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A Work Force Under Siege: A Gendered Perspective On Women In Military Service

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The workplace is increasingly becoming a hostile environment for many employees. To date, the focus of much of the research on this issue has been on occupational violent crime (OVC). This essay looks beneath the veneer of OVC to an examination of the gendered nature of much of this violence. Using a conceptual framework of a continuum of violence (from incivility -- to sexual harassment and sexual abuse -- to fatal violence), Newman demonstrates the hazards for women at work. She develops and illustrates her arguments by reference to women in the military, with its quintessential male-dominated organizational culture and structure. She concludes that the dynamics of gender power are central to a better understanding of violence at work.

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