

# Leadership Excellence and Gender in Organizations

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## Workplace incivility against women in STEM: Insights and best practices

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Extant empirical and non-empirical work has shown that women are at a higher risk of being a target of workplace incivility. This manifests in a variety of deleterious outcomes for women at work – turnover intentions, poor performance, increased stress, poor well-being, negative relationships, increased work-life conflict, attrition, to name a few. Indeed, while women are particularly at risk for being a target of incivility, this problem is exacerbated for women in STEM fields due to a variety of factors that are focal and unique to the STEM industry. In this paper, I briefly outline the unique characteristics of STEM industry that make it highly susceptible to creating an atmosphere that promotes workplace incivility against women employees. Next, I provide five best practice recommendations that are geared towards improving work climate for women in STEM, reducing incivility, and promoting overall retention.