

Proposal for Paper Presentation Society of Business Research 2015

Management Track

TITLE: Resolving sexual harassment with policies: The continuing conundrum

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Resolving sexual harassment with policies: The continuing conundrum

Most people can agree that sexual harassment has no place in the work place. But what is sexual harassment. Is it possible that overly aggressive policies impact women negatively because men are afraid to provide the all-important mentoring? Alternatively, are policies able to eliminate the less obvious, less direct effects of a work culture that is hierarchical?

Each year, 15,000 sexual harassment cases are brought to the EEOC.. But 50% of those cases are dismissed because there was “no reasonable cause” and the number of “no reasonable cause” cases have been increasing by 3% per year over the last 5 years.

Is the understanding of sexual harassment changing in a manner that does not fit the legal definition? Is there more awareness of the legal route to remedy sexual harassment?

This presentation will review the current law related to liability for sexual harassment, and a variety of factors potentially at odds with overly restrictive sexual harassment policies. Specific examples will be reported.