

Sexual Shakedown The Sexual Harassment Of Women On The Job

Women and Work Sonia Carreon 2013-11-26 Focuses on vital contemporary issues Women in the work force today are still subjected to the glass ceiling, sexual discrimination, income inequality, stereotyping, and other obstacles to equal employment and professional advancement. Now a collection of 150 original articles written for this handbook explores the challenges and career blocks that today's women face in the workplace, discuss important contemporary issues, and offers a wide range of facts and data on women's employment. Offers insights and information The Handbook answer hundreds of questions as it illuminates current achievements and obstacles to success for women in the marketplace. Drawing upon a growing body of research in the social and behavioral sciences, the articles provide insights into such issues as the sex segregation of occupations, comparable worth, women in traditionally male occupations, career plans of college women, gender bias in job evaluations and personnel decisions, sexual harassment, the gendered culture of organizations, the effects of maternal employment on children and child care, and more. The articles draw on extensive research and studies on women in the workplace across the U.S. and around the world. A valuable research aid This handbook presents the reader with a broadly-based understanding of women's work experiences and provides a useful set of sources for in depth research. It is a valuable reference for professors, librarians, researchers, guidance counselors, and students who need reliable, up-to-date information. The handbook includes a subject and name index.

Thinking about Sexual Harassment Margaret A. Crouch 2001 This illuminating work on one of today's most provocative issues

provides all the necessary information for careful, critical thinking about the concept of sexual harassment. Sure to spark intense discussion, it clearly explains a complex notion and is appropriate for anyone broadly curious about the issue.

Women, Power, and Politics Lori Cox Han 2023-05 "As women continue to gain more prominence as active participants in the American political and electoral process as voters, candidates, and officeholders, it becomes even more important to understand how gender shapes political power and the distribution of resources within our society. There are many areas of research in a variety of disciplines focusing on women, gender, and feminism, and many of them intersect with a discussion of women in American politics. Our goal in writing this book is to present these topics in an interesting, lively, and timely way through an analysis of contemporary political gender-related issues. We hope to have provided just enough of an historical context to get students interested in the evolution of women in American political life, and enough theory and analysis to inspire them to seek more information and knowledge about gender justice today. The study of women and U.S. politics, as well as the role gender plays in the broader political context, has emerged as a powerful voice within the discipline of Political Science in the last few decades. As such, we hope that readers find this text a useful addition to the ongoing dialogue while instructors find it to be a useful pedagogical tool for their courses on women/gender and politics"--

Fundamental Labour Rights in China - Legal Implementation and Cultural Logic Ulla Liukkunen 2015-12-12 This volume gathers together chapters that address the theme of implementing fundamental labour rights in China. It explores the legal framework as well as key institutions and other actors along with the socio-economic context involved in interpretation, implementation, enforcement and overall promotion of fundamental labour rights in China. As a collection of chapters, it

assembles comparative and mutually complementary perspectives and insights by distinguished scholars from China, Europe and the United States. With its broad perspective on implementation, the book discusses the most topical challenges to realizing fundamental labour rights in China. China was among the founding members of the ILO. With the regulatory approach of the ILO, fundamental labour rights have gained a new foothold as a key pillar in managing the social dimension of globalization. The development of fundamental labour rights protection in China can be viewed as part of a larger development within China's domestic economic and social transition as well as its integration into the global economic system. While China has ratified four of the eight ILO core conventions, the challenge of effective implementation and enforcement in the domestic context remains. With its in-depth research on fundamental labour rights in the particular cultural context of the Chinese experience, this book studies Chinese labour law from multiple perspectives, at the same time examining the wider role of international labour standards in developing Chinese law and society. This volume is a remarkable enlargement of existing scholarship on international labour standards, on the one hand, and fundamental labour rights in China on the other. These chapters thoroughly analyse the legal and institutional framework for implementing labour law in China. Among the topics covered are fundamental labour rights including freedom from forced labour, prohibition of use of child labour and non-discrimination. In addition, this volume benefits from socio-historical observations on the cultural logics that inform implementation of fundamental labour rights in China in which the history and current development of Chinese labour law are equally reflected with substantive depth.

Reader's Guide to Women's Studies Eleanor Amico 1998-03-20
The Reader's Guide to Women's Studies is a searching and analytical description of the most prominent and influential works written in the now universal field of women's studies. Some 200

scholars have contributed to the project which adopts a multi-layered approach allowing for comprehensive treatment of its subject matter. Entries range from very broad themes such as "Health: General Works" to entries on specific individuals or more focused topics such as "Doctors."

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.

Affirmative Action in the 1980s United States Commission on Civil Rights 1981

Handbook on Well-Being of Working Women Mary L. Connerley
2015-07-27 This handbook provides an overview and synthesis of relevant literature related to the issue of the well-being of working women. This focus addresses a gap that currently exists in the quality-of-life and well-being fields. The work of the authors answers the following broad questions: Does gender matter in the well-being of working women? Do prejudices against and stereotypes of women still play a role in inter-personal interactions in the workplace that could hinder women from flourishing professionally? Does the organizational context, such as organizational culture, reward systems, and leadership, contribute to the well-being of working-women? What impact does the national context have on the well-being of working women? And finally, how can public policies help enhance the well-being of working women? These are important issues for academics, researchers, and graduate students interested in gender issues in the fields of management, sociology, psychology, social psychology, economics, and quality of life studies. Policy makers and practitioners will also find this book beneficial. Equitable treatment and outcomes for all, regardless of gender, remains a challenging goal to achieve, with various barriers in different contexts and different cultures, and this book provides strong coverage of this important topic of well-being of working women.

The Use of Social Science Data in Supreme Court Decisions

Rosemary J. Erickson 1998 The cultures of law and social science differ markedly as to the kinds of truth they pursue. Law is deductive, presenting its findings as certainties; social science is largely inductive, presenting its conclusions as subject to revision and contingency. Yet the legal community traditionally draws at will and unsystematically on the findings of social science, sometimes with unfortunate results. The authors of this study explore this issue by focusing on the manner in which the United States Supreme Court uses social science data in reaching its

decisions. Concentrating on decisions involving the issues of abortion, sex discrimination, and sexual harassment, they show that the use of such data has increased over the last twenty years, but they also show that whether such data are used appears to hinge more on the liberal, conservative, or longheld positions of the judges and the types of cases involved, rather than on the objectivity or validity of the data. By offering insights into how data are used by the Supreme Court, the authors hope to show social scientists how to make their research more suitable for courtroom use and to show the legal community how such data can be used more effectively.

Work, Health, and Environment Charles Levenstein 1997-07-19

This is an indispensable collection on the crisis of worker health and safety in the United States. This collection offers an all-important lesson for the labor movement: that problems of occupational health and safety are not merely technical problems but rather problems relating to workers' lack of control over the organization of capitalist production.

Prevention of Sexual Harassment in the Work Place 1985

Ivory Power Michele A. Paludi 1991-01-22 Current estimates suggest that at least 30% of all undergraduate women experience sexual harassment by at least one professor during their four years in college. When definitions of sexual harassment include gender harassment (sexist comments and behavior), the incidence is 70%. the frequency of graduate women and women faculty and administrators who are harassed is even higher. Ivory Power discusses current research and theory on sexual harassment on college campuses. It takes a sociological perspective to understanding and eliminating sexual harassment by presenting the following issues: the emotional impact of sexual harassment and psychotherapeutic approaches that have proved valuable in treatment; the impact on women's cognitions and a developmental model for helping women to understand and label this form of victimization; the impact of sexual harassment on

physical health and suggestions for dealing with stress-related problems; and the educational interventions that have been implemented in order to challenge attitudes that perpetuate harassment. *Ivory Power* also addresses the interface of racism and sexism on college campuses, the legal issues involved in academic sexual harassment cases, and suggestions for handling complaints of sexual harassment in campus settings. An up-to-date bibliography of articles and books on academic harassment is provided.

Sexual Harassment, the Abuse of Power and the Crisis of Leadership James K. Beggan 2019 Within these pages James K. Beggan puts forward a novel approach to understanding sexual harassment by high value superstars in the workplace. The approach integrates ideas derived from evolutionary theory, utility theory, sexual scripting theory and research on the regulation of emotion. Besides providing a better understanding of the phenomenon, the book aims to contribute to the development of better techniques to prevent sexual harassment.

Reckoning Linda Hirshman 2019 The first history--incisive, witty, fascinating--of the fight against sexual harassment, from the author of the New York Times bestseller *Sisters in Law* Linda Hirshman, acclaimed historian of social movements, delivers the sweeping story of the struggle leading up to #MeToo and beyond: from the first tales of workplace harassment percolating to the surface in the 1970s, to the Clinton/Lewinsky scandal--when liberal women largely forgave Clinton, giving men a free pass for two decades. Many liberals even resisted the movement to end rape on campus. And yet, legal, political, and cultural efforts, often spearheaded by women of color, were quietly paving the way for the takedown of abusers and harassers. *Reckoning* delivers the stirring tale of a movement catching fire as pioneering women in the media exposed the Harvey Weinstens of the world, women flooded the political landscape, and the walls of male privilege finally began to crack. This is revelatory, essential

social history.

Feminist Legal Theory (Vol. 2) Frances Olsen 1995-10 A collection of previously published articles.

Everyday Sexism in the Third Millennium Carol Rambo Ronai 2014-06-03 This collection features new and original research on the range of sexism still faced every day by women in US society. It documents oppression across ethnic, racial, class, and sexual orientation groups in a wide range of gendered spaces, including the home, the workplace, unions, educational institutions, and the Internet. Exploring the way these different but related systems of oppression interact, the editors come to view sexism not as a static thing, but as part of a "dialectic of domination" in which women are simultaneously oppressed and capable of oppressing others through their discourse and practice. With its broad range of approaches, its focus on discourse and experience in gendered spaces, and its debunking of the personal and societal fictions of gender, this book goes a long way toward explaining why sexism is still so pervasive in everyday life.

Heterophobia Daphne Patai 2000 A scathing criticism of political and sexual correctness, this thought-provoking and powerfully argued book is sure to incite debate among all Americans concerned with the legacy and future of women's rights.

Social Consciousness in Legal Decision Making Richard L. Wiener 2007-05-11 This book invites the legal and psychology communities to work together in solving some of our most pressing social problems. It examines four controversial areas involving people's perceptions of others. The book is therefore a guide to understanding the valuable contribution of social scientific research in policy formulation in the law, and it addresses the role of psychology in substantive law and legal decision making.

Annual Review of Women's Health III McElmurry 1996 Volume III presents current findings on specific women's health topics, including sexual harassment, clinical trials in older

women, menopause, violence against health workers, lesbian women's access to health care, community-based services for vulnerable populations, autoimmunity and gender effects, hypertension management, suicide in Latina female youth, domestic violence against women and children, female circumcision, and more.

Sexual Harassment Linda LeMoncheck 2000-01-01 The question of what constitutes sexual harassment—from suggestive remarks to outright threats, from off-color jokes to lewd posters on office walls—is contentious, as is the question of how to address sexual harassment. Do all instances of sexual harassment constitute sex discrimination? Are some instances merely sexual attraction gone wrong? Do social policies aimed at eliminating sexual harassment in the workplace violate freedom of expression or do they make working relationships possible between women and men? In this uncompromising yet respectful debate, two philosophers of widely divergent views present clear arguments and then respond directly to each other's reasoning. LeMoncheck argues for a feminist perspective on sexual harassment that is sensitive to the politics of gender. Hajdin contends that this perspective is both morally confusing and legally problematic, and that sexual harassment can be better addressed by traditional moral and legal categories.

Many Faces, One Purpose; A Manager's Handbook on Women in Firefighting 1999

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 Freeman, 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.

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.

Psychology in Organizations Kevin R. Murphy 2013-09-05 This book deals with two key questions. First, is there a firm scientific basis for the major applications of psychology in organizations? Second, does the practice of psychology in organizations contribute in any meaningful way to psychological research? This text attempts to answer these questions by describing some of the unique ways in which Industrial/Organizational (I/O)

psychologists integrate science and practice in applying psychology in organizations. The editors of this volume believe that there is great potential for the effective interplay of science and practice in I/O psychology. Aware, however, that much work must still be done before a truly effective integration can be achieved and maintained, they have created a text that offers specific suggestions for improvement as well as many examples of successful integration. *Psychology in Organizations* explores the unique relationship between science and practice within industrial/organizational psychology. The contributors seek to answer two main questions: * Is there a firm scientific basis for the major applications of psychology in organizations? * Does the practice of psychology in organizations contribute in any meaningful way to psychological research? After an initial examination of the industrial/organizational psychologist as a scientist and practitioner, *Psychology in Organizations* looks at specific roles played in such issues as job performance and productivity, sexual harassment, drug abuse, and drug testing. A final chapter looks at both the past and future of the field and suggests future applications.

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.

Cyberbullying and Online Harms Helen Cowie 2023-05-02

Cyberbullying and Online Harms identifies online harms and their impact on young people, from communities to campuses, exploring current and future interventions to reduce and prevent online harassment and aggression. This important resource brings together eminent international researchers whose work shines a light on social issues such as bullying/cyberbullying, racism, homophobia, hate crime, and social exclusion. The text collates into one volume current knowledge and evidence of cyberbullying and its effect on young people, facilitating action to protect victims, challenge perpetrators and develop policies and practices to change cultures that are discriminatory and divisive. It also provides a space where those who have suffered online harms and who have often been silenced in the past may have a voice in telling their experiences and recounting interventions and policies that helped them to create safer spaces in which to live in their community, study in their educational institutions and socialise with their peer group. This is essential reading for researchers, academics, undergraduates and postgraduates in sociology, psychology, criminology, media and communication studies, as well as practitioners and policymakers in psychology, education, sociology, criminology, psychiatry, counselling and psychotherapy, and anyone concerned with the issue of bullying, cyberbullying and online harms among young people in higher education.

Sexual Shakedown Lin Farley 1978

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Routledge Handbook on Men, Masculinities and Organizations

Jeff Hearn 2023-11-24 This Handbook provides new theoretical

and empirical insights into men, men's practices and masculinities across many kinds of organizations and forms of organizing. Most mainstream studies of organizations, leadership and management do not seem to notice they are often talking a lot about men and masculinities. The Handbook challenges this general tendency to avoid gendering men by bringing together a range of theoretical and methodological approaches that: engage with not only formal organizations, such as businesses and state organizations, but also processes of organizing within and beyond organizations; address emergent and future issues on men, masculinities and organizations, such as tech masculinities, men's emotions, sexualities and violences, animal advocacy and environmental issues, and men and masculinities in pandemics. Targeted at scholars, policymakers, practitioners and students interested in links between men, masculinities, organizations and organizing, this landmark Handbook is an invaluable resource for those working in and beyond such fields as gender studies, organization, leadership and management studies, political science, sociology, social and public policy, and social movement studies.

Witch Hunt Richmond West 2009-02-24 Passionate and provocative, this novel faces the issue of our society's sexual McCarthyism head-on, especially as it manifests in abuses of "hostile environment" sexual "harassment" law. Lupe Diego, a lapsed Catholic philosophy professor with a feminine Spanish name, faces accusations after a relationship goes sour. Encountering gender prejudice along the way, plus faced with losing his career, Lupe finds a renewed faith. Even as he sees gay friends fall under a wave charges, when tyrannical sexual ideology rocks the campus...

Feminists Who Changed America, 1963-1975 Barbara J. Love 2006-09-22 Documents the key feminists who ignited the second wave women's movement. This work tells the stories of more than two thousand individual women and a few notable men who

together reignited the women's movement and made permanent changes to entrenched customs and laws.

The Law of Sexual Harassment Mane Hajdin 2002 No previous familiarity with the law of sexual harassment is assumed, other than the general knowledge that any casual reader of newspapers is bound to have. The book is devoted to arguments that are addressed to all open-minded readers who wish to think about the topic critically."--BOOK JACKET.

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.

Sexual Harassment in the Federal Government United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Investigations 1980

Sex Equity and Sexuality in Education Susan Shurberg Klein

Neither sex equity nor sexuality are new topics to educators, but little attention has been given to their combination. This book identifies critical issues that researchers, reformers, and educators have failed to address publicly. The authors show that it is necessary for educators to increase their understanding of ways that sex education can be sex equitable and ways that sexuality contributes to sex inequities in general education. The book covers sexuality issues of special concern to minority, disabled, and homosexual students, latchkey children, and early parents. The discussions show why it is important to break the barriers of silence, confusion, and disunity to enable females and males of all ages to receive equal opportunities and outcomes in and through education.

Sex, Power, Conflict : Evolutionary and Feminist Perspectives Ann Arbor David M. Buss Professor of Psychology University of Michigan 1996-03-21 Sexual harassment in the workplace, date rape, and domestic violence dominate the headlines and have recently sparked scholarly debates about the nature of the sexes. Concurrently, the scientific community is conducting research in topics of sex and gender issues. Indeed, more research is being done on the topics of sexual conflict and coercion than at any other time in the history of the social sciences. Despite this attention, it is clear that these issues are being addressed from two essentially different perspectives: one is labeled "feminist", while the other, viewed as antithetical to the feminist movement, is called "evolutionary psychology", which emphasizes the history of reproductive strategies in understanding conflict between the sexes. This book brings together leading experts from both sides of the debate in order to discover how each could offer insights lacking in the other. The editors' overall goal is to show how the feminist and evolutionary approaches are complementary despite their evident differences, then provide an integration and synthesis. In fact, several of the contributors to this unique volume consider themselves advocates of both approaches. As a

stimulating presentation of the dynamics of sex, power, and conflict--and a pioneering rapprochement of the diverse tendencies within the scientific community-- this book will attract a wide audience in both psychology and women's studies fields. Values, Work, Education 2022-06-13 This book is a collection of reflections and empirical studies which examine the many facets of the meanings of work. The authors are significant scholars in fields of study ranging from ethics to sociology. The book is a text which aims at balancing the academic with the practical and so the chapters often reflect the tensions implicit in such a venture. The reader will find in these pages historical, philosophical, educational, religious, entrepreneurial and many other points of view which combine to emerge as a text which is both encyclopedic in information yet engaging and lively in style. The reader will be able to understand how the meanings of work have changed over the centuries varying according to historical place and point of view. At the same time, the diligent reader will observe the centrality that work has in the lives of people both practically and in terms of life quests. Work has previously been defined as an activity that produces something of value for other people. This definition does not even begin to include the information about work that is presented in this book. The reader will feel a invigorating sense of worth from this book.

Sexual Harassment on College Campuses Michele Antoinette Paludi 1996-01-01 An updated and expanded revision of the first edition, which received the Gustavus Myers Center Award for an outstanding book on Human Rights in the United States. Intended for administrators and faculty, it is also a resource book for individuals wanting to make changes in their campus' policy and procedures with regard to sexual harassment.

Sexual Harassment in the Federal Workplace United States. Office of Merit Systems Review and Studies 1981

Consultations on the Affirmative Action Statement of the U.S. Commission on Civil Rights: Proceedings, February 10 and March

10-11, 1981, Washington, D.C 1982

Sexual Shakedown The Sexual Harassment Of Women On The Job

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