
Sexual Harassment in the Workplace

Perspectives, Frontiers,
and Response Strategies

Edited by
Margaret S. Stockdale

Volume 5

Women and Work

Sexual Harassment In The Workplace Perspectives Frontiers And Response Strategies

Gary N. Powell



Sexual Harassment In The Workplace Perspectives Frontiers And Response Strategies:

Sexual Harassment in the Workplace Margaret S. Stockdale,1996-03-12 Simultaneously thorough and readable This book is a must for anybody who needs to be up on the latest thinking on this complex and difficult topic Myra Strober Stanford University Sexual harassment is a problem with a long past but a short history About 15 years after journalists and scholars first began writing about it sexual harassment has become a household word and a topic of concern for employers and employees and despite very little research funding there is now a fair amount of data on this topic Sexual Harassment in the Workplace provides a comprehensive look at what we know about sexual harassment Editor Margaret S Stockdale and a multidisciplinary cast of contributing authors have produced a volume that is grounded in theory research and practice but is accessible to researchers advanced students and practitioners in multiple disciplines The topic of sexual harassment is one that is extremely timely and relevant for today s students in women s studies organizational studies and sociology Sexual Harassment in the Workplace deals with a variety of issues and aspects of sexual harassment that will certainly spark discussion and debate **Feminist Sport Studies** Pirkko Markula,2005-08-18 Uses personal narratives to highlight the development of feminist sport studies

Women and Men in Management Gary N. Powell,2010-05-27 My students love this book It is well written communicates points clearly and is informative The Future of Human Resource Management Dianna L. Stone,James H. Dulebohn,Brian Murray,Kimberly M. Lukaszewski,2025-05-30 This book contains an Open Access chapter The volume is designed primarily for scholars in the field of human resource management It also serves the needs of instructors and students in master s and doctoral courses in industrial organizational psychology human resource management or organizational behavior Communication Yearbook 23 Michael Roloff,2012-03-22 Communication Yearbook 23 originally published in 2000 includes discussions about the relationship between communication and the emotional processes The authors do not confine the reviews to research conducted in a single context but instead draw upon scholarship that informs about shame and guilt in intimate family organizational and public discourse Also explored is literature on compliance resistance and the emotional reactions that accompany resistance Other reviews address issues involving communication about sexual harassment in the workplace cross cultural influences on management styles and the mass media s role in encouraging change in body shape Offering a tremendous variety of in depth analyses of communication scholarship in a broad array of research areas this is a vital sourcebook for researchers teachers and students alike

Social Identities Rupert Brown,Dora Capozza,2016-07-22 The concept of social identity occupies a central position in contemporary social psychology Social Identities Motivational Emotional Cultural Influences reports recent developments in the analysis of motivational and affective aspects of social identity processes The book also examines the cross cultural generality of Social Identity Theory explanations of intergroup competitiveness which have strongly influenced international research in this area People s social identities and self evaluation are thought to be largely derived from group memberships

it is presumed that people are motivated to attain positivity in these identities by favouring the ingroup in intergroup comparisons. An increasing stream of research is being devoted to extending the applicability of social identity concepts to intergroup relations and related fields. The editors present here a collection of contributions from leading figures in social psychology which explore the state of the art in social identity theory. The most prominent motivational theories of identification are reported. Central themes concern motivations which lead individuals to join a group and identify with it, the role emotions have in favouring or hindering intergroup relations, the effect of emotions on intergroup behaviour, how people react to social identity threats. Shedding new light on important social problems like prejudice, bigotry and intense conflicts around the world, this unique volume will be indispensable to students and researchers of social psychology, sociology and cultural studies.

Risky Business Cary L. Cooper, 2016-04-15. What are the financial and psychological costs of risky behavior in business to the individuals concerned and their organizations? **Risky Business** provides a perspective on addictive behaviors such as gambling, drug taking and even addiction to work, criminal behaviors such as theft and corruption and behaviors such as aggression and violence. The authors then look at their implications to employee and organizational health within the context of the workplace environment, an environment that is often synonymous with psychological demands, stress, long hours, overwork and shortages of staff or other essential resources. An essential guide for occupational psychologists, human resource specialists, risk managers and for researchers in this field.

Gender Shrapnel in the Academic Workplace Ellen Mayock, 2016-05-27. This book employs the image of shrapnel bits of scattered metal that can hit purposeful targets or unwitting bystanders to narrate the story of workplace power and gender discrimination. The project interweaves stories of gender shrapnel with an examination of national rhetoric surrounding business education and law to uncover underlying phenomena that contribute to discourse on privilege and gender in the academic workplace. Using concrete examples that serve as case studies for subsequent discussion of data about women in the workforce, language use and misuse, sexual harassment, silence and shutting up and hiring, training, promotion and the glass ceiling, Mayock explores the deeper implications of gender inequity in the workplace.

Communication Yearbooks Vols 6-33 Set Various, 2021-12-02. The **Communication Yearbook** annuals, originally published between 1977 and 2009, publish diverse state-of-the-discipline literature reviews that advance knowledge and understanding of communication systems, processes and impacts across the discipline. Topics dealt with include Communication as Process, Research Methodology in Communication, Communication Effects, Taxonomy of Communication and European Communication Theory. Information Systems Division, Mass Communication Research, Mapping the Domain of Intercultural Communication, Public Relations, Feminist Scholarship, Communication Law and Policy, Visual Communication, Communication and Cross Sex Friendships Across the Life Cycle, Television Programming and Sex Stereotyping, Intercultural Communication, Training, Leadership and Relationships, Media Performance Assessment, Cognitive Approaches to Communication.

Sex, Work and Sex Work Joanna Brewis, Stephen

Linstead,2003-09-02 This fascinating and controversial new book explores the concept that not only does sexuality pervade every aspect of organizations but also that organization pervades every aspect of our sexuality **Organizations Behaving Badly** Daniel J. Svyantek,2021-01-01 Organizational science profits from taking new perspectives using a simple model to understand why behaviors of particular types occur within them This volume provides readers with a rich source of casestudies and empirical studies of the role played by the interaction between individual actors organizational contexts and the actual behaviors being performed the actors These chapters each seek to describe how these three interact in to create organizational practices with negative effects on either internal members of the organization or external stakeholders e g clients The chapters provide insight into how organizations may control these negative behaviors with basic Human Resource Management practices It is this volume s hope that these chapters may provide insight into the important role these three factors plays in understanding negative organizational behavior within organizations across the world **Gender and Leadership** Gary N. Powell,2020-08-20 An exciting new book exploring why we have not seen the enduring changes that were once optimistically anticipated Each chapter tackles an important question around gender and leadership such as Why do leader stereotypes emphasize masculinity Why are there so few women in top management positions and Why do some men in top management feel free to sexually harass women Leading international scholar in the field Gary N Powell explores cutting edge topics including the appropriate role of masculinity in leadership the ever so small numbers of female CEOs and sexual harassment by men in power such as Harvey Weinstein and the resulting MeToo movement With suggestions of practical steps that would work toward achieving a workplace in which all employees can reach their leadership potential regardless of their gender Gender and Leadership is an important read for students and faculty members alike across the social sciences and humanities *Organizational Misbehaviour* Stephen Ackroyd,Paul Thompson,1999-03-30 A textbook specifically aimed at organizational misbehaviour it certainly fills a gap containing a large survey of academic literature on the subject The book is good it brings to light subjects which are too often neglected and it provides an understanding of phenomena which are so common in organizations but at the same time so vague and incomprehensible Organization Studies From soldiering and absenteeism to humour in organizations and the emergence politics of sexuality this book explores the latest forms of organizational subversion and offers fresh insights of the underlying dynamics of management and organizational processes The book opens with a critique of orthodox organizational analysis and maps out the wide terrain across which organizational misbehaviour occurs The authors go on to examine the interconnections between identity formation the pursuit of autonomy and organizational misbehaviour and explore how clearly the tendency to misbehave is deeply embedded in organizational life **Women, Business and Leadership** Alexander-Stamatios Antoniou,Cary Cooper,Caroline Gatrell,2019 This timely and comprehensive book analyses the role of women in leadership from both managerial and socio emotional perspectives The authors review the issues that affect real women in business and evaluate

what can be done to support and develop women managers Chapters explore topics such as the stereotyping of leading women gender equality and discrimination the glass ceiling and barriers to promotion the work home conflict the gender pay gap and job insecurity female authority and career development

Leadership James H. Dulebohn, Brian Murray, Dianna L. Stone, 2022-01-01 As we enter the third decade of the twenty first century we are seeing a renaissance of context in influencing leadership leader follower relations and leader effectiveness as well as a recognition of the tripartite nature of leadership To fully understand and appreciate leadership one must see the multiple parts of it as well as the connections among them Leadership is multi dimensional leadership depends on leaders followers and context Leadership research in the past three decades has been dominated by interest in neo charismatic leadership styles and a focus on leadermember exchange in leader follower relationships Recently other approaches to leadership such as ethical and authentic leaders have garnered greater attention in response to the moral and ethical challenges in the workplace Additionally established approaches to leadership emergence and development have been challenged by their relevance to diverse work forces and issues of inclusion This twelve article volume includes an outstanding roster of established and emerging leadership authors who tackle questions of leadership at the intersections of leaders followers and context The volume opens with two articles that set the stage for the current state of leadership research and paths for its future including a commentary by Edwin Locke and Gary Latham on current management research practices and an action oriented review of leadership research from the start of the 21st century The volume is organized around three themes leadership and diversity leader follower relationships and systems of leader follower and context Articles in the volume advance diversity research with an integration of leadership and diversity theories that demonstrate the former s need for re examination in light of the latter a systematic development of inclusive leadership theory and a close examination of immigrant ethnic identity The authors of several articles expand our understanding of leader follower relationships in the context of teams and alliances the contextual boundaries of authentic leadership theory and the authentic leader s potential impact on harassment in organizations The volume culminates with three demonstrations of leadership as systems of leader follower context interaction including a close examination of the toxic triangle s manifestation in university scandals a micro process model of power and leadership and a configurational approach to studying leadership The volume is designed primarily for scholars in the fields of human resource management organizational behavior and leadership It also well serves the needs of instructors and students in master s and doctoral courses in leadership or organizational behavior Each article is grounded in managerial context that will appeal to practitioners in the field

Organizational Ethics Craig E. Johnson, 2024-12-30 Organizational Ethics A Practical Approach Sixth Edition provides readers with opportunities to apply ethical principles and practices in a variety of settings through self assessments analyses projects and discussion Bestselling author Craig E Johnson shows how we can develop our ethical competence just as we develop our abilities to manage or oversee operations

The Oxford Handbook of U.S. Women's Social Movement Activism Holly J. McCammon, Verta Taylor, Jo Reger, Rachel L. Einwohner, 2017-05-05 Over the course of thirty seven chapters including an editorial introduction this handbook provides a comprehensive examination of scholarly research and knowledge on a variety of aspects of women's collective activism in the United States tracing both continuities and critical changes over time Women have played pivotal and far reaching roles in bringing about significant societal change and women activists come from an array of different demographics backgrounds and perspectives including those that are radical liberal and conservative The chapters in the handbook consider women's activism in the interest of women themselves as well as actions done on behalf of other social groups The volume is organized into five sections The first looks at U S Women's Social Activism over time from the women's suffrage movement to the ERA radical feminism third wave feminism intersectional feminism and global feminism Part two looks at issues that mobilize women including workplace discrimination reproductive rights health gender identity and sexuality violence against women welfare and employment globalization immigration and anti feminist and pro life causes Part three looks at strategies including movement emergence and resource mobilization consciousness raising and traditional and social media Part four explores targets and tactics including legislative forums electoral politics legal activism the marketplace the military and religious and educational institutions Finally part five looks at women's participation within other movements including the civil rights movement the environmental movement labor unions LGBTQ movement Latino activism conservative groups and the white supremacist movement

Violence in the Lives of Black Women Carolyn West, 2014-01-02 Break the silence surrounding Black women's experiences of violence Written from a Black feminist perspective by therapists researchers activists and survivors *Violence in the Lives of Black Women* Battered Black and Blue sheds new light on an understudied field For too long Black women have been suffering the effects of violence in painful silence This bookwinner of the Carolyn Payton Early Career Award for its contribution to the understanding of the role of gender in the lives of Black womenprovides a forum where personal testimony and academic research meet to show you how living at the intersection of many kinds of oppression shapes the lives of Black women With moving case studies in depth discussions of activism and resistance and helpful suggestions for treatment and intervention this book will help you understand the impact of violence on the lives of Black women Topics you'll find in *Violence in the Lives of Black Women* include using the arts to deal with sexual aggression in the Black community racial aspects of sexual harassment the consequences of head and brain injuries stemming from abuse domestic violence in African American lesbian relationships strategies Black women use to escape violent living situations lifelong effects of childhood sexual abuse on Black women's mental health references and resources to help you learn more

Human Resources for the Non-HR Manager Carol T. Kulik, Carol T Kulik, Elissa Perry, 2004-06-30 *Human Resources for the Non HR Manager* appeals to anyone interested in management issues The book explains why human resource issues are increasing the responsibilities of front line managers rather than the HR department Chapters present

the basics of HR including the fundamentals of hiring performance appraisal reward systems and disciplinary systems so that any manager regardless of his or her background or functional area can approach these parts of the job with confidence The book also covers the latest developments in equal opportunity law and describes the manager's responsibilities in controlling sexual harassment and managing diverse employees including older workers and employees with disabilities Each chapter's material is firmly grounded in the current HR academic literature but the book's friendly conversational tone conveys basic principles of good practice without technical jargon Designed to make the material more accessible and personally relevant the book includes the following special features Manager's Checkpoints a series of questions that help the reader apply the material to his or her own organizational context Boxes that describe real life examples of how companies respond to HR challenges For Further Reading references to articles published in outlets that bridge the academic practitioner divide Manager's Knots presented in a question and answer format these describe typical managerial problems take the reader into some of the gray ambiguous areas of HR and suggest ways to apply the chapter material to real life managerial dilemmas

Academic Experiences of International Students in Chinese Higher Education Mei Tian, Fred Dervin, Genshu

Lu, 2020-02-20 Since China proposed its Belt and Road Initiative in 2013 to boost its influence on international affairs and cultivate international contacts who are friendly toward China the number of foreign students in China has surge exponentially Yet global political changes have added tensions and challenges to the education of international students This book is one of the first works to discuss the educational experiences of international students in China Using survey research and qualitative studies to study participants in degree bearing and language programmes at regular universities and Sino foreign universities located in different parts of the country the book covers a variety of topics across education including international students intercultural experience teacher student classroom interaction learning and teaching Chinese as a foreign language academic adaptation and identity formation in higher educational contexts This book is essential for researchers practitioners and policy makers of international student education in China It can also benefit prospective international students considering pursuing higher education in China

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