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MILITARY PERSONNEL DILEMMAS:

PERSPECTIVES ON GENDER-RELATED ISSUES

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INTRODUCTION

"The art of progress is to preserve order amid change, and to preserve change amid order."

ALFRED NORTH WHITEHEAD

The words of Whitehead may act as a balm for some of the stings which were felt when the Pandora's box of problems was unleashed in the liberated sixties. The climate of consciousness led to many changes, not the least of which was the expanding role of women in new career fields. This translated to mean many more women in the military. Also, other attitudes toward sexual preferences were examined. For the Armed Forces, the seventies was a period of coping, and the new issues created management problems that had to be dealt with pragmatically to continue the tradition of a reliable defense. The written record of this period is loaded with testimony, emerging tolerances, and some tempestuousness.

But, experience and awareness lead to positive change. And order was preserved. The purpose of this bibliography is to provide references to the record for the Human Resource Division trainer/trainee and for all in the military community who deal with aspects of these gender-related issues.

This second edition is a much enlarged and expanded version, with many added citations and annotations, thanks to the efforts of those listed on the next page. Since this is still an evolving issue, the user of this list will want to check out the library for later references or articles on the subjects. These materials and others are available at your Post Library, either on-site or through inter-library loan from the FORSCOM Command Reference Libraries. Just ask your library staff!

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ACKNOWLEDGEMENTS

The second edition of this bibliography was coordinated and compiled by DAWN FULLER, FORSCOM Librarian Intern (AV 588-3056). Many of the basic references and key articles were located by STEPHANIE JONES in the first edition.

Technical search and assistance in the assembly of this bibliography is acknowledged with gratitude to:

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EVELYN STEPHAN, Chief Librarian
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The assistance of JIM CHESTNUT, Atlanta Corps of Engineers Librarian; EMILY COURT, Librarian Intern, HQ TRADOC Technical Library; BARBARA STEVENS, Library Director and staff of the Army War College Library; and AL HARDIN, Law Librarian at the Pentagon Library must also be mentioned with appreciation.

The tons of typing accomplished is due to the efforts of CAROL JONES and DEE SHARP, Morale Support Activities, Personnel Services Division. Thank you seems inadequate for the task.

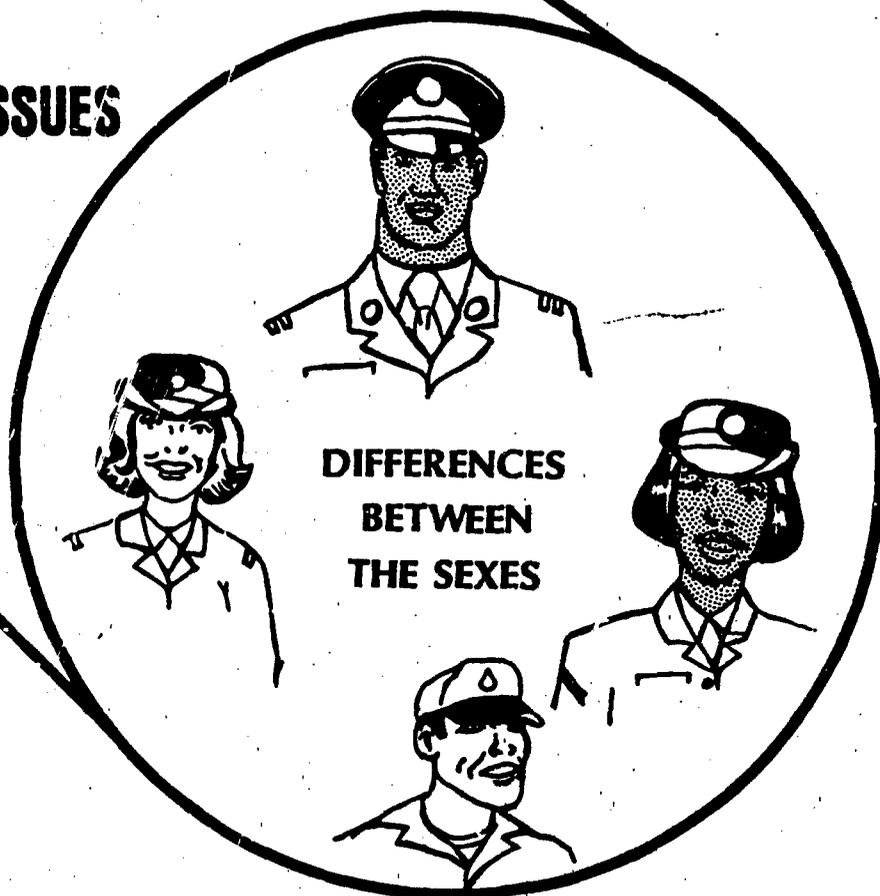
Prime coordinator at Human Resources Division was LTC ROBERT HOLTZCLAW who has provided counsel through both editions.

NOTES

1. DTIC citations refer to Defense Technical Information Center reports which are available through the Fort McPherson Command Reference Center.
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DIFFERENCES BETWEEN THE SEXES

PRINTED MATERIALS

ITEMS INCLUDED IN THIS SECTION DO NOT NECESSARILY REFLECT THE RECENT CHANGE IN EMPHASIS CONCERNING WOMEN IN THE MILITARY.

Adams, Jerome, et al. "Group Performance at West Point: Relationships With Intelligence and Attitudes Toward Sex Roles." ARMED FORCES AND SOCIETY. Winter 1981. pp. 246-255.

In a study of 72 groups at West Point, half led by freshman male cadets and half led by female freshman cadets, it was determined that when the leader is male and intelligent, group performance on a structured task is maximized when the followers hold traditional attitudes toward women. More intelligent groups perform well on a structured task when the followers are supportive of an egalitarian role for women and the leader of the group is a woman.

Adams, Jerome; Priest, Robert F.; Prince, Howard T., III; and Rice, Robert W. "Personality Characteristics of Male and Female Leaders at the U.S. Military Academy." JOURNAL OF POLITICAL & MILITARY SOCIOLOGY. Spring 1980. pp. 99-105.

The results of this study seem to imply that West Point is educating men and women equally for their future leadership roles. It also adds support to the assumption that the motive to achieve is basically the same for men and women when they have similar educational and career aspirations.

Arbogast, Kate A., and Stewart, Charles T., Jr. THE SUPPLY OF WOMEN ENLISTEES AND THEIR UTILIZATION IN THE NAVY. George Washington University. June 1976. (DTIC AD-A034 516).

There is an excess supply of qualified female volunteers for the Navy. Wider training and occupational opportunities would allow the Navy to meet 5-7% of its enlisted personnel needs with women. The wider occupational choice, changing regulations on marriage and pregnancy, and adoption of the same induction standards for women as for men greatly increase the potential supply of women for the Navy.

"An Artist With a Hand Drill." ARMED FORCES JOURNAL INTERNATIONAL. June 1974. p. 27.

This article includes interviews with female Naval personnel who are working in positions newly opened to women.

Avedon, Burt. AH, MEN! WHAT DO MEN WANT? A PANORAMA OF THE MALE IN CRISIS--HIS PAST PROBLEMS, PRESENT UNCERTAINTIES, FUTURE GOALS. A & W Publishers, Inc. 1980.

An overview of the American male today in relation to success, power and our economic way of life, this book discusses the historical development of sex roles, the impact of feminism, the nature of male sexuality and changing sexual attitudes, the relationships between the sexes and more. It highlights changes in the roles of men and raises questions about how men can and should adapt to these changes.

BACKGROUND REVIEW: WOMEN IN THE MILITARY. Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). October 1981.

This review reports on the accession and representation of active duty women over the past ten years, their retention and promotion rates, and individual service plans for the accession/representation of women in their programs. It focuses primarily on enlisted women. There is also a section on specific areas of management concern such as performance, lost time, marital status, sole parents, military couples, and physical strength.

BACKGROUND STUDY: USE OF WOMEN IN THE MILITARY. Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). May 1977. (DTIC AD-A047 118).

A background analysis, this paper examines the performance of enlisted women in the military from a number of perspectives including promotion, retention, cost, and potential problems. The potential to use more women is addressed in terms of the market, the quality of accessions, and the limits on the numbers of officers and enlisted women who can be used based on the current laws and policies. Finally, the services' projected strength and accession plans are considered.

Bailey, Mildred C. "The Modern Military Woman: A Profile." MILITARY CHAPLAINS' REVIEW. Summer 1975. pp. 45-52.

The change in women's expectations, combined with society's growing recognition of women as a productive work force, has created a climate in which the job opportunities for women have become vastly expanded and societal attitudes on the role of women have begun to change. But both men and women have basic fears about the new roles women are undertaking.

Bailey, Mildred C. "Women in the Army." COMMANDERS DIGEST. July 10, 1975. pp. 4-7.

Although the Army has made great progress in expanding opportunities for women, much remains to be done. The greatest hurdle to be overcome involves changing attitudes--the attitudes women have about themselves and those of men who resist the full utilization of women in the military.

Bardwick, Judith M. PSYCHOLOGY OF WOMEN: A STUDY OF BIOCULTURAL CONFLICTS. Harper & Row. 1971.

This is not a discussion of role conflict per se but of the personality characteristics of women and their probable success in the marketplace, of whether there are really any generalized differences between men and women, and of the origins of any differences. It describes sex differences and similarities in goals and motives, in productivity and creativity, and in traditional roles and work roles.

Bartholomew, Charles W. PERSONAL VALUE SYSTEMS /AND CAREER OBJECTIVES OF MEN VIS A VIS WOMEN AIR FORCE OFFICERS. Air Force Institute of Technology. December 1973. (DTIC AD-769 932).

The basic objectives of this research were to compare the personal values and career objectives of Air Force women to Air Force men. The research used personal values questionnaires to establish which values and objectives were most likely to be translated into behavior. Women are found to take a more normative, less pragmatic approach to their jobs. "Conventional wisdom" that women do not seek careers or responsible jobs was refuted.

Basil, Douglas Constantine. WOMEN IN MANAGEMENT. Dunellen. 1972.

The findings of this research study reflect the opinions of top government, business, and industrial managers toward women as managers. Basil also presents a prescription for women who wish to combat prejudice and to qualify themselves for top management positions.

Beck, B. G. "Women as Warriors." ARMY. February 1981. pp. 26-31.

The author found that the male-female ratio of soldiers within Army units does not make a difference in the military effectiveness of those units.

Beckwith, Sandra L. "Teaching Women to Soldier: The LaBarge Touch."
ARMY. March 1982. pp. 44-47

SFC Calvin LaBarge believes that his success in training women is due to his recognition that women cannot be trained with the same techniques that are successful with men. So he uses his own brand of female psychology which is based on equality through performance and competition between the sexes. And it works.

Binkin, Martin and Bach, Shirley J. WOMEN AND THE MILITARY. Brookings Institute. 1977.

This is a comprehensive account concerning the Department of Defense policy toward women in the military. In 4 chapters, the authors discuss the need for sex integration in the military. In conclusion, Binkin and Bach recommend that Congress review legislation which restricts women in combat.

Bisbee, Gene. "Unsure of What to Expect, Women Mids Pick Duties."
NEWSBANK: SOCIAL RELATIONS. 1980. Card 10, A11-12.

As the first women to graduate from the Naval Academy make their future duty selections, the culmination of four hard years at Annapolis has boiled down to the old issue of training women for combat roles, then denying them combat duties after graduation.

Blumenson, Martin. "The Army's Women Move Out." ARMY. February 1978.
pp. 14-25.

The increased use of women is a vote of confidence in them and in their ability to contribute to the Army mission; it also represents a relatively recent turnaround in Army thinking. This turnaround is the result of the armed forces being under pressure from changing attitudes to women in the larger society they serve and from diminishing prospects of attracting enough qualified men.

Blumenson, Martin. "Women in the Army: An Update." ARMY. May 1979.
pp. 38-42.

Personnel practices affecting women in the Army in 1979 are discussed along with personnel problems of fraternization, pregnancy, single parents (male and female), and coeducation at West Point. The author believes that the Army needs women, at peace and at war.

Booth, Richard F., and Lantz, Karen T. SEX DIFFERENCES IN PSYCHOSOCIAL PERCEPTIONS TOWARD NAVAL WORK ENVIRONMENTS. Naval Health Research Center. April 1975. (DTIC AD-A044 962).

The Insel and Moos' Work Environment Scale was used to assess expectations at the time of occupational entry and perceptions in training and on the job for 200 Navy enlisted men and 200 Navy enlisted women working in health care jobs. A sex comparison on these variables revealed that men and women entered the paramedical work environment with different expectations of what would be encountered, but that once they had experienced what the psychosocial climate was actually like they tended to perceive both the training and job environments in a similar manner. An exception to this general finding indicated that Navy administrators may be using different techniques for supervising the behavior of men and women.

Borack, Jules I. FORECASTING THE SUPPLY OF WOMEN AVAILABLE TO THE NAVY. Navy Personnel Research and Development Center. August 1980. (DTIC AD-A088 214).

The author studied the population of the United States to determine the relative size of the female and male Navy military supply pool.

Borack, Jules I. INTENTIONS OF WOMEN (18-25 YEARS OLD) TO JOIN THE MILITARY: RESULTS OF A NATIONAL SURVEY. Navy Personnel Research and Development Center. September 1978. (DTIC AD-A060 104).

In anticipation of the projected decline in the national population of young men, defense planners have given increased thought to expanding the role of women in the military. Therefore, a survey was conducted to gauge the interest of women and men in joining the military under present conditions and under three alternative options involving greater utilization of women. These options relate to the expansion of the role of women in terms of both the physical location (ships, aircraft, combat zones) and non-traditional job classifications (mechanics, electronics) where they are likely to serve. Findings are presented regarding the percentage of women and men interested in joining the military currently and under each alternative. The composition of the pool of interested women is also analyzed in terms of its demographic and attitudinal components.

Boulding, Elise. WOMEN IN THE TWENTIETH-CENTURY WORLD. Halsted Press. 1977.

An international survey of the world of women using data from the U.N., this book focuses on women as producers, women's work roles, and on women as participants in the world scene. It points to the strengths and weaknesses of women's organizations and of women's perspectives of their own tasks.

Boyd, H. Alton; Dufilho, L. Paul; Hungerland, Jacklyn E.; and Taylor, John E. PERFORMANCE OF FIRST-TOUR WAC ENLISTED WOMEN: DATA BASE FOR THE PERFORMANCE ORIENTATION OF WOMEN'S BASIC TRAINING. Human Resources Research Organization. August 1975. (DTIC AD-A016 189).

The report summarizes data on duties, activities, and attitudes of a representative worldwide sample of 1,573 first-tour enlisted women (EW) as reported by themselves and a representative sample of 156 of their supervisors. Data was gathered by questionnaire from first-tour EW, and by both questionnaire and interview from supervisors. The report describes the introduction of performance-oriented instructional procedures into women's Basic Training at Fort McClellan, and the revision of Army Training Program 21-121 to incorporate the philosophy and principles of performance-oriented training.

Brehm, William K. "Two Years With the All-Volunteer Force." COMMANDERS DIGEST. April 10, 1975. pp. 1-8.

Brehm provides a statistical breakdown of the all-volunteer force after its second year of existence. Included is a very brief section on women in the service. The article also discusses the costs of the all-volunteer force.

Brewer, Margaret A. "Women in the Marine Corps." COMMANDERS DIGEST. July 10, 1975. pp. 16-19.

Ever increasing numbers of women in the Marine Corps, which is a combat-oriented organization, are being trained for and assigned to the so-called nontraditional jobs for women. Although there are still legal limitations on the kind of jobs to which a woman can be assigned, more women are becoming part of combat support units which do not require deployment should combat arise. Still, the proper utilization of all assigned trained personnel, whether male or female, rests with the commander.

Campbell, Joel T., and Taylor, Erwin K. THE INTEGRATION OF WAC PERSONNEL INTO THE REGULAR ARMY. August 1949. (DTIC AD-499 742).

The Adjutant General was directed to take necessary action to develop procedures for the integration of WAC personnel into the Regular Army. This directive required that procedures be established for WAC Commissioned Personnel, WAC Warrant Officers, and WAC Enlisted Personnel. The current study implements procedures described in a previous study, PR 4080. Since the nature of the populations involved required completely separate instruments and analysis, instruments for WAC officers and for WAC enlisted personnel will be reported separately. As the integration of WAC Warrant Officers followed more closely the program for the integration of Male Warrant Officers, no reference is made in this report to the integration of WAC Warrant Officers.

Capps, Thomas E. PHYSICAL CAPACITY OF FEMALES TO PERFORM HEAVY CRAFT SKILLS IN THE UNITED STATES AIR FORCE. Air Command and Staff College. May 1977. (DTIC AD-8019 584).

The United States Air Force is increasing the number of women assigned to non-combatant career fields. Physical demands of certain work specialties can exceed the work capacity of female personnel. By comparing the physical demands of existing jobs with known physical capacities, the percentage of American women capable of performing selected tasks can be determined. A significant portion of the female population is not able to perform the tasks evaluation in this study. As a result, screening procedures are needed to ensure workers are physically qualified for jobs before being assigned to them.

Castle, Michael John. WOMEN (AND MEN) IN THE U.S. ARMY: A STUDY IN OPTIMAL UTILIZATION. Naval Postgraduate School. December 1976. (DTIC AD-A036 178).

Optimal utilization of all available resources is the ultimate goal of any nation's armed forces. This study examines the impact that the All-Volunteer Forces, the declining supply of 18 year-old males, and legal and political pressures have had on the need for women in the U.S. Army. One major restriction to optimum utilization is the definition of combat. Numerical models employed to determine force structure consistent with the present restrictions and a current study to determine optimum unit female/male mix are discussed. The attitudes at all the levels of command are the overwhelming influences on optimum utilization and these are examined along with the physiological and psychological nature of women and the effect of stereotyping.

Combined Arms Research Library. WOMEN IN THE ARMED FORCES. U.S. Army Command and General Staff College. January 1981.

This bibliography of books, reports, and periodical articles is broken down into general items on the armed forces, items about a specific service, and items about women in the armed forces of foreign countries.

Coxe, Betsy. WOMEN IN THE MILITARY. Air Force Academy Library. November 1975. (DTIC AD-A018 752).

The bibliography offers a careful selection from the holdings of the Air Force Academy Library in response to a groundswell of interest in the presence of women in the military profession, particularly their entrance into the military academies scheduled for the summer of 1976. Citations were chosen to reflect the historical development of women's roles and contributions in a traditionally male career field and to represent present day practices and problems.

Coye, Beth. F. "The Restricted Unrestricted Line Officer: The Status of the Navy's Woman Line Officer." NAVAL WAR COLLEGE REVIEW. March 1972. pp. 53-63.

Coye analyzes both the roles women line officers theoretically play in the Navy and the actual positions they hold. A wide range of policy options is presented, any one of which might serve as a basis for future participation by women line officers in the Navy.

Coye, Beth F., et al. "Is There Room for Women in Navy Management: An Attitudinal Survey." NAVAL WAR COLLEGE REVIEW. January-February 1973. pp. 69-87.

In this survey an attempt is made to ascertain the attitudes of both men and women officers toward proposed changes in career patterns for women line officers. While women perceive no difficulties in assuming their new role, the male officer is still troubled with the concept of women at sea and in command authority.

Cutler, Kathie. "All About DACOWITS." AIRMAN. April 1982. pp.18-23.

The purpose of the Defense Advisory Committee on Women in the Services is twofold: to promote public acceptance of military service as a career field for women and to advise the Secretary of Defense on policies relating to the effective use of women in the services.

Defleur, Louis B. INTEGRATING WOMEN INTO PREVIOUSLY ALL MALE AIR FORCE UNITS. Washington State University. May 1980. (DTIC AD-A100 008).

A study conducted at the U.S. Air Force Academy suggests that:
(1) Socio-demographic backgrounds of female entering students differ from males to a larger degree at the Academy than at West Point. (2) Belief systems of both male and female students change over time, but the difference in belief systems between the sexes remains over time. (3) Both sexes are strongly career oriented but females do not anticipate having as long-term careers as males and generally are not satisfied with their situations in the Air Force. (4) Both sexes learn to adapt to the military environment and to endorse military values.

Dickerson, Verna J. THE ROLE OF WOMEN IN THE DEFENSE FORCE OF ISRAEL. Army War College. May 1974. (DTIC AD-782 923).

The purpose of the author's research was to examine the role of women in the Israeli military, with a view toward clarifying misconceptions as to their utilization and assignment, and toward developing an understanding of the reasons for the Israeli policies. Women are drafted in Israel but only in numbers necessary to meet manpower shortages. They are neither trained for combat nor assigned to combat roles, but some serve with combat units.

Dowdell, Faye E. GENDER DIFFERENCES IN ORIENTATIONS TOWARD MILITARY SERVICE. Army Research Institute for the Behavioral and Social Sciences. December 1979. (DTIC AD-A077 855).

The military has historically been a male domain. Thus men, and not women, have been socialized to fill traditional (i.e., combat oriented) military roles. Men have historically entered the military ready to give their lives for their country. Women, lacking this role definition, may enter military service with work-related attitudes that are different from our traditional image of the military. This may place them at a disadvantage within the military. Even given this disadvantage, the military may be seen by women as a fairer employer than are civilian employers.

Dubbert, Joel. A MAN'S PLACE: MASCULINITY IN TRANSITION. Prentice-Hall. 1979.

This book offers insight into the leadership roles that males have assumed and how women are challenging those roles.

Dughi, Nancy. "Assertiveness Training for the Military Woman?" AIR UNIVERSITY REVIEW. January-February 1978. pp. 52-55.

This paper concentrates on the need of the Air Force to improve women's self-image. To foster self-assertiveness by teaching women recruits about something as seemingly inconsequential as hair-style, where a change would enable them to be as confident as young males. According to the author, aggressiveness is essential in combat.

Durning, Kathleen P. HOW ENLISTED WOMEN AND MEN VIEW THE NAVY ORGANIZATION. Navy Personnel Research and Development Center. January 1982. (DTIC AD-A110 116).

This study postulated that the perceptions of organizational climate by enlisted women and men would differ, as would the profiles of men and women across different pay grades. It was discovered that as women advanced, they expressed less confidence than men in their supervision. Also, it has been determined that in the time since the original survey, women have become less positive and men more positive in their perceptions of Navy life. This difference may be related to the lesser emphasis on organizational development in the shore units where women are concentrated.

Durning, Kathleen P. WOMEN AT THE NAVAL ACADEMY: THE FIRST YEAR OF INTEGRATION. Navy Personnel Research and Development Center. February 1978. (DTIC AD-A052 878).

The first year of integration of women midshipmen was studied at the U.S. Naval Academy. The degree of traditionalism of males of the Class of 1980 toward rights and roles of women in society was evaluated as a function of contact with female plebes. A small effect on the Attitudes Toward Women Scale was found after 5 months of integration, with men in mixed-sex platoons or squads expressing the most equalitarian attitudes. Irrespective of company assignment, the male plebes became more equalitarian by the end of the academic year. In general, these men were least equalitarian in areas that will affect them most closely as naval officers, as in their opinions about shipboard and other military roles for women.

Durning, Kathleen P., and Mumford, Sandra J. DIFFERENTIAL PERCEPTIONS OF ORGANIZATIONAL CLIMATE HELD BY NAVY ENLISTED WOMEN AND MEN. Navy Personnel Research and Development Center. August 1976. (DTIC AD-A029 756).

Using data obtained from the Navy Human Resource Management (HRM) Survey, this study addresses the interaction of sex and pay grade on organizational climate dimensions for 24,033 nonrated and rated shore personnel. Results show that women have an initial tendency to respond optimistically on the HRM Survey. However, as they advance to petty officer levels, women become disproportionately disillusioned on certain dimensions. This is consistently true in the area of attitudes toward peers. With increases in pay grade, women appear to feel less a part of the work group team, whereas the opposite trends are true for men. Results are discussed in terms of the solo woman in work groups, expectations women may have built up during recruitment and basic training, role conflict, and possible "fear of success" in competitive situations as women advance in their careers.

Fox, Eugene A., et al. THE FINAL REPORT OF THE WOMEN IN THE ARMY STUDY GROUP. Deputy Chief of Staff for Personnel (Army). December 1976. (DTIC AD-A036 490).

The Women in the Army Study Group was established as an ad hoc group to revalidate the Army's program for women. This report reviews current and planned policy on the utilization of women in the Army. In this regard eleven distinct areas are discussed in separate chapters with conclusions and recommendations provided concerning each.

Friedan, Betty. THE FEMININE MYSTIQUE. W. W. Norton & Co. 1963.

According to the author, since the end of World War II, girls have been persuaded that the only desirable career is that of wife, mother, and housekeeper. They have no identity as individuals and are bored with their existence. A harmful discrepancy has been caused between what women really are and what they are told they should be. The author lays the blame for this at various doors.

Fuller, Carol H. THE ROLE OF WOMEN IN THE NAVY: A STUDY OF ATTITUDES AND SCALE DEVELOPMENT. Navy Personnel Research and Development Center. June 1973. (DTIC AD-780 410).

The research represents an attempt to better understand negative and positive attitudes toward expanding the roles of women in the Navy. The research includes two phases. In the first phase, reports of discrimination and of stereotyped, prejudicial attitudes were investigated. The relationship between these reports and characteristics such as race, sex, education, and career motivation was analyzed. In the second phase, an attempt was made to differentiate components of attitudes toward expanding the role of Navy women.

Funderburk, Raymond E. "An Earned Right to 'Swing Sledgehammers': Training Women Soldiers." ARMY. April 1976. pp. 10-11.

Funderburk gives advice to commanders on how to train women soldiers. The women asked not to be given preferential treatment. "All fatigues must be alike except for the wearing of white bras" is just one example given to promote equality of the sexes.

Gelli, Thomas J. "The Changing Face of Army Basic Training: More Flexible and Coeducational." DEFENSE MANAGEMENT JOURNAL. 1st quarter 1980. pp. 22-29.

Although the basic training program of instruction at the combat-support training sites is less demanding than it once was, the program, nevertheless, appears to provide an appropriate foundation upon which the individual can develop and refine his/her military occupational skill. The article also highlights some of the adjustments that members of the training staff have had to make.

Glumm, Monica M. THE FEMALE IN MILITARY EQUIPMENT DESIGN. Human Engineering Lab. April 1976. (DTIC AD-B012 107L).

Recent Army requirements emphasize that the enlisted female must now be equally considered in every respect in all Army materiel design including combat equipment.

Goldberg, Herb. THE NEW MALE: FROM SELF-DESTRUCTION TO SELF-CARE. William Morrow & Co., Inc. 1979.

The author explores how things have traditionally been for the male, how they are in today's era of changing women's consciousness, and how they might someday become as the male changes his own role behavior and self-awareness.

Goldman, Nancy. "The Changing Role of Women in the Armed Forces." AMERICAN JOURNAL OF SOCIOLOGY. January 1973. pp. 892-911.

In this examination of servicewomen's changing role in all male dominated armed forces, the author discusses the conscious need of the United States government to recognize and incorporate changes in the military.

Goldman, Nancy L. "Women in NATO Armed Forces." MILITARY REVIEW. October 1974. pp. 72-82.

Goldman compares the life of women in the military of the Western European NATO nations to the women military personnel in the United States. She concludes that the United States and Great Britain have more women in career fields than other countries. Goldman assesses that women may continue to be barred from combat, but may also occupy other military roles.

Gottlieb, David. **BABES IN ARMS: YOUTH IN THE ARMY.** Sage Publications. 1980.

The experiences of new enlistees (male & female) in the Army--training and working, socializing, combat training, etc.--are explored in this book.

Greene, Byron D., III, and Wilson, Kenneth L. "Women Warriors: Exploring the New Integration of Women into the Military." **JOURNAL OF POLITICAL & MILITARY SOCIOLOGY.** Fall 1981. pp. 241-254.

This article is an analysis of the consequences of various forms of sex integration of groups during a recent policy innovation: integrated basic training.

Harris, Brayton. "How Will We Man the Fleets?" **NAVAL REVIEW PROCEEDINGS.** May 1979. pp. 72-87.

This article deals with the problems of recruitment and retention of Naval personnel. It includes a section on women in the Navy.

Hart, Gavin. "Sexual Behavior in a War Environment." **JOURNAL OF SEX RESEARCH.** August 1975. pp. 218-226.

This is an investigation of the sexual behavior of Australian troops in Vietnam. Questionnaires were administered to 488 consecutive attenders at a VD clinic and 230 soldiers of similar rank randomly selected from the troop population. Masturbation, intercourse, and fellatio were the most frequently practiced sexual behaviors, while cunnilingus, anal intercourse, and homosexual behaviors were the least practiced. Findings demonstrate that environmental stress and relative peer acceptance may have had marked effect on sexual behavior. The sexual output of any individual was markedly influenced by his sociological background.

Hendrix, Kathleen. "Feminist States Case for Women in the Military." **NEWSBANK: SOCIAL RELATIONS.** 1981. Card 40, A11-13.

In this interview with Judith H. Stiehm, author of **BRING ME MEN AND WOMEN: MANDATED CHANGE AT THE AIR FORCE ACADEMY**, Stiehm states her belief that until women, as either officers or enlisted personnel, are permitted to serve in combat, they and their jobs will be extraneous, not central to the military, and their numbers will be so small as to have little effect on the institution. Thus, integration of the academies to date has been unsuccessful. She states, "Clearly if it comes down to it, we'll use women. I just think that if you're going to use us, you'd better let us participate now and share in rewards and growth."

Hicks, Jack M. "Women in the U.S. Army." ARMED FORCES AND SOCIETY.
Summer 1978. pp. 547-657.

A survey was conducted by the use of questionnaires in order to determine how effective women would be in combat. As a result, it was decided that enlisted men believe women can make considerable contributions to the Army. However, most women agreed with most men that women should be prohibited from actual fighting.

Hoiberg, Anne, and Thomas, Patricia J. "The Economics of Sex Integration: An Update of Binkin and Bach." DEFENSE MANAGEMENT JOURNAL. 2d quarter 1982. pp. 18-25.

Greater numbers of women in uniform have had an impact on the military in several key areas. One of these is cost, and this article examines some of the financial implications of sex integration in the armed services, more specifically, the Navy.

Hoiberg, Anne, ed. WOMEN AND THE WORLD OF WORK. Plenum Press. 1982.

A compilation of 19 of the papers presented at the 1980 NATO symposium on "Women and the World of Work", this book examines several areas associated with women's increased participation in the world of work: effects upon the family; women's work, child care, and mental well-being; economic factors; women as workers; job creation and unemployment; and other related issues.

Hoiberg, Anne, ed. "Women As New 'Manpower'." ARMED FORCES AND SOCIETY.
Summer 1978, special issue. pp. 555-736.

Because of heightened interest in women in the military, this entire issue is a compilation of the results of research on this topic. This compilation of articles enables the reader to compare the attitudes and performance of men and women in the military and to evaluate the military as an organization that offers equal opportunity and treatment for men and women alike.

Holsti, Ole R., and Rosenau, James N. "Foreign Policy Beliefs of Women in Leadership Positions." JOURNAL OF POLITICS. May 1981.
pp. 326-347.

The authors explore two different lines of reasoning concerning the foreign policy beliefs of American women in leadership positions. One is that sex-role factors outweigh those linked to occupation and other roles as determinants of foreign policy beliefs and attitudes. The other is that leaders have more in common with each other than they have with members of their own gender in the public at large. Women in the military were part of the study.

Hudgens, Gerald A., and Torsani-Fatkin, Linda. HUMAN PERFORMANCE: PSYCHOLOGICAL AND PHYSIOLOGICAL SEX DIFFERENCES. U.S. Army Human Engineering Laboratory. February 1980.

This bibliography, a compilation of 1571 references, deals with the effects of sex differences on human performance. The material is organized into 4 sections: An Overview of Sex Differences, Physiological Sex Differences, Sex Differences in Cognitive and Motor Abilities, and Sex Differences in Personality. The time span of the entries extends from the 1930's to 1979.

Hunter, Edna J., and Million, Carol B. "Women in a Changing Military." U.S. NAVAL INSTITUTE PROCEEDINGS. July 1977. pp. 51-58.

Although this article deals mainly with the history of women in the active duty military, it also touches on problems which are unique to the female member of the military. Problems are created by the restriction of women from combat duty and assignments aboard ships and aircraft, thereby upsetting normal duty rotations and causing dissatisfaction for both men and women. Both sexes must learn to interact in the superior-subordinate roles. Military discipline is a problem when the sexes react stereotypically. Further research and experiences are needed to identify the requirements for each Navy job and the work tasks women are unable to perform. Initial reports indicate that women can do far more than expectations based upon stereotypes would suggest.

Hunter, Edna J.; Rose, Sharon J.; and Hamlin, J. Bradley. WOMEN IN THE MILITARY: AN ANNOTATED BIBLIOGRAPHY. Naval Health Research Center 1978.

This bibliography can serve as a starting point for those who want to conduct research on women in the military. The items included deal specifically with active duty women within the military.

"It's Her Bag." SOLDIERS. May 1973. pp. 41-47.

There are new opportunities for women in the Army Reserves as the U.S. comes to depend more and more on the reserve components due to a decrease in the size of the active Army.

Jackson, John E. "Finding the Right Career." ALL HANDS. April 1980. pp. 16-16.

This article traces one young woman's search for a career, her eventual choice of becoming a Naval officer, and her progress since then.

Johnson, Cecil D., et al. WOMEN CONTENT IN THE ARMY--REFORGER 77 (REF WAC 77). U.S. Army Institute for the Behavioral and Social Sciences. May 1978. (DTIC AD-A055 960).

Since some support units on both sides of the REFORGER 77 exercise contained close to 10% women, the Army decided to follow closely the performance of some women soldiers and male counterparts who were matched on demographic and personal characteristics. Other comparisons between the matched men and women soldiers related to deployability and to time lost from duty. Results support a conclusion that 10% women has a negligible impact on unit performance in a 10 day field exercise for the types of companies tested. Of the 90 MOS in the 27 participating units, 18 were designated as being physically too demanding for women by 50% or more of the officers or NCO supervisors. A number of leadership and management problems involving women were observed. These problems included clothing and field sanitation problems and a bias against women in the Army which increased as it descended the chain of command (more bias against women was felt by the immediate supervisor). These leadership and management problems appear to be an underlying cause of most problems involving women in the Army.

Johnson, Jesse J. BLACK WOMEN IN THE ARMED FORCES, 1942-1974: A PICTORIAL HISTORY. J. J. Johnson. 1974.

Johnson discusses the history of the black woman and the armed forces--both as a member and as a part of a military family. It also discusses military training for black women.

Keeley, John B., ed. THE ALL-VOLUNTEER FORCE AND AMERICAN SOCIETY. University of Virginia. 1978.

This is an essay on the importance of women in the military. "If combat laws are not changed, what are women training for?"

Kinzer, Norma Scott. HISTORICAL AND CROSS-CULTURAL PERSPECTIVES OF WOMEN IN COMBAT. Army Research Institute for the Behavioral and Social Sciences. 1976. (DTIC AD-A026 057).

The author examines the sparse data on women in combat zones and outlines the experiences of U.S. Army nurses in combat zones.

Korb, Lawrence J. "Making the Volunteer Force Work." DEFENSE/82. June 1982. pp. 2-11.

This discussion of the AVF includes the background of the enlistees, problems of retention, women in the military and how representative the all volunteer force is of American society as a whole. The author believes that the AVF is working but that it must be made more attractive as a career so it will continue to attract and to retain a high quality of enlistee.

Landrum, Cecile. "Policy Dimensions of an Integrated Force." ARMED FORCES AND SOCIETY. Summer 1978. pp. 689-694.

The ability of the services to reach and maintain the projected number of women members has begun to be examined in the context of the growing numbers of service marriages and pregnancies and the subsequent problems of unit readiness, in light of the growing number of women in non-traditional jobs. These are essentially management problems and it is important that they should not keep women from being fully utilized by the military, especially when their presence is important to the success of the all volunteer force.

Lee, Barbara J. "What Do Women Really Want?" MARINE CORPS GAZETTE. October 1974. pp. 50-51.

Lee surmises that women should evaluate their career goals and desires before stepping into managerial positions in the Armed Forces.

Levinson, Daniel J. THE SEASONS OF A MAN'S LIFE. Ballantine. 1978.

Levinson's theory divides a man's life into 5 eras which overlap; childhood and adolescence, which runs from birth to age 22; early adulthood, which runs from age 17 to 45; middle adulthood, from 40 to 65; late adulthood, from 60 to 85; and late, late adulthood, from 80 to death. Each of these eras is marked by periods of stability and periods of transition during which life structures change.

Lewis, Robert A., ed. MEN IN DIFFICULT TIMES: MASCULINITY TODAY AND TOMORROW. Prentice-Hall. 1981.

This is a collection of original readings about changes in male sex roles. Men are living in difficult times and must change. But how and to what?

Lurie, Philip. TWO-TERM SURVIVAL OF FEMALE PERSONNEL. Center for Naval Analyses. February 1982. (DTIC AD-A113 681).

The educational level and age of the recruit have the most effect on the survival rate.

McDavid, John W. THE SEX VARIABLE IN CONFORMING BEHAVIOR. Miami University. August 1965. (DTIC AD-622 208).

It was found in this study that overall, females yielded no more often than males to the pressures of an anonymous majority. Females yielded more often than men only on judgments which had been characterized as areas of masculine interest and sophistication.

McKay, Karen. "Stress Hits Service Women Hardest." AIR FORCE TIMES. June 30, 1980. p. 12.

Women face more stress than men do and women in the service face twice as much stress as civilian women. A major problem is that social support for women in the military is flimsy and not institutionalized.

McKnight, James G. "Women in the Army: Experiences of a Battalion Commander." PARAMETERS. June 1979. pp. 20-26.

This article addresses growing concern on how well women can adapt to combat duty. McKnight based his evidence on actual experiences he has had as a commander. He concludes that women were highly capable of adapting to field conditions. The time lost by pregnant women was not excessive in comparison to time lost by men for their reasons. Female officers and non-commissioned officers were encouraged to insure that female soldiers were aware of birth control. Physical strength of women is a problem for combat readiness.

Manis, Laura G. WOMANPOWER: A MANUAL FOR WORKSHOPS IN PERSONAL EFFECTIVENESS. Carroll Press. 1977.

More women are career-oriented than ever before and a whole new set of problems has surfaced as a result of changing role expectations and women's growing freedom to aspire to new careers and higher achievements. These women are beset with conflicts, self-doubts, and fears about their inadequacies. This book is a combination of text, worksheets, and suggested exercises that cover the whole range of women's needs, from achieving personal effectiveness, to developing a satisfactory career direction.

Marshall, Alice C. "Women in the Navy." COMMANDERS DIGEST. July 10, 1975. pp. 8-11.

The increases in the numbers of Navy women have greatly expanded their areas of participation. The pattern of assigning women exclusively to certain positions has been eliminated and qualified women are assigned to the full range of positions with the exception, of course, of combat positions. Whether or not a woman's career progresses along the desired guidelines though, still depends largely on commanding officers and the way in which they utilize the women assigned to them.

Middleton, Drew. "Army Overseas Cites Problems of Female GI's" NEW YORK TIMES. June 28, 1981. p. 17.

U.S. women soldiers' personnel problems in Europe are viewed as part of an overall Army problem.

MILITARY CHAPLAINS' REVIEW. Summer 1975.

The whole issue is devoted to women in the military, the changing life style of women, and equal opportunity for women.

"Military Women Seen Missing More Duty." NEW YORK TIMES. May 14, 1978. p. 39.

Air Force and Army women missed three times as many hours from duty as men in the first half of 1977.

Moskos, Charles. "The All-Volunteer Force." WILSON QUARTERLY. Spring 1979. p. 141.

Moskos believes that in the all-volunteer Army, "women fill the gap," but the Army does not relate to the peculiar problems of women, such as pregnancy, sex fraternization, etc.

Nelson, Richard C., and Martin, Philip E. EFFECTS OF GENDER AND LOAD ON COMBATIVE MOVEMENT PERFORMANCE. Vol. 1. Pennsylvania State University. February 1982. (LD #52687A).

This volume presents the results of a study conducted to determine the effects of loads worn or carried by men and women on their movement capabilities.

Nelson, Richard C., and Martin, Philip E. EFFECTS OF GENDER, LOAD, AND BACKPACK ON EASY STANDING AND VERTICAL JUMP PERFORMANCE. Vol. 2. Pennsylvania State University. March 1982. (LD #52687B).

Volume 2 presents the results of a study to determine the effects of loads worn or carried and the type of backpack used on the easy standing and vertical jumping performance of men and women.

O'Connor, Grace. "Women in Navy Find Training Hard, Range of Opportunity Wide." NEWSBANK: SOCIAL RELATIONS. 1981. Card 20, B8-9.

Basic training for women in the Navy is the same as for men with a few adjustments in the physical training.

Oganesoff, Barbara. "Women in the Military: Part I. It Is Really a Matter of Human Power." GOVERNMENT EXECUTIVE. February 1982. pp. 22+.

From World War II until now, the development of policies governing uniformed women military has not been easy. In recent years, the emergence of the equal rights movement as well as other social changes has added complex pressures to an already difficult situation. The basic questions still remain but are being reformulated. Perhaps the answer should be determined on the basis of human power. If there is not a large supply of human power, why should women who want and are capable of handling combat be restrained from participating in it?

Oganesoff, Barbara. "Women in the Military: Part II. The Human Power Issue: From Policy, To Utilization Models, To Field Operations." GOVERNMENT EXECUTIVE. March-April 1982. pp. 45-48.

Commanders in the Air Force and Navy outline MOS policies for utilizing women in field operations. They discuss MOS assigned, attrition rates, and plans for future recruitment.

Oganesoff, Barbara. "Women in the Military: Part III. Women, the Mission and Combat: The Difficult Question." GOVERNMENT EXECUTIVE. May 1982. pp. 50-56.

Part III of this series discusses the Army and Marines and their use of women. It also discusses the definition of combat and how it affects the stationing and assignment of female personnel.

Oganesoff, Barbara. "Women in the Military: Part V. Interpreting Policy: The Battle Between Attitudes and Equity." GOVERNMENT EXECUTIVE. July 1982. pp. 27-29.

In the end, the effective utilization of women depends on whether they are viewed as an asset or a liability with respect to military missions.

O'Reilly, Jane. "Dick and Jane in Basic Training." TIME. November 16, 1981. pp. 140+.

Helen Rogan, author of MIXED COMPANY: WOMEN IN THE MODERN ARMY, says that the success of either sex in basic training depends on how well the drill sergeants deal with the individual differences of the new soldiers. Most of the arguments against women in the military are based on physical strength and its importance to soldiering, but Rogan feels, and the book bears out, that women can make capable modern soldiers.

Owen, Charles, ed. "The Future of Women in the Armed Services." RUSI, JOURNAL OF THE ROYAL UNITED SERVICES INSTITUTE FOR DEFENSE STUDIES. March 1978. pp. 3-14.

This is a report of a seminar given at the RUSI on 23 June 1977. The seminar discussed the position of women in the armed services of various countries.

Paxton, Mary. THE FEMALE BODY IN CONTROL: HOW THE CONTROL MECHANISMS IN A WOMAN'S PHYSIOLOGY MAKE HER SPECIAL. Prentice-Hall. 1981.

Paxton tells how and why the workings of the central mechanisms in a woman's nervous and endocrine systems can from birth through puberty, adulthood, and menopause, make her look and feel better. Every aspect of female physiology is explained, including puberty and sexual maturation, reproduction, pregnancy, contraception, and abortion.

"Pentagon's Bold Experiment." THE WILSON QUARTERLY. Winter 1982. pp. 68-69.

This two page article briefly tells the history of the integration of women into the U.S. armed forces and then tells the problems which have been encountered. The Pentagon has now ordered a "pause" in the active recruiting of women pending a major review of how well the new "non-traditional" use of women furthered the basic Army mission: readiness for combat.

Pope, Louis T. MALE AND FEMALE PERFORMANCE IN TEN TRADITIONALLY MALE NAVY RATINGS. Navy Personnel Research and Development Center. February 1982. (DTIC AD-A111 423).

This study compared both male and female, and black and white performance in the 10 ratings. Peer ratings showed that overall performance of women was not significantly different from men when pay grade and rating were considered. The performance of blacks was not significantly different from that of whites. More men than women felt that women did not perform as well as men, often indicating that the physical requirements of the jobs exceeded female capabilities.

Printy, Theodore M. A CONSIDERATION OF FACTORS CONTRIBUTING TO STRENGTH DIFFERENCES IN MEN AND WOMEN. Naval Postgraduate School. June 1979. (DTIC AD-A072 671).

The expansion of opportunities for women in today's military has increased the importance of understanding how and why men and women differ in strength, stamina, and work capacity. This is a discussion of how the different physiological/anatomical characteristics of the sexes form a basis for physical strength differences. With an understanding of the strength capabilities of men and women and a comprehensive understanding of job requirements, the effective and efficient utilization of both sexes may be achieved.

Riolo, Augustine G. WOMEN IN THE ARMY. U.S. Army Command and General Staff College. June 1980. (DTIC AD-A093 082).

This study examines the historical background, the present situation, and the future indicators of the role women will play in the Army. It presents the situation faced by the Army today by reviewing the health, pregnancy, non-traditional role, fraternization, and conscription problems. Research has revealed, though, that the greatest inhibitor of the expanded use of women has been men.

Roberts, Joel E. L. "Women in the Army: A Commander's Perspective." MILITARY REVIEW. May 1978. pp. 69-76.

The author recounts some of the experiences he had as a commander of enlisted women in relatively large numbers within a fully committed TOE unit. Once the commander respects the fact that men and women are different, he can expect the same professional standards and work performance from all his soldiers, male and female, according to the author.

Rogan, Helen. **MIXED COMPANY: WOMEN IN THE MODERN ARMY.** G. P. Putnam's Sons. 1981.

Rogan's book includes an analysis of integrated basic training, the now defunct Women's Army Corps, women at West Point, and women in combat. She attempts to deal with the issues relative to the question: Do women make effective soldiers?

Savell, Joel M., et al. **MALE AND FEMALE SOLDIERS' BELIEF ABOUT THE APPROPRIATENESS OF CERTAIN JOBS FOR WOMEN IN THE ARMY.** Army Research Institute for the Behavioral and Social Sciences. 1979.

This study reflects the extent to which soldiers in 1974 believed certain jobs were appropriate for women and the extent to which these beliefs were related to selected personnel characteristics of the respondents.

Sayers, Janet. **BIOLOGICAL POLITICS: FEMINIST AND ANTI-FEMINIST PERSPECTIVES.** Tavistock Publications. 1982.

Biological explanations of sex differences have often been used to reinforce and maintain traditional sex roles. Although much has been written from the conservative point of view on the influence of biology on women's position in society, there has not been much written from the liberal and socialist feminist perspectives, which this book attempts to do.

Schexnider, Alvin J. "The Management of Social Change in the Modern Armed Forces." **THE BUREAUCRAT.** Winter 1980-81. pp. 33-41.

Schexnider examines the impact of change on the armed forces in two areas: race relations and the expanding role of women.

Schrieber, E. M., and Woelfel, John C. **WOMEN IN MEN'S BOOTS: PERFORMANCE AND ADJUSTMENT OF WOMEN IN THE COED AMERICAN ARMY OF THE 1970'S.** Army Research Institute for the Behavioral and Social Sciences. September 1977. (DTIC AD-E750 359).

This report concludes that the increasingly egalitarian sex-role attitudes of the American public in combination with findings from the present data that indicate that soldier opinions about the performance of U. S. Army companies are independent of the proportion of women that companies contain (up to 25%), portend positively for an expansion of the occupational spheres in which gender-free role allocation can prevail.

Schwank, Jock, et al. PROCEEDINGS: PSYCHOLOGY IN THE AIR FORCE, FIFTH SYMPOSIUM. Department of Behavioral Sciences and Leadership. June 1976. (DTIC AD-A031 206).

These proceedings encompass papers and panels presented dealing with a wide range of psychology and research in all military establishments of the EOD: Personnel, Women, Training, Human Factors Engineering, Organizational Development, Simulation, Leadership, Attrition and Stress.

Scnor, Frederick D. COST EFFECTIVENESS OF THE ENLISTED FEMALE. Air Command and Staff College. April 1978. (DTIC AD-B030 627L).

The objective of this study was to determine if the increased use of enlisted females in the Air Force is cost effective. A review of the history and present day use of women in military organizations was conducted. The current policies, attitudes and benefits for, and of, enlisted women were investigated. The effects of women in the military unit were studied. A cost comparison of enlisted males and females was made in ten areas consisting of: retention, accession, training, uniform, housing, medical, travel, lost time, retirement, and unit productivity. Women were found to be slightly more costly than men.

Sheehy, Gail. PASSAGES. E. P. Dutton. 1976.

Sheehy examines the various phases and crisis periods common to many adults in our culture. She also shows how male and female life stages differ and examines the typical clashes that result from these differences. The use of many case histories makes this book very readable.

Steinman, Ann, and Fox, David J. THE MALE DILEMMA: HOW TO SURVIVE THE SEXUAL REVOLUTION. Jason Aronson. 1974.

The authors contend that the sexual revolution has caused much sexual role confusion and is making any man-woman relationship, whether at home or at work, difficult. They are concerned with achieving peace between the sexes by eliminating gender-conscious behavior and socialization.

Taylor, William J., Jr. DEFENSE MANPOWER PLANNING: ISSUES FOR THE 1980'S. Pergamon Press. 1981.

Taylor focuses on a critical set of national security issues for the 1980's, all of which relate to defense manpower. One of the nation's most critical defense problems is the acquisition and retention of manpower and this problem is likely to remain with the military through this decade. This book attempts to provide perspectives on the issues and perhaps to answer some of the questions arising.

Thomas, Patricia J. "Attrition Among Navy Enlisted Women." DEFENSE MANAGEMENT JOURNAL. 2d quarter 1980. pp. 43-49.

The Navy is examining factors that contribute to attrition among women. This article focuses on the result of several surveys, including a longitudinal study that tracked 1,000 Navy women recruits for 41 months. It was found that factors which influence female Navy recruits to separate prematurely differ markedly from those that influence male Navy recruits.

Thomas, Patricia J. ROLE OF WOMEN IN THE MILITARY: AUSTRALIA, CANADA THE UNITED KINGDOM, AND THE UNITED STATES. Navy Personnel Research and Development Center. April 1978. (DTIC AD-A055 044).

The purpose of this effort was to review research conducted by the nations listed on women in their armed forces. Because of similar cultures, it is felt that research conducted by one country's military is applicable to the others. The research papers were divided into five areas: enlistment, attrition/retention, attitudes impinging on assignment, interpersonal factors, and utilization and job performance.

Thomas, Patricia J. WHY WOMEN ENLIST: THE NAVY AS AN OCCUPATIONAL CHOICE. Navy Personnel Research and Development Center. March 1977. (DTIC AD-A037 340).

Women and men enlisting in the Navy today are making a similar occupational choice now that most of the barriers to equal opportunity have been lifted. Yet there is a popularly held belief, and some evidence for this belief, that the motives for joining and work values of female and male enlistees differ. Using an experimental questionnaire, this study assessed the background, motivation for enlistment, and occupational values of 1000 recruits of each sex. The results indicated that women and men entering the Navy have different backgrounds but enlist for the same reasons; i.e., to make something of their lives, to acquire education and training, and to travel. The sexes differed, however, on two-thirds of the occupational value items. Men were more interested in getting ahead in their jobs and women placed a higher value on a clean, cheerful environment and in helping others.

Thomas, Patricia J. "Women in the Military: The History of a Dispensable Resource." ARMED FORCES AND SOCIETY. Summer 1978. pp. 623-648.

This is an historical view of women's military corps in Canada, the U. S., Great Britain and Australia. The author discusses attitudes toward women in combat.

Thompson, Marcia E. "After All Is Said and Done...." MILITARY REVIEW.
November 1978. pp. 46-52.

In order to utilize the woman soldier effectively, commanders at all levels must address several key areas: training, personal attitudes, physiological differences, fraternization, and discipline. The physiological differences include physical limitations, and the problems of menstruation and pregnancy. Rape is also a problem which must be addressed.

Tiffany, Sharon. WOMEN, WORK AND MOTHERHOOD: THE POWER OF FEMALE SEXUALITY IN THE WORKPLACE. Prentice-Hall. 1982.

Tiffany explores patterns of women's work and childbearing roles in five societies: hunting and gathering, horticultural, herding, agricultural, and industrial.

Torsani-Fatkin, Linda, and Hudgens, Gerald A. HUMAN PERFORMANCE: WOMEN IN NONTRADITIONAL OCCUPATIONS AND THE INFLUENCE OF THE MENSTRUAL CYCLE (A SELECTED BIBLIOGRAPHY). U. S. Army Human Engineering Laboratory. May 1980. (DTIC AD-A089 289).

This bibliography contains 1485 references, dating from the 1930's to 1979, related to women in nontraditional occupations and the effects of the menstrual cycle on their performance. The material is divided into two major subject areas: women's studies/women in nontraditional occupations and psychophysiology of the menstrual cycle.

Trimeloni, Bianca D. "Women in the Air Force." COMMANDERS DIGEST.
July 10, 1975. pp. 12-15.

Trimeloni states that the Air Force has been the recognized leader in improving opportunities for military women. She describes the opportunities that are available for women, enlisted and commissioned and says that commanders must insure that women are fully utilized in the specialties for which they have been trained.

WOMEN IN THE ARMY: A SELECTED BIBLIOGRAPHY. U. S. Army War College Library. February 1982.

Over the past ten years, a lot of information has been written about women in the Army. To aid researchers, the U. S. Army War College Library has developed a bibliography of readings on the subject.

U. S. Congress House Committee on Armed Services. "Department of Defense Appropriations for 1973, Part 6." Hearings, April 24-26, May 1-4, 8, 1972. 92d Congress 2d Session. U. S. Government Printing Office. 1972. pp. 170-197.

These transcripts outline the Army policies with regard to women.

USE OF WOMEN IN THE MILITARY: BACKGROUND STUDY. Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). May 1977. (DTIC AD-A047 118).

An analysis of military manpower utilization was undertaken to gather and analyze data on the use of enlisted women serving on active duty in the military. The following are among the study's findings: the number of enlisted women on active duty more than tripled from 1971 through 1976; active duty women are being promoted the same as, or at a higher rate than men in all occupations open to women; women on active duty are retained at about the same overall rates as men, although they have a higher loss rate in nontraditional occupations; the services have made significant progress in expanding the use of women in nontraditional skills; and although the Navy, Air Force and Marine Corps are planning significant increases in the number of enlisted women on active duty in the 1978 to 1982 period, the Army's current plan calls for no growth in enlisted women after 1979.

Webster, Evelyn G., and Booth, Richard. SUCCESS AND FAILURE AMONG MALE AND FEMALE NAVY PARAMEDICAL SPECIALITIES. Naval Health Research Center. 1976. (DTIC AD-A022 524).

A comparison of the sexes in Navy Hospital Corpsman (HW) and Dental Technician (DT) rate groups showed that the quality of input to these Navy paramedical specialties as measured by background, aptitude, and personality variables is very much the same for men and women. In addition, the proportion of women completing training in both schools is the same as that for men. The proportion of women who completed training and were still in the Navy at the end of one year was the same as it was for men in both rate groups. The results are contrary to those of earlier Navy studies which showed higher discharge rates and lower reenlistment rates for women than for men. It is suggested that the results may present changes in values, roles, and expectations for the sexes, and changes in Navy policies for women.

Wilbourn, James M.; Vitola, Bert M.; and Leisey, Sandra A. TRENDS IN TRAINING PERFORMANCE: 1972-1974. Air Force Human Resources Laboratory. December 1976. (DTIC AD-A034 842).

This research reports the aptitudinal and background characteristics of nonprior service enlistees who graduated or were eliminated from basic military and technical training from 1972 through 1974. Comparative analyses were made by racial subgroup, sex, educational level, region of enlistment, aptitude scores, and type of assignment. It was found that the number of blacks enlisting exceeded their proportion in the population as a whole. Elimination rates have generally decreased in basic military training (BMT) over the years, but have steadily increased in technical training (TT), especially for the total female and black population. In some instances eliminees had higher aptitude mean scores than graduates. It was found that college graduates have higher elimination rates than non-college graduates in BMT.

Wockenfuss, William A., and Cox, Elbert L. RESEARCH ON THE UTILITY OF AN ARMED FORCES ORIENTATION TO ENGINEERING CAREERS. Maryland University. January 1978. (DTIC AD-A059 067).

This study was concerned with attempting to evaluate the usefulness of an engineering orientation experience for selected high school students in influencing their career commitments. The emphasis was placed on reaching women and minority students who had completed their sophomore or junior year in high school and who had done well in mathematics and science courses. Results showed that the program was influential since there was a decided change towards a study in engineering (increase of 50 percent) after the completion of the program.

WOMEN CONTENT IN UNITS FORCE DEVELOPMENT TEST (MAX-WAC). U.S. Army Research Institute for the Behavioral and Social Science. October 1977.

This paper assesses the effects of varying the percentages of female soldiers assigned to representative types of TCE Units on the capability of a unit to perform its TOE mission under field conditions.

"Women in Defence." THE ECONOMIST. January 10, 1976. pp. 46-47.

The article compares women in the armed forces of Great Britain, the United States, France, Israel, and West Germany. Of these 5 countries, only the United States seems to be moving toward equality.

"Women in Defense." COMMANDERS DIGEST. July 10, 1975. Entire Issue.

This issue of the COMMANDERS DIGEST is devoted to women in defense, both in the military and as civilians. There are articles on women in each of the branches of service. Equal opportunity for women in these areas is also considered.

"Women in the Armed Forces." NEWSWEEK. February 18, 1980. pp. 28-33.

Everything from drafting women to basic training, pregnancy, fraternization, and the need for uniforms and equipment designed for women is discussed in this article. It is an interesting general discussion of women in the military and their possible future.

WOMEN IN THE ARMY. United States Army Command and General Staff College. 1978.

This is a reference book assembled to provide commanders with a concise guide to pertinent regulations affecting their women soldiers.

WOMEN IN THE ARMY POLICY REVIEW. Office of the Deputy Chief of Staff for Personnel (Army). November 1982.

This report presents the results of the Women in the Army Policy Review Group's analysis of Army personnel policies as they relate to mission, combat readiness, quality of life aspects, and the utilization of female enlisted soldiers in the U. S. Army. The use of the Physical Demands Analysis on MOS and the proposed Military Enlistment Physical Strength Capacity Test (MEPSCAT) will enable a soldier to be matched to a job through demonstrated physical capability at least equivalent to that required of the job. By using the Direct Combat Probability Coding System, the Army has recognized an additional 23 MOS which would engage the soldier routinely in direct combat and has added these to the original 38 MOS closed to female soldiers.

Women in the Army Reserve Components Review Group. THE FINAL REPORT OF THE WOMEN IN THE ARMY RESERVE COMPONENTS REVIEW GROUP. Office of the Deputy Chief of Staff for Personnel (Army). March 1978. (DTIC AD-A055 103).

The Women in the Army Reserve Components Review was sponsored by the Deputy Assistant Secretary of the Army for Reserve Affairs and conducted by the Office of the Deputy Chief of Staff for Personnel (ODCSPER). This report reviews Army programs and policies as they apply to women in the Reserve Components. In this regard, twenty-seven areas are discussed in separate chapters with conclusions and recommendations provided concerning each when appropriate.

WOMEN IN THE MILITARY. Air Force Academy Library. November 1975
(DTIC AD-A018 752).

This bibliography of selected material from the holdings of the Air Force Academy Library was prepared in response to the interest in the presence of women in the military profession.

"Women in the Military: Part VI. Women as Soldiers: The Teamwork Is All Mental." GOVERNMENT EXECUTIVE. October 1982. pp. 39-40.

The echoing concern of both commanders and women military officers is how attitude helps or hinders a unit's mission accomplishment. Paramount to policy, it is the mental attitudes that make a unit cohesive.

Woodyard, John. "Women Soldiers: A View From the Field." ARMY. February 1978. pp. 23-25.

A commander reveals his surprise at just how ably his female soldiers adapt to military life and perform their duties.

"Women Warriors (Comparing the Fitness of Men and Women for Military-Related Physical Tasks)." SCI QUEST. October 1981. p. 6.

A Pennsylvania State University study indicates that what separates men from women physically is the way they handle the soldier's "suitcase" or knapsack. The men tended to perform much better, even when the women were as physically fit. And the heavier the load, the worse the women did. The study will be used to redesign military equipment to better match female physical structure and capabilities.

Young, Warren. MINORITIES & THE MILITARY: A CROSS NATIONAL STUDY IN WORLD PERSPECTIVE. Greenwood. 1982.

In the section on the United States, black (male and female) participation in the armed forces is discussed.

DIFFERENCES BETWEEN THE SEXES

AUDIO-VISUAL

United States Department of the Army. WOMEN IN THE ARMY. 16 mm Film.
National Audiovisual Center. 1977.

This film calls attention to the increasing presence of qualified well-trained women in previously all male U. S. Army units. It points out that women are fully integrated into training programs and are performing the same tasks and duties as their male counterparts.

DIFFERENCES BETWEEN THE SEXES

MICROFICHE

Items are taken from the AMERICAN STATISTICS INDEX (ASI).

BIOSTATISTICS OF THE USAF MEDICAL SERVICE, 1973. Office of the Surgeon General. Department of the Air Force. 1977. (ASI 1977, #3604-2).

The Surgeon General's report contains information and statistics on medical service in the Air Force. Special topics on Air Force women include incidents of excusal from duty and duration of illness.

DEFENSE '82: SPECIAL ALMANAC ISSUE. Department of Defense. 1982. (ASI 1982, #3504-13).

This is an annual report presenting an overview of DOD organization, personnel, budget, weapons, and property as of 1981 or 1982 with selected trends from 1944 and estimates to FY 83.

DEFENSE MANPOWER COMMISSION STAFF STUDIES AND SUPPORTING PAPERS. Defense Manpower Commission. 1976. (ASI 1977, #11968-2/2.1-2.5).

This is a compilation of 66 studies prepared in 1975-76, which analyze current and future DOD manpower requirements, recruitment, career force development, pay, and benefits. There are 5 volumes in the set. Volume IV includes sections on women in the defense establishment.

DEPARTMENT OF DEFENSE ANNUAL REPORT, FY 82. Office of the Secretary of Defense. 1981. (ASI 1981, #3544-2).

The annual report of the Secretary of Defense, submitted to the House Armed Services Committee, presents a summary, description and justification for the entire FY 82 defense program and budget, and the projected operations funding to FY 86.

DEPARTMENT OF THE ARMY HISTORICAL SURVEY, FY 79. Department of the Army. 1982. (ASI 1982, #3704-11).

In this seventh annual report, there is a narrative overview of FY 79 Army operations including manpower and weapons readiness, logistics, support services, R & D, and civil works projects.

MANPOWER REQUIREMENTS REPORT FOR FY 80. Department of Defense. 1979. (ASI 1979, #3504-1).

A special analysis of women in the military including two charts showing women as a percent of active forces and the percent of women in traditional and nontraditional roles, FY 64-84, is included in this report. It also discusses the policies relating to the integration of women in the armed forces.

MANPOWER REQUIREMENTS REPORT FOR FY 81. Department of Defense. 1980.
(ASI 1980, #3504-1).

The report for FY 81 contains a brief section on women in the military.

MANPOWER REQUIREMENTS REPORT FOR FY 83. Office of the Secretary of Defense. 1982. (ASI 1982, #3504-1).

In this annual report to Congress, detailed DOD estimates and justification for active and reserve military and civilian manpower requirements for the FY 83 budget are presented. It includes information on female officer and enlisted personnel procurements.

MILITARY MANPOWER STATISTICS. Office of the Secretary of Defense. 1981.
(ASI 1981, #3542-14).

This includes the September 1980-August 1981 issues of the monthly reports on DOD military manpower and turnover including audited statistical data on civilian, reserve, and retired personnel.

MILITARY MANPOWER STRENGTH ASSESSMENT AND ACTIVE FORCE RECRUITING RESULTS.
Office of the Secretary of Defense. 1981. (ASI 1981, #3542-7).

This compilation of the 1981 issues of a quarterly news release compares active duty military manpower and recruitment with troop strength objectives and authorization for the fiscal year. It includes information on blacks and women as a percentage of active duty recruits.

MILITARY MANPOWER STRENGTHS AND RECRUITING. Department of Defense. 1977.
(ASI 1977, #3542-13).

A collection of quarterly reports issued during 1977 on active duty military manpower and recruitment compared to fiscal year troop strength objectives and authorization, it includes data on women in the military.

MILITARY MANPOWER TRAINING REPORT, FY 83. Department of Defense 1982.
(ASI 1982, #3504-5).

The FY 83 DOD training and education programs for individuals, as opposed to crew and unit training, are included in this report.

MILITARY STRENGTH FIGURES SUMMARIZED BY DOD. Office of the Secretary of Defense. 1981. (ASI 1981, #3542-2).

This is a collection of monthly news releases (November 30, 1980-November 30, 1981), each of which contains one table showing estimates of the gross number of military personnel.

RECENT COLLEGE GRADUATES SURVEY: OCCUPATIONS OF RECENT COLLEGE GRADUATES. National Center for Education Statistics. 1981. (ASI 1982, #4826-31).

This reports on the labor force and occupational status of recent recipients of bachelor's degrees, by major field of study, as of February 1978.

RESERVE FORCE MANPOWER CHARTS. Office of the Secretary of Defense. 1981. (ASI 1981, #3542-11).

A quarterly chartbook (now discontinued) containing information on the size and composition of the U.S. military reserve force, it covers personnel in all reserve categories and components and includes a force profile on selected reserve blacks and women by component.

SELECTED MANPOWER STATISTICS. Office of the Secretary of Defense. 1977. (ASI 1977, #3544-1).

This is an annual compilation of current and historical data on military manpower which includes tabular information on female military personnel.

SELECTED MANPOWER STATISTICS, FY81. Office of the Secretary of Defense. 1982. (ASI 1982, #3544-1).

This FY 81 edition of an annual compilation of current and historical data on military manpower includes active duty, civilian, reserve, and retired personnel. The section on active duty personnel contains information on female military personnel. The information is in the form of charts and tables.

STATISTICAL BRIEFS: FEMALE VETERAN POPULATION; AN OVERVIEW OF ITS GROWTH IN THE LAST DECADE. Veterans Administration. 1982. (ASI 1982, #9926-4.1).

With data from the VA and DOD, this is a report on the growth in the number of female military personnel and veterans, FY 70-81.

STATISTICAL PORTRAIT OF WOMEN IN THE U.S.: 1978. Department of Commerce. 1980. (ASI 1980, #2546-2.89).

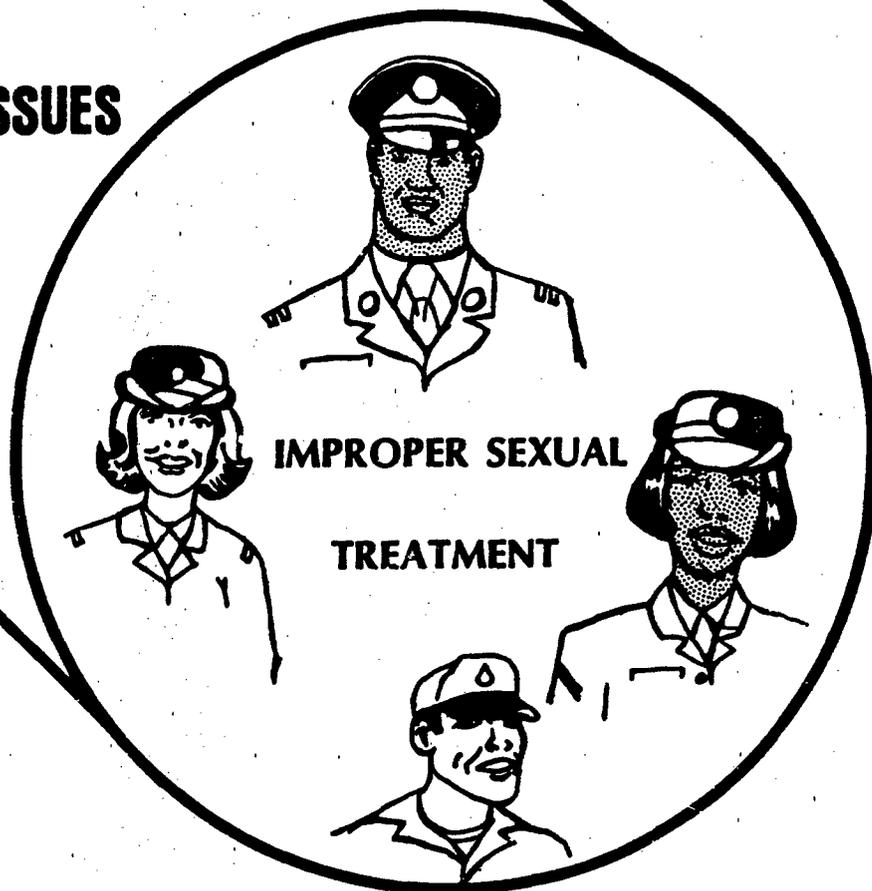
This report presents extensive data on the socio-economic and demographic characteristics of women. Tables provide comparisons between women and men; between black women and white women; and between American Indian, Hispanic, and Asian women and all women. It includes a section on women in the armed forces.

WOMEN IN THE MILITARY. United States Congress House Armed Services Committee. 1980. (ASI 1981, #21208-11).

These hearings on the issue of women in the military include reports from the Defense Advisory Committee on Women in the Services (DACOWITS) and other interested people. It also includes statistics and reports on the current status of women in the different services and in the Department of Defense as a whole. The problems and potentials of women in the services are investigated.

MILITARY PERSONNEL DILEMMAS:

PERSPECTIVES ON
GENDER-RELATED ISSUES



A SELECTED LIST OF RESOURCE MATERIALS PREPARED FOR THE HUMAN
RESOURCES DIVISION, HQ FORSCOM BY THE COMMAND REFERENCE LIBRARIES
AT FORT MCPHERSON AND FORT BRAGG

US ARMY FORCES COMMAND

IMPROPER SEXUAL TREATMENT

SEXUAL DISCRIMINATION

PRINTED MATERIALS

Abramson, Joan. OLD BOYS--NEW WOMAN: THE POLITICS OF DISCRIMINATION.
Praeger. 1979.

It is the author's belief that as women attempt to move up the ladder professionally and economically, the barriers to their acceptance become more rigid. The book deals with professional employment, particularly in the government (including the military) and in education.

Adams, Virginia. "Jane Crow in the Army: Obstacles to Sexual Integration." PSYCHOLOGY TODAY. October 1980. pp. 50-65.

The most troublesome difficulties in the acceptance of women into the military world are attitudinal. They have little to do with what women can actually accomplish and much to do with what others think they can or should accomplish. This article discusses many of the studies conducted concerning women in the armed services and their acceptance or nonacceptance by military men. Sexual tension still exists in the Army, caused by frequent pregnancies, discrepancies in strength, and male prejudice.

Adams, Virginia. "Psychic Combat at Annapolis." PSYCHOLOGY TODAY.
October 1980. pp. 56-57.

The major psychological problem for the women at Annapolis is a role conflict--figuring out how to be a woman in a traditionally male society.

"Army Beginning Separate But Equal Training." CBS NEWS (MORNING NEWS).
May 5, 1982. pp. 11-12.

The Army is going back to training men and women separately.

"Army Decides to Discontinue Coed Training." CBS NEWS (EVENING NEWS).
May 4, 1982. p. 7.

Even though women must still meet all military standards and train for combat support roles, the Army has returned to separate but equal training for them.

"Army Equality." NEW YORK TIMES. January 13, 1980. p. 37.

The Army states that it has corrected discriminatory recruitment practices.

"Army Limits Jobs for Women Based on Physical Strength." CBS NEWS (MORNING NEWS). August 27, 1982. pp. 28-29.

A study by the Army found that more than half of the Army's enlisted women were assigned to jobs that were beyond their physical strength. With a small expansion of 5,000 women by 1987, new female recruits will find that the Army has listed more jobs "for men only".

"Army Study of Women May Interest NATO." AIR FORCE TIMES. September 13, 1982. pp. 21+.

The Army's plans to close more skills to women may trigger a general review of the female military role, not only in this country, but among NATO nations. The skill ban will bar women from units that are scheduled for deployment to main battle areas and will close 23 additional military occupational specialties (MOS) to women because the jobs involved are too physically demanding or because most of the available billets are in direct combat areas.

"Army to End Discrimination By Sex, Race, Religion." CBS NEWS (MORNING NEWS). July 14, 1975. p. 20.

An Army board has recommended that any consideration of race, religion or good looks be ruled out in making assignments.

Baisden, Annette G.; Ambler, Rosalie K.; and Lane, Norman E. AN ASSESSMENT OF NAVAL AND MARINE AVIATION STUDENTS' ATTITUDES TOWARD WOMEN WITH SPECIFIC REFERENCE TO NAVAL AVIATION. November 1977. (DTIC AD-A049 139).

The attitudes of Navy and Marine Corps aviation trainees toward women on several factors, including acceptance into aviation training, are considered. The results, which indicate that the attitudes of naval officers are significantly more liberal than the college normative population, are discussed in terms of their utility in the successful implementation of women into military aviation, their effect upon male participation, and their significance in a time of an all-volunteer force and continuing need to recruit.

Banta, Wanda T. "Yuk Yek: You've Come a Long Way, Baby!" NATIONAL GUARDSMAN. June 1976. pp. 24-25.

The first women are trained to become part of the Eskimo Scout Battalion, the only U.S. Army Guard units on continuous active service.

Beans, Harry G. "Sex Discrimination in the Military." **MILITARY LAW REVIEW**. Winter 1975. pp. 19-83.

This article addresses the current state of the law with respect to the utilization of sex as a basis for discrimination and includes an examination of the evolving equal protection doctrine as it is applied to sex discrimination. Military statutes and regulations that provide special treatment for either sex are reviewed. Recommendations are then presented to show how the military might best achieve compliance with the statutory and constitutional requirements barring discrimination. Included in the article are discussions of military sex discrimination decisions.

Beck, B. G. "Women as Warriors." **ARMY**. February 1981. pp. 26-31.

Beck lends support to the suggestion that, while Army women perform very well in their specialties, deficiencies in some military skills that mean life or death in combat tend to lower the military--if not the functional--efficiency of units with large numbers of women. He also discusses some other problems presented by large numbers of women in the military.

Bernard, Jessie. **THE SEX GAME: COMMUNICATION BETWEEN THE SEXES**. Atheneum. 1968.

Bernard describes the relations between the sexes in a variety of life situations. He basically discusses how they communicate, whether physically or verbally.

Gobbitt, Billie M. "The Position and Role of Women." **AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT No. 9**. September 1974. pp. 9-17.

The most significant deterrent to full use of human resources in management is the underutilization of half of the resources available--women. All of the Services have announced programs to achieve wider utilization of women in nontraditional fields to prevent the waste of resources. But saying it is one thing, accomplishing it is another.

"Breaking Through: Women on the Move." **U.S. NEWS & WORLD REPORT**. November 28, 1982. pp. 50-55.

Walls are crumbling around preserves that are still male dominated. Included are features on women who are succeeding in previously all male careers, including Admiral Pauline Hartington.

Brownlie, Ian. BASIC DOCUMENTS ON HUMAN RIGHTS. Clarendon. 1971.

This volume contains the constitutions and bills of rights of 12 countries and various declarations and conventions of the United Nations, UNESCO, and several other organizations. Also included are declarations and conventions relating to Latin America, Africa, and Asia.

Bullough, Vern L. THE SUBORDINATE SEX: A HISTORY OF ATTITUDES TOWARD WOMEN. University of Illinois Press. 1973.

The author seeks to provide a cross-cultural and historical study of attitudes toward women from ancient Babylon to the present day. Because men have written the records, it is primarily a history of men's attitude toward women.

Butler, John S., and Brewer, Rose M. "The Promotion of Enlisted Women in the Military: Research Notes." ARMED FORCES AND SOCIETY. Summer 1978. pp. 679-688.

This is a conclusive study on the promotion patterns between male and female enlistees beginning with 1947 to 1971. The paper determined that all pay grades in various occupations were similar with the exception of the Navy where pay grades for women are lower.

Carpenter, M. Kathleen. "New Directions for Equal Opportunity." DEFENSE/80. February 1980. pp. 2-15.

Besides containing a history of the development of equal opportunity and affirmative action programs in the all-volunteer force, the article also considers trends which will point the way for these programs in the future. It mostly deals with minorities, but also has a small section on women in the military.

"Change Comes Slowly to 'This Man's Army'." NEWSBANK: SOCIAL RELATIONS. 1980. Card 10, A9-10.

Female officers say that, as a rule, their superiors treat them as equals, their equals are sometimes skeptical, and their subordinates eventually accept the fact that the boss is a woman.

Chayes, Antonia H. "Air Force Military Women." AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT No. 10. October 1977. pp. 30-32.

Chayes discusses past and present Air Force actions to improve policies and practices regarding the employment of women and the future outlook.

Coye, Beth F. "We've Come a Long Way, But...." UNITED STATES NAVAL INSTITUTE PROCEEDINGS. July 1979. pp. 41-49.

In the last decade women have made great strides in the Navy as major opportunities have opened up for them. But there is still a long way to go, as some of the major problems, although not as visible on the surface, are still rooted underground. Coye discusses some changes that have occurred in certain areas: job opportunities and assignments, leadership, institutional sexism, discrimination by law, and the real ambiguity in the status of women in the Navy.

Cutler, Katie. "Women Language: A New Bend in the Double Bind." AIR UNIVERSITY REVIEW. July-August 1976. pp. 73-79.

This article examines the realistic view of women's language and explores strategies for eliminating the double bind from communication in a sexually integrated Air Force. "Women language" is derived from the use of adjectives, and is a more descriptive rambling language. Little girls are taught to be ladylike. Little boys are taught to be rough, "emulating their fathers with the use of profanity." Once grown, women are faced with the situation of using language so as not to be labeled "bitchy." The double bind comes in when women are damned if they use male language and damned if they use weak women's language. The author anticipates a need for linguists, sociologists and psychologists to work together in order to explain women's language and assert efforts to overcome the double bind.

Dansby, Mickey Rogers. LEADER EFFECTIVENESS AS A FUNCTION OF LEADER'S SEX AND LEADERSHIP STYLE. Air Force Institute of Technology. March 1979. (DTIC AD-A106 361).

Most research on sex stereotypes in leadership has concentrated either on follower impressions and attitudes or on cataloging differences in behavior between male and female leaders. In the present study, leader behavior was manipulated and follower impressions, as well as the more practical outcome, leader effectiveness, were observed as functions of the leader's sex and leadership style.

Davison, Kenneth M.; Ginsburg, Ruth B.; and Kay, Herma H. **SEX-BASED DISCRIMINATION: TEXT, CASES AND MATERIALS.** West. 1974.

The authors believe that equal rights for men and women is an idea whose time has come. They discuss cases which deal with discrimination based on sex, either male or female. The cases have to do with the family, with employment, with education, and also include cases of criminal law that show differential treatment of offenders by sex.

Dinsmore, John C. **WOMAN AS CADETS: AN ANALYSIS OF THE ISSUE.** Air University. May 1974. (DTIC AD-920 558L).

With its growing influence and power, the women's movement is directing pressure on the Air Force to permit women to attend the Air Force Academy. This study traces the history of the women's movement in America and examines the specific avenues by which the present Air Force policy against admitting women to the Academy could be abrogated. Consideration is given to the sociological basis of "female inequality" and the associated complexities of transitioning to a coeducational institution. Air Force policy and planning for the eventual admission of female cadets is reviewed and found satisfactory; however, there are some actions which should be undertaken soon in order to prevent potential hardships and embarrassment.

Dixon, Jack, and Morehouse, David. "Recent Personnel Litigation: An Empirical Look." **AIR FORCE LAW REVIEW.** Spring 1974. pp. 1-12.

This paper discusses litigations brought against the Air Force. Such cases involved Women's Rights Movements, due process, freedom of expression, and individual liberties. It is the author's purpose to review litigations which are prominent and which may have an impact on the Air Force decision-making process.

Dudney, Robert S. "Fresh Doubts About Women in Armed Forces." **U.S. NEWS & WORLD REPORT.** July 20, 1981. p. 44.

The Pentagon fears that the reliance on female recruits may have gone too far. But the cutback in female recruits may lead to other problems, such as greatly increasing the odds of conscription.

Dudney, Robert S. "Women in the Army--End of a Honeymoon." U.S. NEWS & WORLD REPORT. October 14, 1982. pp. 51-53.

The findings of a recent Army report will be used by the Services to support more stringent job curbs on females, restrictions that are opposed by women's rights groups as well as by some members of Congress. It will reduce substantially the female enlistment target because of attrition rates, physical problems, and the fact that many men will not take orders from women. It appears that the expansion of women's roles in the Army is past.

"Economics of Womanpower." FORBES. April 1, 1973. pp. 56+.

Women are no longer satisfied to let their husbands make all the financial decisions or, if they are single, to put their money in a savings account. Now, they are making decisions about money matters themselves, and doing very well at it.

Edmiston, Susan. "Out From Under! A Major Report on Women Today." REDBOOK. May 1975. pp. 159-168.

Edmiston chronicles her own changing beliefs and how women's expectations of life have changed in recent years. She also explains how the Women's Liberation Movement has influenced these changes, whether consciously or unconsciously.

Fidell, Linda S., comp. WOMEN IN THE PROFESSIONS: WHAT'S ALL THE FUSS ABOUT? Sage. 1971.

Concerned with the status of women, with a particular focus on women in the professions, the authors believe that the status of women in American society is not equal to that of men; that women, at least in the occupational world, hold inferior positions to men. The papers in this book deal with the various aspects of the problem in detail.

Finegan, Jay. "Female Troops Spell Trouble to NCOs." ARMY TIMES. July 10, 1978. p. 4.

The REFORGER 1977 study of female soldiers found that, among other problems, first-line supervisors had a strong bias against women because of physical strength problems, the risk of exposing women to combat and added problems in hygiene, sanitation, and billeting.

Francis, H. Minton. "Moving Toward Equality for Women in Defense."
COMMANDERS DIGEST. July 10, 1975. pp. 2-3.

A more difficult period in the combating of discrimination against women is being entered because most of the superficial and obvious barriers have been removed. There is a tendency, therefore, to believe the job is done. One must hunt for the more hidden areas of discrimination. DOD is doing this in several ways. One is an examination of the career progression patterns of female officers to determine if individual biases are having an effect on advancement and career patterns.

Gates, Ed. "Widening Horizons for Air Force Women." AIR FORCE MAGAZINE.
January 1978. pp. 32-36.

Gates describes the gains that Air Force women are making as compared to other defense departments. The recruiting efforts for Air Force women are remarkably greater than other branches of the armed forces. Gates states that one argument against placing women in nontraditional roles is that a study by the Air Force staffers found women to have lower aptitudes than men in mechanical and electronic areas. This skill is one of the Air Force's greatest requirements.

Giele, Janet Zollinger. WOMEN AND THE FUTURE: CHANGING SEX ROLES IN
MODERN AMERICA. The Free Press. 1978.

Giele identifies, analyzes, and evaluates the changes in the status of women in government, work, the family, and the cultural system. Despite advances in recent years, most women today continue to occupy a relatively low rung on the social ladder. To realize full equality between the sexes, a reconfiguration of roles, rewards, and cultural values is required and WOMEN AND THE FUTURE discusses ways in which to bring about these changes.

Glazer, Nona Y., and Waehrer, Helen Y., eds. WOMEN IN A MAN-MADE WORLD:
A SOCIOECONOMIC HANDBOOK. 2d ed. Houghton Mifflin. 1977.

This is an analysis of women's social and economic condition in today's world and a discussion of major sociological approaches to sex stratification--sex differences, gender roles, minority group theory, and caste/class theory.

Gordon, Kathryn A. "A Larger Role for Women Marines." MARINE CORPS GAZETTE. November 1977. pp. 87-88.

How can the Marine Corps provide maximum utilization of women in the corps? Kathryn Gordon suggests that the Marine Corps could adapt policies to expand the role of women and she offers methods of doing so.

Greenhouse, Linda. "Court's Sex Rulings: Subtle Shift in Emphasis." NEW YORK TIMES. July 1, 1981. pp. A1+.

The Supreme Court has changed the law on sex discrimination to make distinctions based on sex easier to justify and more likely to survive legal challenge, including the upholding of the constitutionality of the all-male draft.

Hake, Janet. "Women, Women (Their Changing Role in the Army)." SOLDIERS March 1978. pp. 6-12.

Women in the military and the fields open to them between 1970 and 1978 are compared. Other comparisons included in the article are the physical abilities of men and women which show that women are capable of more physically than was expected, and men and women in leadership roles in the Army.

Hicks, Jack M. ROLE OF WOMEN IN THE ARMY WORK FORCE AS A FUNCTION OF SEX-ROLE STEREOTYPES. Army Research Institute for the Behavioral and Social Sciences. October 1978. (DTIC AD-A076 656).

A review of the literature on sex-role stereotypes suggests that women may refrain from applying for traditionally male-oriented occupations, where loss of feminine identity is likely to occur. This research investigated the effects on civilian women's perceptions of femininity and the desirability of an Army career for women, and of the sight of women wearing typical Army clothing and performing normal Army activities.

Hillinger, Charles. "Military Opening Doors for Women." SOCIAL ISSUES RESOURCES SERIES, WOMEN. Vol 1, #100.

There are no more WACS, WAVES, or WAFS. Women receive the same training and live in the same way as the men. While training officers see many advantages to this integration, they are also facing new problems.

Hinsdale, Kirsten, and Johnson, J. David. **WORKING WOMEN AND THE CYCLE OF DEFEAT: SEX--SPECIFIC RESPONSES AND THEIR EMOTIONAL AND BEHAVIORAL CONSEQUENCES.** Validated Instruction Associates, Inc. January 1979. (DTIC AD-A065 122).

The purpose of this study was to determine the validity of a theoretical model describing the psychosocial dynamics of sex discrimination in work groups. A group of male and female Navy enlisted personnel were given 16 hypothetical situations describing both punishing and rewarding responses to masculine and feminine behavior. For each situation, subjects were asked a series of questions concerning their emotional and behavioral responses. It showed that men and women differed in their behavioral responses to the punitive situations and in their emotional responses to the punitive situations involving masculine behaviors. More specific analyses indicated that males were more likely, in punitive situations, to report a maintenance or increase in the use of both masculine and feminine behavior.

Hoffman, Carl, and Reed, John S. "Sex Discrimination? The XYZ Affair." **PUBLIC INTEREST.** Winter 1981. pp. 21-39.

In August 1978, the XYZ Corporation (not its real name), a Fortune 500 company, approached a research company which it hired to investigate its personnel practices. A sex discrimination suit had been filed against one of its divisions which stated that men were more likely than women to be promoted to the first level after the entry level position. XYZ had a superior record in its anti-discrimination practices and promotion policies and could not understand this difference in the promotion of men and women at the first level. It was found that more men than women were promoted because they exhibited more interest in promotion and engaged in promotion-seeking behavior. Those women who were prepared to seek and to accept responsibility were as likely to be promoted as men who did so.

Hoiberg, Anne, and Thomas, Patricia J. "The Economics of Sex Integration: An Update of Binkin and Bach (WOMEN IN THE MILITARY, A STUDY by Martin Binkin and Shirley A. Bach). **DEFENSE MANAGEMENT JOURNAL,** 2d Quarter 1982. pp. 18-25.

Research supports the belief that, financially, women in the military offer an affordable source of high-caliber talent. This should dispel the notion that men are more cost-effective than women.

Holm, Jeanne M. "Employment of Women - a Management Problem." AIR FORCE POLICY LETTER FOR COMMANDERS: SUPPLEMENT. July 1974. pp. 12-19.

The history of women in the military is an example of what affirmative action can accomplish in a relatively short period of time when it has management support, specific objectives, and time tables. This article discusses how the Air Force is approaching the utilization of women and how it is resolving discriminatory practices of the past. There is still a lot of progress to be made.

Holm, Jeanne. WOMEN IN THE MILITARY: AN UNFINISHED REVOLUTION. Presidio. 1982.

Holm presents a basic and comprehensive account of what women have done throughout the services within, and in spite of, the limits set. She illuminates the total situation of women in the military, and, in doing so, the democratic, legislative process behind that situation.

Hoover, William. "The Disadvantaged Navy Women." U.S. NAVAL INSTITUTE PROCEEDINGS. July 1977. pp. 118-121.

A discussion by the author on mandate 10 UNITED STATES CODE (U.S.C.) Section 6015 which prohibits Naval women from duty on vessels other than transports and hospital ships.

Hunter, Edna. "Women in a Changing Military." U.S. NAVAL INSTITUTE PROCEEDINGS. July 1977. pp. 51-58.

The military's conservative policies toward female service people have created economic problems. Such problems include restrictions from combat, undefined ruling on pregnancy, and certain restrictions on female married servicewomen. A well designed research method composed of questions being asked is needed to solve the problems in the military.

Hunter, Richard W. "Military Discrimination." TRANSACTION SOCIAL SCIENCE AND MODERN SOCIETY. March/April 1981. pp. 45-48.

The expanding role of women in the military and the male-only draft are in direct conflict. Sex, age, and race discrimination are the critical issues to be faced in peopling the armed forces of the 1980's, especially if the draft is reinstated.

Janeway, Elizabeth. **MAN'S WORLD, WOMAN'S PLACE: A STUDY IN SOCIAL MYTH.**
William Morrow & Co. 1971.

The author explains the social and psychological forces which influence the position of women and which have produced the drive for women's rights.

Kane, John E. "From Pariah to Professional." **DEFENSE MANAGEMENT JOURNAL**
January 1978. pp. 3-9.

A managerial paper on how Navy women physically adapted to conditions previously experienced by men. The paper concludes that women must be prepared physically and psychologically to enter into "male dominated environments."

Kreps, Juanita. **SEX IN THE MARKETPLACE: AMERICAN WOMEN AT WORK.**
Johns Hopkins University Press. 1971.

This book is intended to serve as a brief review of the literature on the subject of women's labor force activity and to examine when women work, at what jobs, and under what arrangements.

Lipinski, Ann Marie. "Soldiers--Until War Do Them Part?" **SOCIAL ISSUES**
RESOURCES SERIES, WOMEN. Vol 2, #24.

The Army has changed its approach to the opportunities that are available to women recruits and how they are treated. The article also discusses how male soldiers feel about it.

Little, Roger. "For Choice, Not Chance." **TRANSACTION SOCIAL SCIENCE AND**
MODERN SOCIETY. March/April 1981. pp. 49-51.

The most significant element in the current effort to renew the draft is that it is based on the belief that the all-volunteer force is a failure and the same arguments that were used to end the draft are being used in the attempt to restore it. It is being argued that the volunteer force is even more inequitable than the draft because it is a sort of economic draft, attracting those who can't find civilian jobs. This implies that the volunteers are often uneducated, working class, and/or black and less capable of performing in combat than if their numbers were augmented by a broader selection of the population.

McFarland, Alice J. DIFFERENTIATION VERSUS DISCRIMINATION. Army Command and General Staff College. June 1977. (DTIC AD-A042 874).

If women are expected to continue to volunteer to become WAC officers, they must be assured that they will be provided equal opportunity and treatment. This study examines attitudes of Army women toward differentiation between male and female officers in their career development which might result in institutional discrimination against WAC officers in the areas of promotions, assignments, training, schooling, and utilizations; and, if so, how does it exist, why does it exist, and what action can be taken to eliminate it.

McKay, Karen. "Legal Bars, Sexism Hurt Servicewomen's Progress." ARMY TIMES. May 12, 1980. pp. 7+.

Women in the military serve under burdensome legal restrictions--some statutory, some regulatory, none of which apply to all the services. In addition, sexual harassment is used to drive newly assigned women out of nontraditional fields.

Mann, JoAnn. "Women: Moving Up." SOLDIERS. August 1975. pp. 11-15.

This is a discussion paper on the studies women have taken in working for the Army, both as military and civilian. However, enlisted females offer frank discussion on the liberties that their civilian counterparts have. "A civilian mother can just call in if her child is sick. We can't do that, or we shouldn't."

"Military Told to Lower Barriers to Women's Service." NEW YORK TIMES. January 31, 1982. p. 25.

Secretary of Defense Caspar W. Weinberger has ordered the services to break down barriers against the use of women in the military at the same time the Pentagon has limited the number of women who may enlist. The Service secretaries have been asked to analyze institutional barriers to the advancement of women.

Mohr, E. Sue. PEER EVALUATIONS: ARE WOMEN OFFICERS RATED DIFFERENTLY.
Army Research Institute for the Behavioral and Social Sciences.
December 1976. (DTIC AD-A076 828).

This investigation was conducted to find whether there were indications of a possible sex bias in peer ratings. A preliminary assessment of data indicates that women are rated lower by both males and females on leadership potential than their male colleagues. The investigators were unable to determine whether this difference in perceived leadership ability was due to real differences or to bias.

Murphy, Patricia M. "What's a Nice Girl Like You Doing in a Place Like This?" AIR UNIVERSITY REVIEW. September-October 1978. pp. 74-80.

The heart of the problem women face in trying to succeed in the military as well as their male counterparts is that the military system is of men, by men, and for men. Behavior is measured and standards are set in terms of that behavior. For the military services to succeed in the future, women must play a vital role within the established structure. Though massive changes in the structure are not necessary, massive changes in attitudes are. It must be recognized that successful contributions are not limited by the sex of the contributors.

Nabors, Robert L. "Women in the Army: Do They Measure Up?" MILITARY REVIEW. October 1982. pp. 50-61.

Nabors examines areas of concern that are held about women representing a liability to the U.S. Army's fighting capability: lack of physical strength, pregnancy and excessive lost-time rates, sexual harassment, and single parenthood. He draws some conclusions and makes several recommendations. The focus of the article is limited to those factors which have led to the Army's decision to study the impact of women on operational readiness.

Markoff, Helen S. "The Federal Women's Program." PUBLIC ADMINISTRATION REVIEW. March-April 1972. pp. 144-151.

The purpose of this paper is to list and discuss a representative sample of laws which discriminate on the basis of sex.

Quigley, Robin. "Women Aboard Ship: A Few Observations." SEA POWER. May 1977. pp. 16-18.

Captain Quigley writes that women should be able to serve at sea. It is her hope that the controversy surrounding this issue be dismissed. Navy women who want to serve at sea should not be prohibited from doing so.

Reichert, Paulette. **WOMEN AT SEA: A SINKING SHIP.** Naval Postgraduate School. December 1976. (DTIC AD-A035 845).

Women represent the majority of the population in the United States today. In many major institutions, including the Navy, acceptance of women's talents and contributions is limited--they represent an underutilized resource. In four years, personnel shortages will be realized by U.S. military establishments. The manpower pool will no longer provide enough physically and mentally eligible men to accomplish its mission. This thesis examines proposals concerning the utilization of womanpower: (1) continuing to utilize women in traditional support roles; (2) decreasing participation of women; and (3) expanding women's roles to include sea/combat duty. Because of the continuing problems of recruiting, retention and reenlistment of men, the author concludes that women must be utilized in all aspects of the Navy and not restricted from sea/combat duty.

Runl, Mary B. "Constitutional Law: Equal Protection--Sex, Discrimination, Selective Service Laws." **WISCONSIN LAW REVIEW.** 1976. pp. 300-351.

Runl discusses the case of United States v. Reiser, the only successful equal protection challenge to the Selective Service laws. The case also represents the first time the law had been subjected to close scrutiny. Upon examination, the court found that the draft laws discriminated against both men and women. The classification harmed men by placing the burden of military duty solely on them; women, on the other hand, were harmed because they were prevented from performing a duty of citizenship, and were thus denied equal stature with men.

Rytina, Nancy F. "Occupational Segregation and Earnings Differences by Sex." **MONTHLY LABOR REVIEW.** January 1981. pp. 49-53.

Findings indicate that the percentage of women in detailed occupations is positively related to the male-female earnings differential. When women made up only a small proportion of the workers in an occupation, their earnings were much lower than those of their male counterparts. Only in heavily dominated and comparatively low-paying, female-dominated occupations did the earnings of women ever come close to those of men.

Savell, Joel. "A Study of Male and Female Soldiers' Beliefs About the 'Appropriateness' of Various Jobs for Women in the Army." **JOURNAL OF RESEARCH.** February 1979. pp. 41-50.

Examined in this study is the extent to which soldiers believe certain military jobs are "appropriate" for women and in particular, the extent to which these beliefs are related to respondent sex, rank, and expectation of leaving the Army before retirement.

Scarupa, Henry. "The Marine Behind the M-16 is a Woman." SOCIAL ISSUES RESOURCES SERIES, WOMEN. Vol 2, #19.

This article tells the story of a woman's decision to join the Marines and her progress through Basic to her commissioning as a 2d Lieutenant.

Segal, Mady Wechsler. "Women in the Military: Research and Policy Issues." YOUTH & SOCIETY. December 1978. pp. 101-126.

This paper provides a brief history of women's participation in the U.S. military and a description of the recent expansion in the use of women and its cause. There is a discussion of the major issues involved in policy decisions regarding the future of women's roles in the armed forces and a summary of the research brought to bear on these decisions. Attitudes toward the role of women in the military are discussed, as is the effect of increasing numbers of women on military efficiency and effectiveness.

"Sex Barrier: It's Falling Fast in the Military." U.S. NEWS & WORLD REPORT. June 28, 1976. pp. 53-54.

Nearly half a decade after women began to move into the military in force, the push for higher ranks, better jobs, and better training is turning serious. The entrance of women into the service academies is just one sign of the trend.

Shalit, Benjamin. "Strategies of Change Leading to Equity Between Men and Women with Specific Implications for the Military Organization." HUMAN RELATIONS. April 1978. pp. 309-324.

Perception of equity, or the feeling of equality of returns obtained in relation to effort made, between the sexes can be described in terms of the perception of equivalence of specific aspects of their environment. To ensure the absence of distress, optimal integration, and functioning of both sexes within a common organizational framework, it is essential to map their perceptions of different aspects of that organization, so as to be able to structure it in such a way that it will be perceived to be of equivalent value, and hence give rise to the feeling of equity, for both sexes.

Sinclair, Terry W. PERCEPTIONS OF UNITED STATES COAST GUARD WOMEN CONCERNING THEIR INTEGRATION INTO ACTIVE SERVICE. Naval Postgraduate School. December 1977. (DTIC AD-A050 274).

A report on current perceptions of problems of integrating women into the ranks of the U.S. Coast Guard as seen by those women and their male co-workers.

"Sisters-in-Arms: Marching into Their Brothers' Territory." EBONY. August 1982. pp. 90+.

More and more women in the military are putting the lie to the "weaker sex" myth by performing efficiently and with distinction in formerly male-dominated occupations. Black women are shown in some of their current roles in the military.

Steele, Diana A. "Women and the Military: Substantial Barriers Remain." ACLU WOMEN'S RIGHTS REPORT. Winter 1981. pp 1+.

Severe problems remain for women in the military. They range from sexual harassment to general policy and statutory barriers to enlistment and job assignment. There is still a different ratio of high graduates to non-graduates for men and women and enlistees. Single parents with dependent children under 18 are not eligible to enlist unless they transfer custody of their children to another, a regulation that affects many more women than men. And, of course, the most fundamental barrier to women's full participation and equality in the military is the combat exclusion.

Stiehm, Judith H. BRING ME MEN & WOMEN: MANDATED CHANGES AT THE U.S. AIR FORCE ACADEMY. University of California Press. 1981.

This is a study in planning and an examination of the problems accompanying the integration of women into a previously all-male, extremely traditional institution, the U.S. Air Force Academy. The transition in Colorado, even though planning started several years in advance, was not perfect and this book explains why.

"Suit Says Draft Registration Is Sex Discrimination." CBS NEWS (EVENING NEWS). July 1, 1980. p. 5.

A federal court is hearing a court case on whether an all-male draft registration amounts to unconstitutional sex discrimination.

Tamplin, James Arthur, Jr. **WOMEN IN THE MILITARY: A QUESTION OF UTILIZATION.** U.S. Naval Postgraduate School. 1974. (DTIC AD-A003 789).

The dependence of the armed forces on women as the solution to the manpower gap created by the all-volunteer force, coupled with the impact of the women's liberation movement, prompted an examination of the existing barriers to the full utilization of women by the Services. For analysis, these barriers are broken down into 3 categories: those caused by sociological and psychological factors which affect attitude, those created by Congress, and those created by the Services in their individual regulations. The results of some studies of sexual differences are presented. These results tend to dispel the myths upon which many of the barriers to women have been raised.

Terborg, James R., and Ilgen, Daniel R. "A Theoretical Approach to Sex Discrimination in Traditionally Masculine Occupations." **ORGANIZATIONAL BEHAVIOR AND HUMAN PERFORMANCE.** June 1975. pp. 352-376.

This study was designed to investigate occupational sex discrimination at the time the employee sought a job with the organization (access discrimination), and once the employee was on the job (treatment discrimination). Two variables for access discrimination studied were the variables of hiring and of starting salary. The variables examined for treatment discrimination were promotion, delegation of work assignments and responsibility, employee development, employee evaluation, and distribution of monetary rewards.

"U.S. Armed Forces Upgrade Women's Role." **CBS NEWS (60 MINUTES).** December 7, 1975. pp. 9-14.

Female officers and recruits were interviewed about their feelings during their initial training and about what they feel their future in the military might hold.

Wells, Theodora. **KEEPING YOUR COOL UNDER FIRE: COMMUNICATING NON-DEFENSIVELY.** McGraw-Hill. 1979.

Wells attempts to show how people can develop the strength to cope with organizational pressures and get more control over what they do at work. Sample work situations are used to illustrate the advice.

"Woman Files Bias Complaint Against Green Beret." NEW YORK TIMES.
August 31, 1980. p. 25.

CPT Kathleen Wilder files an administrative complaint against the Green Beret to counter what she feels is sex discrimination.

"Woman Is Termed Qualified for Green Beret Unit." NEW YORK TIMES.
February 22, 1981. p. 20.

CPT Kathleen Wilder qualifies as a Green Beret, but may not be transferred to a Special Forces unit.

"Woman to Get A Second Chance to Qualify as a Green Beret." NEW YORK TIMES. September 23, 1980. p. 16.

CPT Kathleen Wilder gets another chance to qualify as a Green Beret.

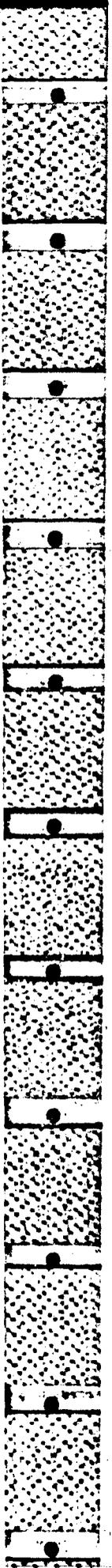
"Women in the Army: to the Rear, March." U.S. NEWS & WORLD REPORT.
September 6, 1982. p. 8.

Some of the reasons why the recruitment of women will be slowed and the exclusion of women from certain jobs has been increased are reviewed.

IMPROPER SEXUAL TREATMENT

SEXUAL DISCRIMINATION

MICROFICHE



EQUAL OPPORTUNITY: FY80/81. ASSESSMENT OF PROGRAMS. Department of the Army. 1982. (AMERICAN STATISTICS INDEX (ASI) 1982, #3704-10).

This is the fifth annual report on the success of the Army equal opportunity programs in achieving affirmative action plan goals for the representation of blacks, women, and minorities in Army programs and activities.

STATE OF CIVIL RIGHTS, 1976. U.S. Commission on Civil Rights. 1977. (ASI 1977, #11044-3).

This is the first annual report assessing civil rights progress of minorities and women. It discusses Supreme Court decisions, employment, education, political participation, housing, and participation in the armed services.

IMPROPER SEXUAL TREATMENT

SEXUAL HARASSMENT

PRINTED MATERIALS

Adams, Linda. EFFECTIVENESS TRAINING FOR WOMEN. Simon and Schuster. 1979.

This is one of the best books available which deals with skills in effective communication. It provides a strong model for assertiveness and conflict resolution.

Alliance Against Sexual Coercion. FIGHTING SEXUAL HARASSMENT: AN ADVOCACY HANDBOOK. rev. ed. Alyson Publications. 1981.

The purpose of this book is to train people in all kinds of social service work to recognize when women seeking their assistance are experiencing sexual harassment, and to provide some guidelines on how to deal with this problem.

"Army Fights Sexual Harassment with New Program." CBS NEWS (EVENING NEWS). June 20, 1982. pp. 4-5.

The Army admits it has a problem with sexual harassment. Two internal Army studies revealed that both men and women soldiers view sexual harassment as a serious problem. A pilot program aimed primarily at the lower end of the command structure is being developed at Fort McPherson, GA to combat this problem.

"Army Women Complain About Sexual Harassment." CBS NEWS (EVENING NEWS). February 11, 1980. p. 13.

A House Armed Services subcommittee is hearing testimony from women in the armed services who feel that sexual harassment is widespread in the military. Five women said that the worst they had experienced had been at Fort Meade. One private said she had experienced less sexual abuse as a nude go-go dancer than she had from male soldiers at Fort Meade.

"Army Woman Jailed for Harassing Male Soldier." CBS NEWS (MID-MORNING NEWS). April 8, 1980. p. 2.

A 20-year-old woman was sentenced to 30 days at hard labor, fined \$298, and demoted one grade to the lowest-ranking private for molesting a young male soldier.

"Asking For It? New View of Sexual Harassment." TIME. May 4, 1981.
p. 29.

Antifeminist crusader Phyllis Schlafly believes that most women who are sexually harassed at work are asking for it; that sexual harassment is not a problem for virtuous women.

Bant, Bruce N. "Working Together: The Army's Assault on Sexism."
SOLDIERS. October 1980. pp. 6-9.

In its assault on sexism, the Army is making clear that any form of sexual harassment by its members is unacceptable. It is developing a number of training programs which teach soldiers--officer and enlisted--that bias does exist and that it is unfounded. Women are as capable of being good soldiers as men and should be treated the same way as the men.

Backhouse, Constance, and Cohen, Leah. SEXUAL HARASSMENT ON THE JOB: OR
HOW TO AVOID THE WORKING WOMAN'S NIGHTMARE. Prentice-Hall. 1980.

Through the use of case studies, interviews with executives and personnel managers, historical records and court cases, the authors show how ingrained sexual harassment is in the workplace. This harassment can range from subtle psychological coercion to physical abuse. It has action plans for management and women in dealing with sexual harassment and educating against it. There is also a chapter on men who are sexually harassed.

Blades, Jon W. "Sexual Harassment: What It Is and What To Do."
COMMANDERS CALL. February-March 1981.

This is an excellent guide for unit sexual harassment programs, classes, and unit schools. The Army definition of sexual harassment is provided.

Boodman, Sandra G. "Women GIs Cite Sexual Harassment at Army Bases."
THE WASHINGTON POST. January 29, 1980. p. A6.

Many military women stationed at Fort Benning, GA, one of the nation's largest military bases, say that sexual harassment is one of the most degrading and pervasive facts of military life. The attitude of most commanding officers is that "boys will be boys," according to the women. The article also briefly discusses fraternization and the high rate of pregnancy in the Army.

"DACOWITS Calls for DOD Statement on Sexism." AIR FORCE TIMES. July 20, 1981. p. 4.

The Defense Advisory Committee on Women in the Services has urged the DOD to publish a policy statement on sexual harassment. It recommended that the statement include: provisions for training programs to define sexual harassment and to teach methods of avoiding and preventing it; disciplinary measures for violations; and a system for monitoring reported incidents.

"Department of Defense Policy on Sexual Harassment." The Office of the Secretary of Defense. July 17, 1981.

Secretary of Defense Caspar W. Weinberger instructs the Secretaries of the Military Departments, Chairmen of the Joint Chiefs of Staffs, and the Directors of the Defense Agencies to issue strong policy statements prohibiting sexual harassment of anyone.

"Department of Defense Policy on Sexual Harassment Definition." The Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs and Logistics). August 6, 1981.

This letter provides a definition of sexual harassment.

"Department of the Army Policy on Sexual Harassment." Office of the Secretary of the Army. May 29, 1981.

The Secretary of the Army issues a policy letter on sexual harassment.

Driscoll, Jeanne B. "Sexual Attraction and Harassment: Management's New Problems." PERSONNEL JOURNAL. January 1981. pp. 33+.

Sexual attraction and sexual harassment are two of the most difficult problems facing individuals in organizations today. This article discusses these problems and ways in which management can handle them which are fair to all concerned.

Eason, Yla. "When the Boss Wants Sex." ESSENCE. March 1981. pp. 82+.

Eason defines sexual harassment and states that 50% to 80% of all working women have been sexually harassed. Black women have been at the forefront of the legal movement against sexual harassment. The article contains case histories and a section on how to handle the harasser.

Everly-Douze, Susan. "Sexual Harassment: Caught in the Act." SOCIAL ISSUES RESOURCES SERIES: WOMEN. Vol 2, #55.

It used to be swept under the corporate carpet but today's working women (and men) are fighting sexual harassment with the help of government guidelines.

Famiglietti, Len. "Allen Takes Firm Issue with Sexual Harassment." AIR FORCE TIMES. April 21, 1980. p. 3.

General Lew Allen, Jr. says that sexual harassment won't be condoned in word or deed, and that military personnel with discrimination complaints, including that of sexual harassment, must feel free to register those complaints and to expect quick resolution of the problem.

Famiglietti, Len. "EO Plan Gains Sex Abuse Section." AIR FORCE TIMES. March 10, 1980. p. 3.

A separate sex harassment complaint category has been added to the Air Force's equal opportunity and treatment plan. Officials said that sex discrimination complaints constituted 28% of all Air Force military equal opportunity complaints in 1979.

Farley, Lin. SEXUAL SHAKEDOWN: THE SEXUAL HARASSMENT OF WOMEN ON THE JOB. Warner Books. 1978.

Male sexual harassment has until recently been an acceptable practice, at least to males. Women are frequently discriminated against at work by a male-provoked conflict between the importance of keeping their jobs or their self-respect. Women have begun to testify against this male coercion, often masquerading as sexual initiative and frequently backed by the force of higher rank at work.

Faucher, Mary D., and McCulloch, Kenneth J. "Sexual Harassment in the Workplace--What Should the Employer Do?" EEO TODAY. Spring 1978. pp. 38-46.

This article examines court decisions on sexual harassment, which so far have dealt with superior-subordinate relationships in which acceptance of a superior's sexual advances was made a condition of a promotion or job retention. It also analyzes other forms of sexual harassment and offers employers faced with the problem of sexual harassment suggestions including preventing, investigating, and avoiding corporate liability for it. A chart with the steps in a possible procedure for processing complaints and a poster stating the policy on harassment of any kind are included.

"Final Sexual Harassment Guidelines: They're Still Strong." FAIR
EMPLOYMENT COMPLIANCE: IN DEPTH. October 25, 1980. pp. ?

The guidelines hold employers liable and responsible for acts of sexual harassment by both supervisory and nonsupervisory employees. In amending the original guidelines the Equal Employment Opportunity Commission has widened the employers' liability for sexual harassment. This article explains what the guidelines now include and discusses what the attitude of the courts will probably be.

Fleming, Joyce Dudney. "Shop Talk About Shop Sex." WORKING WOMAN.
July 1979. pp. 31-34.

Employment experts argue over how many women run into sexual harassment on the job, but no one denies that it exists. The author presents four situations that a woman might run into and right and wrong ways to handle them.

FORSCOM Letter. December 31, 1980.

Paragraph 2 includes FORSCOM's definition of sexual harassment.

Fuller, Mary M. SEXUAL HARASSMENT: HOW TO RECOGNIZE AND DEAL WITH IT.
Eastport Litho. 1979.

Fuller provides a concise overall view of the subject, including principles for managers.

Halloran, Richard. "Army Acts on Sex Issue." NEW YORK TIMES.
January 5, 1980. p. 44.

The Army orders all commanders to deal swiftly and fairly with cases of sexual harassment.

"Harassment Survey Results Announced." EQUAL EMPLOYMENT CURRENT NEWS.
October 1981. pp. 32-34. (originally appeared in MANAGEMENT.
Summer 1981. pp. 18-20).

The U.S. Merit Systems Protection Board (MSPB) recently released SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE - IS IT A PROBLEM? The response was Yes, although most respondents said that it was no worse than in other places of work. The article briefly summarizes the results of the survey, presents guidelines on sexual harassment established by the EEOC, and suggests some ways to deal with sexual harassment in the workplace.

"Hearing Probe Sexual Harassment of Women in the Army." CBS NEWS (MORNING NEWS). February 12, 1980. p. 20.

The Post Commander at Fort Meade, MD says that the investigation of sexual harassment at the installation is still underway, but he does not feel the problem is severe. Top-ranking women officers say that the problem does exist in the military, but that official records offer no clear evidence as to how pervasive sexual harassment may be for women in the Army.

"House Subcommittee Looks at Problem of Sexual Harassment of Women." CBS NEWS (MORNING NEWS). October 24, 1979. pp. 18-19.

Witnesses told a House subcommittee that anywhere from 40%-70% of working women encounter subtle or obvious sexual harassment from their male coworkers or supervisors at some point during their careers. The problem seems to be especially acute in Washington.

Josephson, Nancy. "Sexual Harassment on the Job: Why More and More Women Are Fighting Back." GLAMOUR. May 1980. pp. 288+.

Most experts agree that power, not sex, is the real issue in sexual harassment. Josephson includes case histories of women who have been sexually harassed. She also includes eight steps a woman can take if she decides to fight back.

Jurnovoy, Joyce. "Sex in the Office." HARPER'S BAZAAR. August 1980. pp. 34+.

Coping with unwanted sexual overtures at work is as controversial as it is widespread. Surveys show that 70% of all working women suffer from some form of sexual harassment on the job. There are several ways this can be handled, from subtle hints to back-off, to legal action. This article provides some suggestions on how to deal with the problem.

Ledgerwood, Donna E., and Johnson-Dietz, Sue. "The EEOC's Foray Into Sexual Harassment: Interpreting the New Guidelines for Employer Liability." LABOR LAW JOURNAL. December 1980. pp. 741-744.

The Equal Employment Opportunity Commission has issued its guidelines that state sexual harassment is sex discrimination under Title VII of the Civil Rights Act of 1964. These guidelines define sexual harassment and provide subsections which purport to identify particular circumstances under which the definition will be applied and to establish the scope of the employer's liability.

Lindsey, Karen. "Sexual Harassment on the Job and How to Stop It."
MS. November 1977. pp. 47-49.

The stories of several women who have been or are being sexually harassed are told. The article also includes the problems of women on Capitol Hill. Two groups which try to help women in this position, the Working Women United Institute and the Alliance Against Sexual Coercion, are described.

Lublin, JoAnn S. "Resisting Advances: Employers Act to Curb Sex Harassing on Job; Lawsuits, Fines Feared." THE WALL STREET JOURNAL. April 24, 1981. pp. 1+.

Since the publication of the Equal Employment Opportunity Commission's guidelines on sexual harassment, many employers have taken positive steps to deal with the problem. This ranges from the issuing of formal policies against sexual harassment to actual training and strengthening of complaint procedures, to the disciplining or firing of known harassers.

Mace, Don. "46% of Female Workers Cite Harassment." AIR FORCE TIMES. May 11, 1981. pp. 1+.

A survey conducted by the Merit Systems Protection Board indicated that almost half of the Air Force's female civilian employees had experienced some form of sexual harassment, and 12% of the males. Some of the findings and observations uncovered in the survey as to who is harassed and who harasses are cited, and suggestions are made as to steps that should be taken to solve the problem.

Mace, Don. "Workers Surveyed on Sexual Harassment." AIR FORCE TIMES. June 16, 1980. p. 2.

The Merit Systems Protection Board has begun the first scientifically conducted survey of sexual harassment in the federal workplace by mailing out 20,000 questionnaires to federal employees throughout the government.

McKay, Karen. "Sexism, Law Still Obstacles." AIR FORCE TIMES. May 12, 1980. p. 10.

Several top female leaders have stated that sexism and legal restrictions continue to be the major obstacles to full integration of females into the military. Women are restricted by law from serving on combat aircraft and ships, but there is no law against women in the Army and the Marine Corps being in combat. Sexual harassment is often used to drive newly assigned women out of nontraditional jobs. A workable, legal definition of sexual harassment that will cover the 24-hours-a-day, seven-days-a-week environment of the military is needed.

MacKinnon, Catherine A. **SEXUAL HARASSMENT OF WORKING WOMEN: A CASE OF SEX DISCRIMINATION.** Yale University Press. 1979.

MacKinnon argues that sexual harassment, based on the unequal power relations between men and women is, without a doubt, sex discrimination and is, therefore, against the law. She says the problem is pervasive in the working world. She includes a review of the current economic status of women, a summary of harassment cases on record, and an explanation of the two approaches to sex discrimination--one based on sex differences and one based on sex inequality.

Mullin, Sue. "Army Sex Harassing Described." **NEWSBANK: SOCIAL RELATIONS.** 1980. Card 10, A13.

A group of women who once served with a military police battalion at Fort Meade testified before a House subcommittee that sexual harassment was rampant at the base--a charge that the base commander denied. He said that there are many grievance routes which may be used but that women needed to be educated to report incidents.

Neugarten, Dail A., and Shafritz, Jay M. **SEXUALITY IN ORGANIZATIONS: ROMANTIC AND COERCIVE BEHAVIORS AT WORK.** Moore Publishings. 1979.

Chapters 9, 10, and 11 deal with actions by management, action plans, definition and policy statements. Chapters 9, 10, and 11 are highly informative and applicable to the military and to the DAC's. It is an excellent overall view of sexual harassment to include history, laws, etc.

Parker, Laurie. "DOD Spells Out Harassment Policy." **AIR FORCE TIMES.** August 31, 1981. p. 4.

The DOD definition of sexual harassment and the policy for handling complaints of sexual harassment are explained in this article.

Parker, Laurie. "Policy Bans Sexual Harassment." **AIR FORCE TIMES.** October 13, 1980. p. 3.

The Equal Employment Opportunity Commission has adopted a national policy against sexual harassment in the workplace. This policy defines sexual harassment and holds employers responsible for their actions and the actions of their employees. It applies to the federal and private sectors but not to actions between military members.

Pogrebin, Letty Cottin. "Sex Harassment." LADIES HOME JOURNAL. June 1977. pp. 24+.

Sexual harassment undermines a woman's job performance, poisons her work atmosphere, and carries the message: put out or get out. At one time women didn't talk about the harassment they suffered at work, but now cases are being reported and taken to court in order to prevent what usually amounts to economic coercion. Still, only the tip of the sexual harassment iceberg is appearing.

Quindlen, Anna. "Sex in the Workplace." GLAMOUR. March 1981. pp. 208+.

The 1980's may emerge as a time when women discover sex - or even the suspicion of it--as one of the most potent dangers in the workplace. Their careers, their marriages, and their self-respect are the most likely victims. Several case histories are cited.

Reilly, Patricia J. SEXUAL HARASSMENT IN THE NAVY. Naval Postgraduate School. December 1980. (DTIC AD-A097 544).

An investigation was made into the subject of sexual harassment, its effect on Navy personnel, and its potential impact upon mission accomplishment. The author concludes that sexual harassment is a significant problem in the Navy, which could have an impact on mission effectiveness.

Renick, James C. "Sexual Harassment At Work: Why It Happens, What To Do About It." PERSONNEL JOURNAL. August 1980. pp. 658-662.

The sexual harassment (SH) of women at work, ranging from verbal innuendos to rape, has only recently been brought to public awareness as a significant problem in business, industry, the military and universities. The causes of SH (e.g., stereotyped sex roles, the double standard, and the economic vulnerability of the working woman) are examined, and the problems--psychological, economic, and physical--it creates are described. SH is sex discrimination because it singles women out for special treatment in a way that adversely affects their employment status, and as such is a violation of the Civil Rights Act of 1964.

Safran, Claire. "What Men Do to Women on the Job: A Shocking Look at Sexual Harassment." REDBOOK. November 1976. p. 149.

The article reports the results of a survey on sexual harassment conducted by REDBOOK. The survey showed that there is scarcely any difference in the amount of sexual harassment that occurs in the executive suite, in the steno pool, or on the assembly line. In fact, nearly 9 out of 10 of the women who responded to the survey report that they have experienced one or more forms of harassment on the job. The article concludes with suggestions on how to handle the problem.

"Sex Harassment Found in Military by Women." NEW YORK TIMES. February 12, 1980. p. B15.

Statements made before the House Armed Services Military Personnel subcommittee meeting on the problem of sexual harassment support the contention that sexual harassment is a serious problem within the military.

"Sexual Abuse in Army Is Charged." NEW YORK TIMES. January 4, 1980. p. 14.

Senator Proxmire contends that sexual harassment is pervasive at certain Army posts in the U.S.

"Sexual Harassment in the Federal Government." Hearings Before the Subcommittee On the Investigations of the Committee on Post Office and Civil Service, U.S. House of Representatives, Ninety-1979. Serial No. 96-57. U.S. GOVERNMENT PRINTING OFFICE. 1980.

"Sexual Harassment Lands Companies in Court." BUSINESS WEEK. October 1, 1979. pp. 120-122.

Job related sexual harassment is an old problem for women. Women who have been harassed out of a job are now beginning to take their former employers to court and some are winning. But despite the growing legal support, sexual harassment cases are still hard to win. The victim must prove that she was sexually coerced, that she resisted, that her refusal had a negative impact on her job, and that members of the opposite sex were not treated in the same manner.

"Sexual Harassment Policy." COMMANDING GENERAL. FORSCOM.

SUMMARY OF FINDINGS ON SEXUAL HARASSMENT IN THE FEDERAL WORKPLACE.
Merit Systems Protection Board. 1980.

U.S. Office of Personnel Management. "Memorandum to Heads of Departments and Independent Agencies. Subject: Policy Statement and Definition of Sexual Harassment." December 12, 1979.

Weisel, Kerri. "Title VII: Legal Protection Against Sexual Harassment." WASHINGTON LAW REVIEW. December 1977. pp. 123-144.

The courts are compelled to find an act of sexual harassment to be sex discrimination under Title VII of the Civil Rights Act of 1964 if the harassment is employment related and if it places female employees at a disadvantage when compared to the situation of male employees. The article presents a recent history of sex harassment court cases and the reasons why the court found for or against the plaintiff.

"Women in Uniform Confront a Sometime Enemy Among Them: Men in Uniform." PEOPLE. March 17, 1980. pp. 26-29.

Since the beginning of the all-volunteer force, the number of women in the military, a traditionally male institution, has grown rapidly. But reports suggest that the integration of the sexes in the military has a long way to go and that sexual harassment exists in all branches. The article discusses the stories of some women who have been harassed while in the military.

"Women Testify: Harassed by Language." AIR FORCE TIMES. February 25, 1980. p. 5.

Servicewomen testifying before a House subcommittee said that they are subjected to cat calls and foul language daily, but most of them indicated that the same thing had happened in civilian life. A group of present and former female soldiers who were stationed at Fort Meade, MD, said that sexual harassment was rampant at the post and that it exceeded the foul language variety.

IMPROPER SEXUAL TREATMENT

SEXUAL HARASSMENT

AUDIO-VISUAL

**For aid in locating audiovisual materials contact the post Audiovisual
Training Aids Support Office (TASO).**

PREVENTING SEXUAL HARASSMENT. BNA Communications, Inc. 1980.
25 min. videotape.

WOMEN VS. THE SYSTEM OR THE GAMES MEN PLAY. ADL, Co. 1972.
27 Incidents on 2 LP Records and Discussion Guide.

WORKPLACE HOSTILE. Clark Communications, Inc. Videotape.

Aimed primarily toward the civilian workforce, it is under serious consideration for inclusion in the Army inventory. A comprehensive trainer guide, lesson plan, and handouts are included with the tape. All are adaptable to military use.

IMPROPER SEXUAL TREATMENT

SEXUAL HARASSMENT

WORKSHOPS/SEMINARS

"Effectiveness Training for Women." EFFECTIVENESS TRAINING, INC.

This workshop is aimed at female issues and provides effective coping skill training, focusing on conflict resolution skill building. The emphasis is on assertiveness, not aggressiveness. The program has been effectively used on military installations with both male and female participants and is readily adaptable to the unique needs of each unit. Certified trainers are available throughout the U.S. Contact: Effectiveness Training, Inc., 531 Stevens Avenue, Solana Beach, CA. 92075.

"Sex Equity Training." UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND.

Aimed at raising civilian female issue awareness, this workshop does not specifically focus on sexual harassment, though one module does deal with sexual harassment issues only. This is a sixteen hour training program.

"Sexual Harassment Workshop." COLUMBIA RESOURCE MANAGEMENT.

**"Skills for Helping Awareness to Realize Equality (SHARE)."
UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND.**

This Equal Employment Opportunity Course in Sex Discrimination and Counseling has one training module on sexual harassment. Although primarily aimed at the civilian workforce, it can be modified to Army Green at the unit level. This is a forty hour training program.

"Women Issues Workshops." HQ FORSCOM. CHAPLAIN.

This is tailored to the needs of female soldiers.

**"Workshop on Sexual Harassment, Participant's Manual and Trainer's Manual."
SUPERVISORY AND COMMUNICATIONS TRAINING CENTER. U.S. Office of
Personnel Management. Undated.**

Directed toward the civilian workforce, this workshop has no coping skill training, but is aimed at raising awareness of sexual harassment issues. It is an eight hour workshop.

IMPROPER SEXUAL TREATMENT

RAPE

PRINTED MATERIALS

Bard, Morton, and Sangrey, Dawn. **THE CRIME VICTIM'S BOOK.** Basic Books. 1979.

Focusing on the experiences of being victimized by personal crimes such as mugging, robbery, and rape, the authors trace the crises that victims must work through in order to regain control of their lives. The book provides useful, practical information on getting help when it is needed.

BE AWARE--GUARD AGAINST RAPE. U.S. Army Military Police School. May 1976. Training Circular (TC) 19-13.

This circular provides some common-sense measures to help a woman protect herself against rape.

Beneke, Timothy. **MEN ON RAPE: WHAT THEY HAVE TO SAY ABOUT SEXUAL VIOLENCE.** St. Martin. 1982.

Rape is a man's problem and must be dealt with by men, even though the victims are usually women. Beneke explores what men think about rape, either why they have committed the crime or why the thought of it excites them, and reasons why women are raped. He also takes in the point of view of lawyers, doctors, and policemen who have been involved in the crime.

Bode, Janet. **FIGHTING BACK: HOW TO COPE WITH THE MEDICAL, EMOTIONAL AND LEGAL CONSEQUENCES OF RAPE.** Macmillan. 1979.

A woman who has been raped must immediately make countless decisions often with little help from the medical and legal professions. They may even end up defending themselves against accusations from them rather than receiving help in seeking justice. Bode tells what actions the victim can take to cope with the crisis and what she can do afterward.

Brodyaga, Lisa, et al. **RAPE AND ITS VICTIMS: A REPORT FOR CITIZENS, HEALTH FACILITIES, AND CRIMINAL JUSTICE AGENCIES.** U.S. Department of Justice. 1975.

This report looks at promising developments in the treatment of rape around the country and presents guidelines for police, prosecutors, hospitals and citizen action groups.

Brownmiller, Susan. **AGAINST OUR WILL.** Simon & Schuster. 1975.

Susan Brownmiller explores all aspects of rape, from homosexual rape to rape in the World Wars. Brownmiller studies rape as a question of why one rapes. This is a modern classic on the subject.

"Crime: How Not to Be a Victim." GOOD HOUSEKEEPING. September 1980.
p. 247.

Ways to avoid being a victim of a mugging, assault, burglary, or rape are included in this article.

Dean, Charles W., and de Bruyn-Kops, Mary. THE CRIME AND CONSEQUENCE OF RAPE. Charles C. Thomas, Publishers. 1982.

Excluding homicide, rape is the crime most devastating to the lives of its victims. Emotional damage and continual fear can plague a victim for years to come. Effective efforts to prevent rape must be based on an understanding of the crime which can, in turn, alleviate some of the distress that goes with being raped. The authors deal with the crime itself, the consequences of rape, and how to protect yourself from rape.

Feild, Hubert S., and Barnett, Nona J. "Forcible Rape: An Updated Bibliography." THE JOURNAL OF CRIMINAL LAW & CRIMINOLOGY. 1977.
pp. 146-159.

This bibliography contains 371 sources of information on rape published between January 1974 and 1977.

Hoggard, Margery J. "An Initial Response to Rape Prevention and Control." HEALTH & SOCIAL WORK. November 1978. pp. 173-181.

In response to a 1977 mandate from the federal government, a South Carolina mental health center held workshops on the prevention and control of rape. Community response to the program is described, and recommendations based on discussion and questionnaire findings are presented.

Jenkins, Joseph S., Jr. "Rape: A Man's Problem." DEFENSE/81. March 1981. pp. 22-24.

Rape is often considered just a woman's problem as women are the primary victims of rape, but it is definitely a man's problem as well. Educational programs about rape need to go beyond the female-oriented, self-protection approaches now used, to recognize that rape is also a man's problem, and to seek to destroy some of the myths and stereotyping that compound the problem of rape prevention.

Kozaryn, Linda D. "A Shattering Problem for Men and Women (Rape)."
SOLDIERS. April 1981. pp. 20-23.

Rape is a crime of violence motivated by power, control, and revenge. Using fear and violence, rapists can hurt, intimidate and degrade their victims. The article contains a fictionalized history of a rape case and explains what events in a person's past may cause him to commit this violent crime.

Lester, Marianne. "Rape: Why the Services' Methods for Dealing With Rape Are Part of the Problem." AIR FORCE TIMES MAGAZINE. January 26, 1976. pp. 4+.

Rape is one of the fastest growing crimes in the military community. The Army is so concerned about it that it is developing a service-wide rape prevention program, but the program places the burden of prevention on the victim rather than attempting to educate men against committing the crime in the first place. This is a very good report on the status of the crime today in both civilian and military environments. It discusses changes in the investigation of the crime and in the treatment of the victim that have been made and the changes that are still badly needed, especially in the military. Researchers who study rape agree that male aggressiveness, the underlying cause of rape, is nowhere so personified as in the armed forces because of the existence of a sort of military macho. Until this way of thinking is changed, the basic hostility toward women altered, and the myths about rape which have persisted in the face of proof otherwise and which make women ashamed of reporting a rape and those who treat them skeptical and unsympathetic are erased, rape will be a crime difficult to control.

Mace, Don. "OSI Study Examines Rape Patterns." AIR FORCE TIMES.
July 26, 1982. p.3.

A study of 219 Air Force rape cases by the Air Force Office of Special Investigations showed that 3 out of 5 rapes took place on military reservations, and almost half of all cases occurred either in the victim's or the offender's quarters. It was also found that 88% of the victims of rape were females ages 18-26.

Mann, Jo Ann. "Rape." SOLDIERS. February 1976. pp. 6-10.

Rape, an ugly crime which has as a potential victim every female soldier and dependent in the Army, is treated differently from installation to installation. This is a discussion of the investigative procedures used by the Criminal Investigation Detachment (CID).

Molmen, Marcia E. AVOIDING RAPE WITHOUT PUTTING YOURSELF IN PROTECTIVE CUSTODY. Athena Press. 1982.

This well-illustrated book on rape awareness, rape prevention, and self-defense, tells you what to do if you are raped and explains what will happen during the medical exam, the police interrogation, and the trial. It also explains the reactions you and those close to you might have.

National Center for the Prevention and Control of Rape. REGIONAL DIRECTORY: RAPE PREVENTION AND TREATMENT RESOURCES. National Rape Information Clearing House.

This is a five region directory designed to assist agencies and the general public in rape prevention activities.

"Oklahoma Soldier Arrested for Rape, Shot by Victim." CBS NEWS (MORNING NEWS). April 1, 1977. p. 19.

A PFC from Ft. Sill is in serious condition after the woman he raped grabbed a revolver and shot him four times.

"OSI Investigated 738 Rapes in Four Years." AIR FORCE TIMES. May 25, 1981. p. 8.

The Air Force Office of Special Investigations investigated 738 rapes and 242 attempted rapes from 1977-1980. The usual rape involved a female military member or dependent who knew the suspect before the attack.

Prochoroff, Alan. "SAVE Michele X." AIRMAN. May 1981. pp. 11-18.

The Sexual Abuse Victim Education Program (SAVE) at Keesler AFB is a crisis-counseling service designed to speed the recovery of victims of sexual abuse. In effect since 1977, its purpose is to "humanize" the base's approach to dealing with these victims. It is run by volunteers who have to complete a training program before becoming part of SAVE. They act as intermediaries between the victim and the medical staff and police during the first crucial hours after an assault. The volunteers then aid the victim in the period following the assault when victims need support the most and may find such sympathetic support hard to find.

Rabkin, Judith G. "The Epidemiology of Forcible Rape." AMERICAN JOURNAL OF ORTHOPSYCHIATRY. October 1979. pp. 634-647.

Rabkin considers problems of measurement of the incidence of rape and summarizes empirical findings regarding prevalence, demographic and psychiatric characteristics of offenders, spatial and temporal distribution of offenses, victim-offender relationships, and evidence about recidivism and progression of crimes.

Rhodes, Richard. "Why Do Men Rape." PLAYBOY. April 1981. pp. 112+.

This is an interesting article on who rapes, why they rape, and how the crime is committed.

Riger, Stephanie, and Gordon, Margaret. "The Structure of Rape Prevention Beliefs." PERSONALITY & SOCIAL PSYCHOLOGY BULLETIN. April 1979. pp. 186-190.

Factor analyses of the responses of random samples of 1,600 men and women from three cities indicate the presence of two relatively independent dimensions of rape prevention attitudes: (a) beliefs about measures calling for restrictions in women's behavior; and (b) beliefs about measures involving changes in the environment or assertive actions by women.

Sanders, Ron. "Self Defense Plan for Women Nixed." AIR FORCE TIMES. July 23, 1975. p. 2.

The Air Force does not plan to include a self-defense course in its basic training for women even though there has been an increase in the number of reported rapes of military and dependent females. The Air Force does say that it's making it easier or more comfortable for women to report a rape by requiring another woman to be present during investigative sessions. If this is not possible, male investigators will receive special training to handle the cases. The Army is developing a self-defense program which is a cooperative effort between law enforcement and medical personnel.

Sanford, Linda T., and Fetter, Ann. "Defending Yourself Against Rape." COSMOPOLITAN. February 1981. pp. 106-109.

Self-defense is basically simple common sense combined with a little knowledge about how to kick and hit and what the body's most vulnerable targets are.

Sanford, Linda T., and Fetter, Ann. IN DEFENSE OF OURSELVES: A RAPE PREVENTION HANDBOOK FOR WOMEN. Doubleday. 1979.

The authors are trying to change the reactions of women in a dangerous situation from reflexes of fear to reflexes of action. This can be accomplished by preparation, practice and paying attention to common-sense safety measures. It also includes a section on using the book with groups, such as Chicano women, etc.

Shainess, Natalie. "Vulnerability to Violence: Masochism As Process." AMERICAN JOURNAL OF PSYCHOTHERAPY. April 1979. pp. 174-189.

Shainess notes that the recent growth of violence toward women, including rape, assault, wife-battering, and marital rape, has raised questions of whether any personality trait or psychological difficulty furthers their vulnerability.

VICTIMS OF SEXUAL ASSAULT. U.S. Army Military Police School. June 1977. Training Circular (TC) 19-14.

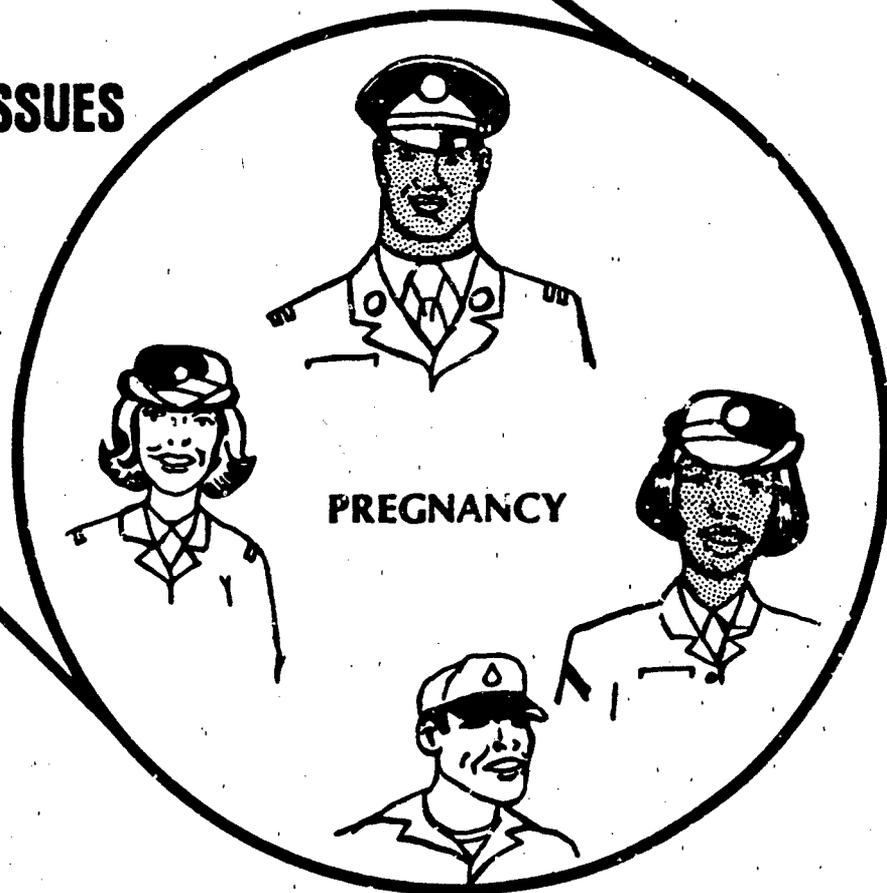
This circular tells an MP how to handle the victim of a sexual assault--whether woman, man, older person or child. The MP must work to ensure that factors in his/her personality do not antagonize the victim or hinder impartial investigation.

Witherspoon, Roger. "Violated She Has to Direct Fury Somewhere." ATLANTA CONSTITUTION. April 9, 1981. pp. 4C+.

A woman who was raped and her husband, who had to watch, take out their anger and frustration on the police who are unable to catch the rapist. They are not alone in their frustration as only 18% of rapes and other crimes are ever solved.

MILITARY PERSONNEL DILEMMAS:

PERSPECTIVES ON
GENDER-RELATED ISSUES



A SELECTED LIST OF RESOURCE MATERIALS PREPARED FOR THE HUMAN
RESOURCES DIVISION, HQ FORSCOM BY THE COMMAND REFERENCE LIBRARIES
AT FORT MCPHERSON AND FORT BRAGG

US ARMY FORCES COMMAND

PREGNANCY

PRINTED MATERIALS

Abbott, Steve. "Sex, More Than an Act." SOLDIERS. February 1980.
pp. 27-31.

The Army does not provide sex education, but places emphasis on preventive medicine pertaining to pregnancy and venereal diseases. If the Army would incorporate sex education into its preventive medicine classes, perhaps the misconceptions, misunderstandings, and outright lies about sex which still predominate among people of all ages could be eradicated to some extent.

Aguilar, Nona. NO-PILL, NO-RISK BIRTH CONTROL. Rawson, Wade Publishers. 1980.

Aguilar describes methods of postponing pregnancy without using drugs, chemicals, or barrier devices.

"Air Force Academy Changes Rule On Pregnant Cadets." CBS NEWS (MORNING NEWS). November 15, 1977. p. 19.

The Air Force Academy says that it will allow a pregnant female cadet to remain in school if she is unmarried and if she gives her baby up for adoption.

"Army Study Recommends Discharge of Pregnant Soldiers." CBS NEWS (MORNING NEWS). May 12, 1978. p. 25.

A new Army study calls pregnancy the greatest impediment to the full integration of women in the Army. There is some disagreement on how pregnant soldiers should be treated.

Ashdown-Sharp, Patricia. A GUIDE TO PREGNANCY & PARENTHOOD FOR WOMEN ON THEIR OWN. Vintage Books. 1977.

This is a source guide covering topics of pregnancy and IB diagnosis, abortion, contraception, etc.

Branley, Bill. "Destroying Myths About Birth Control." SOLDIERS. November 1980. pp. 44-46.

There is nothing new about birth control. People have been trying to have sex without having babies for centuries. Soldiers today, both male and female, don't have to rely on the old wives' tales that many still believe in to prevent pregnancy. They can go to any military hospital or clinic and get up-to-date information. It takes two to make a baby and birth control should also be a combined effort.

Carney, Larry. "Pregnancy Issue: Job for DOD, Says Army." AIR FORCE TIMES. December 6, 1982. p. 32.

The Army considers the pregnancy issue to be one that affects all branches of the armed services and recommends that the subject be handled by a Defense Department Board rather than by an Army board.

Delora, Joann S. UNDERSTANDING SEXUAL INTERACTION. Houghton Mifflin. 1977.

In this comprehensive account on all facets of human sexuality, Delora relates pregnancy and menstruation to combat situations.

Diagram Group. MAN'S BODY--AN OWNER'S MANUAL. Bantam. 1977

This book, which is a layman's guide to the male body, answers questions every man (and woman) has about the way the male body functions. Facts and statistics cover every aspect of man's body and its performance from infancy to old age.

Diagram Group. WOMAN'S BODY--AN OWNER'S MANUAL. Bantam. 1978.

This is another fact-filled publication by the Diagram Group. It gives the same treatment to the female body as MAN'S BODY does to the male. It covers every aspect of the female body, discussing changes that occur as the body ages, and symptoms and treatment of various diseases which a woman might have.

Falls, Martha. "Mother In Army Green." SOLDIERS. October 1976. pp. 45-46.

Enlisted women speak out on being a mother and having an Army career. "The Army makes demands, the kids make demands," one SP4 is quoted as saying. A MSgt indicated that Army life for a mother can be risky.

Fleishman, Norman, and Dixon, Peter L. VASECTOMY, SEX, AND PARENTHOOD. Doubleday. 1973.

This is an introduction to the preferred method of contraception for hundreds of thousands of American men.

Gordon, Linda. WOMAN'S BODY, WOMAN'S RIGHT: A SOCIAL HISTORY OF BIRTH CONTROL IN AMERICA. Grossman. 1976.

Gordon believes that reproductive patterns everywhere are determined by sexual morality, by the status of women, by class formations, and by the nature of the struggle for social change. This book is not only a history of birth control through the ages but also a social history of woman, sex, and feminism.

Kleiner, Richard A. "When Baby Makes Three." AIRMAN. November 1979. pp. 11-13.

Two Air Force couples discuss their life in the Air Force. Both couples have minor children and describe what life is like working in the Air Force under such circumstances. S/Sgt Pearl Tucker stated that the Air Force was very accommodating during her Pre-Natal and Post-Natal care. Sgt Lynn Lapsley felt that her pregnancy adversely affected her job in that the men had to do her job as well as their own while she was on maternity leave.

Kozaryn, Linda B. "The Reality of Abortion." SOLDIERS. March 1981. pp. 20-25.

This article explains and discusses abortion in detail. The author states that it is her purpose to inform soldiers of the realities of abortion, and to provide as much information on the subject as necessary.

Loeb, Suzanne. CONCEPTION, CONTRACEPTION: A NEW LOOK. McGraw-Hill. 1974.

Besides a history of birth control, this book also includes a section on new developments in contraception. There is some explanation of the reproductive processes in male and female.

"Marriage and Pregnancy." NEW YORK TIMES. March 27, 1973. p. 25.

Changes in and cancellation of several regulations which discriminate against women in the Army are explained.

"The Military is Pregnant." TIME. October 8, 1979. p. 110.

At any given time 12% of U.S. military women are pregnant. Indications are that, contrary to popular opinion, not much time is being lost because of pregnancy. According to one officer, child care, not pregnancy is the problem.

"Military Leaders Surveyed: Abortion Not a Moral Issue." AIR FORCE TIMES.
July 6, 1981. p. 10.

A recent survey indicates that military leaders tend to regard adultery, homosexuality, hard drugs, and sex before age 16 as morally wrong, while they don't consider abortion, premarital sex, or smoking marijuana to be moral issues.

OUR BODIES, OURSELVES: A BOOK BY AND FOR WOMEN. 2d ed. Simon and Schuster. 1979.

This book has been called "the most important work to come out of the women's movement." It contains the latest information on birth control, childbirth and abortion as well as other material on women and their health.

Roman, R. N. "Pregnant Marines." MARINE CORPS GAZETTE. July 1981.
pp. 19-20.

The service of women is vital to the Corps today but creates some problems. One of these problems is pregnancy among married and unmarried Marine women. The effects include significant lost time, damages to the acceptance of women by male Marines, and damage to the institutional integrity of the Corps as a result of the current policy toward pregnancy.

Seaman, Barbara. WOMEN AND THE CRISIS IN SEX HORMONES. Rawson Associates. 1978.

An important study of side effects of sex hormones, this work also discusses contraception alternatives.

"Separation Due to Pregnancy Not Automatic." AIR FORCE TIMES. August 17, 1981. p. 14.

Women officers should be aware that separation due to pregnancy requests must establish that the departure isn't disruptive to the Air Force before the request will be honored.

Shapiro, Howard I. THE BIRTH CONTROL BOOK. St. Martin's Press. 1977.

Questions and answers on contraception, sterilization, and abortion are discussed here.

Sivvanandan, Mary. NATURAL SEX. Rawson & Wade. 1979.

This is a discussion of natural contraception without the aid of artificial methods.

Witherspoon, Roger. "Coming Up: Battle on When Life Starts." ATLANTA CONSTITUTION. April 9, 1981. pp. 4C+.

A major ethical and scientific confrontation is developing over the issue of the origins and quality of a human life. It is a dispute that may well return the abortion issue to the Supreme Court for a final ruling on exactly when an independent "life" begins and how much control the guardian of an embryo has over whether it lives or dies. It is not only a question of abortion but will also touch on the use of three of the most common and reliable methods of birth control available to women today.

Zimmerman, Mary K. PASSAGE THROUGH ABORTION. Praeger. 1977.

A statistical analysis of interviews on abortion, this work deals with the sequence of events from becoming pregnant thru post-abortion feelings.

PREGNANCY

AUDIO-VISUAL

HUMAN REPRODUCTION: Pt. 1, HOW REPRODUCTION TAKES PLACE. 35 mm Filmstrip.
National Audiovisual Center. 1969.

This filmstrip discusses sex characteristics and functions of the male and female, the menstrual cycle, fertilization, and pregnancy.

HUMAN REPRODUCTION: Pt. 2, DEVELOPMENT AND BIRTH. 35 mm Filmstrip.
National Audiovisual Center. 1969.

This filmstrip shows the development of the fetus through birth.

HUMAN REPRODUCTION: Pt. 3, HOW REPRODUCTION IS CONTROLLED. 35 mm
Filmstrip. National Audiovisual Center. 1969.

The filmstrip discusses the control of conception by the rhythm method, mechanical blockage, chemical blockage, and contraceptive pills.

THE SEXUALLY MATURE ADULT. Film. John Wiley and Sons, Inc.

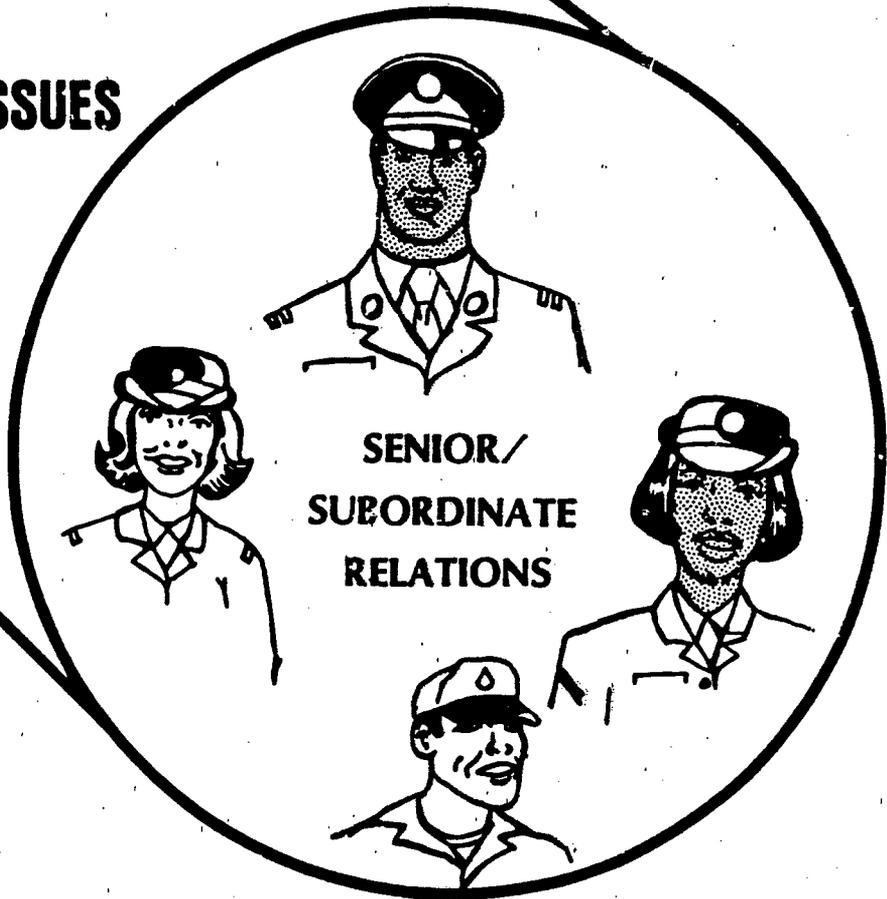
CHARTS

HUMAN REPRODUCTION. Health Education Program. Denoyer-Geppert, Co. 1969.

METHODS OF CONTRACEPTION--INCLUDING ANATOMY AND PHYSIOLOGY. Published by
Planned Parenthood Federation of America-New York.

MILITARY PERSONNEL DILEMMAS:

**PERSPECTIVES ON
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US ARMY FORCES COMMAND

SENIOR/SUBORDINATE RELATIONSHIPS (FRATERNIZATION)

PRINTED MATERIALS

Bachman, Jerald C. THE ALL-VOLUNTEER FORCE: A STUDY OF IDEOLOGY IN THE MILITARY. University of Michigan Press. 1977.

This is a pragmatic view of how the military looks at itself. Bachman studies the military from human relations aspects such as subordinate/superordinate factors.

Batts, John H., et al. THE ROLES OF WOMEN IN THE ARMY AND THEIR IMPACT ON MILITARY OPERATIONS AND ORGANIZATIONS. Army War College. May 23, 1975. (DTIC AD-A016 998).

Problems inherent in the expanded utilization of female soldiers in the U.S. Army are numerous. Attitudes of a wide sample of Army personnel, men and women, enlisted and officer, were surveyed pertaining to these problems. Some problems such as uniforms, billeting, assignments, and training are obvious and can be solved with proper planning. Other problems have not received sufficient attention and remain of concern: fraternization, attitudes of male and female soldiers, deployability, and requirements unique to women such as pregnancy, abortion, child care, and assignment of military couples. Many soldiers do not feel that supervisors receive enough training to deal with a sexually-mixed work environment.

Drogin, Bob. "Adam and Eve in the Army." PROGRESSIVE. March 1979. pp. 30-31.

Examples of sex fraternization--socializing and more between the ranks--and the consequences involved for the Army and the individuals are described in the article.

Good, Jerome; Kirkland, Faris R.; and Grissom, Grant R. WORKING RELATIONSHIPS BETWEEN MEN AND WOMEN: EFFECTS OF SEX AND HIERARCHICAL POSITION ON PERCEPTIONS OF SELF AND OTHERS IN A WORK SETTING. University City Science Center. June 1979. (DTIC AD-A072 413).

The research reported investigated effects of sex and hierarchical positions on workers' perceptions about themselves and the people with whom they worked in a sample of Bell Telephone Company of Pennsylvania employees. A modified version of the BEM sex-role inventory, with additional work-related and personal interaction items, was administered to 44 first-line supervisors and 184 of their subordinates self-ratings, self versus same sex peer ratings and ratings of four target persons; a male and a female supervisor and a male and a female subordinate were compared for male and female respondents. Ratings of supervisor versus subordinate targets were also examined. Supervisor targets were rated higher than subordinate targets of the same sex on most masculine items; and subordinate targets were rated higher than supervisor targets of the same sex on most feminine-typed items.

Hollander, Edwin P. RELATIONAL QUALITIES OF LEADERSHIP STYLE. State University of New York at Buffalo. July 1979. (DTIC AD-A072 385).

This project aimed at clarifying leadership style with respect to qualities affecting leader-follower relationships and making for effective leadership. Three distinct tasks were completed: (1) pertinent work was reviewed and evaluated from the literature on social exchange processes, leadership legitimacy, and the comparison of women and men as leaders; (2) a set of experiments was done varying the leader's source of authority and the group's success or failure; (3) critical incidents and ratings of good and bad leadership were secured and compared from managers in three field settings.

Holmes, Douglas J. LEADERSHIP AND WOMEN IN ORGANIZATIONS. Human Resources Research Organization. July 1969. (DTIC AD-A026 601).

The purpose of this report is to provide information and a point of view that may help in thinking about leadership of women by women, women by men, and men by women. However, the focus throughout most of the report is on women leading women.

Jones, Allan P.; James, Lawrence R.; and Bruni, John R. "Perceived Leadership Behavior and Employee Confidence in the Leader as Moderated by Job Involvement." JOURNAL OF APPLIED PSYCHOLOGY. February 1975. pp. 146-149.

This article examines the effect of job involvement upon the relationship between perceived leader behaviors and confidence and trust in the leader. One hundred twelve civil service and military engineering employees were subdivided into two groups on the basis of their job involvement scores. Results show that high-job-involvement subjects tended to have significantly lower correlations between confidence and trust and leadership variables.

Lester, Marianne. "What Happens When the Boss Is a Woman." AIR FORCE TIMES MAGAZINE. January 14, 1980. pp. 4-10.

Military women are no longer concentrated solely in the lower ranks; today, quite often, they are supervisors. Working for a woman for the first time can be an emotional jolt for many military men, although most people eventually adjust to the idea of a female boss. There are problems to be solved before that adjustment takes place. Women bosses should avoid 2 specific pitfalls: (1) becoming too demanding of themselves and others in an attempt to impress; and (2) a tendency to expect too much from other women.

Riolo, Augustine G. WOMEN IN THE ARMY. Army Command and General Staff College. June 6, 1980. (DTIC AD-A093 082).

This study examines the historical background, the present situation and the future indicators of the role women will play in the Army. It addresses the series of events that have contributed to the expanded utilization of women. The thesis presents the situation faced by the Army today by reviewing the health, pregnancy, nontraditional role, fraternization and conscription problems. Research has revealed that the greatest inhibitor of the expanded use of women has been men. However, the volunteer Army has sped the utilization of women to a goal of 96,400 by FY 1985. Some problems continue to exist, but are steadily being addressed. The study concludes that women are now an integral part of the Army and must be so recognized.

"Sex Fraternization Curbed in the Army." NEW YORK TIMES. December 5, 1978. p. 15.

The Army orders an end to sexual fraternization between soldiers of different ranks.

Stauder, Peter G. WOMAN: DOES HER SEX MEAN SHE IS LESS PREPARED TO SUPERVISE. Air Command and Staff College. May 1977. (DTIC AD-B019 723L).

This study takes the position that it is necessary for women to understand themselves and why they often feel the way they do about success, careers, homemaking/marriage, and education/intelligence. Initially the paper covers the key to such feelings, the process of psychological scripting, and then indicates how individuals scripts can be changed. The fourth chapter provides recommendations for enhancing and expanding Air Force programs and outlines an awareness program for the individual. Appendices provide skeleton seminars on awareness and assertiveness training.

Swaney, Arthur B. INTERPERSONAL POWER RELATIONSHIPS: AS DEFINED BY SUPERIOR-SUBORDINATE INTERSECTIONS. Wichita State University. April 1977.

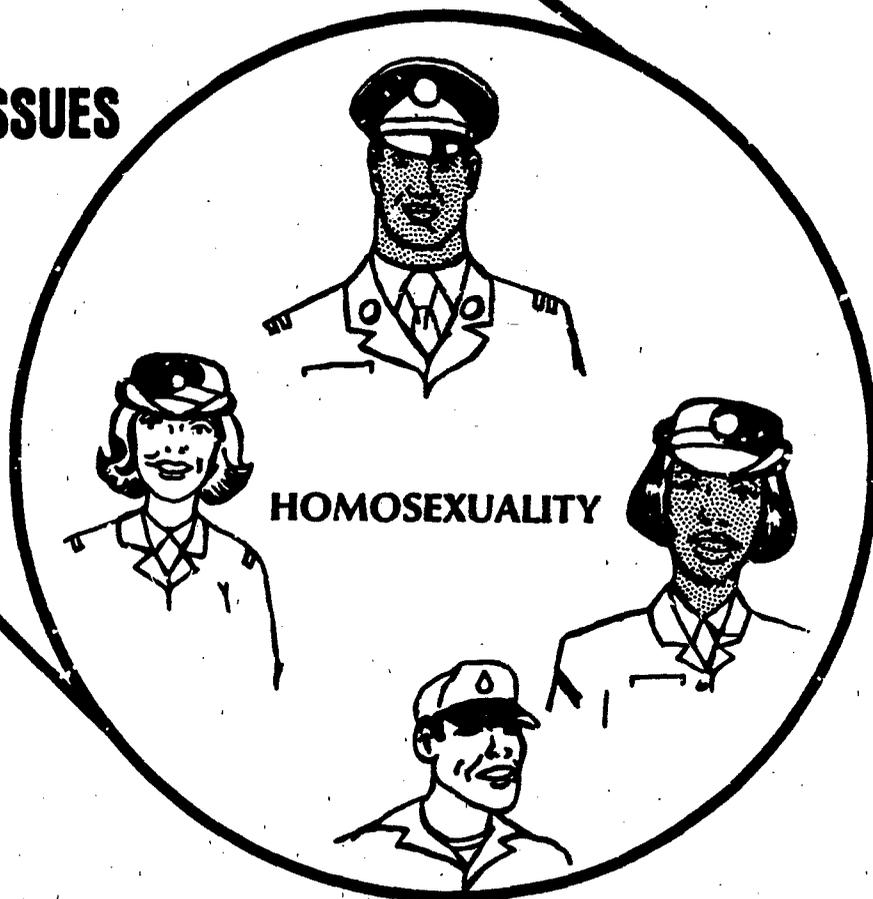
A system was developed and norms were provided for defining relationships between "Superordinates" and "Subordinates" in terms of power and obligation. Formulae are presented for calculating "Harmony, Conflict, and Partial Congruence Indexes." The measurement of relationships is a necessary preliminary step to the process of becoming objective about relationships. The method outlined in the report, "Interpersonal Power Relationships as defined by Superior-Subordinate Intersections" utilizes the inferred qualities resulting from the interaction of measured individual traits. The "Intersection" or Relationship Traits are defined in terms of going transactions of power and obligations.

Wedekind, Lothar H. "Sex Fraternization: New Twist on an Old Taboo."
AIR FORCE TIMES MAGAZINE, June 4, 1979. pp. 6-12.

In the 1970's, the prohibition against officer-enlisted sex fraternization continues to spur controversy in the coed armed forces, especially in the Army. And it's not only officer-enlisted relationships but also superior-subordinate ones, such as might occur between two officers of different ranks or an NCO and a private which causes problems as far as the military is concerned. This includes any case which might seem to lead to perceptions of favoritism. This article goes into some detail about particular case histories of sex fraternization and its results in the Army.

MILITARY PERSONNEL DILEMMAS:

PERSPECTIVES ON
GENDER-RELATED ISSUES



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HOMOSEXUALITY

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"Air Force Ruled Within Rights to Discharge O-4." AIR FORCE TIMES. March 1, 1982. p. 2.

A federal court judge has ruled that the Air Force was within its rights when it discharged a major who had committed homosexual acts with the 15-year-old son of another officer. But the major had to be given a general discharge rather than a "less than honorable" one because the Air Force could not prove that the acts had interfered with his performance of his duties.

"Army Discharges Woman After Marriage to Alleged Transsexual." CBS NEWS (MORNING NEWS). July 21, 1977. p. 11.

A WAC is discharged because of her marriage to a former WAC who now claims to be a transsexual man. The Army says that there may have been a psychological transition but not a physical one.

"Army Seeks Dismissal of Woman Married to Transsexual." CBS NEWS (MORNING NEWS). June 6, 1977. p. 19.

The Army is trying to discharge a WAC who is legally married to a former WAC who has undergone sex change therapy and considers herself a man. The Army still considers her to be a woman. The WAC has been charged, not with being a homosexual, but with having homosexual tendencies.

Austen, Roger. "But For Fate and Ban: Homosexual Villains and Victims in the Military." COLLEGE ENGLISH. 1974. pp. 352-359.

The theme of homosexual officers lusting after innocent enlisted men has frequently appeared in English and American fiction since BILLY BUDD--almost always leading to tragic outcomes.

Bell, Alan P., and Weinberg, Martin S. HOMOSEXUALITIES: A STUDY OF DIVERSITY AMONG MEN AND WOMEN. Simon and Schuster. 1978.

A primary focus of this book is upon diversity--the ways in which homosexual persons differ from each other. It presents general portraits of the various types of homosexual adults. These not only provide evidence of the interrelationships of the sexual, social, and psychological features of their lives but also make it clear that homosexuality encompasses far more than a person's sexual inclinations.

"The Bisexual and the Navy." TIME. February 2, 1976. p. 49.

Ensign Vernon Berg III, Annapolis graduate, son of a Navy Chaplain, is fighting dismissal from the Navy because of his avowed bisexuality.

Bryant, Clifton B. KHAKI-COLLAR CRIME: DEVIANT BEHAVIOR IN THE MILITARY CONTEXT. Free Press. 1979.

This is an analysis of military crime which includes some information on homosexuality and rape.

Coleman, Thomas F. "Sex and the Law." THE HUMANIST. March-April 1978. pp. 38-41.

The author's discussion of the changes in sexual law over a ten year period includes laws which deal with rape, prostitution, transsexualism, and homosexuality.

Colen, B. J. "Is There Death After Sex?" ROLLING STONE. February 3, 1983. pp. 17+.

The Acquired Immune Deficiency Syndrome (AIDS) began as the "Gay Plague." Now it has spread beyond that community. Physicians do not know what to make of AIDS, other than the fact that when the body has the disease, it cannot fight off certain infections. They do not know how to cure it.

"Court Upholds UCMJ in Sodomy Prohibition." AIR FORCE TIMES. July 17, 1978. p. 2.

The Court of Military Appeals has upheld the constitutionality of military law prohibiting sodomy - at least as it applies to acts between persons of the same sex in a public place.

Davies, Christie. "Sexual Taboos and Social Boundaries." AMERICAN JOURNAL OF SOCIOLOGY. March 1982. pp. 1032-1063.

The strong taboos against homosexuality, bestiality and transvestism that exist in many Western societies are the result of attempts to establish and defend strong ethnic, religious, or institutional boundaries. If religious, military, or political leaders decide to strengthen the boundaries of their group, they tend, as a consequence, to impose harsh penalties on forms of sexual behavior that breach social or symbolic boundaries. The principal groups and institutions examined are the Old Testament Jews, the Parsees, ancient Greek states and their armies, early and medieval Christianity, the German National Socialist movement, and the modern British armed forces.

Druss, Richard G. "Cases of Suspected Homosexuality Seen at an Army Mental Hygiene Consultation Service." PSYCHIATRIC QUARTERLY. 1967. pp. 62-70.

Druss discusses the customs, attitudes, and regulations pertaining to homosexuals in military service. The records of 40 referrals fell into 2 broad categories: true homosexuals and immature soldiers who had committed various homosexual acts. Some of the distinguishing characteristics of these 2 groups are described.

"The Gay World Is Real--Not a Fairy Tale." AMERICAN SCHOOL BOARD JOURNAL. 1973. p. 160.

This article provides a brief historical overview of the social implications of homosexuality and supplies data suggesting that homosexuality is much more widespread than many are prepared to believe.

Gibson, E. Lawrence. GET OFF MY SHIP: ENSIGN BERG VS. THE U.S. NAVY. Avon Books. 1978.

Gibson details the attempts of the U.S. Navy to discharge the first naval officer to challenge the service's policy of categorically excluding homosexuals.

Heilman, John. "The Constitutionality of Discharging Homosexual Military Personnel." COLUMBIA HUMAN RIGHTS LAW REVIEW. Vol. 12, 1981. pp. 191-204.

The military's regulations against homosexuality conflict with an individual's First Amendment rights of speech and association. Discharges should be studied to make sure individuals are being discharged for acts and not for statements about their sexuality or for association with homosexual elements. Judges must also make sure that due process has been followed and that the rights of the plaintiff have been protected. Several cases against the services are discussed relating the actions of the military to the constitutional rights of the plaintiff.

"Homosexuals Get a Break." AIR FORCE TIMES. December 18, 1978. pp. 25-27.

The U.S. Court of Appeals has told the services that they cannot discharge a person just because of homosexuality but must give them a reason why they were discharged and not given an exception as some homosexuals are given.

"How Gay is Gay?" TIME. April 23, 1979. pp. 72-76.

The gay world and the progress homosexual men and women are making toward equality is discussed.

Jones, Bradley K. "The Gravity of Administrative Discharges: A Legal and Empirical Evaluation." MILITARY LAW REVIEW. Winter 1973. pp. 1-21.

The consequences of general and undesirable discharges are frequently little considered by their recipients. The JAG officers asked to counsel the recipients understand the consequences little more. This article reveals some of the difficulties facing servicemen discharged under less than honorable conditions, as the author examines the consequences as related to the loss of governmental benefits and civilian opportunities prejudiced.

Jones, Clinton R. HOMOSEXUALITY AND COUNSELING. Fortress. 1974.

Clinton Jones, a specialist in pastoral counseling, advises homosexuals on how they can seek help for problems they encounter. Jones also offers guidance to other counselors on the problems experienced by homosexuals.

Kihss, Peter. "Discharge by Navy of Homosexual Raised to Honorable by Secretary." NEW YORK TIMES. April 28, 1977. p. A18.

The "other than honorable" discharge given to former Ensign Vernon E. Berg 3d after his admission of homosexuality has been upgraded to an honorable discharge. Berg says he still plans to pursue his Federal Court suit seeking reinstatement.

Lacy, Billy F. THE HOMOSEXUAL IN UNIFORM. Air Command and Staff College. May 1976. (DTIC AD-B011 747L).

The traditional military position on homosexuality is being subjected to frequent and severe challenges and is in need of reevaluation. This study explores both sides of the argument on male homosexuality in an unbiased objective manner and provides an assessment of the current military position. It concludes that the military should change its present position on homosexuality and provides appropriate recommendations.

Lawrence, Susan. "AIDS - No Relief in Sight." SCIENCE NEWS. September 25, 1982. pp. 202-203.

The search for the cause of an outbreak of immune suppression that first struck promiscuous homosexual men in New York and California has yet to turn up any answers. The deficiency leaves patients unable to protect themselves from viral, fungal, or protozoal infections.

Lester, Marianne. "Homosexuals in Uniform." AIR FORCE TIMES, FAMILY SUPPLEMENT. March 27, 1974. pp. 5+.

This article discusses homosexuals in uniform. Who are they? How do they live, knowing they are criminals in the eyes of the services? Why do they want to serve in the Army, the Air Force, etc.? What happens when they are found out? Have there been any changes in the treatment of homosexuals in the military? Are homosexuals in the military beginning to come out of the closet?

McCracken, Samuel. "Are Homosexuals Gay?" COMMENTARY. January 1979. pp. 19-29.

McCracken discusses the research conducted by the authors of several books on homosexuals, including HOMOSEXUALITIES: STUDY OF DIVERSITY AMONG MEN AND WOMEN, THE JOY OF GAY SEX, and THE JOY OF LESBIAN SEX. He feels that the conclusions drawn in the books reflect what the researchers wanted to find, which does not necessarily mean that it is false, just misleading. He also discusses homosexual life, attitudes toward homosexuals, and religion and homosexuals.

McCrary, Jerel, and Gutierrez, Lewis. "The Homosexual Person in the Military and in National Security Employment." JOURNAL OF HOMOSEXUALITY. Fall-Winter 1979-80. pp. 115-146.

Officials in the U.S. government feel that homosexuals represent a threat to the efficiency of the military and the security of classified information. The gay person in the military or in national security employment will find that there is an abundance of regulations and procedures designed to screen out and remove homosexuals from these areas. This article, which begins with an historical overview of homosexuality and the military, then proceeds to the process of separating homosexuals from the military and the success or failure of appeals to civil courts. Specific cases are examined with discussion of the decisions handed down and the reasons given by the court. Decisions favorable to the plaintiffs have been made but usually on a procedural basis with no wide-range decisions which would affect all cases. Therefore more battles still have to be fought on a case-by-case basis.

McIntyre, Michael Thomas. HOMOSEXUALITY AND THE U.S. MILITARY. Naval Post Graduate School. June 1980 (DTIC AD-A092 179).

This paper summarizes recent homosexuality-related changes in America, defines homosexuality and analyzes the extent of it in the military, examines the military's position, and explores the implications of a military policy change which would permit military service by homosexual men and women.

Marx, Jean L. "New Disease Baffles Medical Community." SCIENCE. August 13, 1982. pp. 618-621.

AIDS is a serious public health hazard, but may also provide insights into the workings of the immunity system and the origins of cancer. The underlying problem with AIDS is a defective immunity system which apparently leaves the victim unable to fight off infection and apparently, cancer.

"Masters and Johnson on Homosexuality." TIME. April 23, 1979. pp. 77-78.

The new book by the famous sex research team concentrates on the bodily process of sex, in highly technical language, and has almost nothing to say about the psychology, ethics, or origins of homosexuality. It maintains that there are no differences between homosexuals and heterosexuals in the physical processes of sex.

Masters, William H., and Johnson, Virginia E. **HOMOSEXUALITY IN PERSPECTIVE.** Little, Brown & Co. 1979.

Masters and Johnson establish a sound, factual basis for understanding homosexual physiology and psychosexual behavior. The book outlines clinically tested programs for treating homosexual dysfunctions and dissatisfaction. The sexual responses of men and women of homosexual and heterosexual orientation are compared. Case histories are included in this clinical study.

Matlovich, Leonard.

The following list of articles all deal with the case of Air Force Sergeant Leonard Matlovich, a medal winner in Vietnam, who was rated superior by his commanders. Upon his admission of homosexuality, he was discharged from the Air Force. He immediately took the case to court.

"Air Force to Appeal Court Order to Reinstate Homosexual (Leonard P. Matlovich)." **AIR FORCE TIMES.** September 22, 1980. p. 2.

"Air Force Homosexual Loses Case, Denied Waiver of Regulation." **CBS NEWS (MORNING NEWS).** October 22, 1975. p. 22.

"Air Force Sgt. Matlovich Challenges Ban on Homosexuals." **CBS NEWS (MORNING NEWS).** May 27, 1975. pp. 12-13.

Duberman, Martin. "The Case of the Gay Sergeant." **NEW YORK TIMES.** November 9, 1975. Section 6, pp. 16+.

"Final Defense Witnesses Testify in Matlovich Discharge Case." **CBS NEWS (MORNING NEWS).** September 19, 1975. p. 9.

"Homosexual, Discharged From Air Force, Litigating in Federal Courts." **CBS NEWS (MORNING NEWS).** October 23, 1975. p. 31.

"Homosexual Policy Still Unresolved." **AIR FORCE TIMES.** December 8, 1980. p. 16.

"Homosexual Sergeant." **TIME.** June 9, 1975. p. 18.

Mace, Don. "Homosexuals' Ruling May Bear on Air Force Case (TSgt Leonard Matlovich)." AIR FORCE TIMES. November 10, 1980. p. 3.

Mace, Don. "Matlovich Case Settled, Gay Question Isn't." AIR FORCE TIMES. December 8, 1980. pp. 1+.

"Matlovich Trial Challenging Military's Ban on Homosexuality." CBS NEWS (EVENING NEWS). September 16, 1975. p. 10.

"Psychologist Says Sgt Matlovich's Homosexuality Won't Interfere With Duty." CBS NEWS (EVENING NEWS). September 18, 1975. p. 15.

"Sgt Matlovich Testifies in Military Trial on Homosexuality." CBS NEWS (EVENING NEWS). September 17, 1975. p. 17.

"Two Homosexuals Lose First Test." AIR FORCE TIMES. October 8, 1975. p. 10.

Ovesey, Lionel, and Person, Ethel. "Gender Identity and Sexual Psychopathology in Men: A Psychodynamic Analysis of Homosexuality, Transsexualism, and Transvestism." JOURNAL OF THE AMERICAN ACADEMY OF PSYCHOANALYSIS. No Date.

Ovesey and Person define gender identity and describe how it develops, drawing heavily on the concepts of J. Money and R. Stoller. The psychodynamics of gender identity in biologically normal, heterosexual males is described with attention to the concept of pseudohomosexuality which illuminates the unconscious integration of conflicts about gender role. The psychodynamic demonstrated in 3 disorders where biologic sex is normal, but gender identity and sexual behavior are markedly aberrant, homosexuality, transsexualism, and transvestism. For each disorder a psychodynamic analysis of the symptoms is provided, and a hypothesis for their developmental origins is proposed.

Philpott, Tom. "Homosexual Discharge Policy Due." AIR FORCE TIMES. January 19, 1981. p. 3.

Final touches are being put on a new policy directive requiring the services to give an honorable discharge to known homosexuals and bisexuals.

"Policy on Homosexuals Being Checked." AIR FORCE TIMES. October 13, 1980. p. 15.

Pentagon officials organize a "task force" of lawyers to study the impact of recent federal court rulings regarding homosexuals in the military and to recommend grounds for appeal.

Ruitenbeek, Hendrick, ed. HOMOSEXUALITY: A CHANGING PICTURE. Humanities. 1974.

Gay students and gay liberation brought homosexuality "out of the closet." Ruitenbeek compiles a number of chapters written by novelists, professors, psychiatrists, and journalists on the growing sensitiveness of today's homosexuals.

Schafer, Siegrid. "Sociosexual Behavior In Male and Female Homosexuals: A Study In Sex Differences." ARCHIVES OF SEXUAL BEHAVIOR. September 1977. pp. 355-364.

This article compares the results of the author's (1975) previous study of female homosexuals with the results of M. Dannecker and R. Reiche's (1974) previous study of male homosexuals. The data of both studies are compared with regard to "coming out," heterosexual experiences, homosexual activity, partner mobility, and partner relations.

Snyder, William P., and Nyberg, Kenneth L. "Policy Paper: Gays and the Military: An Emerging Policy Issue." JOURNAL OF POLITICAL AND MILITARY SOCIOLOGY. Spring 1980. pp. 71-84.

The armed forces regard homosexuality as an undesirable trait; gays are barred from enlistment and gay personnel in the service are separated. The services have recently moved to "decriminalize" homosexuality; that is to award honorable discharges to personnel separated from the services for this reason. A challenge to this exclusionary policy is possible, either by the courts or by the gay rights movement. This article examines the reasons for current military policy and for possible challenges to the policy by gay groups.

Soloff, Paul H. "Pseudohomosexual Psychosis In Basic Military Training."
ARCHIVES OF SEXUAL BEHAVIOR. September 1978. pp. 503-510.

The emergence of homosexual anxieties in heterosexual males following a severe blow to masculine self-esteem has been termed "pseudo-homosexual" by L. Ovesey (1969) and has been shown to reflect sexual dependency and power conflicts. The present article extends the concept, described largely in neurotic patients, to psychotic reactions occurring in basic trainees following failure to adapt to military life. The military setting is viewed as a culturally specific stress for emergence of pseudohomosexual anxieties in predisposed individuals. Three case studies illustrate the power and dependency conflicts, sexual symbolization, projective defenses, and restitutional violence which characterize these patients. The pseudohomosexual psychosis defends the patient against perceiving his inability to effect separation from mother, bear the object loss, and attain cultural manhood.

Tripp, C. A. THE HOMOSEXUAL MATRIX. McGraw-Hill. 1975.

Tripp presents an analysis of the place of homosexuality in religion, biology, anthropology, and politics. Accounts of homosexuality in the military, espionage, psychiatry, and discussions of various treatments in lifestyles of homosexuals are presented.

Wallis, Claudia. "The Deadly Spread of AIDS." TIME. September 6, 1982.
p. 55.

The Acquired Immunodeficiency Syndrome (AIDS) has affected 547 people in a 16 month period, killing 232 of them. It largely affects the homosexual community but has also stricken intravenous-drug abusers, Haitians, and hemophiliacs. Researchers now believe that an infectious agent is involved in AIDS.

Warren, Carol. SEXUALITY: ENCOUNTERS, IDENTITIES, AND RELATIONSHIPS.
Sage. 1977.

Papers are presented which originally appeared as special issues of journals. Topics include: the new massage parlors; the interrelation between sex, situation, and strategies in the pairing ritual of homosexuals; secrecy in the lesbian world; bisexuality in men; family attitudes and Mexican male homosexuality; and meanings and process in erotic offensiveness.

Warren, Carol A., and DeLora, Joann S. "Student Protest in the 1970s: The Gay Student Union and the Military." URBAN LIFE. April 1978. pp. 67-90.

This is a report on a case study of the effectiveness of a protest against the campus ROTC unit by the homosexual student organization of a small Western university. Reform tactics, including "disembodied access" to powerful groups and to potential minority group allies, provided some symbolic satisfactions for members of the stigmatized group, but action to redress the purported discriminatory practices was postponed by the faculty senate.

Weaver, Warren, Jr. "Recruiting Ban May Cost 6 Colleges Defense Pacts." NEW YORK TIMES. July 25, 1982. p. 26(L).

Universities whose law schools refuse to permit Army recruiting because the service will not accept homosexuals have been threatened with loss of all their defense contracts and Reserve training units.

Weinraub, Bernard. "Military, After Appellate Ruling, Starts Review on Homosexuality." NEW YORK TIMES. December 8, 1978. pp. 1+.

The Army, Navy and Air Force have begun reviews of policies concerning homosexuals after a ruling by the U.S. Court of Appeals that placed limits on the automatic dismissal of homosexuals from the military. The court said that the DOD had to offer a reasonable explanation or specific reasons when it discharges a homosexual, making the process much more complicated from the military point of view, without overturning the law barring homosexuals from military service.

Werner, Dennis. "A Cross-Cultural Perspective on Theory and Research on Male Homosexuality." JOURNAL OF HOMOSEXUALITY. Summer 1979. pp. 345-362.

Werner examined cross-cultural data on male homosexuality in light of various theories that might account for its variation. By examining different psychological explanations (e.g., parent-child relationships), the study suggests that the sex of childhood companions may be an important factor in the origin of homosexuality. Two possible explanations for an association between male homosexuality and mixed-sex playgroups are offered: in one, gender identity serves as intervening variable; in the other, the notion that "familiarity breeds contempt" is studied. A cultural materialist theory, which views homosexuality as adaptive under conditions of population pressure, is shown to be supported by the correlation between a society's natalist policy and its attitudes toward homosexuality.

West, Susan. "One Step Behind a Killer." SCIENCE 83. March 1983.
pp. 36-45.

As of January 15, 1983, AIDS had stricken 891 people; 333 of them have died. Almost three-fourths of the people who first got the disease have died. Since it was detected in 1981, the number of cases has doubled every six months. So far, it has hit young homosexual men, intravenous drug users and their sexual partners, Haitians, hemophiliacs, and children. No one knows the cure yet. No one even knows the cause.

Williams, Colin J., and Weinberg, Martin S. "Being Discovered: A Study of Homosexuals in the Military." SOCIAL PROBLEMS. 1970. pp. 217-227.

Current conceptions of deviance have placed less emphasis on the role played by the deviant himself in being assigned a deviant label. To examine the role of the deviant, a sample of male homosexuals who had received less than honorable discharges from the military for homosexual conduct were compared with a sample who had received honorable discharges. It was found that, compared to the honorable discharge group, the less than honorable discharge group was more likely to have (a) been engaging in homosexual sex more frequently before induction, (b) more frequently experienced homosexual sex while in the service, and (c) had predominately other servicemen as homosexual partners. Further examination of the data showed how these factors specified the manner in which members of the less than honorable discharge group were discovered.

Williams, Colin J., and Weinberg, Martin S. HOMOSEXUALS AND THE MILITARY: A STUDY OF LESS THAN HONORABLE DISCHARGE. Harper & Row. 1971.

The official policies toward homosexuality of the various branches of the military from 1940 to 1965 are presented, as well as the organizational processes in the application of the label "less than honorable" from its initial phases to the final discharge. At the time of publication, the best estimate from military records showed that approximately 2000 men per year are given a less than honorable discharge for homosexuality. The homosexual in the military environment, being discovered, and the effects of the official label are discussed.

Williams, Colin J., and Weinberg, Martin S. "The Military: Its Processing of Accused Homosexuals." AMERICAN BEHAVIORAL SCIENCE. November-December 1970. pp. 203-217.

The authors describe the procedure by which men charged with homosexuality are classified as one of three organizationally recognized classes of homosexuals and processed to the dishonorable, undesirable, or general discharges usually correlated with such classifications.

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