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Titolo	Sexual identity on the job : issues and services / / Alan L. Ellis, Ellen D. B. Riggle, editors
Pubbl/distr/stampa	New York : , : Routledge, , 2012
ISBN	1-56023-076-2 1-315-80105-1 1-317-76438-2 1-317-76439-0
Descrizione fisica	1 online resource (123 p.)
Altri autori (Persone)	EllisAlan <1957-> RiggleEllen D. B
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Soggetti	Gays - Employment - United States Lesbians - Employment - United States Bisexuals - Employment - United States Sex discrimination in employment - United States Gender identity - United States Electronic books.
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	"Sexual Identity on the Job: Issues and Services has also been published as Journal of Gay & Lesbian Social Services, Volume 4, Number 4 1996" --T.p. verso. First published by the Haworth Press in 1996.
Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Cover; Half Title; Title Page; Copyright Page; Table of Contents; Foreword; Preface; Sexual Identity Issues in the Workplace: Past and Present; The Earliest Studies: Personal Accounts and Reports of Discrimination; Coming Out in the Workplace; Career Decisions and Development; Attitudes Towards Gays and Lesbians in the Workplace; Specific Occupations/Cases; Policy Issues and Domestic Partner Benefits; Consulting on Sexual Identity Issues in the Workplace; AIDS in the Workplace; Social Psychological Issues and Conclusion; Notes; References Multicultural Existence in the Workplace: Including How I Thrive as a Latina Lesbian Feminist Special Challenges in the Workplace;

Advancement Concerns; Safety Issues and Survival Strategies; Notes; References; Employment and Sexual Orientation: Disclosure and Discrimination in the Workplace; Introduction; Current Legal Situation; Conceptual Framework; Implications for Researchers and Workplace Professionals; Notes; References; Domestic Partner Benefits: A Bottom Line Discussion; Introduction; A Brief History; Organizational Attitudes; Change in the Workplace; Family Definitions Workplace Policies and BenefitsBenefits; Overcoming Objections to Domestic Partner Benefits; Insurance Companies and Plans; Pension Plans and Taxation; Non-DiscriminationPolicies; Management and Consultants; Employees and Coworkers; Conclusion; References; The Impact of Gay, Lesbian, and Bisexual Workplace Issues on Productivity; Inclusion in the Workplace; Hiding in the Workplace; Homophobia in Society andIts Impact on Productivity; Sexual Orientation and Workplace Performance; Employee Responsibility; References; Gay and Lesbian Career Counseling: Special Career Counseling Issues Research on Gay and Lesbian Career DevelopmentCareer Counseling Issues; Special CareerInformation; Counselor Bias; Special Developmental Issues; ""Coming Out""; Discrimination; Occupational Stereotypes and Networking; Psychological Testing; Couples and OtherFamily Issues; Advocatingfor Gay and Lesbian Clients; Conclusion; References; Index

Sommario/riassunto

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 or

2. Record Nr.	UNINA9910793603803321
Autore	Rutenberg Amy J.
Titolo	Rough Draft : Cold War Military Manpower Policy and the Origins of Vietnam-Era Draft Resistance / / Amy J. Rutenberg
Pubbl/distr/stampa	Ithaca, NY : , : Cornell University Press, , [2019] ©2019
ISBN	1-5017-3958-1 1-5017-3937-9
Descrizione fisica	1 online resource (276 pages)
Collana	Cornell scholarship online
Disciplina	355.22363097309045
Soggetti	Manpower policy - United States - History - 20th century Draft - United States - History - 20th century United States Armed Forces Recruiting, enlistment, etc
Lingua di pubblicazione	Inglese
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Nota di bibliografia	Includes bibliographical references and index.
Nota di contenuto	Frontmatter -- Contents -- Acknowledgments -- Selective Service Classification Chart (1951-1973) -- Introduction -- 1. "Digging for Deferments": World War II, 1940-1945 -- 2. "To Rub Smooth the Sharp Edges": Universal Military Training, 1943-1951 -- 3. "Really First-Class Men": The Early Cold War, 1948-1953 -- 4. "A Draft-Dodging Business": Manpower Channeling, 1955-1965 -- 5. "The Most Important Human Salvage Operation in the History of our Country": The War on Poverty, 1961-1969 -- 6. "Choice or Chance": The Vietnam War, 1965-1973 -- Conclusion -- List of Abbreviations -- Notes -- Index
Sommario/riassunto	Rough Draft draws the curtain on the race and class inequities of the Selective Service during the Vietnam War. Amy J. Rutenberg argues that policy makers' idealized conceptions of Cold War middle-class masculinity directly affected whom they targeted for conscription and also for deferment. Federal officials believed that college educated men could protect the nation from the threat of communism more effectively as civilians than as soldiers. The availability of deferments for this group mushroomed between 1945 and 1965, making it less and less likely that middle-class white men would serve in the Cold War army. Meanwhile, officials used the War on Poverty to target poorer and

racialized men for conscription in the hopes that military service would offer them skills they could use in civilian life. As Rutenberg shows, manpower policies between World War II and the Vietnam War had unintended consequences. While some men resisted military service in Vietnam for reasons of political conscience, most did so because manpower policies made it possible. By shielding middle-class breadwinners in the name of national security, policymakers militarized certain civilian roles—a move that, ironically, separated military service from the obligations of masculine citizenship and, ultimately, helped kill the draft in the United States.
