**11th International Critical Management Studies (CMS)**

**Conference – CMS 2019**

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| **Workshop:** | *The pervasive problem of sexual harassment: Naming and sharing latest research and institutional action* |
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| **Convenors**: |  |
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Sexual harassment is a pervasive problem experienced by individuals in a variety of contexts including in higher education, housing, workplaces, public spaces, and online. This workshop brings together CMS colleagues to discuss the transnational prevalence of sexual harassment across spaces and places. Sexual harassment (SH) has been defined by the United Nations Committee on the Elimination of Discrimination against Women (CEDAW) as including:

“such unwelcome sexually determined behavior as physical contact and advances, sexually colored remarks, showing pornography and sexual demand, whether by words or actions. Such conduct can be humiliating and may constitute a health and safety problem; it is discriminatory when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment, including recruitment or promotion, or when it creates a hostile working environment” (CEDAW, 2012).

It is virtually impossible to pick up a newspaper without reading about some new, high-profile case of sexual harassment” (Wilson & Thompson, 2001, p. 61). Nearly two decades later, not much has changed with the recent high profile cases of the Hollywood scandal surrounding sexual harassment allegations against director Harry Weinstein suggesting decades of abuse against dozens of women (Kantor & Twohey, 2017; Farrow, 2017). More recently the sexual assault allegations of US supreme court justice nominee [Brett Kavanaugh](https://www.google.com/search?q=sexual+assault+allegations+of+US+supreme+court+justice+nominee+Brett+Kavanaugh&spell=1&sa=X&ved=0ahUKEwikg4uMxMTdAhUHsFMKHUoxBIsQkeECCCooAA) (Brown, 2018; Gay Stolberg & Hirschfeld Davis, 2018) have taken shape in the media. These issues are certainly not unique to the United States as there is history of efforts to mobilize against sexual harassment and other forms of violence in workplaces across the globe (Barak-Erz & Kothari, 2011; Johnson, Kirk, & Keplinger, 2016; The Guardian, 2017; Kalra & Bhugra, 2013).

Within this context, arguments from a growing body of global south scholars note a scarcity of specific conceptual and legislative frameworks, with most models largely emerging from individualistic, industrialized, Western contexts (Barak-Erz & Kothari, 2011; Hewamnne, 2011). Although contemporary sociological research links individuals’ ideas about and experiences of sexual harassment to broader structural relations and cultural systems (e.g. Katz et al. 1996; Rogers & Henson 1997; Rospenda, Richman, & Nawyn 1998; Uggen & Blacksone), organizational scholarship remains underdeveloped in studying the dynamics surrounding the rise and maintenance of such unwelcome, power-laden behaviors in organizational contexts. In particular, there are specificities of female objectification in postcolonial contexts not contemplated by hegemonically widespread (Western) models to combat sexual harassment. For example, the case of intensified harassment of black women in contexts where enslavement had made such women sexual servants, bringing influences to the contemporary ways they are currently treated (Teixeira & Rampazo, 2017).

Whilst we draw on recent research in organizations broadly, and review classic studies of sexual harassment in organizations more specifically, our aim in the proposed ICMS workshop is to ask: *What is the current climate concerning Sexual Harassment in our academic institutions in different cultural and geopolitical contexts? What are the related pressing issues from students, faculty and staff perspectives, and what actions are required for institutional change?*

In this workshop after a brief introduction to the session, presentations will be given (5 minutes) by the below speakers (total 30 minutes) to prompt small group discussion of emerging issues (40 minutes). This will be followed by a large group discussion (facilitated by Alison Pullen) to draw up an action plan of emerging issues within CMS which will then be presented to the International CMS board, the VIDA network and relevant journal boards.

The speakers include:

Charlotte Karam (Lebanon) on the disparate legal frameworks that facilitate or impede anti-sexual harassment policies and practices in different academic institutions across the globe.

Banu Ozkazanc-Pan (USA) on the practices and infrastructural developments that academic institutions need to adopt.

Alison Pullen (Australia) on the prevalence and reporting of sexual harassment in universities.

Juliana Cristina Teixeira and Adriana Rampazo (Brazil) in their recent studies which denounce the sexual harassment that occurred in the Brazilian Academy of Administration in the context of postgraduate, undergraduate and academic events.

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