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FROM THE EDITOR

This issue of *JIER* is devoted to a single topic—sexual harassment. Sexual harassment generally takes one of two forms. Many cases arise because someone in the organization has made the granting of sexual favors a term or condition of employment. Other cases come about because the organization has permitted a sexually abusive environment to flourish.

Burke and Little discusses the two 1998 Supreme Court cases that have helped to connect the common law principles of agency and the concept of sexual harassment. Both of the cases address questions about the conditions under which an organization may become liable for the sexually harassing behaviors of its supervisors. Chris Lewis turns our attention to same sex harassment. She examines another recent Supreme Court decision that has addressed this issue and provides a generally critical view of the lower court cases that subsequently addressed the issue.

Morgan, Gomes, and Owens provide original insight into the relationship between sexual harassment and credit reporting laws. Many times organizations will decide to outsource their investigations of sexual harassment claims. These authors show that such decisions may bring the investigations under the purview of the Federal Credit Reporting Act. Schwartz and Storm focus on a topic is often related to sexual harassment: workplace romance. They emphasize the embedding law and practical advice to managers. Mark Karper examines issues that arise when the perpetrators of sexual harassment are disciplined, and discusses cases from his career as an arbitrator. The issue closes with something new. In an attempt to stimulate a dialogue with our readers and other experts, I have provided a lengthy summary of an important court decision on the topic of sexual harassment and have asked for a response.

Charles J. Coleman
Editor