

## Sexual Harassment In The Workplace And Academia Psychiatric Issues Clinical Practice 38

Sexual harassment is commonly regarded as a criminal offence that needs to be dealt with sternly using both disciplinary and legal provisions. This approach unfortunately leaves the crucial subject of mental health and social aspects of such behaviour largely untouched. The intervention and treatment model for sexual harassment calls for an effective, flexible and integrative approach focused on both internal and external needs. It requires a close understanding of both the workplace and the social environment. This book provides an exhaustive discussion of sexual harassment, with particular focus on legal aspects as well as the wide spectrum of psychological and social consequences. It focuses on the much-needed evaluation and assessment of the perpetrators, their psychopathology and its redressal, from both clinical and social perspectives. Sexual Harassment of Women at Workplaces makes wide-ranging recommendations for improvement in the current situation, making it indispensable for all stakeholders working for the eradication of this menace from the society.

The definitive guide to everything you wanted to know about sexual harassment at the workplace. Prevent sexual harassment. Make your organization a safe workplace. Be compliant with the law. The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013, is the primary legal mechanism to ensure that women are protected against sexual harassment at the workplace. Yet, how aware are all of us- men and women, employees and employers - of these rights? What actions do organizations need to take to adhere to the law? What are the consequences for organizations that don't make the compliance cut? And how can employers go beyond mere compliance to create a workplace that is safe for all employees? The ultimate step-by-step manual for the prevention, prohibition and redressal of sexual harassment at the workplace, this book contains:

- A visual A-Z manual summarizing definitions, types of sexual harassment, and timelines for filing and investigating complaints;
- Easy-to-understand explanations of what constitutes a "workplace", an "employer", how hostile work environments get created, and the obligations of employees, team leads and heads of organizations;
- Detailed key processes, from creating organizational policies to constituting anti-sexual harassment committees and handling complaints;
- Case studies illustrating roles and responsibilities of committee members for effective, unbiased redressal;
- Sample letters, reporting formats, outlines and draft policies to aid reporting for internal and external compliance.

This comprehensive handbook is an indispensable resource for all employees, organizations and Internal Committee members.

A comprehensive legal theory is needed to prevent the persistence of sexual harassment. Although requiring sexual

favors as a quid pro quo for job retention or advancement clearly is unjust, the task of translating that obvious statement into legal theory is difficult. To do so, one must define sexual harassment and decide what the law's role in addressing harassment claims should be. In *Sexual Harassment of Working Women*, Catharine MacKinnon attempts all of this and more. In making a strong case that sexual harassment is sex discrimination and that a legal remedy should be available for it, the book proposes a new standard for evaluating all practices claimed to be discriminatory on the basis of sex. Although MacKinnon's "inequality" theory is flawed and its implications are not considered sufficiently, her formulation of it makes the book a significant contribution to the literature of sex discrimination. MacKinnon calls upon the law to eliminate not only sex discrimination but also most instances of sexism from society. She uses traditional theories in an admittedly strident manner, and relies upon both traditional and radical-feminist sources. The results of her effort are mixed. The book is at times fresh and challenging, at times needlessly provocative. -- <https://www.jstor.org> (Sep. 30, 2016).

60% of all women in the workplace have been victims of sexual harassment. This book explains in clear language how to establish a sexual harassment-free workplace that benefits employees and employers. *Draw The Line* uses sample sexual harassment policy guidelines, complaint forms and disciplinary letters to help the owner learn to recognize remarks and actions that are legally actionable.

Now a New York Times Best Seller and a National Book Award finalist. Charged with racial, sexual, and political overtones, the confirmation of Clarence Thomas as a Supreme Court justice was one of the most divisive spectacles the country has ever seen. Anita Hill's accusation of sexual harassment by Thomas, and the attacks on her that were part of his high-placed supporters' rebuttal, both shocked the nation and split it into two camps. One believed Hill was lying, the other believed that the man who ultimately took his place on the Supreme Court had committed perjury. In this brilliant, often shocking book, Jane Mayer and Jill Abramson, two of the nation's top investigative journalists examine all aspects of this controversial case. They interview witnesses that the Judiciary Committee chose not to call, and present documents never before made public. They detail the personal and professional pasts of both Clarence Thomas and Anita Hill and lay bare a campaign of lobbying, public relations, and character assassination fueled by conservative power at its most desperate. A gripping high-stakes drama, *Strange Justice* is not only a definitive account of the Clarence Thomas nomination hearings, but is also a classic casebook of how the Washington game is played by those for whom winning is everything.

*What You Need to Know-and What You Can Do* You can stop sexual harassment. Sexual harassment is not about sex-it is about power. Immediate help is available to put you back in control. You do not have to give in and you do not have to

give up your job. You can stand up to harassing coworkers and supervisors, and you do not have to go to court to do it. There are many ways to get the harassment to stop. Sexual Harassment in the Workplace explains your options and how to take action. This book teaches you: - Why sexual harassment occurs - How Title VII can protect you - What the EEOC and FEPA do and how to contact them - What steps your employer must take - Who you can turn to for help - How to prevent future harassment - How to find and work with a lawyer - How to file a complaint Sexual harassment is never acceptable. Do not tolerate it any longer.

An overview of the research and legal opinions on sexual harassment in the workplace is presented. Definitions and perceptions of prohibited practices are discussed, as are effective responses by employers and employees. Covered in depth are recent state and federal court decisions.

Practical strategies and legal information helpful to teenagers experiencing sexual harassment at work.

Sexual harassment continues to be one of the most complex issues in today's workplace. This book provides resources necessary for: Understanding from both a legal and psychological perspective what sexual harassment is Educating the reader about why sexual harassment occurs and how training can help to prevent it Putting together a policy that meets the law's requirements Carrying out an investigation that can sidestep liability if sexual harassment does occur in the workplace

The Sexual Harassment Handbook is the first book that gives you the insight to assess a sexual situation on the job and take effective action, before the lawyers are called in....

Sexual harassment is now a universally recognized topic of concern for employers as well as employed women. The contributors to this volume provide a comprehensive look at what we know about sexual harassment. Their findings are grounded in theory, research and practice.

Over the last few decades, research, activity, and funding has been devoted to improving the recruitment, retention, and advancement of women in the fields of science, engineering, and medicine. In recent years the diversity of those participating in these fields, particularly the participation of women, has improved and there are significantly more women entering careers and studying science, engineering, and medicine than ever before. However, as women increasingly enter these fields they face biases and barriers and it is not surprising that sexual harassment is one of these barriers. Over thirty years the incidence of sexual harassment in different industries has held steady, yet now more women are in the workforce and in academia, and in the fields of science, engineering, and medicine (as students and faculty) and so more women are experiencing sexual harassment as they work and learn. Over the last several years, revelations of the sexual harassment experienced by women in the workplace and in academic settings have raised urgent questions about

the specific impact of this discriminatory behavior on women and the extent to which it is limiting their careers. *Sexual Harassment of Women* explores the influence of sexual harassment in academia on the career advancement of women in the scientific, technical, and medical workforce. This report reviews the research on the extent to which women in the fields of science, engineering, and medicine are victimized by sexual harassment and examines the existing information on the extent to which sexual harassment in academia negatively impacts the recruitment, retention, and advancement of women pursuing scientific, engineering, technical, and medical careers. It also identifies and analyzes the policies, strategies and practices that have been the most successful in preventing and addressing sexual harassment in these settings.

The perfect graduation gift: the iconic #1 best seller, expanded and updated exclusively for graduates entering the workforce. This extraordinary edition of *Lean In*, by Sheryl Sandberg, chief operating officer of Facebook and coauthor of *Option B*, with Adam Grant, includes a letter to graduates from Sandberg and six additional chapters from experts offering advice on finding and getting the most out of a first job; résumé writing; best interviewing practices; negotiating your salary; listening to your inner voice; owning who you are; and leaning in for millennial men. In 2013, Sheryl Sandberg's *Lean In* became a massive cultural phenomenon and its title became an instant catchphrase for empowering women. The book soared to the top of best-seller lists both nationally and internationally, igniting global conversations about women and ambition. This enhanced edition provides the entire text of the original book updated with more recent statistics and features a passionate letter from Sandberg encouraging graduates to find and commit to work they love. A combination of inspiration and practical advice, this new edition will speak directly to graduates and, like the original, change lives. **New Material for the Graduates Edition:** · A Letter to Graduates from Sheryl Sandberg · Find Your First Job, by Mindy Levy (Levy has more than twenty years of experience in all phases of organizational management and holds degrees from Wharton and Penn) · Negotiate Your Salary, by Kim Keating (Keating is the founder and managing director of Keating Advisors) · Man Up: Millennial Men and Equality, by Kunal Modi (Modi is a consultant at McKinsey & Company and a recent graduate of the Harvard Kennedy School and Harvard Business School) · Let's Lean In Together, by Rachel Thomas (Thomas is the president of The Sheryl Sandberg & Dave Goldberg Family Foundation) · Own Who You Are, by Mellody Hobson (Hobson is the president of Ariel Investments) · Listen to Your Inner Voice, by Rachel Simmons (Simmons is cofounder of the Girls Leadership Institute) · 12 *Lean In* stories, short essays by readers around the world who have been inspired by Sandberg

Combines social science, legal, and management approaches to combat sexual harassment in schools and workplaces.

*Sexual Harassment in the Workplace Perspectives, Frontiers, and Response Strategies* SAGE Publications

The world of work has changed. People in previous generations tended to pick one professional path and stick to it. Switching companies every few years wasn't the norm, and changing careers was even rarer. Today's career trajectories aren't so scripted and linear.

Technology has given rise to new positions that never before existed, which means we are choosing from a much broader set of career options—and have even more opportunities to find work that lights us up. However, we don't discover and apply for jobs the same way anymore, and employers don't find applicants the way they used to. Isn't it about time we had a playbook for navigating it all? Kathryn Minshew and Alexandra Cavoulacos, founders of the popular career website *The Muse*, offer the definitive guide to the modern workplace.

Through quick exercises and structured tips, you will learn: · The New Rules for finding the right path: Sift through, and narrow today's ever-growing menu of job and career options, using the simple step-by-step Muse Method. · The New Rules for landing the perfect job: Build your personal brand, and communicate exactly how you can contribute and why your experience is valuable in a way that is sure to get the attention of your dream employer. Then ace every step of the interview process, from getting a foot in the door to negotiating your offer. · The New Rules for growing and advancing in your career: Mastering first impressions, the art of communication, networking, managing up and other "soft" skills – and make it obvious that whatever level you're at, you're ready to get ahead. Whether you are starting out in your career, looking to advance, navigating a mid-career shift, or anywhere in between, this is the book you need to thrive in the New World of Work.

### Sexual Harassment in the Workplace: Law and Practice

The law of sexual harassment is constantly evolving, and the number of sexual harassment claims is dramatically on the rise. *Sexual Harassment in the Workplace, Fourth Edition*, is a comprehensive guide that provides all the information you need to successfully litigate a sexual harassment claim. *Sexual Harassment in the Workplace* guides you through the relevant administrative and legal proceedings, from client interviews to attorney's fees. It discusses state and federal remedies available to maximize recovery, including: The development and elements of the claim Sample pleadings Discovery documents Reviews of actual cases Special attention is given to important topics such as: Suits by alleged harassers Insurance indemnification Class actions And many others *Sexual Harassment in the Workplace* brings you up to date on the latest case law developments, including the following: A new checklist of items to cover when representing an employer The U.S. Supreme Court confirmed that retaliation is actionable under Title IX where a girls' high school basketball coach claimed that he suffered retaliation for complaining about sexual discrimination in the athletic program of the school, even though he himself was not the direct victim. *Jackson v. Birmingham Board of Education*, 544 U.S. 167 (2005) In order to increase opportunities for mediation, the EEOC expanded the charges eligible for mediation and now mediation is available at the conciliation stage, after a finding of discrimination has been issued, in appropriate cases The U.S. Supreme Court has held that under the Federal Arbitration Act, where parties to an arbitration agreement include a provision that delegates to the arbitrator the threshold question of enforceability of the arbitration agreement, if a party specifically challenges the enforceability of the entire agreement, the arbitrator would consider the challenge. If, however, the party only challenges the enforceability of the arbitration provision, the challenge must be heard by a court. *Rent-A-Center, West Inc. v. Jackson*, 130 S. Ct. 2772 (2010) The lack of timeliness in filing a discrimination action is an affirmative defense and the burden of proof is on the employer. *Salas v. Wisconsin Department of Corrections*, 493 F.3d 913, 922 (7th Cir 2007) A federal employee's premature filing of a sexual harassment employment discrimination and retaliation complaint did not constitute a failure to exhaust administrative remedies so as to deprive the district court of subject-matter jurisdiction. *Brown v. Snow*, 440 F.3d 1259 (11th Cir. 2006) A majority of states impose a shorter period for filing with their agencies, though, so the filing deadline is not always extended when a state has its own agency The "single filing rule" - under which a party who has not filed an EEOC charge or received a right-to-sue notice may "piggyback" his or her judicial action on the claim of a party who has satisfied those prerequisites - has been described as a "carefully limited exception" to Title VII's procedural requirements. *Price v. Choctaw Glove and Safety Co.*, 459 F.3d 595 (5th Cir. 2006) Provided that an act contributing to the claim occurs within the filing period, the court may consider the entire period of the hostile environment for purposes of determining liability. *Jordan v. City of Cleveland*, 464 F.3d 584 (6th Cir. 2006) The Supreme Court has held that a plaintiff's timely filing of an EEOC intake

questionnaire, which was followed by an affidavit stating andquot;Please force Federal Express to end their age discrimination . . .andquot; constituted a charge, cautioning, however, that its permissiv

"An outstanding work. This book is at once an analysis of a disturbing social practice and a study in legal mobilization. Saguy gets inside the black box of culture by showing how a piece of legal culture gets produced, disseminated, and received. Paying close attention to the discursive possibilities in the legal texts, the work is grounded in the organizational settings through which representational struggles are waged, displaying how the laws came to be as they are. A rich and provocative account that will be the starting point for future discussions of sexual harassment."—Susan Silbey, author of *The Common Place of Law: Stories from Everyday Life* "In this pathbreaking comparative study, Saguy sheds light on a crucial aspect of the lives of many working women by analyzing the various frames through which sexual harassment is understood in two national contexts. While norms against sexual harassment are growing deeper roots in the American workplace, accusations of sexual improprieties remain often the object of ridicule in France. Saguy's explanation of this and other differences goes beyond traditional culturalist models. The beauty of her analysis is to capture some of the ways in which sexuality is used to gain power in the workplace, and the role played by cultural frameworks in mediating these modalities."—Michele Lamont, co-author of *Rethinking Comparative Cultural Sociology: Repertoires of Evaluation in France and the United States* "This sophisticated, yet highly readable and dramatic account reveals how differently sexual harassment is interpreted in the laws and social practices in the United States and France. Drawing on a wide range of research, Saguy reveals how political and cultural differences in the two societies have implications for addressing the harm victims face. A must read for sociologists of organizational behavior and culture, as well as lawyers and the informed public."—Cynthia Fuchs Epstein, author of *Deceptive Distinctions: Sex, Gender and the Social Order* "Rooted in rigorous comparative research, *What Is Sexual Harassment?* answers its own question with no-nonsense lucidity and cutting intelligence." --Joshua Gamson, author of *Freaks Talk Back* "This is a remarkable book, both in terms of methodology and theory. This work will be an indispensable tool for anyone concerned with defining the concept of sexual harassment. The comparative approach demonstrates its heuristic importance, as Saguy shows a remarkable mastery of different social and legal cultures."—Françoise Gaspard, author of *A Small City in France* "What is Sexual Harassment? offers an original examination of the variable, much contested meanings of sexual harassment in both the United States and France. Saguy not only explains how divergent legal understandings have reflected the quite different cultural traditions and social structures in each of these two nations, but she also addresses how reaction to American media representations of sexual harassment reinforced the development of unique legal constructions in France. This is a highly interesting, innovative, and important study that advances our understanding about how socio-legal meaning is produced, reproduced, and transformed."—Michael McCann, author of *Rights at Work: Pay Equity Reform and the Politics of Legal Mobilization*

Here is a valuable guide that saves researchers investigating sexual harassment in the workplace enormous amounts of time and money. Focusing on the hostile environment claim under Title VII of the Civil Rights Act of 1964, *Women and Sexual Harassment*

is a complete resource tool. In one easy-to-use volume, it provides a detailed background and history of the hostile environment claim as well as an extensive guide on how to use and where to find the best resources available on this topic. Unlike some legal books, Chan's book does not require cover-to-cover reading to access pertinent information. Anyone, whether they are interested in the specifics of the hostile environment claim or sexual harassment in general, will be able to locate the information they're looking for with the help of this handy guide. It saves enormous amounts of time, effort, and money for researchers by providing extensive listings and evaluations of statutes, cases, agency decisions, law review articles, annotations, and books containing information on this subject. Readers can use the book to get a better understanding of the hostile environment claim or use it like a dictionary to pinpoint the specific resources that will be most useful to their area of research. *Women and Sexual Harassment* is logically divided into five complete parts to make it easy to use: Part 1: Clearly explains how to best use the book to access specific information. Part 2: Describes the history and present state of the hostile environment claim in a manner that is to the point, yet is more thorough than descriptions of the claim found in articles, cases, or other sources. Part 3: Research guide--Directs researchers to the best sources for information, categorized by type and area. Includes tips that will save hours in the library and will help researchers find the most up-to-the-minute articles and cases. Part 4: Bibliography of primary legal sources--Covers statutes, regulations, and case law on the hostile environment claim and sexual harassment. Part 5: Bibliography of secondary sources--Includes books, articles, surveys, and legislative history. The annotated bibliography, broken down by type of source and type of information, not only points researchers in the right direction but also steers them away from sources that seem valuable from their title, but are in fact not worthwhile. The insightful written analysis of the hostile environment claim alone provides researchers unfamiliar with the subject with a clearly written history and definition of the claim, its key elements, employer liability, statute of limitations, remedies, considerations of discovery and evidence, and related claims. *Women and Sexual Harassment* is an invaluable guide for all types of researchers including victims of sexual harassment considering filing a hostile environment claim, scholars interested in women's issues, attorneys unfamiliar with this area, employers interested in limiting their liability by taking steps to prevent sexual harassment in their workplaces, and law students in any level of courses related to sex discrimination or sexual harassment.

Sexual Harassment is perhaps the most pervasive, controversial, and detrimental behavior in the workplace that is extremely costly for employees and employers. Especially in male-dominated fields, reported and unreported incidents of sexual harassment have been shown to cost organizations billions of dollars every year through lowered employee performance, increased turn-over rate of employees, and reduced team performance. The purpose of this book is to shed light on the causes, antecedents, and consequences of sexual harassment in the workplace.

The definitive career guide for grad students, adjuncts, post-docs and anyone else eager to get tenure or turn their Ph.D. into their ideal job Each year tens of thousands of students will, after years of hard work and enormous amounts of money, earn their Ph.D. And each year only a small percentage of them will land a job that justifies and rewards their investment. For every comfortably

tenured professor or well-paid former academic, there are countless underpaid and overworked adjuncts, and many more who simply give up in frustration. Those who do make it share an important asset that separates them from the pack: they have a plan. They understand exactly what they need to do to set themselves up for success. They know what really moves the needle in academic job searches, how to avoid the all-too-common mistakes that sink so many of their peers, and how to decide when to point their Ph.D. toward other, non-academic options. Karen Kelsky has made it her mission to help readers join the select few who get the most out of their Ph.D. As a former tenured professor and department head who oversaw numerous academic job searches, she knows from experience exactly what gets an academic applicant a job. And as the creator of the popular and widely respected advice site *The Professor is In*, she has helped countless Ph.D.'s turn themselves into stronger applicants and land their dream careers. Now, for the first time ever, Karen has poured all her best advice into a single handy guide that addresses the most important issues facing any Ph.D., including:

- When, where, and what to publish
- Writing a foolproof grant application
- Cultivating references and crafting the perfect CV
- Acing the job talk and campus interview
- Avoiding the adjunct trap
- Making the leap to nonacademic work, when the time is right

*The Professor Is In* addresses all of these issues, and many more.

Intended for managers, this book defines what is and isn't harassment, how to set up clear company policies on the issue, and walks through the process from complaint and investigation, to action and resolution

Discusses the results of a study to determine the nature & extent of sexual harassment (SH) in the federal government. Indicates that unwanted sexual attention remains a widespread problem in the federal sector. However, federal agencies have made strides in educating their work forces & raising the level of sensitivity to the issues surrounding SH. Defines SH; quantifies the amount & characteristics of sexual harassment in the federal sector; impact of SH; handling SH; & court decisions & evolving views of SH. Charts, tables & graphs.

As revelations of sexual harassment and misconduct roil Hollywood; Washington, D.C.; and workplaces across the country, these problems are being examined more closely than ever before. This encyclopedia provides interested readers with a comprehensive and authoritative resource to help them understand not only the specific scandals that have erupted across U.S. society, but the historical factors and events that have led to this moment in American history. The book features entries that illuminate various types of sexual harassment and misconduct (e.g., quid pro quo, hostile environment), explain different classifications of harassers (e.g., territorial, predatory), survey how sexual harassment and misconduct manifest themselves in different settings (e.g., workplace, school, military, politics, home), detail the major cases that have been publicized since the #MeToo Movement gained momentum, and explain various reforms and responses that are being crafted to address deeply entrenched problems of sexism and harassment in American culture.

Annotation Provides the results of research and of practical, effective experience in reducing the occurrence of sexual harassment, investigating complaints, and providing counseling and remedies for the victims. In addition, the authors have compiled bibliographies, audio-visual material, and pedagogical techniques for dealing with sexual harassment in the academy and in the workplace. Annotation copyrighted by Book News, Inc., Portland, OR.

As the #MeToo movement has become an increasingly global and significant workplace matter, a timely resource compiling must-know

international workplace sexual harassment laws for the multinational employer is clearly needed. This book provides a comprehensive compilation of global sexual harassment laws, clearly necessary in this climate but not currently existing until now. It presents legislation addressing workplace sexual harassment in over 50 countries in the European Region, Asia Pacific, Americas, and the Middle East and Africa. Within each region, the laws of individual countries are set forth, as well as some cultural context and recent developments to indicate present and future trends in workplace sexual harassment regulation. Written in clear, plain English for anyone without a legal background to understand, this book is essential reading and a key resource for employment and business attorneys, global employers, managers, human resources professionals, and occupational health and safety professionals. Academics, practitioners, union members, employees, NGOs, and those in the human rights field will also benefit from this timely resource.

The #1 international best seller *Lean In*, Sheryl Sandberg reignited the conversation around women in the workplace. Sandberg is chief operating officer of Facebook and coauthor of *Option B* with Adam Grant. In 2010, she gave an electrifying TED talk in which she described how women unintentionally hold themselves back in their careers. Her talk, which has been viewed more than six million times, encouraged women to “sit at the table,” seek challenges, take risks, and pursue their goals with gusto. *Lean In* continues that conversation, combining personal anecdotes, hard data, and compelling research to change the conversation from what women can't do to what they can. Sandberg provides practical advice on negotiation techniques, mentorship, and building a satisfying career. She describes specific steps women can take to combine professional achievement with personal fulfillment, and demonstrates how men can benefit by supporting women both in the workplace and at home. Written with humor and wisdom, *Lean In* is a revelatory, inspiring call to action and a blueprint for individual growth that will empower women around the world to achieve their full potential.

A practical guide to shutting down workplace sexual harassment so it doesn't derail your career or your life, from the first on-air personality to sue ESPN for sexual harassment. Even in the #MeToo era, studies show that women in the workforce continue to harbor misconceptions about sexual harassment and are unprepared to respond when it happens. Lawyer and former ESPN anchor Adrienne Lawrence has learned to advocate for herself and other women. In this book, she offers much-needed insight on topics such as:

- Identifying the five types of harassers and the five types of coworkers who enable them
- Researching company culture and history to identify sexual harassment hotbeds
- Properly documenting inappropriate behavior
- Preparing for retaliation and mental health hurdles such as anxiety and depression
- Managing public exposure and figuring out when to leverage the power of the media and/or lawyer up

This essential guide helps women navigate the complicated realities of sexual harassment and teaches them how to be their own best advocates in toxic work environments. Despite over twenty years of discussion and study, sexual harassment remains a significant problem in the workplace. Current research focusing on organizational policy and women's career development often ignores the reality of male dominance, prevalent in areas such as the military, the police, and firefighting-occupations that see not only more frequent but also more severe harassment, even sexual assault. Meanwhile, new evidence points to the fact that men are largely responsible not only for the harassment of women but for most harassment of other men as well. This landmark collection of original essays investigates the links between male dominance and sexual harassment in light of new research and more complex understandings of masculinity. Treated not merely as a matter of worker sex ratios but as an inherent element of workplace culture, male dominance is observed from a variety of quantitative and qualitative approaches ranging from criminology and sociology to psychology and gender studies. Integrating both men's and women's viewpoints, research across occupational groups, and studies from both the United States and Europe, the chapters provide an invaluable international perspective into two inextricably

intertwined problems rooted in cultural constructions of gender and institutional roles and processes.

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