

**The Manager's Guide  
to Preventing a  
HOSTILE  
WORK  
ENVIRONMENT**

**How to Avoid Legal and Financial Risks  
By Protecting Your Workplace from  
Harassment Based on  
Sex, Race, Disability, Religion, or Age**

**Wanda Dobrich, Ph.D., Steven Dranoff, Ph.D.,  
Gerald L. Maatman, Jr., Esq.**

# Managers Guide To Preventing A Hostile Work Environment

**Sandra M. Reed**



## **Managers Guide To Preventing A Hostile Work Environment:**

*The Manager's Guide to Preventing a Hostile Work Environment* Wanda Dobrich, Steven Dranoff, 2002 The First Book to Explain How Managers Can Prevent Hostile Work Environment Accusations Corporation after corporation has seen seemingly harmless misunderstandings and jokes between employees mushroom into headline making incidents multimillion dollar courtroom judgments and unrelenting PR disasters The Manager's Guide to Preventing a Hostile Work Environment explains how to stop such problems before they begin The first book to look at the legal threat of Hostile Work Environment claims from the manager's viewpoint it provides proactive techniques and behaviors to Spot employees that may unknowingly be creating a hostile work environment Intervene while a problem is still manageable and before legal action is threatened Apply a seven step process to resolve perceptions of harassment or unfair treatment based on sex race disability religion and age Managers play the most critical role in preventing hostile work environment harassment but are generally given little or no training The Manager's Guide to Preventing a Hostile Work Environment shows managers and supervisors how to recognize and address inappropriate or insensitive behavioral problems in the workplace before they lead to high cost lawsuits and incalculable costs in the court of public opinion The Manager's Guide to HR Max Muller, 2013-08-01

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to American Masculinities share the assumption that men's lives have been grounded fundamentally in gender that is in their awareness of themselves as males. Their approach goes beyond scholarship which traditionally looks at men and women in terms of what they do and how they have influenced a given field or era. Rather, this important work delves into the psychological core of manhood which is shaped not only by biology but also by history, society, and culture. Encapsulating the current state of scholarly interpretation within the field of Men's Studies, *American Masculinities: A Historical Encyclopedia* is designed to help students and scholars advance their studies, develop new questions for research, and stimulate new ways of exploring the history of American life. Key Features: Reader's Guide facilitates browsing by topic and easy access to information. Extensive name, place, and concept index gives users an additional means of locating topics of interest. More than 250 entries, each with suggestions for further reading. Cross references direct users to related information. Comprehensive bibliography includes a list of sources organized by categories in the field. Topics Covered: Arts, Literature, and Popular Culture; Body, Health, and Sexuality; Class; Ethnic, Racial, and Religious Identities; Concepts and Theories; Family and Fatherhood; General History; Icons and Symbols; Leisure and Work; Movements and Organizations; People; Political and Social Issues. About the Editor: Bret E. Carroll is Associate Professor of History at California State University, Stanislaus. He received his Ph.D. from Cornell University in 1991. He is author of *The Routledge Historical Atlas of Religion in America* (1997), *Spiritualism in Antebellum America* (1997), and several articles on nineteenth-century masculinity.

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