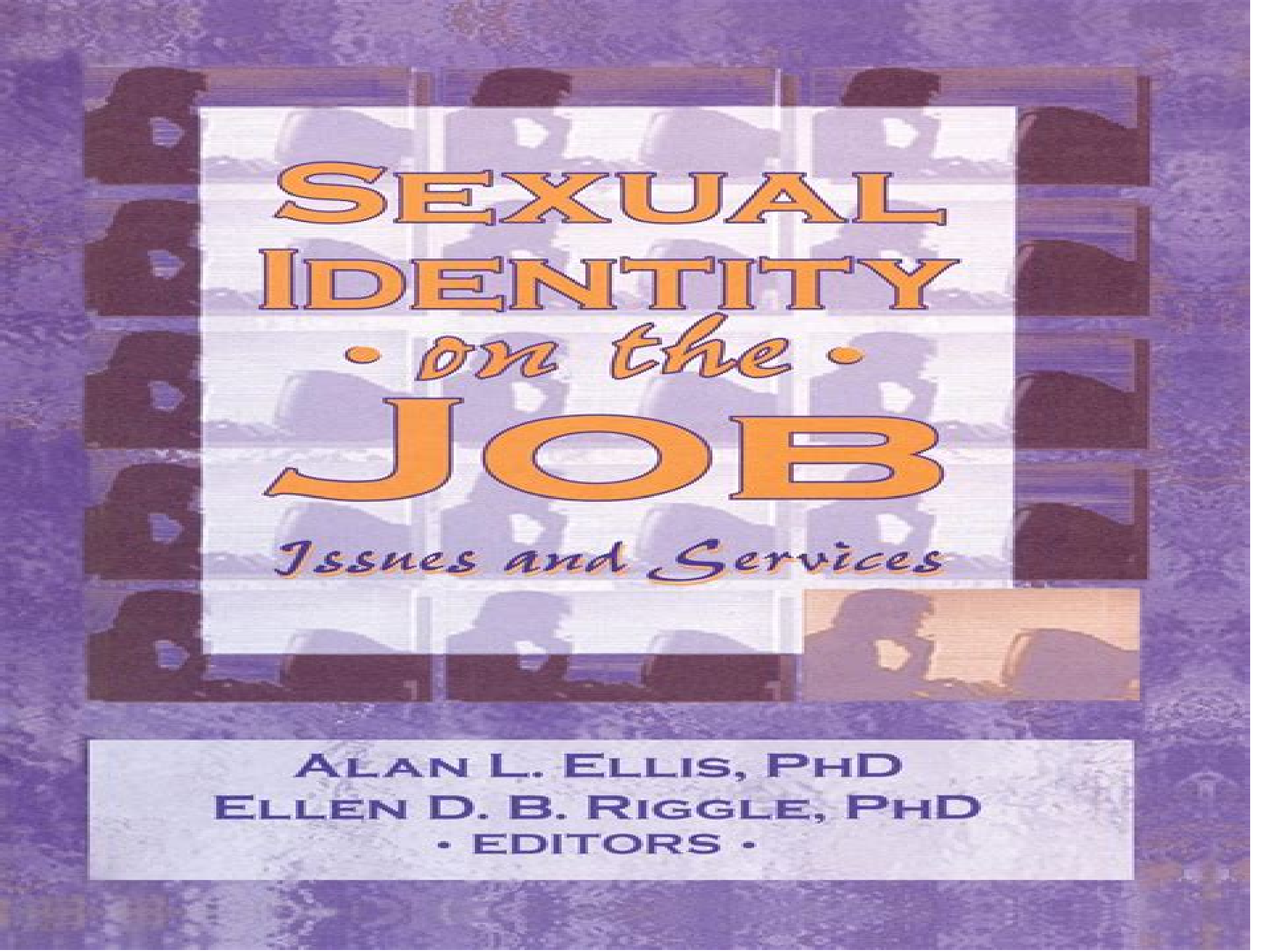




SEXUAL IDENTITY • on the • JOB *Issues and Services*

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Sexual Identity On The Job Issues And Services

Gerald P. Mallon



Sexual Identity On The Job Issues And Services:

Sexual Identity on the Job Alan Ellis, 1996 Sexual Identity on the Job Issues and Services explores the meaning and the lives of lesbian gay bisexual and transgender people in the work place in both theoretical and practical perspectives It highlights issues being confronted by employers and workers alike The editors and contributors courageously grapple with dilemmas and passionately discuss issues ranging in subject matter from multiple cultural and undervalued identities trends in economic discrimination economic reasons to provide domestic partner benefits education needs of decisionmakers and career concerns as well as career counseling concerns of lesbians gay bisexual and transgender employees This thoughtful book reveals how discrimination on the job affects the lives of all employees and provides an exceptional view into the psychological issues faced by lesbian gay bisexual and transgender people related to employment issues

Sexual Identity on the Job Alan L Ellis, Ellen D Riggle, 2014-01-09 Sexual Identity on the Job provides academics and practitioners with a solid resource for addressing sexual identity concerns and issues in the workplace It offers corporate trainers managers and policymakers suggestions for creating a positive psychological environment of inclusion for all workers through policies of nondiscrimination the availability of domestic partner benefits and solid efforts to eliminate on the job discrimination toward lesbians gays bisexuals and transgender individuals It educates social service providers about company actions of which they need to know in order to effectively support their gay lesbian bisexual and transgendered clients As a compilation of scholarly and applied perspectives Sexual Identity on the Job covers such topics as multicultural identity multiple identities development legal and policy issues of employment career development issues for lesbians gay men bisexuals and transgender persons and how inclusion improves productivity among all groups By including both perspectives this unique volume offers both academics and practitioners a broader knowledge of the field and relevant issues and possible solutions for sexual identity concerns and questions in the workplace Chapters in Sexual Identity on the Job address a diverse set of issues relating to ways in which those concerned about the psychological well being of gay lesbian bisexual and transgender workers can address their needs while recognizing their desire to lead productive fulfilling lives The contributors in promoting workplaces that offer all workers inclusion safety and a place to thrive psychologically and emotionally cover such topics as gay lesbian and bisexual career development and counseling issues managing multiple identities race gender sexual orientation in the workplace current trends in economic discrimination toward lesbians gay men and bisexuals and relevant legal concerns domestic partner benefits the relationship between inclusion and productivity Sexual Identity on the Job chronicles the development of research specific concerns which have been addressed and where current research leaves this situation It also provides some interpretation of the past and current research and its implications for lesbians gay men bisexuals and transgender workers and their co workers It betters relationships among gay and straight workers administration and management by promoting equal and fair treatment in regard to both legal and policy issues and in

interpersonal relationships to all employees Corporate trainers of all levels academic researchers career and other counselors and the general public will find its pages filled with applicable and helpful information

A Sea of Stories John Dececco, Phd, Sonya L Jones, 2013-01-11 Take a look at how narrative has shaped gay and lesbian culture A Sea of Stories The Shaping Power of Narrative in Gay and Lesbian Cultures A Festschrift for John P De Cecco is an unforgettable collection of personal narratives that explores the historical psychological and sociological contexts of homosexuality in locations ranging from Nazi Germany to Colorado Some of the prominent authors in this collection include David Bergman Louis Crew Diana Hume George and Ruth Vanita Scholars in gay and lesbian studies political movements cultural studies and narratology and anyone interested in gay history will want to explore these intriguing narratives on topics such as sex and sin in the South selling gay literature before Stonewall growing up gay in India and the story of an interracial male couple facing homophobic ignorance in a small town A Sea of Stories also contains creative fiction and nonfiction love stories war stories oral stories and bibliographies and a beautiful post Stonewall and post modern narrative set on a South African seascape that tells the story of two professional men and the possibility of a kiss For a complete list of contents please visit our Web site at www.haworthpressinc.com This book offers you a variety of narratives that cover a wide range including memoirs of gay Holocaust survivors and the emergence of the first lesbian and gay book club in its wake homophobia in the workplace and the use of coming out stories to enhance workplace diversity the establishment of a gay straight alliance in a Salt Lake City high school that is heavily dominated by Mormons gay literary heritage that examines the works of Langston Hughes as well as Martin Duberman Paul Monette and Edmund White in relation to the lesbian 70s creative nonfiction about a woman s love for another woman her lifelong friend Provincetown s remarkable community response to the AIDS epidemic A collection of chapters written by the colleagues and former students of John P De Cecco pioneering editor of the Journal of Homosexuality A Sea of Stories takes its title from a phrase Dr De Cecco used in his keynote address to the History and Memory conference at Allegheny College in 1997 This conference sparked the idea for this collection of essays that examine the homosexual experience through historical psychological and sociological viewpoints and homosexuality in literature These courageous stories will assist readers to know themselves more deeply to identify with others and to interpret gay and lesbian experiences in different narrative forms

Working with Gay Men and Lesbians in Private Psychotherapy Practice Christopher J Alexander, 2020-03-24 Working with Gay Men and Lesbians in Private Psychotherapy Practice is written for private practitioners solely by private practice clinicians who specialize in the treatment of gay men or lesbians Focusing on numerous clinical issues that gays and lesbians often deal with Working with Gay Men and Lesbians in Private Psychotherapy Practice also offers you proven guidance for maintaining and promoting your psychotherapy practice as a business You will explore issues such as whether the therapist should disclose her his sexual orientation and how the therapist should address the degree to which internalized stigma about sexual orientation may impact the client s concerns about the process of

therapy in general This insightful volume also focuses on the special complexities introduced to psychotherapy by managed care You ll find detailed practical information about a strategic plan for establishing marketing and developing a private practice in l g b psychology staying abreast of the latest research and trends in gay lesbian mental health treatment planning with gay and lesbian clients lesbian gay couples counseling multiple identity and gender issues particular to culture and ethnicity boundary issues Working with Gay Men and Lesbians in Private Psychotherapy Practice tackles how to therapeutically respond to the issues of gay men and lesbians The practical strategies and specific suggestions can be directly incorporated into your work with gay and lesbian clients to ensure your success in confronting the specific issues and challenges they face

Research Methods with Gay, Lesbian, Bisexual, and Transgender Populations William Meezan, James I. Martin, 2012-12-06 Take an in depth look at what works and what doesn't in research with GLBT populations This essential book examines the usefulness of current frameworks for research with GLBT populations and highlights the necessity for greater complexity in the conceptualization and design of research with these populations It will help you understand the need for more inclusive and representative samples and the need to protect the privacy of GLBT research participants and ways to accomplish these goals In addition Research Methods with Gay Lesbian Bisexual and Transgender Populations considers the advantages and limitations of having an inside perspective when conducting research with these populations It also explores the myriad ways in which this research can be used to better understand issues facing GLBT communities Specifically Research Methods with Gay Lesbian Bisexual and Transgender Populations discusses eight strategies that outsiders can use to overcome barriers to doing their work the challenges of finding and studying older members of gay and lesbian communities the special challenges that studying gay drug users pose to the researcher factors affecting research with urban Black and African American GLBT populations sampling issues including ways to overcome the challenges of conducting research with sexual minority adolescents issues related to dealing with institutional review boards and lessons derived from empirical articles in the Journal of Gay Lesbian Social Services unique features of AIDS service organizations to consider when developing an evaluation strategy ethical standards for research and evaluation with GLBT populations and a great deal more From the Foreword by Anthony R D Augelli In social science research the effort to extract durable principles of social causality from the apparent randomness of everyday life requires the construction of reliable if tentative knowledge that is significantly more informative than mere speculation With our ever increasing knowledge base increasingly sophisticated and powerful quantitative and qualitative methodologies and with an ever expanding cadre of researchers our ability to discern patterns of development of GLBT people from birth to death the unique qualities of their relationships and the impact of communities and cultures on the ways in which their sexualities are manifested will come into sharper focus In this way research becomes a tool by which GLBT people transcend invisibility and marginalization As new research accumulates the unique contributions that GLBT lives make to our understanding of the nature of human

development will be documented in ways never before thought possible Within the larger context of social science research on GLBT populations this book describes the current status of social service researchers in their quest for methodological sophistication and conceptual complexity The work of the contributors to this volume exemplifies the progress that has been made since the first research reports on this topic were published Gender and the Work-Family Experience Maura J. Mills,2014-12-10 Conflict between work and family has been a topic of discussion since the beginning of the women s movement but recent changes in family structures and workforce demographics have made it clear that the issues impact both women and men While employers and policymakers struggle to navigate this new terrain critics charge that the research sector too has been slow to respond Gender and the Work Family Experience puts multiple faces male as well as female on complex realities with interdisciplinary and cross cultural awareness and research based insight Besides reviewing the state of gender roles as they affect home and career this in depth reference examines and compares how women and men experience work family conflict and its consequences for relationships at home as well as outcomes on the job Topics as wide ranging as gendered occupations gender and shiftwork heteronormative assumptions the myth of the ideal worker and gendered aspects of work family guilt reflect significant changes in society and reveal important implications for both research and policy Also included in the coverage Gender ideology and work family plans of the next generation Gender poverty and the work family interface The double jeopardy effect the importance of gender and race in work family research When work intrudes upon employees personal time does gender matter Work family equality the importance of a level playing field at home Women in STEM family related challenges and initiatives Family friendly organizational policies practices and benefits through the gender lens Geared toward work family and gender researchers as well as students and educators in a variety of fields Gender and the Work Family Experience will find interested readers in the fields of industrial and organizational psychology business management social psychology sociology gender studies women s studies and public policy among others Foundations of Social Work Practice with Lesbian and Gay Persons Gerald P Mallon,2013-09-13 Focusing on the pragmatic aspects of social work with gay and lesbian persons this book offers a knowledge base of practice that will better prepare students and practitioners for working more competently and effectively with lesbians and gay men Written by scholars and practitioners in the social work profession Foundations of Social Work Practice with Lesbian and Gay Persons teaches you how to develop practice approaches that are sensitive to issues of sexual orientation as well as how to work with this population in the contexts of practice with individuals couples families groups communities and organizations The book s sensible strategies and case studies provide you with critical information that will help you deal with homophobia and heterocentrism and enact a professional commitment to pursuing economic and social equality for diverse and at risk client populations A foundation level text on social work practice with gays and lesbians this book is designed to provide social work students academics and practitioners with an understanding of the values and ethics fundamental to practice

with this group of clients Foundations of Social Work Practice with Lesbian and Gay Persons summarizes the variety of issues dynamics and techniques required to work effectively with gay and lesbian clients who are at different points in their development and life cycles To further help you in your practice it also discusses providing skilled professional assistance to gay victims of hate crimes how homophobia can prevent lesbians and gay men from receiving adequate services the obstacles social workers sometimes face when trying to integrate the core set of professional values and ethical principles into their practice practitioner self disclosure regarding sexual identity developmental milestones for lesbian and gay persons alcohol and substance abuse among lesbians family therapy concepts of fusion and enmeshment same gender socialization assessing issues of sexual expression Counselors social workers and students and academics in gay and lesbian studies will find that Foundations of Social Work Practice with Lesbian and Gay Persons greatly expands the social work knowledge base to disrupt the impact of institutional individualized and internal homophobia on social workers their clients and the institutions in which social workers practice Its flexible and creative treatment approaches to therapy with sexual minorities are sure to help you sensitize your therapeutic techniques and improve the quality of care you deliver

Social Work Practice with Lesbian, Gay, Bisexual, and Transgender People Gerald P. Mallon, 2009-06-02 A new more comprehensive edition of the classic Social Work text Although the vast majority of LGBT persons are healthy resilient and hardy individuals who do not seek social work intervention some have been or will be clients in social work agencies Social Work Practice with Lesbian Gay Bisexual and Transgender People is the updated classic text that has expanded its scope to include new content on practice with bisexual and transgender populations and incorporated this content throughout This informative book provides a knowledge base of practice that will better prepare students and practitioners for working sensitively competently and effectively with LGBT individuals The text now covers content on LGBT populations as articulated by the National Association of Social Workers NASW and the Council on Social Work Education CSWE Comprehensive and practical this unique text discusses the pragmatic aspects of social work with lesbian gay bisexual and transgender people It will improve and reinforce competent practice with LGBT persons and their families in multiple settings Chapters focus on important topics such as the profession s core values and ethical principles identifying analyzing and resolving ethically challenging practice problems LGBT persons of color heterosexism racism and sexism applying the life model and the stress coping process the root of conflicts in allegiances and pressures for unity via homogeneity practice with bisexual transgender and gender non conforming persons sexual conversion therapy traditional psychoanalytic notions of lesbian couples the impact of sexual abuse on lesbian couples internalized homophobia heterocentrism and gay identity group work practice with the LGBTQ community clinical assessment for families where sexual orientation is an issue LGBT parenting the role of health care and many more Complete with a highly detailed appendix of symbols definitions and terms Social Work Practice with Lesbian Gay Bisexual and Transgender People is an invaluable resource for social workers and mental health professionals as well as for

students and educators at all levels of experience **Lady Boys, Tom Boys, Rent Boys** Peter A. Jackson, Gerard Sullivan, 2020-11-25 *Lady Boys Tom Boys Rent Boys Male and Female Homosexualities in Contemporary Thailand* offers methods that will help social workers researchers and students create HIV AIDS intervention services for gay men lesbians and transgender individuals in or from Thailand Many of these methods can also be used by practitioners or HIV AIDS educators in North America and developing countries to address issues of culturally diverse clientele In response to Western and Thai sexuality studies that fail to accurately represent the diverse sexualities of Thailand this book discusses and describes certain factors that need to be taken into consideration when developing intervention programs Demonstrating how cultural and social factors influence services *Lady Boys Tom Boys Rent Boys* will help you provide clients with effective and relevant services Drawing attention to Eurocentric ideology that may hinder cross cultural collaboration for Thai Western service provisions this book offers you information that will help you understand how cultural political and economic systems shape sexuality and gender roles in Thai society *Lady Boys Tom Boys Rent Boys* provides you with the necessary knowledge for providing successful services including how Thai sexualities are identified by examining the meaning of terms such as toms masculine Thai lesbians dee feminine identified women who have relations with other women kathoey males that dress like women and wear make up or lady boys transsexual or transvestite males how Thai society actually defines having sex and recognizing the differences from Western connotations of sex to effectively teach individuals about the risk of HIV AIDS ways Western views of confidentiality and privacy differ from Thai views in order to understand why individuals hesitate to get tested for or seek counselling about HIV AIDS the relationship between occupation and sexual identity in movies and magazines that reveal how sexuality is characterized in Thailand the unique social identity of toms and how Thai society labels what is masculine and feminine reasons for hiding sexual identity such as rejection fear of stereotypes and having a relationship that is viewed by society as wrong and meaningless protecting commercial sex workers CSW from infection by developing culturally appropriate interventions One of the only books to address HIV AIDS issues of gay and transgender individuals in Thailand *Lady Boys Tom Boys Rent Boys* will help you increase awareness about HIV AIDS and create successful intervention programs for clients *Gay Men Living with Chronic Illnesses and Disabilities* Benjamin Lipton, 2014-06-11 Understand gay men s unique health issues beyond the incomplete focus of HIV to include the concerns of those living with a broad range of chronic illnesses and disabilities *Gay Men Living with Chronic Illnesses and Disabilities From Crisis to Crossroads* is the groundbreaking book that comprehensively examines and forms strategies to respond to the needs of gay men living with non HIV chronic illnesses and disabilities such as diabetes cancer obesity and muscular sclerosis Bringing together the interdisciplinary expertise and unique perspectives of leaders in the fields of social work psychology and rehabilitation counseling this groundbreaking book helps you understand the key issues from theoretical clinical practical and personal perspectives *Gay Men Living with Chronic Illnesses and Disabilities From Crisis to Crossroads*

conceptualizes and addresses the integration of psychosocial and medical issues faced by the gay men living with both HIV related and non HIV chronic illnesses and disabilities Each chapter delves deeply into the psychosocial impact of their marginalization in daily living while offering strategies for partnership and integration between gay and mainstream health and social service organizations With extensive up to date bibliographies at the end of each chapter and case studies that illuminate theoretical discussions this book is essential reading for those involved in health policy and practice with gay men living with chronic illnesses and disabilities Gay Men Living with Chronic Illnesses and Disabilities From Crisis to Crossroads explores the invisibility of gay men living with non HIV illnesses and disabilities and the need to provide adequate services to them the impact of sexual orientation on living with a broad range of life threatening illnesses the multiple layers of stigma of being gay while living with a chronic illness or disability how chronic illness can lead to increased body dissatisfaction in gay men the multidimensional challenge of psychotherapy with HIV positive gay men the connection between aging chronic illness and sexual orientation living with a non HIV chronic illness as a gay social service professional Gay Men Living with Chronic Illnesses and Disabilities From Crisis to Crossroads is vital reading for social workers psychologists psychiatrists physicians sociologists public health advocates and experts community organizers and everyone engaged in providing medical social or psychological services

Whispering the Strategies of Language: An Psychological Quest through **Sexual Identity On The Job Issues And Services**

In a digitally-driven world wherever displays reign supreme and quick connection drowns out the subtleties of language, the profound strategies and mental subtleties concealed within phrases frequently move unheard. However, nestled within the pages of **Sexual Identity On The Job Issues And Services** a interesting fictional prize blinking with organic feelings, lies a fantastic journey waiting to be undertaken. Composed by an experienced wordsmith, that wonderful opus attracts visitors on an introspective trip, delicately unraveling the veiled truths and profound affect resonating within the very fabric of each word. Within the emotional depths of this emotional review, we will embark upon a heartfelt exploration of the book is core subjects, dissect its interesting publishing fashion, and fail to the effective resonance it evokes heavy within the recesses of readers hearts.

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