

# Academic And Workplace Sexual Harassment Academic And Workplace Sexual Harassment

**Sexual Harassment in Education and Work Settings** Michele A. Paludi 2015-08-26 Addresses current legal and psychological issues involved in campus and workplace violence, specifically sexual misconduct, and offers best practices for organizations seeking to prevent and respond to sexual misconduct. Based on an idea conceived at a conference for the International Coalition of Sexual Harassment, this book offers up-to-date information about sexual harassment and other forms of sexual misconduct in academic and workplace settings, as well as legal and guidance updates and best practices that discuss prevention methods. The chapters are written by noted attorneys, campus and workplace consultants, and other scholars who have assisted in collecting incident data and have thought leadership to offer. Chapters address how workplaces and campuses respond to forms of violence as well as the impact of sexual harassment on individuals, bystanders, and organizations. Readers will learn about topics such as the "Not Alone" initiative—a result of President Obama's Task Force to Protect Students from Sexual Assault—and the history of Titles VII and IX legislation the United States. The editors have compiled resources that address the cultural and social views of sexual harassment, the history of sexual misconduct on campuses and in organizations, and sample organizations at the national level that deal with prevention, advocacy, and legal guidance for students and employees.

**Confronting Sexual Harassment in Ghanaian Universities** Akua O. Britwum 2006 The dynamics of sexual harassment in Ghanaian public universities is investigated by two Ghanaian women scholars. Following on the study, they suggest strategies for the development of university based policies. The study examines the forms of sexual harassment that occur on university campuses, and examines the attitudes and perceptions of members of the university community towards it. Akua O. Britwum is a Research Fellow at the Centre for Development Studies at the University of Cape Coast. Her teaching and research interests cover gender based violence, gender and economic policy as well as trade union democracy and informal sector labour force organization. Nana Amma Anokye is a Research Fellow at the Centre for Development Studies at the University of Cape Coast. Her teaching and research interests cover agricultural marketing, environmental and gender issues as well as stakeholder participation on water resources management.

**Sexual Harassment, Work, and Education** Michele Antoinette Paludi 1998-01-01 Supplies new information on the application of sexual harassment laws in schools, colleges/universities, and the workplace.

**Sexual Harassment** Merril D. Smith 2020-03-19 Providing an indispensable resource for students investigating sexual harassment in the United States, *Sexual Harassment: A Reference Handbook* is a comprehensive summary of history, current events, possible solutions, and resources. *Sexual Harassment: A Reference Handbook* provides readers with a comprehensive overview of the topic and connected issues. In addition to discussing the background and history of sexual harassment, it analyzes related problems and controversies and gives possible solutions. It also provides additional perspectives on sexual harassment by contributors and sketches of people and organizations, as well as documents, resources, and a timeline. This volume covers workplace harassment; street harassment; harassment in schools, the military, and prisons; and cyber harassment. The format gives readers a well-balanced perspective on this timely topic with multiple viewpoints showcased in essays by contributors who have experienced sexual harassment, adding depth and relevance. The volume discusses the history of sexual harassment and brings the topic to the present day, and additionally covers recent events and people who have been in the news while putting them in context. Readers can see how laws and awareness of sexual harassment have changed. Additional resources are provided to guide those who wish to further investigate the topic.

**Academic and Workplace Sexual Harassment** Michele Antoinette Paludi 1991 Annotation Provides the results of research and of practical, effective experience in reducing the occurrence of sexual harassment, investigating complaints, and providing counseling and remedies for the victims. In addition, the authors have compiled bibliographies, audio-visual material, and pedagogical techniques for dealing with sexual harassment in the academy and in the workplace. Annotation copyrighted by Book News, Inc., Portland, OR.

**Sexual Harassment** Lynne Eisaguirre 1997-12 This new edition updates the first with a revised and a lengthier introduction, including new schoolroom and college controversies, an expanded chronology, new and updated biographical sketches and court cases, and an expanded section on law in schools and colleges. Recent studies and statistics, an updated and annotated listing of organizations, and current print and nonprint resources, including Internet sites, are also included. Students, legislators, women's advocacy groups, and journalists will find *Sexual Harassment* to be a valuable resource on this timely and controversial topic.

**Sexual Harassment in the Workplace and Academia** Diane K. Shrier 1996 For decades, sexual harassment went unnoticed or was denied, minimized, or simply ignored. In recent years, however, the topic has moved to the forefront of public awareness, demanding attention as a serious issue in business and professional arenas. In *Sexual Harassment in the Workplace and Academia: Psychiatric Issues*, 14 experts in the field provide a timely and practical guide to identification, treatment, and advocacy for individuals, particularly women, who have been sexually harassed. Psychiatrists and other mental health practitioners must be well informed about sexual harassment and its psychiatric implications to provide competent and therapeutic care to their patients. This provocative book offers valuable information on sexual harassment issues relevant to the clinician, including physical and emotional effects of harassment, individual and organizational responses to harassment, and characteristics and types of harassers. A semistructured interview for psychiatric assessment of harassment victims and comprehensive information on therapeutic interventions and resources are presented. Also covered are forensic issues, such as the role of the psychiatrist in sexual harassment cases, the litigation process and how to support a patient throughout it, and the potential for misuse and abuse of psychiatry. Special settings and types of harassment for which information is not readily available, including sexual harassment of children and adolescents and harassment in academia and medicine, are discussed. Case vignettes are presented that illustrate the damaging psychological, medical, social, and economic consequences of sexual exploitation and discrimination. By acquiring a fuller understanding of this serious and pervasive problem, practitioners will be able not only to recognize and avoid common clinical pitfalls (for example, inflicting secondary injury by blaming the victim) but also to provide more knowledgeable assessment and effective treatment for all of their patients.

**Exploring/Teaching the Psychology of Women** Michele Antoinette Paludi 1996-01-01 Focuses on how to teach the psychology of women course with emphasis on three main themes: critical thinking skills, integration of knowledge, and multiculturalism.

**Bullying and Sexual Harassment** Tina Stephens 2006-01-31 *Bullying and Sexual Harassment* provides practical guidance on how to recognise and reduce bullying and harassment. It explains and advises on what steps a manager should take when they first become aware of such problems and how to be pro-active rather than reactive. It is written in an easy to follow, friendly style especially designed for use by those having to grapple with such a difficult and sensitive area. It addresses such issues as: why does it seem so hard to deal with it? When does friendliness or banter become sexual harassment? When does firm management become bullying? How do you recognise bullying in the workplace? How should you deal with complaints of bullying or harassment and what are the pitfalls? The book is considered in the context of the situation in the UK and British case law. Covers how to recognise signs of bullying and sexual harassment The potential consequences of not dealing with allegations of bullying and sexual harassment, including legal action, impact on morale, absenteeism, productivity and reputation Guidance on writing and developing formal policies and procedures to deal with allegations of bullying and harassment

**Sexual Harassment as Perceived by the Complainant in the Academic and Workplace Environment** Amy Levine 1994

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

<https://pub.norden.org/temanord2020-521/> Abstract [en] Sexual harassment is a major social problem in working life in the Nordic countries, which the Me Too movement of autumn 2017 demonstrated in particular. This research overview has been compiled on behalf of the Nordic Council of

Ministers for Gender Equality with the purpose to provide an account of current knowledge about sexual harassment in the workplace in the Nordic countries and to identify the knowledge gaps to form the basis for a Nordic research initiative. The work is based on a survey of the research into the various ways in which sexual harassment is expressed in people's working lives based on occupations of varying nature, in professional situations, in peer relations, and in meetings with customers, patients and clients. The overview is based on a systematic review of the research and other relevant literature from the Nordic countries between the years 2014-2019.

*Sexual Harassment as an Ethical Issue in Academic Life* Leslie Francis 2001 Sexual harassment is a controversial and complicated issue on college campuses today. Bringing both philosophical and legal training to the discussion, Leslie Pickering Francis here provides the first full examination of sexual harassment as an ethical issue in education. Francis examines the issues raised by the definition, understanding, and regulation of campus sexual harassment, and addresses arguments that its regulation may conflict with academic freedom and choice in relationships. Visit our website for sample chapters!

**Asian Perspectives on Workplace Bullying and Harassment** Premilla D'Cruz 2021-08-10 This book showcases empirical studies on workplace bullying from a range of Asian countries, including China, India, Indonesia, Israel, Japan, Jordan, Malaysia, Pakistan, Singapore, South Korea, Sri Lanka, Thailand, UAE and Vietnam, and is the first-of-its-kind single academic project documenting workplace emotional abuse in the world's largest continent. It encompasses the 'varieties of workplace bullying' conceptualization in addition to category-based harassment and abusive supervision, and presents target, bystander and interventionist perspectives, along with contextualized insights into the phenomenon. The book speaks to the significance of sociocultural factors and draws on several theoretical and substantive bases including dignity, social cynicism, coping, gender, sexual orientation, job insecurity, turnover intention, affective events theory, attribution theory, regulation and policy initiatives. Covering all major regions in Asia where workplace bullying has been found to occur, namely West Asia, South Asia, Southeast Asia and East Asia, the book portrays studies which engage both positivist and postpositivist paradigms, utilize an array of methods and include a range of industrial sectors and employment contracts and all levels of the organization. While focused on Asia, the book's insights have international relevance and are of interest to the worldwide community of researchers, practitioners and students of organizational studies, human resource management, industrial sociology, work psychology, industrial relations, labour law, corporate law, health sciences, social work and Asian studies.

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

**The Psychology of Women at Work [3 volumes]** Michele A. Paludi 2008-06-30 According to the U.S. Department of Labor, women made up 46.4 percent of the civilian labor force in 2005, and that percentage is expected to reach 47 percent by 2014. Professional and health-related occupations are the fastest-growing roles for women, with computer-related, environmental, and educational fields also drawing increasingly on the female workforce. The bottom line at a macro level is that, more and more, women are driving the country's economic development. But with that phenomenon come questions, challenges, and concerns, on many diverse levels. Debates rage on psychological topics such as the effect the increasing number of women at work has on marriage and divorce, family and children, women's identities and stress levels and, overall, their physical and mental health. Psychologist Michele A. Paludi and her team of experts from across fields examine all aspects of women at work - the pros and cons, how it is changing American society, its women, their relationships, partners, and children. The factors that fuel women achievers are also discussed by female scholars and experts in the field, who illustrate points with vignettes and their own career development stories. Issues in the workplace affecting women's wellbeing are also discussed, including sexual harassment and related laws, pregnancy-related work policy and regulations, challenges for women bosses and career moms, the glass ceiling, racism, women's relationships with male coworkers, and issues that rise when a woman is the breadwinner. This unique and timely set will appeal to those who are interested in psychology, women's studies, education, law, business, and public policy.

**Sexual Harassment in Higher Education** Billie Wright Dziech 2018-10-10 Originally published in 1998, *Sexual Harassment in Higher Education* addresses the problem of sexual harassment on college campuses. This work reflects on a variety of aspects of sexual harassment, its litigation and law, as well as how the issues they demonstrate often have as much to do with linguistics or jurisprudence as with negative action, though there is a great deal of evidence of the latter. The book provides a clear-eyed and detailed assessment of the 'harassment' controversies now plaguing America's universities and colleges.

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

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

**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.

*Academic and Workplace Sexual Harassment* Michele A. Paludi 1991-01-01 This book represents the first comprehensive resource manual for understanding and preventing sexual harassment in the academic community and in the workplace. Studies indicate that sexual harassment is at epidemic proportions in the academy and in the workplace: from 30%–70% of women in U.S. colleges and universities experience some form of sexual harassment (including sexual assaults) each year; a University of Massachusetts study reports 13% of undergraduate women were raped by acquaintances; and 50% of women in the workplace report serious sexual harassment from supervisors and fellow employees. This manual provides the results of research and of practical, effective experience in reducing the occurrence of sexual harassment, investigating complaints, and providing counseling and remedies for the victims. In addition, the authors have compiled bibliographies, audio-visual material, and pedagogical techniques for dealing with sexual harassment in the academy and in the workplace, as well as information and workshop techniques to facilitate training programs.

**Gender Shrapnel in the Academic Workplace** Ellen Mayock 2016-05-27 This book employs the image of "shrapnel," bits of scattered metal that can hit purposeful targets or unwitting bystanders, to narrate the story of workplace power and gender discrimination. The project interweaves stories of gender shrapnel with an examination of national rhetoric surrounding business, education, and law to uncover underlying phenomena that contribute to discourse on privilege and gender in the academic workplace. Using concrete examples that serve as case studies for subsequent discussion of data about women in the workforce, language use and misuse, sexual harassment, silence and shutting up, and hiring, training, promotion, and the glass ceiling, Mayock explores the deeper implications of gender inequity in the workplace.

**Does Workplace Sexual Harassment Matter?** Tayyaba Azmat 2013 Today's workplace is diverse and constantly altering. The conventional employer/employee relationship of past has been turned upside down. The overall work environment and global economy are rapidly changing that leaves no space for definite forecasting. These factors have created an environment where the business is in need of its employees more and not the employees in need of job opportunities. For this reason, managers at workplace face several ethical issues; sexual harassment is one of the majors. This book examines the relationships between survey-based reports of sexual harassment at work places and its impact on job performance. The findings of this book revealed that sexual harassment is the most rated violence in organizations. Furthermore, it is revealed that gestures of sexual nature of opposite sex are associated with sexually offensive comments, invitation of dates and sexual involvements.

**Sexual harassment experiences and consequences for women faculty in science, engineering, and medicine** Christine H. Lindquist 2018-06-11 In a qualitative study of 40 women faculty in sciences, engineering, and medicine

(<http://sites.nationalacademies.org/SexualHarrassment.htm>), respondents at all career levels and fields reported a range of sexual harassment experiences, including gender-based harassment (e.g., gendered insults, lewd comments), unwanted sexual advances, stalking, and sexual assault by a colleague. Sexual harassment experiences often diminished study participants' scientific productivity as energy was diverted into efforts to process emotional responses, manage the perpetrator, report the harassment, or work to prevent recurrences. Many women who experienced sexual harassment adjusted their work habits and withdrew physically or interpersonally from their departments, colleagues, and fields. Study participants who disclosed harassment to a supervisor or department leader often reported that the reactions they received made them feel dismissed and minimized. Sympathetic responses were often met with dismissiveness, minimization, or sympathy, but active or formal support was rarely provided, and women were typically discouraged from pursuing further action. Formal reporting using university procedures was often avoided. University-level reporting sometimes damaged women's relationships with department colleagues. Women who disclosed their experiences often faced long-term, negative impacts on their careers. Study participants identified opportunities to address sexual harassment by (1) harnessing the power of university leaders, department leaders, and peer bystanders to affect the academic climate; (2) instituting stronger and better-enforced institutional policies on sexual harassment with clear and appropriate consequences for perpetrators; and (3) advancing the cross-institutional work of scientific and professional societies to change the culture in their fields.

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*Academic and Workplace Sexual Harassment* Greenwood 2009 This essential handbook features overviews of sexual harassment in kindergarten through high school, college and universities, and public and private sector workplaces. The contributors to this volume come from diverse backgrounds; their disciplines include psychology, sociology, law, English literature, and management. Through teaching about this issue, conducting research, creating policies and procedures, working with administrative agencies (such as the Equal Employment Opportunity Commission and the Office for Civil Rights), litigating cases, testifying as expert witnesses in Title VII and Title IX cases and working with state legislatures, the various authors have gained much knowledge of sexual harassment. School administrators, teachers, human resources professionals, and managers and supervisors in any workplace will greatly benefit from the insights in this volume. It is a unique compilation of findings from the social science, business, and legal fields. One of the truly unique features of this work is its emphasis on multicultural perspectives. It also reviews legal cases and presents actual tools for sexual harassment policies, procedures, and training programs in educational institutions and workplaces alike.

**Workplace Sexual Harassment Law** Francis Achampong 1999-08-30 Workplace sexual harassment law can be a tangle for business. This book brings clarity to this confusing area of employment law and blazes a new pathway in the discussions by employing a comprehensive, yet simple and concise approach. The chapters are a self-contained discussion of issues such as retaliation and constructive discharge, merged with substantive topics like quid pro quo and hostile environment sexual harassment. Achampong devotes significant attention to landmark developments shaping the law, and provides a holistic approach to managing the risk of liability for sexual harassment. This volume is an ideal reference and text for law and

business professors and students, human resource managers, risk management consultants, and attorneys. Sexual harassment is one of the most problematic issues in the American workplace and one that has captured much media attention following a number of high-profile lawsuits and congressional hearings. This increased awareness, along with several landmark developments such as the availability of damages under the Civil Rights Act of 1991, has led to an astronomical rise in sexual harassment lawsuits. Yet, sexual harassment law is often still misunderstood, to the point that some federal appeals courts have characterized it as chaotic, and have asked for Supreme Court direction. This book fills the need for a comprehensive text that is also concise and simple, in contrast to the voluminous texts that cater primarily to litigating attorneys and tend to be unsuitable for other constituents, such as law and business professors and students, human resource managers, and risk management consultants. Achampong's is the only work that devotes several chapters to landmark developments such as third-party and same-sex sexual harassment and the only one that goes beyond merely discussing workplace harassment prevention to discussing risk management of liability for sexual harassment. It also discusses esoteric rules that apply to federal sector sexual harassment complainants. The appendices provide guidelines on discrimination; excerpts from the Civil Rights Acts of 1964 and 1991; a discussion of landmark Supreme Court cases; excerpts from the EEOC Compliance Manual; and EEOC policy guidelines on current issues of sexual harassment.

Sexual Harassment Justine J. Reel 2021-09-09 This book answers readers' most pressing questions about sexual harassment, including how to identify it, its causes, and its effects. It also provides guidance and resources for anyone experiencing or witnessing sexual harassment.

Unfortunately, sexual harassment is an all-too-common reality for many women and men. But what exactly constitutes sexual harassment, and how is it different from assault, bullying, and other forms of unwanted attention? Why is sexual harassment so common? How can being sexually harassed impact an individual's academic or work performance, psychological well-being, and even physical health? What can you do if you experience sexual harassment or believe someone else is experiencing it? Books in Greenwood's Q&A Health Guides series follow a reader-friendly question-and-answer format that anticipates readers' needs and concerns. Prevalent myths and misconceptions are identified and dispelled, and a collection of case studies illustrates key concepts and issues through relatable stories and insightful recommendations. Each book also includes a section on health literacy, equipping teens and young adults with practical tools and strategies for finding, evaluating, and using credible sources of health information both on and off the internet—important skills that contribute to a lifetime of healthy decision-making.

*The Lecherous Professor* Billie Wright Dziech 1990 Discusses sexual harassment on campus, and suggests actions students, parents, faculty, and administrators can take to combat it.

Exploring/Teaching the Psychology of Women Michele A. Paludi 1996-01-04 Focuses on how to teach the psychology of women course with emphasis on three main themes: critical thinking skills, integration of knowledge, and multiculturalism.

Sexual Harassment on College Campuses Michele A. Paludi 1996-03-01 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.

*Faculty Incivility* Darla J. Twale 2008-02-04 This important book addresses the prevalence of faculty incivility, camouflaged aggression, and the rise of an academic bully culture in higher education. The authors show how to recognize a bully culture that may form as a result of institutional norms, organizational structure, academic culture, and systemic changes. Filled with real-life examples, the book offers research-based suggestions for dealing with this disruptive and negative behavior in the academic workplace.

**Bullying and Emotional Abuse in the Workplace** Stale Einarsen 2002-10-03 Over the last decade or so research into bullying, emotional abuse and harassment at work, as distinct from harassment based on sex or race and primarily of a non-physical nature, has emerged as a new field of study. Two main academic streams have emerged: a European tradition applying the concept of 'mobbing' or 'bullying' and the American tradition 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 Among Staff in an Academic Work Setting Gina Fisher 1987

*Lifting a Ton of Feathers* Paula J. Caplan 1993-12-15 *Lifting a Ton of Feathers* is not only a survival guide, it is also a destroyer of academic myths about women's career chances in the university, and a revelation of the catch-22 positions in which women find themselves. Caplan demonstrates that while many women believe that when they fail it is their fault, their fate is more likely to be sealed by their encounter with the male environment, and by the manner in which they are tossed about by it. She aims to help women avoid self-blame and understand the real sources of their problems. Readers will find the information about the mine-field of academia for women infuriating, but the means of telling it highly entertaining. Women account for more than half of all undergraduate students in the US and Canada, yet they make up only 10 per cent of faculty members at the level of full professor. What happens to women between freshman level, the tenure track, and the ensuing following professional years that keeps them out of the highest levels of academia? Paula Caplan is herself a veteran of the academic career struggle, and she sets out to explore this question with not only her own observations but also those of many women whom she has interviewed, and with a strong backing of established research. With these tools she provides a clear-eyed assessment of what women who have embarked on an academic career, and those who are considering it, may expect. Forewarned is forearmed, and Caplan presents a list of the forms that the maleness of the environment take: two of these are the conflict between professional and family responsibilities, and sexual harassment. In addition, her book offers advice on practical techniques of how to prepare a curriculum vitae, how to handle job interviews, and how to apply for promotions and tenure. A final chapter is a unique checklist which serves two purposes: to provide guidance in a search for a woman-positive institution and to give suggestions for ways individual women, and women in groups, can work to improve the situation at their own institutions.

*Power Imbalance, Bullying and Harassment in Academia and the Glocal (Local and Global) Workplace* Fay Patel 2021-07-19 "The book *Power Imbalance, Bullying and Harassment in Academia and the Glocal (Local and Global) Workplace* introduces a candid and open discussion on a sensitive topic. Breaking the "code of silence" on bullying and harassment (including sexual harassment) in academia and the glocal workplace is the central focus of the book. The author advocates a call to action to hold perpetrators and the executive leadership teams of higher education institutions and corporate organizations accountable and responsible for bullying and harassment behaviors in the glocal (local and global) workplace. The book aims to raise the bar for ethical considerations in working with employees who may be vulnerable in the glocal workplace; to call out the perpetrators of bullying and harassment in the glocal workplace and academia; to ensure that the mental wellbeing of employees is a priority; to place responsibility and accountability for bullying and harassment on the shoulders of the executive leadership of international higher education institutions and corporations; and to call upon stakeholder groups to shatter the "code of silence" with a *youtoobullyharrasser* movement. Employers are expected to enhance their vigilance on the matter of bullying and harassment and to report perpetrators through a national and international monitoring system which names the perpetrators and prevents them from causing harm in their current organization and from moving surreptitiously to other workplace communities. This book is an account of bullying and harassment in academia and other workplaces written by those who experienced and/or witnessed bullying and harassment. It includes chapters on the political economic factors influencing equity, diversity

and inclusion agendas over decades; the impact of bullying and harassment in the COVID-19 period when various communities are vulnerable; and critically reviews and presents real-life scenarios in academia and the global workplace which are both covert and overt. However, these underhanded activities, often with the knowledge and approval of executive leadership, remain unchallenged by employees and stakeholder groups because of the threat of loss of one's livelihood. The contributors bring valuable insights into the covert operations of the perpetrators, who are sometimes the executive leaders (women and men) themselves. This book is essential for understanding the dark web of deceit, lies, conspiracies and mobbing cultures which ensnares innocent targets, across global organizational contexts. Profiles and descriptors within the chapters and case studies act as alert signals to identify bullies. The contributors bring personal, creative and academic perspectives together, offering the readership sobering and authentic accounts of traumatic experiences and challenges in the global workplace"--

**Workplace Bullying in Higher Education** Jaime Lester 2013 This edited volume provides guidance on the nature of, impact, legal and ethical issues, and practices to address bullying in colleges and universities.

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

*SEXUAL HARASSMENT OF WOMEN* Engineering Committee on the Impacts of Sexual Harassment in Academic Science (and Medicine)

Sexual Harassment in the UK Parliament Christina Julios 2022-02-10 This book examines the phenomenon of sexual harassment in the UK Parliament and efforts to tackle it. The volume's in-depth research unveils a political culture where sexual transgressions thrive. Its intersectional feminist perspective furthermore highlights multiple systems of gendered oppression perpetuating inequality. Britain's experience is viewed against the global #MeToo movement and Hollywood's Weinstein sex scandal. The book identifies ways to redress the status quo and challenges ahead, including a gender power gap, misuse of non-disclosure agreements to silence victims, and misogynistic organisational cultures.

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