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## SEXUAL HARASSMENT: Labor Relations by Other Means

*By Eve Spangler*

**I**N 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

**G Psacharopoulos**



## **Sexual Harassment And Labor Relations:**

**Sexual Harassment and Labor Relations**, 1981 Report on labour relations aspects of sex discrimination sexual harassment issues in relation to employment opportunities affecting woman workers in the USA comments on labour legislation and Federal Court jurisprudence covers leading cases partic Bundy V Jackson harassment types grievance procedure employer liability management attitudes and trends and includes the texts of EEOC guidelines state legislation and executive orders Bibliography pp 95 to 98 [Sex Discrimination and Sexual Harassment in the Work Place](#) Lawrence Solotoff, Henry S. 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 Workplace: New York University 51st Annual Conference on Labor** Samuel Estreicher, 2002-02-14 Sexual harassment is the fastest growing category of employment litigation in the United States At the root of recent class actions against several major corporations and the subject of three significant Supreme Court decisions during 1998 sexual harassment litigation is an area of legal practice where much remains unsettled and few claims can be confidently met with established defenses or remedies Because of its potential for ad hoc outcomes that lead to ever greater legal instability the question of sexual harassment in the workplace requires sustained attention by policymakers in both business and government and by academics It was in order to promote this crucial endeavor that New York University's Annual Conference on Labor for 1999 chose this issue as its theme This long standing influential conference is the premier forum for bringing together legal practitioners academics and researchers government officials representatives of companies and labor unions and human resources specialists to explore solutions to problems in the American workplace This valuable symposium addresses such provocative questions as To what extent can sexual harassment claims be meaningfully addressed by existing laws such as the National Labor Relations Act and state and federal anti discrimination statutes Are employer sexual harassment policy initiatives on a collision course with the First Amendment What rights do accused employees have When are employers liable for sexual harassment Sexual Harassment in the Workplace also includes insightful discussions of the valuable role that social science methodologies and alternative dispute resolution techniques can play in fostering an environment where sexual harassment is better understood and effectively dealt with *Sexual Harassment and Labor Relations* Bureau of National Affairs (Washington, D.C.), 1981 **Sexual Harassment and Labor Relations**, 1981

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*Decisions and Orders of the National Labor Relations Board* , **Title VII Liability for Sexual Harassment in the Workplace** Joseph M. Pellicciotti,1993 *Sexual Harassment in the Workplace* ,1979 **Decisions of the Federal Labor Relations Authority, V. 61, June 1, 2005 Through December 9, 2006** , The Federal Relations Authority FLRA is an independent administrative federal agency created by Title VII of the Civil Service Reform Act of 1978 also known as the Federal Service Labor Management Relations Statute the Statute Pub L 95 454 5 U S C 7101 et seq The Statute allows certain non postal federal employees to organize bargain collectively and participate through labor organizations of their choice in decisions affecting their working lives The Postal Reorganization Act Pub L 91 375 Aug 12 1970 governs labor management relations in the Postal Service The Authority is a quasi judicial body with three full time Members who are appointed for five year terms by the President with the advice and consent of the Senate One Member is appointed by the President to serve as Chairman of the Authority and as the Chief Executive and Administrative Officer of the FLRA The Chairman also chairs the Foreign Service Labor Relations Board The Authority adjudicates unfair labor practices disputes issues raised by representation petitions exceptions to grievance arbitration awards and resolves negotiability disputes raised by the parties during collective bargaining Consistent with its statutory charge to provide leadership in establishing policies and guidance to participants in the Federal labor management relations program the Authority also assists Federal agencies and unions in understanding their rights and responsibilities under the Statute through statutory training of parties Publishing decisions in bound volumes is yet another way in which the FLRA makes Authority case law available to its customers Authority decisions decisions of the Federal Service Impasses Panel and decisions of the Office of Administrative Law Judges are also available and searchable soon after issuance on the FLRA s decisions page at [www.flra.gov/decisions](http://www.flra.gov/decisions) As the FLRA s website provides current up to date access to decisions and the FLRA continues to publish decisions in bound volumes it no longer issues Reports of Case Decisions **Decisions of the Federal Labor Relations Authority** United States. Federal Labor Relations Authority,2003-08 **Advances in Industrial and Labor Relations** David Lewin,Paul J. Gollan,2021-03-29 Volume 26 of *Advances in Industrial and Labor Relations* AILR contains six new peer reviewed papers highlighting key aspects of employment relations a variety of disciplinary perspectives **Principles of Leadership and Management in Law Enforcement** Michael L. Birzer,Gerald J. Bayens,Cliff Roberson,2012-06-18 Effective police

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*Sex Discrimination in the Workplace, 1981* United States. Congress. Senate. Committee on Labor and Human Resources,1981

Work-Family Interface in Sub-Saharan Africa Zitha Mokomane,2013-11-01 Problems associated with work family conflict do not belong to individual families alone but have a major social and economic impact on the greater community This scenario also holds true across sub Saharan Africa as nations enter the global economy and rising numbers of women enter the workforce One of the first resources to focus on this region Work Family Interface in Sub Saharan Africa probes rarely studied dimensions of conflict between paid employment and family responsibilities It balances theoretical background empirical findings and current and emerging interventions for an insightful and practical review of ongoing issues affecting working women with families Coverage contrasts concepts of work and family between the developing world and the West and related social concerns such as gender expectations and sexual harassment are examined in the work context The book describes a range of family strategies for resolving work family friction and chapters end with policy recommendations as first steps toward remedying longstanding challenges Among the thought provoking dispatches Ghana Managing work and family demands Nigeria Strain based family interference with work Botswana The social impact of job transfer policy on dual career families Kenya The role of household help in work family balance South Africa State measures toward work care integration Zambia The quest for a family policy As evinced by these chapters progress is gradual and far from uniform As a guide for future study and future policy Work Family Interface in Sub Saharan Africa is a substantial reference for

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