

# Duke Journal Of Gender Law And Policy Volume 6 Number 1 Spring 1999

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At the Limits of Justice  
Gender, Sexuality, and the Law  
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**Companion Reader on Violence Against**

## **Women**

Motion pictures, television, radio, music, theater, publishing, sports.

## **Conservative and Progressive Legal Orders**

In 1863, San Francisco's Board of Supervisors passed a law that criminalized appearing in public in "a dress not belonging to his or her sex." Adopted as part of a broader anti-indecency campaign, the cross-dressing law became a flexible tool for policing multiple gender transgressions, facilitating over one hundred arrests before the century's end. Over forty U.S. cities passed similar laws during this time, yet little is known about their emergence, operations, or effects. Grounded in a wealth of archival material, *Arresting Dress* traces the career of anti-cross-dressing laws from municipal courtrooms and codebooks to newspaper scandals, vaudevillian theater, freak-show performances, and commercial "slumming tours." It shows that the law did not simply police normative gender but actively produced it by creating new definitions of gender normality and abnormality. It also tells the story of the tenacity of those who defied the law, spoke out when sentenced, and articulated different gender possibilities.

## **At the Limits of Justice**

Designed for both the undergraduate and graduate classroom, this selection of important articles

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provides a comprehensive overview of current thought about the psychological issues affecting lesbians, bisexuals, and gay men. The editors have revised and updated the introduction and included a new set of articles for the second edition, most of which have been published since the release of the first edition of *Psychological Perspectives*. The book is divided into eight sections that deal with the meaning of sexual orientation; the psychological dimensions of prejudice, discrimination, and violence; identity development; diversity; relationships and families; adolescence, midlife, and aging; mental health; and the status of practice, research, and public policy bearing on homosexuality and bisexuality in American psychology.

### **Gender, Sexuality, and the Law**

### **The Oxford Handbook of Conflict Management in Organizations**

The need for children and young people to learn about violence against women and girls (VAWG) has been voiced since the late 1980s. This is the first ever book on educational work to prevent VAWG, providing the most comprehensive contribution to our knowledge and understanding in this area. By bringing together international examples of research and practice, the book offers insight into the underpinning theoretical debates and key lessons for practice, addressing the complexities and challenges of developing, implementing and evaluating

educational work to prevent VAWG. This multidisciplinary book will be of interest to educationalists, VAWG and child welfare practitioners, policy makers, researchers and students.

## **Law and Legal Information Directory**

Intercollegiate athletics continue to bedevil American higher education. At once tied closely with their institutions, athletic programs often operate outside the traditional university governance structure while contributing significantly to a school's culture, identity, and financial outlook. Introduction to Intercollegiate Athletics, edited by Eddie Comeaux, explores the complexities of intercollegiate athletics while explaining the organizational structures, key players, terms, and important issues most relevant to the growing but often misunderstood fields of recreational studies, sports management, and athletic administration. The book is divided into eight sections, the first three of which describe the foundations, overarching structures, and conditions that shape athletics and higher education. Three others explore the ways college athletes experience life on campus, and the final two delve into the current and future policy contexts of intercollegiate athletics. Written by a diverse group of expert scholars, the book's twenty-eight chapters are enhanced with useful glossaries, reflections from athletics stakeholders, relevant case studies, and conversation-provoking discussion questions. Aimed at upper-level undergraduate and graduate students, scholars, teachers, practitioners, athletic

administrators, and advocates of intercollegiate athletics, Introduction to Intercollegiate Athletics provides readers with up-to-date and comprehensive knowledge about the changes to—and challenges faced by—university athletics programs.

## **Annotated Laws of Massachusetts**

Features sociological research and theory on gender and sexuality in the workplace, and identifies how organizations can achieve a gender-balanced and sexually-diverse work force. This book discusses such topics as: gender discrimination and the wage gap; homophobic and 'gay friendly' workplaces; sexual harassment; and, sex in the workplace.

## **Psychological Perspectives on Lesbian, Gay, and Bisexual Experiences**

## **Evolutions in the Law of International Organizations**

The Companion Reader on Violence Against Women complements and parallels the new edition of Renzetti, Sourcebook on Violence Against Women. The first part contains four articles relating to theoretical and methodological issues in researching violence against women. The second part is on types of violence against women, and the third part is on prevention and direct intervention. Each article has commentary and discussion questions to add an element of critical thinking.

## **Social Work Practice and the Law**

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## **Representing Women**

Lynne Huffer's ambitious inquiry redresses the rift between feminist and queer theory, traversing the space of a new, post-moral sexual ethics that includes pleasure, desire, connection, and betrayal. She begins by balancing queer theorists' politics of sexual freedoms with a moralizing feminist politics that views sexuality as harm. Drawing on the best insights from both traditions, she builds an ethics centered on eros, following Michel Foucault's ethics as a practice of freedom and Luce Irigaray's lyrical articulation of an ethics of sexual difference. Through this theoretical lens, Huffer examines everyday experiences of ethical connection and failure connected to sex, including queer sexual practices, sodomy laws, interracial love, pornography, and work-life balance. Her approach complicates sexual identities while challenging the epistemological foundations of subjectivity. She rethinks ethics "beyond good and evil" without underestimating, as some queer theorists have done, the persistence of what Foucault calls the

"catastrophe" of morality. Elaborating a thinking-feeling ethics of the other, Huffer encourages contemporary intellectuals to reshape sexual morality from within, defining an ethical space that is both poetically suggestive and politically relevant, both conceptually daring and grounded in common sexual experience.

## **The Oxford Handbook of Gender in Organizations**

From divorce court to popular culture, alimony is a dirty word. Unpopular and rarely ordered, the awards are frequently inconsistent and unpredictable. The institution itself is often viewed as an historical relic that harkens back to a gendered past in which women lacked the economic independence to free themselves from economic support by their spouses. In short, critics of alimony claim it has no place in contemporary visions of marriage as a partnership of equals. But as Cynthia Lee Starnes argues in *The Marriage Buyout*, alimony is often the only practical tool for ensuring that divorce does not treat today's primary caregivers as if they were suckers. Her solution is to radically reconceptualize alimony as a marriage buyout. Starnes's buyouts draw on a partnership model of marriage that reinforces communal norms of marriage, providing a gender-neutral alternative to alimony that assumes equality in spousal contribution, responsibility, and right. Her quantification formulae support new default rules that make buyouts more certain and predictable than their current alimony counterparts. Looking beyond

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alimony, Starnes outlines a new vision of marriages with children, describing a co-parenting partnership between committed couples, and the conceptual basis for income sharing between divorced parents of minor children. Ultimately, under a partnership model, the focus of alimony is on gain rather than loss and equality rather than power: a spouse with disparately low earnings isn't a sucker or a victim dependent on a fixed alimony payment, but rather an equal stakeholder in marriage who is entitled at divorce to share any gains the marriage produced.

### **Entertainment Law Reporter**

Read free excerpts from the book at <http://www.theguantanamo.com> and explore the complete archive of narratives at <http://dlib.nyu.edu/guantanamo> Following the terrorist attacks of 9/11, the United States imprisoned more than seven hundred and fifty men at its naval base at Guantánamo Bay, Cuba. These men, ranging from teenage boys to men in their eighties from over forty different countries, were detained for years without charges, trial, and a fair hearing. Without any legal status or protection, they were truly outside the law: imprisoned in secret, denied communication with their families, and subjected to extreme isolation, physical and mental abuse, and, in some instances, torture. These are the detainees' stories, told by their lawyers because the prisoners themselves were silenced. It took habeas counsel more than two years—and a ruling from the United States Supreme Court—to finally gain the right to visit and talk to their

clients at Guantánamo. Even then, lawyers were forced to operate under severe restrictions designed to inhibit communication and envelop the prison in secrecy. In time, however, lawyers were able to meet with their clients and bring the truth about Guantánamo to the world. The Guantánamo Lawyers contains over one hundred personal narratives from attorneys who have represented detainees held at “GTMO” as well as at other overseas prisons, from Bagram Air Base in Afghanistan to secret CIA jails or “black sites.” Mark Denbeaux and Jonathan Hafetz—themselves lawyers for detainees—collected stories that cover virtually every facet of Guantánamo, and the litigation it sparked. Together, these moving, powerful voices create a historical record of Guantánamo’s legal, human, and moral failings, and provide a window into America’s catastrophic effort to create a prison beyond the law. An online archive, hosted by New York University Libraries, will be available at the time of publication and will contain the complete texts as well as other accounts contributed by Guantánamo lawyers. The documents will be freely available on the Internet for research, teaching, and non-commercial uses, and will be preserved indefinitely as a historical collection.

## **Women in the Workplace**

What Women Want is a trenchant examination of the struggle for women's equality, and a prescription for what to focus on next in order to ensure maximum success. Feminism today is a movement that lacks leadership, unity, and definition, and it has gotten

stuck in a boom and bust cycle when it comes to public opinion and action. Despite significant progress over the last fifty years, equality is still a distant goal in the political, social, and economic spheres. Only by identifying the barriers (both internal and external) that remain, Deborah Rhode argues, can we begin to identify solutions. A rigorously researched and well-written answer to the glut of gender-related books that have come onto the market recently, *What Women Want* comprehensively analyzes the challenges the feminist movement faces today. Combining sharp academic analysis and interviews with notable figures such as Sheryl Sandberg, Rhode focuses on five main topics: employment issues such as pay discrimination, work-life balance and the government's pitiful response, the assault on women's reproductive rights and the limits it places on their economic mobility, sexual harassment and violence, and the detrimental effect that the unfashionable label "feminist" can have, especially in attracting young women to the movement. Despite these formidable obstacles, the goals and principles of feminism are widely accepted by the American mainstream, and Rhode, herself a pathbreaker in the fields of law and education, offers effective strategies for redefining and advancing the feminist agenda, thereby creating a movement that truly recognizes, and is responsive to, what all women want.

## **Gender Law and Policy**

## **Engaging with Foreign Law**

## **Makeup, Identity Performance & Discrimination**

In *Domestic Violence: Intersectionality and Culturally Competent Practice*, experts working with twelve unique groups of domestic abuse survivors provide the latest research on their populations and use a case study approach to demonstrate culturally sensitive intervention strategies. Chapters focus on African Americans, Native Americans, Latinas, Asian and Pacific Island communities, persons with disabilities, immigrants and refugees, women in later life, LGBT survivors, and military families. They address domestic violence in rural environments and among teens, as well as the role of religion in shaping attitudes and behavior. Lettie L. Lockhart and Fran S. Danis are editors of the Council of Social Work Education's popular teaching modules on domestic violence and founding co-chairs of the CSWE symposium on violence against women and children. In their introduction, they provide a thorough overview of intersectionality, culturally competent practice, and domestic violence and basic practice strategies, such as universal screening, risk assessment, and safety planning. They follow with collaborative chapters on specific populations demonstrating the value of generalist social work practice, including developing respectful relationships that define issues from the survivor's perspective; collecting and assessing data; setting goals and contracting; identifying culturally specific interventions; implementing culturally appropriate

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courses of action; participating in community-level strategies; and advocating for improved policies and funding at local, state, and federal levels. Featuring resources applicable to both practitioners and clients, Domestic Violence forms an effective tool for analysis and action.

### **Gender, National Security and Counter-terrorism**

Gender Law and Policy touches on every area of life-topics that reach us all-such as employment, family, education, and sexual identity. Katharine T. Bartlett and Deborah L. Rhode offer a theoretical framework that supports thoughtful and systematic analysis, alongside over 100 practical questions of contemporary law and policy. Features: Organized in theoretical frameworks to enable student to grasp different conceptualizations of equality and justice. Provides complete, up-to-date coverage of conventional "women and the law" issues, including employment law, affirmative action, sexual harassment, reproductive rights, domestic violence, Title IX, and poverty and race. Shows the complex ways in which gender permeates the law, including issues relating to property, ethics, contracts, sports, and criminal law. Tailors cases to undergraduate use, almost entirely omitting procedural issues

### **Michigan Journal of Gender & Law**

This book is about foreign law â?? the law of a country other than that of the 'national' lawyer and how to

engage with it. There are many reasons for engaging with and understanding foreign law. For instance, local law may be underdeveloped, unclear, or deficient, and recourse to foreign law may help strengthen the conviction that change is needed, and even suggest what form it should take. This book shows how to analyze foreign ideas, concepts, and institutions, and then it explains how to 'package' or 're-package' them so as to make the material usable in one's own national context. Engaging with Foreign Law is about legal methodology — more particularly, comparative methodology — as well as substantive foreign law, and it goes a step further than most comparative law works both in terms of content and philosophy. The authors also provide personal impressions and background about the subject and its protagonists, demonstrating to the reader how much comparative law has developed and changed during the last forty years. Engaging with Foreign Law will inform and provoke in equal measure, and will also prove fun to use in the legal classroom setting.

## **The Emergence of Global Administrative Law**

Athletic contests help define what we mean in America by "success." By keeping women from "playing with the boys" on the false assumption that they are inherently inferior, society relegates them to second-class citizens. In this forcefully argued book, Eileen McDonagh and Laura Pappano show in vivid detail how women have been unfairly excluded from participating in sports on an equal footing with men.

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Using dozens of powerful examples--girls and women breaking through in football, ice hockey, wrestling, and baseball, to name just a few--the authors show that sex differences are not sufficient to warrant exclusion in most sports, that success entails more than brute strength, and that sex segregation in sports does not simply reflect sex differences, but actively constructs and reinforces stereotypes about sex differences. For instance, women's bodies give them a physiological advantage in endurance sports, yet many Olympic events have shorter races for women than men, thereby camouflaging rather than revealing women's strengths.

### **Are the Lips a Grave?**

A cultural historian explores the history of Americans' changing attitudes towards hair removal, discussing how it was once viewed as a "mutilation" practiced by "savage" men to being expected of women, lest they be viewed as mentally ill or sexually deviant.

### **Gender and Law**

"This is the first book to give social workers the tools to understand their clients' legal needs and rights and to address them collaboratively and effectively. Lyn Slater and Kara Finck ground their text in a comprehensive grasp of the legal system and the inequities of race, class, and gender that shape clients' experiences. *Social Work Practice and the Law* is a powerful call for social workers to be passionate and skillful advocates for their clients. Essential

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reading for social workers and lawyers alike who serve low-income people entangled in systems that so often fail them." Dorothy Roberts, JD Kirkland & Ellis Professor, Northwestern University School of Law Author, *Shattered Bonds: The Color of Child Welfare* Based on the author's innovative and nationally recognized prototype for inter-professional work at Fordham University, this is the only volume about social work and the legal system that is written from the social worker's perspective. Devoid of "legalese," the book is designed to help social workers develop the ability to reappraise, question, and challenge the law to best serve their clients. It aims to promote the development of a more strategic relationship with the legal system—a partnership that can achieve more creative and just solutions to social problems. Exhaustive in scope, *Social Work and the Law* identifies current national and international trends and legal movements that support and invite inter-professional, critically competent social work participation. The book also identifies and explains the essential knowledge, skills, values, and attitudes necessary for the attainment of collaborative critical competence when interacting with the legal system. Each chapter includes vivid case studies based on actual collaborations that illustrate the application of theory to practice. Chapters also include legal, social work, and evidence-based resources. Key Features: Promotes a proactive approach to the ways in which social workers can use law to promote clients' best interests Addresses all domains of social work practice—child welfare, housing law, educational access, disability law, benefits, and more Offers abundant case studies taken from the authors' real-

life work Devoid of "legalese" and written from a social worker's perspective

## **Plucked**

This volume examines the role of law as a tool for advancing women's rights and gender equity in local, national, and global contexts. Many feminist scholars note a marked failure of law to achieve goals connected to women's rights and gender equality. Despite its limitations, law provides aspirational norms that can be mobilized to hold institutions accountable and to provide material benefit to those excluded from systems of power. In conversation with each other, the chapters in this volume help to advance understanding of both the limitations and the potential of law as a tool for advancing democratic participation, rights, and justice around issues related to gender and sexuality. Contributors acknowledge, to varying degrees, that law has important symbolism and may be used as a lever to mobilize change. At the same time, some offer cautionary notes about the potential downside risks and unintended consequences of relying upon law in pursuit of women's rights and gender equity. Collectively, the chapters in this volume explore the disjuncture between the promise and expectation of legal reform and the lived experience of those laws by people intended as the beneficiaries of legal change. This book was originally published as a special issue of Global Discourse.

## **Arresting Dress**

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An interdisciplinary anthology of writing by and about women and the way they talk about themselves and allow others to talk about them in ways that are sometimes liberating, sometimes incriminating, but always fraught with questions of personal, and therefore political, power. Some topics include the concept of representation in the law; race and essentialism in feminist legal theory; and representing the lesbian in law and literature. Lacks an index. Paper edition (unseen), \$19.95. Annotation copyright by Book News, Inc., Portland, OR

### **Judgments Judged and Wrongs Remembered**

This symposium analyzes two seemingly conflicting value systems in recent employment discrimination cases: one that prohibits stereotyping in the workplace, and another that upholds workplace appearance standards.

### **Domestic Violence**

International Organizations (IOs) are a most striking phenomenon in contemporary international law. Many complex issues have arisen since the emergence of these organizations due, in part, to their increasing prevalence, ever-changing nature, and nuanced diversity. This volume aims to explore new solutions to some of these issues and focuses specifically on problems derived from recent legal developments in IO praxis.

## **The Legal List**

In *Sexual States* Jyoti Puri tracks the efforts to decriminalize homosexuality in India to show how the regulation of sexuality is fundamentally tied to the creation and enduring existence of the state. Since 2001 activists have attempted to rewrite Section 377 of the Indian Penal Code, which in addition to outlawing homosexual behavior is often used to prosecute a range of activities and groups that are considered perverse. Having interviewed activists and NGO workers throughout five metropolitan centers, investigated crime statistics and case law, visited various state institutions, and met with the police, Puri found that Section 377 is but one element of how homosexuality is regulated in India. This statute works alongside the large and complex system of laws, practices, policies, and discourses intended to mitigate sexuality's threat to the social order while upholding the state as inevitable, legitimate, and indispensable. By highlighting the various means through which the regulation of sexuality constitutes India's heterogeneous and fragmented "sexual state," Puri provides a conceptual framework to understand the links between sexuality and the state more broadly.

## **Gender Nonconformity and the Law**

### **Coming Clean**

Despite the widely accepted view that formal

treatment and twelve-step groups are essential for overcoming dependencies on alcohol and drugs, each year large numbers of former addicts quietly recover on their own, without any formal treatment or participation in self-help groups at all. Coming Clean explores the untold stories of untreated addicts who have recovered from a lifestyle of excessive and compulsive substance use without professional assistance. Based on 46 in-depth interviews with formerly addicted individuals, this controversial volume examines their reasons for avoiding treatment, the strategies they employed to break away from their dependencies, the circumstances that facilitated untreated recovery, and the implications of recovery without treatment for treatment professionals as well as for prevention and drug policy. Because of the pervasive belief that addiction is a disease requiring formal intervention, few training programs for physicians, social workers, psychologists, and other health professionals explore the phenomenon of natural recovery from addiction. Coming Clean offers insights for treatment professionals of how recovery without treatment can work and how candidates for this approach can be identified. A detailed appendix outlines specific strategies which will be of interest to addicted individuals themselves who wish to attempt the process of recovery without treatment.

## **Diversity at Work**

Revised and Expanded Edition Wait—what's wrong with rights? It is usually assumed that trans and

gender nonconforming people should follow the civil rights and "equality" strategies of lesbian and gay rights organizations by agitating for legal reforms that would ostensibly guarantee nondiscrimination and equal protection under the law. This approach assumes that the best way to address the poverty and criminalization that plague trans populations is to gain legal recognition and inclusion in the state's institutions. But is this strategy effective? In *Normal Life* Dean Spade presents revelatory critiques of the legal equality framework for social change, and points to examples of transformative grassroots trans activism that is raising demands that go beyond traditional civil rights reforms. Spade explodes assumptions about what legal rights can do for marginalized populations, and describes transformative resistance processes and formations that address the root causes of harm and violence. In the new afterword to this revised and expanded edition, Spade notes the rapid mainstreaming of trans politics and finds that his predictions that gaining legal recognition will fail to benefit trans populations are coming to fruition. Spade examines recent efforts by the Obama administration and trans equality advocates to "pinkwash" state violence by articulating the US military and prison systems as sites for trans inclusion reforms. In the context of recent increased mainstream visibility of trans people and trans politics, Spade continues to advocate for the dismantling of systems of state violence that shorten the lives of trans people. Now more than ever, *Normal Life* is an urgent call for justice and trans liberation, and the radical transformations it will require.

## **Preventing violence against women and girls**

An argument that French adoption policies reflect and enforce the state's notions of gender, parenthood, and citizenship. In May 2013, after months of controversy, France legalized same-sex marriage and adoption by homosexual couples. Obstacles to adoption and parenting equality remain, however—many of them in the form of cultural and political norms reflected and expressed in French adoption policies. In *The Politics of Adoption*, Bruno Perreau describes the evolution of these policies. In the past thirty years, Perreau explains, political and intellectual life in France have been dominated by debates over how to preserve “Frenchness,” and these debates have driven policy making. Adoption policies, he argues, link adoption to citizenship, reflecting and enforcing the postcolonial state's notions of parenthood, gender, and Frenchness. After reviewing the complex history of adoption, Perreau examines French political debates over adoption, noting, among other things, that intercountry adoptions stirred far less controversy than the difference between the sexes in an adopting couple. He also discusses judicial action on adoption; child welfare agencies as gatekeepers to parenthood (as defined by experts); the approval process from the viewpoints of social workers and applicants; and adoption's link to citizenship, and its use as a metaphor for belonging. Adopting a Foucaultian perspective, Perreau calls the biopolitics of adoption “pastoral”: it manages the individual for the good of

the collective “flock”; it considers itself outside politics; and it considers not so much the real behavior of individuals as an allegorical representation of them. His argument sheds new light on American debates on bioethics, identity, and citizenship.

## **Sexual States**

### **What Women Want**

The issue of gender in organizations has attracted much attention and debate over a number of years. The focus of examination is inequality of opportunity between the genders and the impact this has on organizations, individual men and women, and society as a whole. It is undoubtedly the case that progress has been made with women participating in organizational life in greater numbers and at more senior levels than has been historically the case, challenging notions that senior and/or influential organizational and political roles remain a masculine domain. The Oxford Handbook of Gender in Organizations is a comprehensive analysis of thinking and research on gender in organizations with original contributions from key international scholars in the field. The Handbook comprises four sections. The first looks at the theoretical roots and potential for theoretical development in respect of the topic of gender in organizations. The second section focuses on leadership and management and the gender issues arising in this field; contributors review the

extensive literature and reflect on progress made as well as commenting on hurdles yet to be overcome. The third section considers the gendered nature of careers. Here the focus is on querying traditional approaches to career, surfacing embedded assumptions within traditional approaches, and assessing potential for alternative patterns to evolve, taking into account the nature of women's lives and the changing nature of organizations. In its final section the Handbook examines masculinity in organizations to assess the diversity of masculinities evident within organizations and the challenges posed to those outside the norm. In bringing together a broad range of research and thinking on gender in organizations across a number of disciplines, sub-disciplines, and conceptual perspectives, the Handbook provides a comprehensive view of both contemporary thinking and future research directions.

## **Introduction to Intercollegiate Athletics**

### **The Marriage Buyout**

Instructors choose *Gender and the Law: Theory, Doctrine, Commentary* for: - a thorough analysis of gender and law through several distinct perspectives, which include formal equality, substantive equality, nonsubordination theory, difference theory, autonomy, and non-essentialism - going far beyond traditional gender issues to draw cases, theory, and commentary from many different areas of the law, such as employment law, criminal law, constitutional

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law, family law, civil procedure, legal ethics, property law, and contracts - explaining to students the complex ways in which laws are said to be gendered - unique Putting Theory into Practice problems at the end of each section, which allow students to apply the legal and theoretical tools to cutting-edge issues The Fourth Edition keeps pace with important developments: - updated material on women in the legal profession and legal education - the text contains updates of most important new cases and theoretical insights relating to employment law, Title IX, criminal sentencing, welfare and Social Security reform, affirmative action, teenage pregnancy, gay and lesbian rights - cases, statistics, commentary, and empirical studies of the law in action appear in the materials on sexual harassment, domestic violence, and rape - important cases include *Goodridge v. Mass.*, *Nevada v. Hibbs*, *Lawrence v. Texas*, and *Jespersen v. Harrah's* - more material on international law in the area of rape and global trafficking

### **Normal Life**

The fear and violence that followed the events of September 11, 2001 touched lives all around the world, even in places that few would immediately associate with the global war on terror. In *At the Limits of Justice*, twenty-nine contributors from six countries explore the proximity of terror in their own lives and in places ranging from Canada and the United States to Jamaica, Palestine/Israel, Australia, Guyana, Chile, Pakistan, and across the African continent. In this collection, female scholars of colour

- including leading theorists on issues of indigeneity, race, and feminism - examine the political, social, and personal repercussions of the war on terror through contributions that range from testimony and poetry to scholarly analysis. Inspired by both the personal and the global impact of this violence within the war on terror, they expose the way in which the war on terror is presented as a distant and foreign issue at the same time that it is deeply present in the lives of women and others all around the world. An impassioned but rigorous examination of issues of race and gender in contemporary politics, *At the Limits of Justice* is also a call to create moral communities which will find terror and violence unacceptable.

## **The Guantánamo Lawyers**

New ways of managing conflict are increasingly important features of work and employment in organizations. In the book the world's leading scholars in the field examine a range of innovative alternative dispute resolution (ADR) practices, drawing on international research and scholarship and covering both case studies of major exemplars and developments in countries in different parts of the global economy. Developments in the management of individual and collective conflict at work are addressed, as are innovations in both unionized and non-union organizations and in the private and public sectors. New practices for managing conflict in organizations are set in the context of trends in workplace conflict and perspectives on how conflict

should be understood and addressed. Part 1 examines the changing context of conflict management by addressing the main frameworks for understanding conflict management, the trend in conflict at work, developments in employment rights, and the influence of HRM on conflict management. Part 2 covers the main approaches to conflict management in organizations, addressing both conventional and alternative approaches to conflict resolution. Conventional grievance handling and third-party processes in conflict resolution are examined as well as the main ADR practices, including conflict management in non-union firms, the role of the organizational ombudsman, mediation, interest-based bargaining, line and supervisory management, and the concept of conflict management systems. Part 3 presents case studies of exemplars and innovators in the field, covering mediation in the US postal service, interest-based bargaining at Kaiser-Permanente, 'med-arb' in the New Zealand Police, and judicial mediation in UK employment tribunals. Part 4 covers international developments in conflict management in Germany, Japan, The United States, Australia, New Zealand, the United Kingdom and China. This Handbook gives a comprehensive overview of this growing field, which has seen an huge increase in programmes of study in university business and law schools and in executive education programmes.

## **Playing With the Boys**

## **Gender and Sexuality in the Workplace**

In the name of fighting terrorism, countries have been invaded; wars have been waged; people have been detained, rendered and tortured; and campaigns for "hearts and minds" have been unleashed. Human rights analyses of the counter-terrorism measures implemented in the aftermath of 11 September 2001 have assumed that men suffer the most--both numerically and in terms of the nature of rights violations endured. This assumption has obscured the ways that women, men, and sexual minorities experience counter-terrorism. By integrating gender into a human rights analysis of counter-terrorism--and human rights into a gendered analysis of counter-terrorism--this volume aims to reverse this trend. Through this variegated human rights lens, the authors in this volume identify the spectrum and nature of rights violations arising in the context of gendered counter-terrorism and national security practices. Introduced with a foreword by Martin Scheinin, former UN Special Rapporteur on Human Rights and Counter-Terrorism, the volume examines a wide range of gendered impacts of counter-terrorism measures that have not been theorized in the leading texts on terrorism, counter-terrorism, national security, and human rights. *Gender, National Security and Counter-Terrorism* will be of particular interest to scholars and students in the disciplines of Law, Security Studies and Gender Studies.

## **The Politics of Adoption**

Diversity at Work: The Practice of Inclusion How can organizations, their leaders, and their people benefit

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from diversity? The answer, according to this cutting-edge book, is the practice of inclusion. Diversity at Work: The Practice of Inclusion (a volume in SIOP's Professional Practice Series) presents detailed solutions for the challenge of inclusion—how to fully connect with, engage, and empower people across all types of differences. Its editors and chapter authors—all topic experts ranging from internal and external change agents to academics—effectively translate theories and research on diversity into the applied practice of inclusion. Readers will learn about the critical issues involved in framing, designing, and implementing inclusion initiatives in organizations and supporting individuals to develop competencies for inclusion. The authors' diverse voices combine to provide an innovative and expansive model of the practice of inclusion and to address its key aspects at the individual, group, and organizational levels. The book, designed to be a hands-on resource, provides case studies and illustrations to show how diversity and inclusion operate in a variety of settings, effectively highlighting the practices needed to benefit from diversity. This comprehensive handbook:

- Explains how to conceptualize, operationalize, and implement inclusion in organizations.
- Connects inclusion to multiple dimensions of diversity (including gender, race, ethnicity, nationality, social class, religion, profession, and many others) in integrative ways, incorporating specific and relevant examples.
- Includes models, illustrations, and cases showing how to apply the principles and practices of inclusion.
- Addresses international and multicultural perspectives throughout, including many examples.
- Provides practitioners with key perspectives and tools

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for thinking about and fostering inclusion in a variety of organizational contexts. Provides HR professionals, industrial-organizational psychologists, D&I practitioners, and those in related fields—as well as anyone interested in enhancing the workplace—with a one-stop resource on the latest knowledge regarding diversity and the practice of inclusion in organizations. This vital resource offers a clear understanding of and a way to navigate the challenges of creating and sustaining inclusion initiatives that truly work. A division of the American Psychological Association and established in 1945, the Society for Industrial and Organizational Psychology (SIOP) is the premier association for professionals charged with enhancing human well-being and performance in organizational and work settings. SIOP has more than 7,000 members.

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