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Because of Sex Gillian Thomas, 2016-03-08 Meticulously researched and rewarding to read Thomas is a gifted storyteller The New York Times Book Review Best known as a monumental achievement of the civil rights movement the 1964 Civil Rights Act also revolutionized the lives of America's working women Title VII of the law made it illegal to discriminate because of sex But that simple phrase didn t mean much until ordinary women began using the law to get justice on the job and some took their fights all the way to the Supreme Court Among them were Ida Phillips denied an assembly line job because she had a preschool age child Kim Rawlinson who fought to become a prison guard a man s job Mechelle Vinson who brought a lawsuit for sexual abuse before sexual harassment even had a name Ann Hopkins denied partnership at a Big Eight accounting firm because the men in charge thought she needed a course at charm school and most recently Peggy Young UPS truck driver forced to take an unpaid leave while pregnant because she asked for a temporary reprieve from heavy lifting These unsung heroines victories and those of the other women profiled in Gillian Thomas Because of Sex dismantled a Mad Men world where women could only hope to play supporting roles where sexual harassment was just the way things are and where pregnancy meant getting a pink slip Through first person accounts and vivid narrative Because of Sex tells the story of how one law our highest court and a few tenacious women changed the American workplace forever Benefits 2024 Compliance Guide Wagner, 2023 Pregnancy and Postpartum Considerations for the Veterinary Team Emily Singler, 2023-11-09 Precautions often apply to pregnancy in any workplace but being a vet in practice presents additional specific risks There are concerns and uncertainty about potential hazards from radiation and inhalant anesthesia exposure to zoonoses and the additional mental stress in a profession that already carries high suicide risk This book reviews considerations for professionals in clinical veterinary medicine large and small animal while pregnant and after giving birth Veterinarian and veterinary writer consultant and mentor Dr Emily Singler speaks directly to veterinary team members veterinarians technicians CSRs assistants students who are pregnant or plan to become pregnant She delivers scientific information on the specific risks to the mother and baby that may be encountered during pregnancy while working in veterinary medicine with some of her own and others experiences to add perspective and humor The book also covers topics related to mental health challenges announcing a pregnancy and planning for parental leave navigating the fourth trimester and returning to work We hope that having read this book veterinary professionals whether pregnant or working with pregnant colleagues will feel better supported and empowered to make informed decisions HR How-to Irene E. Tatara, CCH Incorporated, 2005-04-04 How to Raise a Family on Less Than Two Incomes Denise Topolnicki, 2001-07-17 Many parents today believe that two steady incomes are not only desirable but absolutely necessary in order to raise a family Yet most full time working mothers say that if it weren t for the money they would not work and instead would stay at home with their children After the birth of her second child Denise Topolnicki faced this common dilemma Continue working full

time or spend more time with her family As a former editor of Money Denise used her financial expertise and discovered that she could work only part time and be at home for her children while not breaking her family s budget By combining her investment know how with compassionate advice Denise gives parents a clear cut strategy for controlling their money from saving on food to creating a cash reserve to learning how to retire on less than two incomes Packed with worksheets detailed plans and inspiring case studies Topolnicki s plan helps families set fun priorities while still balancing the checkbook Whether you want to leave work altogether or continue part time this book is the key to freedom for millions of families trapped on the working parent treadmill Budgeting for Infertility Evelina Weidman Sterling, Angie Best-Boss, 2009-03-17 Having a baby can be one of the most wonderful times of your life but if you need help to conceive it can swiftly become a staggeringly expensive undertaking With the average cost of infertility treatments ranging from 35 000 to 85 000 in the United States most of which is not covered by insurance companies many women and couples find themselves having to make difficult choices about building their families Getting a grip on your finances is one of the few things you can do to regain control of this process Infertility experts Evelina Weidman Sterling and Angie Best Boss have created the ultimate guide to ensuring the most cost effective care with the highest chances for success With anecdotes interviews and advice from both doctors and patients you can easily apply these specific money saving strategies to your own unique situation Learn how to Select a fertility clinic with a high rate of success Convince your insurance company to cover more of the costs Track down the most affordable fertility drugs Travel abroad for cheaper care or international surrogacy Avoid the scams and unnecessary expenses every step of the way Personal and professional Budgeting for Infertility is an invaluable resource that shows you how to pay for infertility treatment and still have money in the bank for diapers and day care **Logistics For Dummies** SOLE - The International Society of Logistics, 2017-09-14 Your one stop reference for entering the global logistics environment Global Logistics for Dummies is an operational level reference and overview for those manufacturers businesses product distributors providers of logistics services humanitarian and disaster relief responders and logisticians on both ends of a global chain who are considering entry in or have recently embarked on entering the global logistics chain market Easy to follow and packed with tons of helpful information it serves as a springboard to larger texts for more detailed information Beginning with an introduction to both the whats and whys of global logistics the book sheds light on how global logistics demands the involvement of not only all elements of the logistics enterprise e g design logistics engineering supply storage distribution maintenance transportation returns re manufacturing etc but also all elements of the business enterprise In no time it ll get you up to speed on the whole enterprise logistics elements that should be considered in the decision to enter and excel in providing logistics end items goods and services to a global customer Deliver global disaster and relief logistics support Explore global manufacturing and distribution logistics Provide logistics services for foreign customers Adapt domestic logistics to foreign operating environments Written by a team of SOLE The International

Society of Logistics credentialed practitioners and academicians Global Logistics for Dummies makes it easier than ever to succeed in this ever growing field Working Mother, 2003-10 The magazine that helps career moms balance their personal Women and Men in Organizations Jeanette N. Cleveland, Margaret Stockdale, Kevin R. and professional lives Murphy, Barbara A. Gutek, 2000-01-01 The gender and racial composition of the American workforce is rapidly changing As more women in particular enter the workforce and as they enter jobs that have traditionally been dominated by men issues related to sex and gender in work settings have become increasingly important and complex Research addressing sex and gender in the workplace is conducted in several distinct disciplines ranging from psychology and sociology to management and economics Further books on gender at work often reflect either a more traditional management perspective or a more recent feminist perspective rarely however are these two orientations on women and work acknowledged within the same text Thus the principle goal of the book is to communicate a variety of social psychological literatures and research on gender issues that affect work behaviors to upper level undergraduate and graduate students in applied psychology and Here's the Plan. Allyson Downey, 2016-04-05 For many women in their 20 s and 30 s the greatest professional business hurdle they ll need to overcome has little to do with their work life The most focused confident and ambitious women can find themselves derailed by a tiny little thing a new baby While more workplaces are espousing family friendly cultures women are still subject to a parenting penalty and high profile conflicts between parenting and the workplace are all over the news from the controversy over companies covering the costs of egg freezing to the debate over parental leave and childcare inspired by Marissa Mayer's policies at Yahoo Here's the Plan offers an inventive and inspiring roadmap for working mothers steering their careers through the parenting years Author Allyson Downey founder of weeSpring the Yelp for baby products and mother of two young children advises readers on all practical aspects of ladder climbing while parenting such as negotiating leave flex time and promotions In the style of GIRLBOSS or Nice Girls Don t Get the Corner Office Here's the Plan is the definitive guide for ambitious mothers written by one working mother to another **Multiple Pregnancy** Isaac Blickstein, Louis G. Keith, 2005-03-08 Establishing the study of multiple pregnancy and the perinatal care of children from multiple births as a recognized specialty within maternal fetal medicine the first edition of Multiple Pregnancy was a landmark publication Fully revised this new Second Edition has been expanded to include more on epidemiology biologic New Investigator Training ,2001 mechanisms the impact o Narratives, Health, and Healing Lynn M. Harter, Phyllis M. Japp, Christina S. Beck, 2006-04-21 This distinctive collection explores the use of narratives in the social construction of wellness and illness Narratives Health and Healing emphasizes what the process of narrating accomplishes how it serves in the health communication process where people define themselves and present their social and relational identities Organized into four parts the chapters included here examine health narratives in interpersonal relationships organizations and public for The editors provide an extensive introduction to weave together the various threads in the volume highlight

the approach and contribution of each chapter and bring to the forefront the increasingly important role of narrative in health communication This volume offers important insights on the role of narrative in communicating about health and it will be of great interest to scholars and graduate students in health communication health psychology and public health It is also relevant to medical nursing and allied health readers

Working Mother ,2003-10 The magazine that helps career moms balance their personal and professional lives

Law Office Policy & Procedures Manual Howard I. Hatoff,Robert C. Wert,2006 This manual helps medium and large law firms increase productivity by providing a model manual for law office policies and procedures The book an updated and expanded version of the previous fourth edition is divided into seventeen sections covering such topics as law office organization management and administration support personnel office polices personnel policies and benefits office security and emergency procedures financial management file systems technology and communications systems The book contains numerous sample forms and documents as well as extensive bibliographies A CD containing the entire text of the manual is included allowing customization of the manual for particular user needs

Maternity Leave Victoria Gordon, Beth M. Rauhaus, 2019-11-19 What does it mean to be a successful working parent And how do working parents cope in the United States the only developed nation with no paid parental leave requirement Despite some positive advancement in the voluntary adoption of paid parental leave many organizations over the past 25 years have instead decreased paid leave benefits offered to employees in the United States choosing instead to let unpaid leave under the Family Medical Leave Act FMLA serve in its place This regression in practice is perhaps the greatest unintended consequence of FMLA and surely was not the intent of Congress Maternity Leave Policy and Practice Second Edition approaches parental leave from a variety of perspectives legal political social institutional organizational and most importantly from the personal perspectives of the women and men interviewed expressly for the book This second edition offers two new chapters the first puts the issue of maternity leave within the context of work life balance issues and the second explores case studies from states cities and private organizations Incorporating new census data related reports and academic studies authors Victoria Gordon and Beth M Rauhaus utilize relevant and cutting edge research in their exploration of parental leave and they enrich this research with the individual stories of ordinary working parents as well as those who choose not to have children Assuming no prior specialized knowledge this book can be assigned on a variety of undergraduate and graduate courses in politics public policy public administration gender studies and human resource management and will equally be of interest to parents policy makers and C suite managers Sleep Disorders in Women Hrayr Attarian, Mari Viola-Saltzman, 2020-04-14 This book provides a thorough multidisciplinary review of the latest research and clinical approaches in the field of sleep disorders It illustrates the variance of complications symptoms and issues sleep disorders cause during different stages of a woman's life This updated comprehensive edition begins with an overview of sleep disorders in women followed by a section dedicated to examining sleep disorders in women during adolescence

Subsequent chapters then focus on treating pregnant women with sleep disorders which include conditions such as restless legs syndrome that arise during the gestational period as well as those like narcolepsy whose management offers unique challenges during pregnancy and lactation The book concludes with information on the specific issues caused by sleep disorders faced by women during and after menopause Sleep Disorders in Women 3rd Edition serves as an important addition to the literature and is an invaluable resource for neurologists sleep medicine specialists OB GYNs internal medicine physicians family practitioners psychiatrists nurse practitioners and physician assistants **Deindustrialization and Casinos** Alissa Mazar, 2020-10-15 As governments increasingly legalize and expand the availability of casinos hoping to offset the impacts of manufacturing decline through the advancement of gambling commerce this book examines what casinos do and do not do for host communities in terms of economic growth Examining the case generally made by those seeking to establish casino developments that they offer benefits for the public good the author draws on a case study of Canada's automotive capital Windsor Ontario which was a pilot site for potential further casino development in the region The author asks whether casinos do in fact offer good jobs revenue generation and economic diversification A study of the benefits of casino developments that considers the question of whether they constitute a ready answer to the problems of industrial and economic decline this volume will appeal to scholars of sociology and urban studies with interests in the gambling industry economic sociology the sociology of work and urban regeneration Screaming on the Inside Jessica Grose, 2022-12-06 If this book feels like it s sounding the alarm on the state of American motherhood well that s because it is San Francisco Chronicle In this timely and necessary book New York Times opinion writer Jessica Grose dismantles two hundred years of unrealistic parenting expectations and empowers today s mothers to make choices that actually serve themselves their children and their communities Close your eyes and picture the perfect mother She is usually blonde and thin Her roots are never showing and she installed that gleaming kitchen backsplash herself watch her TikTok for DIY tips She seamlessly melds work wellness and home and during the depths of the pandemic she also ran remote school and woke up at 5 a m to meditate You may read this and think it s bananas you have probably internalized much of it Journalist Jessica Grose sure had After she failed to meet every one of her own expectations for her first pregnancy she devoted her career to revealing how morally bankrupt so many of these ideas and pressures are Now in Screaming on the Inside Grose weaves together her personal journey with scientific historical and contemporary reporting to be the voice for American parents she wishes she d had a decade ago The truth is that parenting cannot follow a recipe there s no foolproof set of rules that will result in a perfectly adjusted child Every parent has different values and we will have different ideas about how to pass those values along to our children What successful parenting has in common regardless of culture or community is close observation of the kind of unique humans our children are In thoughtful and revelatory chapters about pregnancy identity work social media and the crisis of the Covid 19 pandemic Grose explains how we got to this moment why the current state of expectations on

mothers is wholly unsustainable and how we can move towards something better How to Begin Your New Path (Collection) Farnoosh Torabi, Lynn O'Shaughnessy, 2013-08-22 In Be Money Smart personal finance expert and media star Farnoosh Torabi shows readers how to develop the mindset discipline and attitude needed to build a strong financial foundation no matter what stage of life you are in Whether you re starting out or starting over you can grow wealth and make smart money choices that will bring financial security and well being Torabi shows readers how to build a healthy view of money investing wealth and aspirations how to map out a plan that matches their needs and goals and put that plan into action Torabi shows how to stop agonizing and start organizing become your own biggest money advocate assert yourself to stop getting ripped off by financial institutions make your money count build momentum embrace an entrepreneurial spirit get where you want to go The second edition of The College Solution which contains approximately 90% new material is aimed at helping parents and teenagers become empowered consumers as they navigate through the college process Billions of dollars are available to pay for college but not everybody gets their share It's not always the families with the brightest students or the parents who are struggling financially who receive the most money The College Solution shares the secrets of how you can capture some of this money for your own family The book provides advice on such topics as financial aid merit scholarships athletic scholarships admission hooks the important differences between colleges and universities college rankings the best student loans and the latest online tools to evaluate the generosity of schools

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