

CHARTING SOLUTIONS

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SEXUAL HARASSMENT: Labor Relations by Other Means

By Eve Spangler

IN THIS PAPER I WANT TO EXPLORE WHAT IT would mean to describe sexual harassment as "labor relations by other means:" to attend to the fact that, in the workplace, sexual harassment is not only something usually done to women by men, but that it is always something done to employees, either directly by their bosses, or within the social relations for which bosses are responsible. Recent events have made the discussion of sexual harassment timely. And, in fact, feminism already offers a decade and more of discussion of this issue. (1) I am going to argue here that a feminist framing is necessary but incomplete and that occupational health and safety specialists also have something crucial to contribute to the understanding of sexual harassment as a work life issue. Feminists must think systematically about the workplace context of sexual harassment. The occupational safety community needs to expand its focus from chemical and mechanical hazards in the workplace to include social hazards and the politics of addressing them.

The recent attention to Anita Hill's accusations against Clarence Thomas makes clear the need for both feminist and occupational safety frameworks in combatting sexual harassment. Two features of the Hill-Thomas episode particularly demonstrate this need:

(A) There is no unanimity about the perception of workplace hazards, especially those of a social character. (2) If public opinion polls are to be believed, a substantial number of people did not even accept Hill's account of events. (3) And still others, although they believed Hill's allegations, did not regard her complaints as serious enough to trigger workplace protections. (4)

In part, these opinions are a response to the specific details of a particular case. However, these opinions also arise in the context of a popular culture that is largely silent on the issue of safe workplaces for women and men. (5)

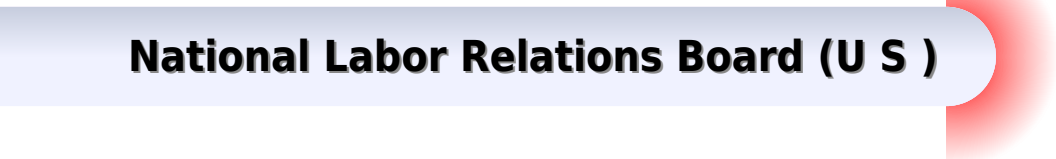
(B) Given the absence of popular demand for occupational health and safety, even those who believed Hill's allegations and who supported sanctions against her harasser arrived at this position largely within a framework of individual deviance: a particular man, acting from bad motives, mistreated a particular woman and should be judged accordingly.

The alternative view, which holds employers responsible for deviant acts committed by their agents, is rarely invoked, even though it is embedded in law (6), and in the history of previous occupational health and safety campaigns. (7)

The predominant framing of the sexual harassment

Sexual Harassment And Labor Relations

National Labor Relations Board (U S)



Sexual Harassment And Labor Relations:

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Kramer, 2025-02-28 This book covers such topics as the FAMLA the development of sex discrimination and sexual harassment statutes glass ceiling and glass wall issues in professional and academic settings **Sexual Harassment in the**

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