

# Contents

Contributors	xi
Foreword	xiii
Preface	xix

## **PART 1: INTRODUCTION**

<b>CHAPTER 1</b>	<b>Some Historical Perspective</b>	<b>3</b>
	<i>Louis Diamant</i>	
	The Evolution of the Perception of Homosexual Behavior in the Judeo-Christian Epoch	4
	The Workplace Arena of Identity: Issues of Stress and Comfort	10
	Summary	13
	Epilogue	17
	References	19

**PART 2: CORPORATE OUTLOOK**

CHAPTER 2	Lesbian and Gay Concerns in Career Development <i>John E. Elliott</i>	25
	Introduction	25
	Career Development Issues	27
	Directions for Career Development	38
	Summary	40
	References	40
CHAPTER 3	Hiring, Firing, and Promoting <i>Jo Ann Lee and Roger G. Brown</i>	45
	Legal Environment	46
	Social Environment	51
	Current Corporate Climate	52
	Current Forces Affecting Personnel Actions	53
	Recommendations	56
	References	57
	List of Cases	59
	Appendix: Lesbian and Gay Civil Rights in America	59

**PART 3: SPECIAL PLACES, SPECIAL ROLES**

CHAPTER 4	Stigma and Honor: Gay, Lesbian, and Bisexual People in the U.S. Military <i>Clinton W. Anderson and H. Ron Smith</i>	65
	The U.S. Military: Context and Background	66
	The U.S. Military and Homosexual Orientation	68
	Gay, Lesbian, and Bisexual Experience in the Military	72
	Conclusion	83
	References	84
	Appendix: Resources	88
CHAPTER 5	Homosexuality and the Church <i>J. R. McSpadden, Jr.</i>	91
	Current Ecclesiastical Positions	93
	Biblical Material	96
	Gay and Lesbian Religious Leaders	101
	References	102

CHAPTER 6	The Helping Professions: Attitudes Toward Homosexuality <i>Richard D. McAnulty</i>	105
	Historical Perspectives	106
	Physicians' Attitudes	107
	Attitudes among Nurses and Hospital Staff	111
	Mental Health Professionals	112
	Recommendations	114
	References	116
CHAPTER 7	And Gladly Teach: Lesbian and Gay Issues in Education <i>Ruth E. Fassinger</i>	119
	Occupational Discrimination	121
	Legal Actions and Issues	123
	Legal Principles	125
	Educational and Professional Issues	129
	Summary and Recommendations	137
	References	140
CHAPTER 8	Homosexual Relationships in a Unique Setting: The Male Prison <i>Gary Thomas Long</i>	143
	Sexual Behavior of Incarcerated Adult Males	145
	Writings on Homosexuality in Men's Prisons in the 1960s	148
	Male Prison Science in the 1970s	153
	Overview	158
	References	158
CHAPTER 9	The Homosexual Athlete <i>Robert L. Barret</i>	161
	References	170

## **PART 4: AIDS IN THE WORKPLACE**

CHAPTER 10	Risk Perception and HIV Legal Issues in the Workplace <i>Nancy L. Roth and Judith Carman</i>	173
	Conceptions of Risk	175
	Perceptions of Risk in Workplaces	176
	A Study of the Influence of HIV/AIDS Knowledge, Fears, Discomfort, Compliance with Infection Control Procedures, and Demographics on Hospital Workers' Perceptions of HIV Transmission Risk from Clients	179

	Discussion	181
	Conclusions	183
	References	183
CHAPTER 11	Human Resources: Policies and Practices <i>Sue Margaret Norton and Kim Buch</i>	187
	Legal Status of AIDS	191
	Policy Development	193
	Policy Content	196
	Conclusion	199
	References	201
CHAPTER 12	Mental Health Issues and the Worker with AIDS: The Impact of Work on Psychological Functioning in Men with HIV Disease <i>Michael W. Ross</i>	203
	References	212
 <b>PART 5: THE INDIVIDUAL AND THE ORGANIZATION: SOCIAL-PSYCHOLOGICAL ISSUES IN THE WORKPLACE</b>		
CHAPTER 13	Special Problems of Older Gay Employees <i>Jo Ann Lee</i>	217
	Stereotypes	218
	Problems Confronting Older Gay Employees	219
	Strategies for Coping	221
	References	222
CHAPTER 14	Personal Reflections on Coming Out, Prejudice, and Homophobia in the Academic Workplace <i>Ritch C. Savin-Williams</i>	225
	The Context	225
	Coming Out to Self	227
	Coming Out at Cornell	229
	Teaching, Research, and Public Service	231
	Imaginary or Real Discrimination?	237
	Fighting and Losing to Institutional Homophobia: A Case Study	238
	Fading Remarks	241

<b>CHAPTER 15</b>	<b>Threat, Stress, and Adjustment: Mental Health and the Workplace for Gay and Lesbian Individuals</b>	<b>243</b>
	<i>John C. Gonsiorek</i>	
	<b>Introduction</b>	<b>243</b>
	<b>Unique Developmental Events in the Lives of Gay and Lesbian Individuals</b>	<b>245</b>
	<b>The Unique Minority Status of Gay and Lesbian Individuals</b>	<b>249</b>
	<b>Dilemmas Facing Gay and Lesbian Individuals in the Workplace and Their Psychological Ramifications</b>	<b>252</b>
	<b>Suggestions</b>	<b>261</b>
	<b>References</b>	<b>263</b>
<b>Index</b>		<b>265</b>