

# Managers Guide To Sexual Orientation In The Workplace

Addressing Sexual Orientation Discrimination in Federal Civilian Employment - United States. Office of Personnel Management 1999

*Sexual Orientation in the Workplace* - Amy J. Zuckerman 1995-10-25

This book is written for professionals and academics who are looking for ways to help people of all sexual orientations work together creatively, productively and without prejudice. The authors examine the structure of today's workforce in relation to its sexual orientation. They explore how leaders, groups and organizations can establish a positive climate and initiate equal policies for workers.

**A Sea of Stories** - John Dececco, Phd 2013-01-11

Take a look at how narrative has shaped gay and lesbian culture A Sea of Stories: The Shaping Power of Narrative in Gay and Lesbian Cultures: A Festschrift for John P. De Cecco is an unforgettable collection of personal narratives that explores the historical, psychological, and sociological contexts of homosexuality in locations ranging from Nazi Germany to Colorado. Some of the prominent authors in this collection include David Bergman, Louis Crew, Diana Hume George, and Ruth Vanita. Scholars in gay and lesbian studies, political movements, cultural studies, and narratology, and anyone interested in gay history will want to explore these intriguing narratives on topics such as sex and sin in the South, selling gay literature before Stonewall, growing up gay in India, and the story of an interracial male couple facing homophobic ignorance in a small town. A Sea of Stories also contains creative fiction and nonfiction love stories, war stories, oral stories, and bibliographies, and a beautiful post-Stonewall and post-modern narrative set on a South African seascape that tells the story of two professional men and the possibility of a kiss. For a complete list of contents, please visit our Web site at

www.haworthpressinc.com. This book offers you a variety of narratives that cover a wide range, including: memoirs of gay Holocaust survivors and the emergence of the first lesbian and gay book club in its wake homophobia in the workplace and the use of coming-out stories to enhance workplace diversity the establishment of a gay/straight alliance in a Salt Lake City high school that is heavily dominated by Mormons gay literary heritage that examines the works of Langston Hughes as well as Martin Duberman, Paul Monette, and Edmund White in relation to the lesbian 70s creative nonfiction about a woman's love for another woman, her lifelong friend Provincetown's remarkable community response to the AIDS epidemic A collection of chapters written by the colleagues and former students of John P. De Cecco, pioneering editor of the Journal of Homosexuality, A Sea of Stories takes its title from a phrase Dr. De Cecco used in his keynote address to the "History and Memory" conference at Allegheny College in 1997. This conference sparked the idea for this collection of essays that examine the homosexual experience through historical, psychological, and sociological viewpoints and homosexuality in literature. These courageous stories will assist readers to know themselves more deeply, to identify with others, and to interpret gay and lesbian experiences in different narrative forms.

**The Advocate** - 1995-11-14

The Advocate is a lesbian, gay, bisexual, transgender (LGBT) monthly newsmagazine. Established in 1967, it is the oldest continuing LGBT publication in the United States.

**Industrial Relations** - 1996

Some Tips to Prevent Employment Discrimination Lawsuits - David A. Robinson 2012-10-26

Some Tips to Prevent Employment Discrimination Lawsuits teaches employers a faith-based (Judeo-Christian) strategy to help increase productivity and reduce litigation. Filled with excellent, innovative practical tips, the book teaches employers how to prevent race discrimination, gender discrimination, age discrimination, religious discrimination, disability discrimination, sexual orientation discrimination, genetics discrimination, and sexual harassment in the workplace; how to reduce the number of, and dollar amount of, discrimination lawsuits brought by employees against employers; and how to reduce legal expenses in these lawsuits. In addition to legal tips and practical tips, Robinson includes some biblical passages he thinks can, if employers keep them in mind, help employers achieve these goals. Robinson addresses many difficult questions: Should employers be race-conscious and gender-conscious when hiring and managing employees, or race-blind and gender-blind? Should employers be more lenient with aging and disabled employees than with other employees, or treat everyone the same? Do laws that protect gays from discrimination in the workplace conflict with, or comply with, biblical teachings? And many other important questions on the minds of managers today.

**Gower Handbook of Discrimination at Work** - Hazel Conley  
2016-04-29

Workplace discrimination is an experience that, despite four decades of equality legislation, continues to blight the lives of thousands every year. Discrimination persists on the protected grounds of sex, race, disability, age, sexual orientation, religion or belief and gender reassignment, as well as where no legal protection exists such as in relation to class background or migration status. The Handbook discusses recent changes in equality legislation as well as considering the limitations of legal frameworks in addressing inequality. However, complying with the law is only the first step towards addressing discrimination in the workplace, and the book goes beyond the law and provides evidence of good practice in promoting organisational culture change, as well as considering future directions for policy on equality action. The Gower Handbook of Discrimination at Work looks at both social justice and

business case perspectives, and its message is not a negative one. The contributors have considerable depth of understanding of workplace discrimination, both as academics and equality practitioners, their work has contributed to policy formation and all are committed to improving the lives of people at work. They offer insights into existing international developments and make suggestions for the ways in which positive change can be realised. Practitioners, such as human resources professionals and other managers involved in addressing equality at work, trade unionists, equality trainers, and academics concerned with researching or teaching in the areas of employment and equality will all find this book of interest. Furthermore, it will be of value to students in the fields of business and management, employment law, equality and diversity and human resource management.

*Hidden Inequalities in the Workplace* - Valerie Caven 2017-08-11

The book presents a critical framework for assessing whether organisational practice and function reinforces unseen potential differences amongst individuals in the workplace. It offers a comprehensive understanding and awareness of managerial and organisational practices that perpetuate social exclusion and discrimination towards individuals in the workplace. The book draws together themes of non-declared medical or physical conditions, voluntary and involuntary disclosure of difference, dietary requirements, lifestyle, organisational engagement and cognitive bias. As a result, the book provides a unique blend of scholarly and professional research, and brings those who have been affected by social stigmas and discrimination in the workplace to the fore. *Hidden Inequalities in the Workplace* also offers practical and strategic insights for practitioners, students and policy-makers, and delves the strategic nature of policy intervention and thought-provoking dialogue

*A Manager's Guide to Sexual Orientation in the Workplace* - Bob Powers  
1995

*A Manager's Guide to Sexual Orientation in the Workplace* provides managers with the knowledge, skills, and resources to foster higher productivity through an inclusive environment. Managers are introduced

to thirteen diverse workers who relate their remarkable life histories about being gay, bisexual, and heterosexual in the workplace. They are then shown how sexual orientation impacts workplace productivity and how a welcoming and inclusive work environment results in positive performance. To initiate the inclusive environment, managers are provided with methods and techniques proven successful in workplaces throughout America and the world. Bob Powers and Alan Ellis offer clear guidelines to select diversity-sensitive employees, define their responsibilities in the workplace, set performance expectations, provide feedback and recognition, and reward success to cultivate the inclusive work environment. As workers shift their energies away from "hiding" their sexual orientation, workplace productivity increases to achieve and exceed goals and objectives.

**A Family and Friend's Guide to Sexual Orientation** - Bob Powers  
2013-12-02

A Family and Friend's Guide to Sexual Orientation helps individuals and families to bridge the divide between gay and straight, to heal wounds that often accompany individuals and families' negative feelings about lesbians, gay men, bisexuals, and transgendered persons. Consisting of thirty stories by individuals who have come to accept and embrace their own sexuality, twelve of the stories are by heterosexuals who, in addition to talking about their own sexuality, speak of the homosexuality of a loved one. The book also includes five personal stories from two families.

Instructor Excellence - Bob Powers 2010-06-16

When the first edition of Instructor Excellence was published in 1992, it became an instant bestseller among professionals who deliver and manage training. This thoroughly revised and updated second edition complements the timeless standards that made the first edition a classic as well as covers relevant developments in the design and delivery of training, including online and videoconferencing facilitation and current research on what sets exemplary instructors apart from the average.

**Addressing Sexual Orientation Discrimination in Federal Civilian Employment** - United States. Office of Personnel Management 1999

*Sexual Identity on the Job* - Alan L Ellis 2014-01-09

Sexual Identity on the Job provides academics and practitioners with a solid resource for addressing sexual identity concerns and issues in the workplace. It offers corporate trainers, managers, and policymakers suggestions for creating a positive psychological environment of inclusion for all workers through policies of nondiscrimination, the availability of domestic partner benefits, and solid efforts to eliminate on-the-job discrimination toward lesbians, gays, bisexuals, and transgender individuals. It educates social service providers about company actions of which they need to know in order to effectively support their gay, lesbian, bisexual, and transgendered clients. As a compilation of scholarly and applied perspectives, Sexual Identity on the Job covers such topics as multicultural identity (multiple identities) development; legal and policy issues of employment; career development issues for lesbians, gay men, bisexuals, and transgender persons; and how inclusion improves productivity among all groups. By including both perspectives, this unique volume offers both academics and practitioners a broader knowledge of the field and relevant issues, and possible solutions for sexual identity concerns and questions in the workplace. Chapters in Sexual Identity on the Job address a diverse set of issues relating to ways in which those concerned about the psychological well-being of gay, lesbian, bisexual, and transgender workers can address their needs while recognizing their desire to lead productive, fulfilling lives. The contributors, in promoting workplaces that offer all workers inclusion, safety, and a place to thrive psychologically and emotionally, cover such topics as: gay, lesbian, and bisexual career development and counseling issues managing multiple identities (race, gender, sexual orientation) in the workplace current trends in economic discrimination toward lesbians, gay men, and bisexuals and relevant legal concerns domestic partner benefits the relationship between inclusion and productivity Sexual Identity on the Job chronicles the development of research, specific concerns which have been addressed, and where current research leaves this situation. It also provides some interpretation of the past and current research and its implications for lesbians, gay men,

bisexuals, and transgender workers and their co-workers. It betters relationships among gay and straight workers, administration, and management by promoting equal and fair treatment, in regard to both legal and policy issues and in interpersonal relationships, to all employees. Corporate trainers of all levels, academic researchers, career and other counselors, and the general public will find its pages filled with applicable and helpful information.

Sexual Orientation and Gender Expression in Social Work Practice - Deana F. Morrow 2006-02-01

This volume offers an invaluable resource for both social work educators and practitioners working with gay, lesbian, bisexual, and transgender (GLBT) clients and their families. It is the first such work to specifically address issues affecting bisexual and transgender people as well as the larger concerns of the GLBT community. Contributors present specific, practical suggestions for effective knowledge-based and skills-based practice with GLBT clients. Topics include heterosexism and homophobia, identity development, coming out, GLBT adolescents and older adults, health-care concerns, relationships and families, workplace issues, the history of the GLBT civil rights movement, sex reassignment, AIDS, and the role of spirituality in the lives of GLBT individuals. The contributors also consider intragroup issues of race, ethnicity, age, and socioeconomic status.

**Transitioning in the Workplace** - Dana Pizzuti 2018-08-21

Written from the author's own experience of transitioning within a major US corporation, this book prepares transgender people with everything they need to know to successfully transition in the workplace. The first guide of its kind, it offers all the practical advice and support trans people need to be able to balance their career ambitions with their personal needs. Many businesses lack specific trans-inclusive HR strategies - this guide fills the gap with tools, resources and an easy-to-read breakdown of all the relevant laws and policies. It covers everything from how to come out to colleagues and clients and realistic medical timetables, to introducing a new professional name and creating a workplace support system. This is a must-read guide for every trans

person preparing to transition, as well as for managers and HR professionals wishing to support their employees.

Reader's Guide to Lesbian and Gay Studies - Timothy F. Murphy 2000  
A guide to existing academic literature on issues, persons, periods, and topics important in lesbian and gay studies. With a focus on book-length studies in English, entries offer a very brief introduction and a more detailed overview of the secondary literature, including the relative merits of each source under consideration. While the overall arrangement of entries is alphabetical, other means of access include a booklist, general indexes, cross references, and a thematic list (African American culture, AIDS, art and artists, Asian studies, biological sciences, lesbian and gay culture, education, family, gender studies, history, law, literature, media studies, medicine, music, performing arts, politics, psychology, philosophy and ethics, and others). Annotation copyrighted by Book News, Inc., Portland, OR

**Religion and Organizational Stigma at Work** - Stanley Bruce Thomson 2016-04-08

This book uses stigma theory to provide meaningful insight into the coping mechanisms of employees who experience critical and judgmental reactions to their religion in the workplace. Thomson's research synthesizes the various models of invisible diversity management and offers strategies for application at the organizational level.

**A Manager's Guide to Sexual Orientation in the Workplace** - Bob Powers 2014-02-04

For the first time ever, managers will have a tool that will enable them to effectively grapple with the controversial, and sometimes explosive issues surrounding sexual orientation. Cultivated from Bob Power's 25 years business experience with some of the world's finest organizations, A Manager's Guide to Sexual Orientation in the Workplace provides managers with the knowledge, skills and resources to foster higher productivity and performance through an all-inclusive work environment.

**Sexual Orientation and Transgender Issues in Organizations** - Thomas Köllen 2016-04-25

Over the last decade workforce diversity has attracted much scientific

attention. Given the shortage of literature on issues related to homosexual, bisexual and transgender employees, compared to other facets of workforce diversity, this book opens up new perspectives on this issue. Emphasis is placed on the equal consideration of gay, lesbian, bisexual, and transgender issues. Thus the predominance of lesbian and gay issues in LGBT research (and practice), will be contrasted by an explicit consideration of the unique experiences, stressors and related needs of bisexual and transgender employees. Contributions provide deeper insights into the differing experiences the whole spectrum of LGBT employees make in the workplace in different national and occupational contexts. Furthermore, the collection offers contextualized insights for evaluating and conceptualizing organizational initiatives aiming at a higher level of inclusion for LGBT employees.

**Case Studies on Sexual Orientation and Gender Expression in Social Work Practice** - Lori Messinger 2006

This casebook focuses on sexual orientation and gender expression in

relation to social work practice. An excellent resource, it offers 29 cases illustrating the variety of issues facing gay, lesbian, bisexual, and transgender (GLBT) people and communities in five practice settings- individuals, couples and families, communities and organizations, groups, and policy and research. The book also contains discussion questions, classroom exercises, and suggested readings for each case, so educators can easily integrate GLBT content into the classroom. Case Studies on Sexual Orientation and Gender Expression in Social Work Practice may be used on its own, in conjunction with another textbook, or as a complement to Deana F. Morrow and Lori Messinger's Sexual Orientation and Gender Expression in Social Work Practice: Working with Gay, Lesbian, Bisexual, and Transgender People (Columbia, 2006). Messinger and Morrow are award-winning teachers and their groundbreaking book is key for culturally competent undergraduate or graduate courses in practice, policy, human behavior and the social environment, research, and field education.

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