and students in both organization studies and all those studying issues of gender and sexuality in organizations.

Age at Work Jeff Hearn 2020-11-11 Hearn and Parkin are dynamic and well-respected authors. In this project, they are continuing on the theme of the unspoken and unacknowledged, with a focus on age and ageing. With politicians, the media and health care professionals honing in on the previously unacknowledged aged population, this book fills a gap in the market in its ability to bring together a range of social aspects of ageing. The book would suit a range of levels from upper UG to practitioner. The focus of the book sets it apart from its (limited) competition with a focus on the notion of 'peripheries' and peripheral places as a location of the dispossessed, and in this case, the dispossessed being the aged population.

The Emotional Organization Stephen Fineman 2008 Deals with demonstrating/mapping (what is understood about the power and structural effects of emotion and identity in organizations. This work reveals the influence of workplace cultures, power, and institutional expectations, while also exploring the negative impacts of emotion management in the workplace.

Interactions and Intersections of Gendered Bodies at Work, at Home, and at Play Marcia Texler Segal 2010-07-16 Includes articles that examine the intersection of gender with other characteristics in a variety of settings including factory floors and corporate offices, welfare offices, state legislatures, the armed forces, universities, social clubs and playing fields.

Multiple Marginalities Justyna Sempruch 2006

Gender Inequality Judith Lorber 2010 An accessible, engaging classic written by one of sociology's first feminists, the fourth edition of *Gender Inequality: Feminist Theories and Politics* examines the various, evolving theories of gender inequality. Tightly structured around internationally renowned feminist Judith Lorber's own paradigm of "reform, resistance, rebellion," this combination text/reader acknowledges feminism's significant contributions to redressing gender inequality and celebrates its enormous accomplishments over the last forty years. It also documents feminism's ongoing political activism, and, with an awareness of postmodern and third-wave trends, points toward its future.

Handbook of Gender, Work and Organization Emma Jeanes 2012-04-16 This work of reference represents a remarkably complete, detailed and extensive review of the field of gender, work and organization in the second decade of the 21st century. Its authors represent eight countries and many disciplines including management, sociology, political science, and gender studies. The chapters, by top scholars in their areas of expertise, offer both reviews and empirical findings, and insights and challenges for further work. The chapters are organized in five sections: Histories and Philosophies; Organizing Work and the Gendered Organization; Embodiment; Globalization; and Diversity. Theoretical and conceptual developments at the cutting edge of the field are explicated and illustrated by the handbook's authors. Methods for conducting research into gender, work and organization are reviewed and assessed as well as illustrated in the work of several chapters. Efforts to produce greater gender equality in the workplace are covered in nearly every chapter, in terms of past successes and failures. Military organizations are presented as one of the difficult to change in regards to gender (with the result that women are marginalized in practice even when official policies and goals require their full inclusion). The role of the body/embodiment is emphasized in several chapters, with attention both to how organizations discipline bodies and how organizational members use their bodies to gain advantage. Particular attention is paid to sexuality in and organizations, including sexual harassment, policies to alleviate bias, and the likelihood that future work will pay more attention to the body's presence and role in work and organizations. Many chapters also address "change efforts" that have been employed by individuals, groups, and organizations, including transnational ones such as the European Union, the United Nations, and so on. In addition to its value for teachers and students within this field, it also offers insights that would be of value to policymakers and practitioners who need to reflect on the latest thinking relating to gender at work and in organizations.

The Oxford Handbook of Gender in Organizations Savita Kumra 2014 ... This Handbook focuses on organizations and the way in which their processes and practices systematically work to produce gender inequities.

Trouble at Work Ralph Fevre 2012-07-03 *Trouble at Work* addresses the apparent rise in workplace harassment and bullying in recent years. Drawing on extensive surveys and in-depth data, this book is a comprehensive study of troubles in the workplace, looking across many areas of employment.

Gendered Violence at International Festivals Louise Platt 2020-03-24 *Gendered Violence at International Festivals* is a groundbreaking collection that focusses on this highly important social issue for the first time. Including a diverse range of interdisciplinary studies on the issue, the book contests the widely held notion that festivals are temporal spaces free from structural sexism, inequalities or gender power dynamics. Rather, they are spaces where these concerns are enhanced and enacted more freely and where the experiential environment is used as an excuse or as an opportunity to victim blame and shame. In this emerging and under-researched area, the chapters not only present original work in terms of topics but also in theoretical and methodological approaches. All of the chapters are cross- or interdisciplinary, drawing on gender, sexualities, cultural and ethnicity studies. Studies from a range of highly regarded academics based around the world examine the subject by looking at examples from a wide range of destinations, including Spain, Argentina, Nigeria, Zimbabwe, Australia, Canada and the UK. This significant book progresses understanding and debates about gendered festival experiences and emphasises the symbolic and physical violence often associated with them. This will be of great interest to, undergraduate and postgraduate students and academics in the field of Events Studies. It will also be of use to practitioners or non-profit workers in the festival industries, including festival management organisations and planning committees.

Emotionalizing Organizations and Organizing Emotions Åsa Wettergren 2010-09-17 Delivers a strong contribution to the field of research on emotions in organizations offering original pieces of research. Uniting scholars from organization and management research and sociology, it conveys trans-disciplinary insights into the multidimensional 'nature' of emotion and its appearance in organizational structures and processes.

Gender, Sexuality & Violence in Organizations: The Unspoken Forces of Organization Violations

Rethinking Transnational Men Jeff Hearn 2013-07-18 The world is becoming more transnational. This edited collection examines how the immense transnational changes in the contemporary world are being produced by and are affecting different men and masculinities. It seeks to shift debates on men, masculinities and gender relations from the strictly local and national context to much greater concern with the transnational and global. Established and rising scholars from Asia, Australia, Europe and North America explore subjects including economies and business corporations; sexualities and the sex trade; information and communication technologies and cyberspace; migration; war, the military and militarism; politics; nationalism; and symbolism and image-making.

Gender and Communication at Work Marilyn J. Davidson 2016-04-15 Written by leading researchers from four continents, this book offers a broad and contemporary assessment of the ways in which gender affects workplace communication and how this in turn influences people's choices, training, opportunities and career development. A range of work situations are considered (including communication within the normal routine, in a crisis or under pressure, and during those occasions important for career development) and examples are sourced from a variety of contexts (including international business, leadership, service work, and computer-mediated communication). *Gender and Communication at Work* includes a diversity of theoretical perspectives in order to most successfully map the range of communication strategies, identities and roles which impact upon and are influenced by gender at work.

Handbook of Research in International Human Resource Management Günter K. Stahl 2012-01-01 Acclaim for the first edition: 'Handbook of Research in International Human Resource Management represents a welcome contribution to IHRM literature and will be required readings for both novices and veteran researchers.' - Dana B. Minbaeva, *British Journal of Industrial Relations* '... a rich array of contributors including some of the biggest names in the field.' - Roger Bell, *Delta Intercultural Academy* The second edition of this Handbook provides up-to-date insight into ground-breaking research on international human resource issues today. These issues are faced by multinational companies which can be as small as one person with a computer and Internet connection or as large as a medium-sized country. Written by the field's most distinguished researchers, the book will stimulate thought for new research and provide a glimpse of where we have been and where we are going. The book explores issues such as the importance of linking IHRM activities to organizational strategy and culture; talent management; staffing; performance management; leadership development; diversity management; international assignment and mobility issues; and the role of IHRM in the management of global teams and cross-border joint ventures, mergers and acquisitions. The Handbook illustrates that IHRM research is both theoretically deep and eclectic. Drawing upon a range of paradigms and perspectives this compendium will prove invaluable for HRM scholars, doctoral students, and others interested in IHRM research.

Living in Dangerous Times David Denney 2009-06-22 Through a series of essays by leading social public policy experts, *Living in Dangerous Times* analyzes the impact of fear on the development of social policy in the UK in the post 9-11 - and 7/11 - world. Incorporates an approach that pushes back traditional views of what the study of social policy should be about Features essays by leading scholars that combine original theories with empirical data Analyzes the complexities of policy development and governance in a world suffused with fear and uncertainty Addresses critical contemporary questions for policy makers and policy analysts

Women Studies Abstracts 2004

Equality, Diversity and Inclusion at Work Mustafa Ezbilgin 2009-01-01 *Equality, Diversity and Inclusion at Work* is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field. . . Practitioners, whether directly involved with diversity management or not, can also use this volume to gain significant insight into the variety of perspectives on diversity management and training. Florence Villesèche, *Management* This collection can serve as a mirror for all of us who spend much of our lives in work organizations. From diverse vantage points, the

authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others. For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness, support, and cooperation, this book is a must-read. Jay Coakley, University of Colorado, Colorado Springs, US Equality, Diversity and Inclusion at Work, edited by Mustafa F. Özbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic. Theoretical issues and policy problems, equal opportunity and diversity management, sociological and psychological approaches, history and present management and trade union efforts, and much more are all covered. I particularly appreciated the inclusion of several articles on men, masculinities, equality and diversity, a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts. Although the collection covers the UK in the most detail, chapters on the US, Germany, South Africa, and Japan provide a multinational perspective. It is the kind of book I'd like to have at hand when I'm writing about organizations, gender, equality and diversity. Joan Acker, University of Oregon, US With over thirty chapters, this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality, diversity and inclusion at work. Many chapters in the book offer comparative perspectives through cross-national and multi-level analyses. The volume adopts a critical perspective as it focuses on relations of power in exploring equality, diversity and inclusion at work. Specifically, the authors examine areas such as cultural conflict, gender inequity and politics, work life balance, affirmative action, trade unions and diversity and diversity interventions and change. This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers, policy makers and students in this field.

European Perspectives on Men and Masculinities J. Hearn 2006-10-06 This book compares the state of knowledge on men and masculinities in 14 countries across Europe, examining the effects of social change, Europeanization, globalization and new post-socialist configurations of Europe for men. Special attention is given to home and work, social exclusion, violence, and health.

Gendering Emotions in Organizations Patricia Lewis 2007-05-03 Gendering Emotions in Organizations is an edited collection that explores the connections between gender and emotion in organizations. In its examination of these connections, this book focuses on two specific areas: emotional labour and the gendered nature of the expression of feelings at work. Drawing on a range of empirical data, including new work on the previously neglected area of men and emotions, Gendering Emotions in Organizations is the first to bring together emerging literature on this fascinating topic.

Diversity in the Workplace Stefan Gröschl 2016-05-23 Most regions and countries in the world are experiencing increasingly diverse populations and labour markets. While the causes may vary, the challenges businesses face due to a heightened awareness of this diversity are often similar. Internally, organisations promote diversity and manage increasingly heterogeneous workforces, accommodate and integrate employees with different value and belief systems, and combat a range of different forms of discrimination with organisational and also societal consequences. Externally, organisations have to manage demands from government, consumer, and lobbying sources for the implementation of anti-discrimination policies and laws. This has generated demand for appropriate higher level teaching programmes and for more diversity-focused research. Diversity in the Workplace responds to the increasing social and political debate and interest in diversity throughout Europe. The contributors discuss the concept of diversity in different social and legal contexts and from the perspectives of different academic disciplines including sociology, anthropology, psychology, philosophy and organizational theory. The book includes a European view and the makings of a conceptual framework to literature on diversity that hitherto has tended to be US orientated and overwhelmingly practice focused. It will stimulate fruitful exchanges of ideas about different approaches to the challenges faced by businesses and organisations of all kinds. With chapters by authors involved in research into diversity issues at leading academic institutions across Europe, this book offers much that will interest academics, researchers and higher level students, as well as practitioners wanting to understand managing workforce diversity; affirmative action programmes; and anti-discriminatory policy and practice in a wider context.

Men's Lives Michael S. Kimmel 2007 Edited by two of the field's most prominent researchers, this best-selling reader on men and masculinity contains the most current articles available. Organized around themes that define masculinity, this reader takes a life-course perspective, using the idea that men (as well as women) are "gendered" and that this gendering process is a central experience for men. New to This Edition Twenty-four readings are new to this edition. New topics include: being a male, pro-feminist college instructor; the meaning of being labeled a "fag"; growing up as a "sissy" (gender non-conforming) boy; ritualized homosexual behavior among the "Tarfs," a subculture of the Nacirema; sexual assault in military academies; male cheerleaders; drag queens; fathering in modern American society; images of masculinity in beer and liquor ads; sexuality and sports talk radio; and the culture of aggression and violence among ice hockey players.

The Routledge Companion to Critical Management Studies Anshuman Prasad 2015-08-14 The scholarly field of Critical Management Studies (CMS) is in a state of flux. Against a backdrop of dramatic global shifts, CMS scholarship has lately taken a number of new and exciting directions and, at times, challenged older critical voices. Novel theoretical frameworks and diverse research interests mark the CMS field as never before.

Interrogating conventional critiques of management and arguing for fresh approaches, The Routledge Companion to Critical Management Studies captures this intellectual ferment and new spirit of inquiry within CMS, and showcases the pluralistic generation of CMS scholars that has emerged in recent years. Setting the scene for a crucial period for the discipline, this insightful volume covers new ground and essential areas grouped under the following themes: Critique and its (dis-)contents Difference, otherness, marginality Knowledge at the crossroads History and discourse Global predicaments. Drawing on the expertise of an international team of contributing scholars, The Routledge Companion to Critical Management Studies is a rich resource and the perfect reference tool for students and researchers of management and organization.

SOCIAL WORK IN JUVENILE AND CRIMINAL JUSTICE SYSTEMS (4th Ed.) David W. Springer 2017-05-16 Social Work in Juvenile and Criminal Justice Systems sets the standard of care for mental health treatment and the delivery of social services to crime victims, juvenile and adult offenders, and their families. The chapters, all authored by experts in the field and all committed to the mission of social justice, are written with the clear understanding that we cannot study criminal justice in a vacuum. Therefore, a major focus of the book is on the renewed growing sense of the profession's obligation to social justice. Each chapter interconnects with the various components of juvenile and criminal justice. Another prominent aspect of the book is that it is strength-based. It views those involved in the criminal and juvenile justice systems as individuals rather than inmates or criminals, each with unique positive talents and abilities. The book is divided into four sections. The first section discusses forensic social work, including crime and delinquency theories, trends, and ethical issues. The second section prepares social workers for practice in correctional institutions and explores crisis intervention with victims of violence, reentry of adult offenders in society, and aging in prison. The third section covers assessment and intervention in child sexual abuse, mental health and substance abuse, interpersonal violence and prevention, child welfare and juvenile justice. The final section presents an overview on social work in the twenty-first century, which includes restorative justice and the justice system, new ways of delivering justice, domestic violence, neighborhood revitalization, race and ethnicity, and social work practice with LGBTQ offenders. This book will be the best single source on social work in criminal justice settings and will prove to be an invaluable resource for the many professionals who have responsibility for formulating and carrying out the mandates of the criminal justice system.

Gender, Identity and the Culture of Organizations Iris Aaltio 2003-09-02 Gender, Identity and the Culture of Organizations considers how organizations operate as spaces in which minds are gendered and men and women constructed. This edited collection brings together four powerful themes that have developed within the field of organizational analysis over the past two decades: organizational culture; the gendering of organizations; post-modernism and organizational analysis; and critical approaches to management. A range of essays by distinguished writers from countries including the UK, USA, Canada, Denmark, Sweden, Finland, the Netherlands and Sweden, explore innovative methods for the critical theorizing of organizational cultures. In particular, the book reflects the growing interest in the impact of organizational identity formation and its implications for individuals and organizational outcomes in terms of gender. The book also introduces research designs, methods and methodologies by which can be used to explore the complex interrelationships between gender, identity and the culture of organizations.

Re-Imagining Sexual Harassment Maja Lundqvist 2023-03 This book brings researchers, writers and policy makers into dialogue in an ambitious

volume and moves beyond the juridical definitions of justice, coloniality, exploitation and work.

Violence, Gender and Affect Marita Husso 2020-12-21 This book presents new conceptual and theoretical approaches to violence studies. As the first research anthology to examine violating interpersonal, institutional and ideological practices as both gendered and affective processes, it raises novel questions and offers insights for understanding and resolving social and cultural problems related to violence and its prevention. The book offers multidisciplinary perspectives on various forms and intersections of different types of violence. The research ranges from the early modern era to the present day in Europe, US, Africa and Australia, representing disciplines such as gender studies, history, literature, linguistics, media and cultural studies, psychology, social psychology, social work, social policy, sociology and environmental humanities. With its integrative approach, the book proposes new ideas and tools for academics and practitioners to improve their theoretical and practical understandings of these phenomena as a source of multidimensional inequality in a globalized world.

East Asian Sexualities Stevi Jackson 2013-07-18 This book paints a vivid picture of women's active involvement in reshaping intimate and public sexual life in East Asia. In bringing together exciting new feminist research on sexuality from East Asia and making it available to a wider audience, *East Asian Sexualities* unsettles stereotypes, rectifies lack of awareness and demonstrates that East Asia matters. The chapters address the diversity and variety of everyday sexual lives and sexual politics in China, Hong Kong, Taiwan, Korea and Japan. They range from workplace sexual cultures, trans-national sexual relations, the conditions of sex-work and the emergence of new sexual desires, cultures and movements. The contributors highlight the gendered and sexual consequences of globalization and rapid social change. In doing so, they engage with western debates on late modernity while also exploring the contested understandings of modernization and westernization in the East. This is a collection which illuminates the local situations in which women's sexual lives are lived and offers fresh perspectives on global issues.

The Routledge Handbook of the Politics of the #MeToo Movement Giti Chandra 2020-11-26 Since the MeToo hashtag went viral in 2017, the movement has burgeoned across social media, moving beyond Twitter and into living rooms and courtrooms. It has spread unevenly across the globe, with some countries and societies more impacted than others, and interacted with existing feminist movements, struggles, and resistances. This interdisciplinary handbook identifies thematic and theoretical areas that require attention and interrogation, inviting the reader to make connections between the ways in which the #MeToo movement has panned out in different parts of the world, seeing it in the context of the many feminist and gendered struggles already in place, as well as the solidarities with similar movements across countries and cultures. With contributions from gender experts spanning a wide range of disciplines including political science, history, sociology, law, literature, and philosophy, this groundbreaking book will have contemporary relevance for scholars, feminists, gender researchers, and policy-makers across the globe.

Handbook on Sexual Violence Jennifer M. Brown 2011-10-19 This book contextualizes the complexity of sexual violence within its broader context - from war to the resolution of interpersonal disputes - and covers a wide span including sexual harassment, bullying, rape and murder as well as domestic violence. Written by leading academics from a variety of disciplines, contributions also include commentaries that relate the research to the work of practitioners. Despite advances made in the investigation of sexual offences, evidence still points to a continued belief in the culpability of victims in their own victimization and a gap between the estimated incidence of sexual violence and the conviction of perpetrators. Adopting an implicitly and explicitly critical stance to contemporary policy responses that continue to fail in addressing this problem, this book focuses on attitudes and behaviour towards sexual violence from the point of view of the individual experiencing the violence - perpetrator and victim - and situates them within a broader societal frame. It is through an understanding of social processes and psychological mechanisms that underpin sexual violence that violence can be combated and harm reduced, and at this individual level that evidence-based interventions can be designed to change policy and practice. The Handbook is split into four sections: 'Legacies: Setting the Scene' offers a critical overview of historical, legal and cultural processes which help to explain the origins of current thinking and offer steers for future developments 'Theories and Concepts' examines contemporary thinking on sexual violence and reviews explanatory frameworks from a number of perspectives 'Acts of Sexual Violence' reviews a number of specific types of sexual violence, elaborating the range of circumstances, victims and perpetrators with a view to addressing the general and pervasive nature of such violence thus contradicting narrow cultural stereotyping 'Responding to Sexual Violence' overviews and evaluates current policies and practices and offers new ideas to develop different types of interventions. The editors' conclusion not only draws out the key themes and ideas from contributions to the Handbook, but also considers the nature of and the extent to which any progress has been made in understanding and responding to sexual violence. This will be a key text for students and academics studying sexual violence and an essential reference tool for professionals working in the field including police officers, probation staff, lawyers and judges.

Beyond the Rapist Kate Lockwood Harris 2019-03-04 In the United States, approximately one in five women experiences rape during college, and LGBTQ students experience sexual violence at even higher rates. An increasing number of interested parties, from activists and students to legislators and university administrators, are re-evaluating the role that universities and colleges play in the incidence of sexual violence on their campuses. To this end, the number of U.S. universities under investigation for mishandling sexual assaults has recently grown to the highest count to date. Many more universities, guided by federal laws such as Title IX and the Clery Act, are working to better prevent and address various forms of assault on their campuses by implementing new policies, reporting procedures, and investigative processes. Now that such measures have been implemented for several years, however, the question arises of whether these institutional changes are actually combatting the issue of campus sexual assault or whether they might in practice be reproducing that violence in other forms. In *Beyond the Rapist*, Kate Lockwood Harris considers this question and how the relationships among organization, communication, and violence inform how we understand the ways in which universities talk about and respond to sexual violence. Drawing upon theoretical insights from feminist new materialism, Harris explores how complex physical and symbolic components of violence are embedded in organizations and applies this thinking to the policies and practices of a university known for its Title IX processes. In doing so, she suggests that combatting the epidemic of sexual violence on college campus involves both recognizing that sexual violence is part of larger systems of injustice and refining our definition of violence to encompass far more than individual moments of physical injury.

In the Company of Men James Gruber 2005 Despite over twenty years of discussion and study, sexual harassment remains a significant problem in the workplace. Current research focusing on organizational policy and women's career development often ignores the reality of male dominance, prevalent in areas such as the military, the police, and firefighting-occupations that see not only more frequent but also more severe harassment, even sexual assault. Meanwhile, new evidence points to the fact that men are largely responsible not only for the harassment of women but for most harassment of other men as well. This landmark collection of original essays investigates the links between male dominance and sexual harassment in light of new research and more complex understandings of masculinity. Treated not merely as a matter of worker sex ratios but as an inherent element of workplace culture, male dominance is observed from a variety of quantitative and qualitative approaches ranging from criminology and sociology to psychology and gender studies. Integrating both men's and women's viewpoints, research across occupational groups, and studies from both the United States and Europe, the chapters provide an invaluable international perspective into two inextricably intertwined problems rooted in cultural constructions of gender and institutional roles and processes.

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