

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

[Trouble at Work](#) - Ralph Fevre 2012-07-03

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

SOCIAL WORK IN JUVENILE AND CRIMINAL JUSTICE SYSTEMS (4th Ed.) - David W. Springer 2017-05-16

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

[Living in Dangerous Times](#) - David Denney 2009-06-22

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

[Interactions and Intersections of Gendered Bodies at Work, at Home, and at Play](#) - Marcia Texler Segal 2010-07-16

Includes articles that examine the intersection of gender with other characteristics in a variety of settings including factory floors and corporate offices, welfare offices, state legislatures, the armed forces, universities, social clubs and playing fields.

Re-Imagining Sexual Harassment - Maja Lundqvist 2023-03

This book brings researchers, writers and policy makers into dialogue in an ambitious volume and moves beyond the juridical definitions of justice, coloniality, exploitation and work.

[Gender, Sexuality & Violence in Organizations: The Unspoken Forces of Organization Violations](#) -

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

[Handbook on Sexual Violence](#) - Jennifer M. Brown 2011-10-19

This book contextualizes the complexity of sexual violence within its broader context - from war to the resolution of interpersonal disputes - and covers a wide span including sexual harassment, bullying, rape and murder as well as domestic violence. Written by leading academics from

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

Gender and Communication at Work - Marilyn J. Davidson 2016-04-15

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

[Gendering Emotions in Organizations](#) - Patricia Lewis 2007-05-03

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

Rethinking Transnational Men - Jeff Hearn 2013-07-18

The world is becoming more transnational. This edited collection examines how the immense transnational changes in the contemporary world are being produced by and are affecting different men and masculinities. It seeks to shift debates on men, masculinities and gender relations from the strictly local and national context to much greater concern with the transnational and global. Established and rising scholars from Asia, Australia, Europe and North America explore subjects including economies and business corporations; sexualities and the sex trade; information and communication technologies and

cyberspace; migration; war, the military and militarism; politics; nationalism; and symbolism and image-making.

Handbook of Gender, Work and Organization - Emma Jeanes 2012-04-16

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

Handbook of Research in International Human Resource Management - Günter K. Stahl 2012-01-01

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

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.

Equality, Diversity and Inclusion at Work - Mustafa Ezbilgin 2009-01-01

Equality, Diversity and Inclusion at Work is certainly a recommended read for EDI scholars interested in both established and novel perspectives on the field. . . Practitioners, whether directly involved with diversity management or not, can also use this volume to gain significant insight into the variety of perspectives on diversity management and training. Florence Villesèche, *Management* This collection can serve as a mirror for all of us who spend much of our lives in work organizations. From diverse vantage points, the authors help us see and understand the dynamics through which workplaces are gendered to the advantage of some and the disadvantage of others. For those of us wanting to transform those dynamics and create organizational cultures characterized by fairness, support, and cooperation, this book is a must-read. Jay Coakley, University of Colorado, Colorado Springs, US *Equality, Diversity and Inclusion at Work*, edited by Mustafa F. Özbilgin is a fascinating and useful collection of articles that cover varied perspectives on this thriving topic. Theoretical issues and policy problems, equal opportunity and diversity management, sociological and psychological approaches, history and present management and trade union efforts, and much more are all covered. I particularly appreciated the inclusion of several articles on men, masculinities, equality and diversity, a refreshing recognition of the importance of men and masculinities in the success or failure of equality and diversity efforts. Although the collection covers the UK in the most detail, chapters on the US, Germany, South Africa, and Japan provide a multinational perspective. It is the kind of book I'd like to have at hand when I'm writing about organizations, gender, equality and diversity. Joan Acker, University of Oregon, US With over thirty chapters, this book offers a truly interdisciplinary collection of original contributions that are likely to influence theorization in the field of equality, diversity and inclusion at work. Many chapters in the book offer comparative perspectives through cross-national and multi-level analyses. The volume adopts a critical perspective as it focuses on relations of power in exploring equality, diversity and inclusion at work. Specifically, the authors examine areas such as cultural conflict, gender inequity and politics, work life balance, affirmative action, trade unions and diversity and diversity interventions and change. This timely book with chapters that are contributed by internationally eminent scholars will prove to be an invaluable resource for researchers, policy makers and students in this field.

The Oxford Handbook of Gender in Organizations - Savita Kumra 2014

... This Handbook focuses on organizations and the way in which their processes and practices systematically work to produce gender inequities.

Violence, Gender and Affect - Marita Husso 2020-12-21

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

Gender, Identity and the Culture of Organizations - Iris Aaltio

2003-09-02

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

East Asian Sexualities - Stevi Jackson 2013-07-18

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

westernization in the East. This is a collection which illuminates the local situations in which women's sexual lives are lived and offers fresh perspectives on global issues.

Diversity in the Workplace - Stefan Gröschl 2016-05-23

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

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