Workplace incivility against women in STEM: Insights and best practices

Mahima Saxena
mahimasaxena65@gmail.com

Follow this and additional works at: https://docs.lib.purdue.edu/cgg

Part of the Communication Commons, Human Resources Management Commons, Organizational Behavior and Theory Commons, Political Science Commons, Psychology Commons, and the Sociology Commons

Recommended Citation
Available at: https://docs.lib.purdue.edu/cgg/vol2/iss1/3

This document has been made available through Purdue e-Pubs, a service of the Purdue University Libraries. Please contact epubs@purdue.edu for additional information.
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.