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Michelle Janet Vasiga

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THE INFLUENCE OF GENDER PAIRING OF PERPETRATOR  
AND VICTIM ON PERCEPTIONS OF SEXUAL HARASSMENT

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A Thesis  
Presented to the  
Faculty of  
California State University,  
San Bernardino

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In Partial Fulfillment  
of the Requirements for the Degree  
Master of Science  
in  
Psychology: Industrial/Organizational

---

by  
Michelle Janet Vasiga

June 1999

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AND VICTIM ON PERCEPTIONS OF SEXUAL HARASSMENT

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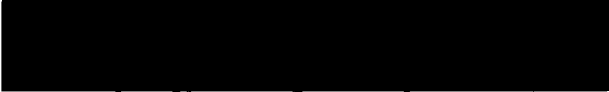
by  
Michelle Janet Vasiga


June 1999

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## ABSTRACT

The influence of gender pairing of perpetrator and victim on students' perceptions of the degree of severity and offensiveness of sexual harassment, as well as the degree of likelihood of the scenarios depicting sexual harassment occurring in an actual work setting were investigated. Thirty-two male and thirty-two female college students rated scenarios depicting different gender pairings between perpetrator and victim. A 2x2x2 quasi-experimental mixed design was adopted. The independent variables were gender of perpetrator (male or female), gender of victim (male or female) depicted in the test scenarios, and gender of research participants (male or female) who responded to the scenarios. The first independent variable was a within-subjects variable, while the second through the third were between-subjects variables. The dependent variables were the degree of severity and the degree of offensiveness of different sexual harassment scenarios as perceived by the participants, as well as the degree of the participants' beliefs about the likelihood of each vignette occurring in an actual work setting.

The major findings for this study were: 1) In general, scenarios with male perpetrators were viewed as more severely harassing, more offensive, and more likely to occur in an actual work setting than similar scenarios with female perpetrators. 2) The scenarios with female victims were viewed as more offensive and more likely to occur in an actual work setting than similar scenarios with male victims. 3) In general, scenarios with gender match between perpetrator and victim were viewed as more severely harassing and more offensive than those with gender mismatch. However, scenarios with gender mismatch between perpetrator and victim were viewed as more likely to occur in



an actual work setting than those with gender match. 4) There were similarities and differences between female and male participants' opinions concerning the degree of severity, offensiveness, and likelihood of scenarios occurring in an actual work setting. The results and implications are discussed.

## ACKNOWLEDGEMENTS

Over the past year I have been working on the research that is the foundation of this document. There are many individuals that I would like to acknowledge for their contributions to making the task of completing my thesis possible. I am extremely fortunate for all of the wonderful people I have in my life and I will be forever grateful to them for their valuable assistance.

I would like to thank Dr. Yu-Chin Chien for believing in my ability when others doubted it and for the many hours of assistance that she provided during the completion of my thesis. Yu-Chin, I am greatly appreciative for your helpful advice and persistence. I would also like to thank Dr. Steven Levy and Dr. Lloyd Peake for contributing to the reviewing of this manuscript, for their many valuable suggestions, and for serving as committee members. My parents, George and Nancy Vasiga, provided me with emotional support and, without their financial assistance, my studies at California State University, San Bernardino, would not have been possible. I would like to thank Matthew and Michael Vasiga for listening to my concerns and ideas. Thanks go out to Gregory Railsback for his assistance in delivering materials to my advisor and for his patience and support while I completed this thesis. I would also like to thank Corrin Railsback for her patience and for being quiet while I worked on preparing this thesis. To my Grandmother, Audrey Williamson, I would like to express my appreciation for showing me that I could overcome the most difficult of obstacles and that I can do anything I set my mind to. I would also like to thank Dr. Kohut for his helping me to heal emotionally, for without his help I would not have been able to complete my studies

at California State University, San Bernardino. I would also like to thank my dear friend, Lynda Dostal, for her great sense of humor and helping to keep me sane while I worked on this study. To Dr. Alan Auerbach and Dr. Donna Denning, I am grateful for their contribution to my professional development. Finally, I appreciate the participation of the students who filled out questionnaires and thank them for their most valuable assistance.

## DEDICATION

I would like to dedicate this thesis to Dr. George and Mrs. Nancy Vasiga, my parents, to whom I will be forever grateful for their love and support. I have been blessed with two of the most wonderful parents who have never denied me the opportunity to better myself. They have provided me with the opportunity to continue my studies abroad and achieve my master's degree. My father has shown me that hard work and persistence is the only way to achieve success in this world. My mother has served as a continued source of guidance and inspiration. Without their enduring support, both emotionally and financially, the completion of this thesis would not have been possible.

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## 1. INTRODUCTION

Sexual harassment is a widespread occurrence that affects many North Americans at their place of employment, and several researchers have pointed to the notable presence of sexual harassment within the work setting. In addition, women appear to be the usual victims of this form of harassment. In fact, sexual harassment has been an aspect of the work environment that has affected women ever since they entered the workplace and has been documented as early as the colonial era (Fitzgerald, 1993a). It is also a very prominent phenomenon, since estimates suggest that approximately 1 of every 2 women will be harassed during their academic or working lives (Fitzgerald, 1993b). As reported by Wyatt and Riederle (1994), almost half (44%) of the women in their survey reported having been sexually harassed at work during some point in their lives, most often by men. Murrell, Olson, and Frieze (1995) also found that 18% of women managers reported having been sexually harassed. However, researchers have found that sexual harassment is not limited to women exclusively, but that it affects men as well. According to one random-sample survey conducted by the U.S. Merit Protection Board (1981), 15% of men working for the government had reported being the target of sexual harassment in addition to 42% of women surveyed. Berdahl, Magley, and Waldo (1996) also found that 10.5% of the men in their study indicated that they had previously been sexually harassed. In terms of ethnicity of the victims of sexual harassment, Stockdale, Vaux, and Cashin (1995) found that white victims were more likely than ethnic minorities to acknowledge their harassment. For example, significantly more white (54%) than African-American women (34%) reported at least one incident of sexual

harassment while at work. In terms of prior sexual abuse and the likelihood of being sexually harassed while at work, Wyatt and Riederle (1994) found that 76% reported a history of contact sexual abuse either in childhood or adulthood, compared to 47% of a cohort group that was not harassed. The results of these studies indicate that the most likely to be sexually harassed while at work are women with histories of sexual abuse, regardless of ethnic background. Clearly, sexual harassment is an issue that affects many individuals and warrants the attention of further research.

### 1.1 What Constitutes Sexual Harassment

It is important to take into account that not all conduct of a sexual nature comprises sexual harassment. Therefore, it is important to have a clear understanding of what behaviors fit the definition. The U.S. Equal Employment Opportunity Commission (EEOC, 1990) defines sexual harassment as “only unwelcome sexual conduct that is a term or condition of employment constitutes a violation” (p. 2). Therefore, sexual harassment involves a target within the employment setting who finds the harassing behavior of an alleged perpetrator to be unwelcome. The EEOC further divides sexual harassment into two subtypes: *quid pro quo* and *hostile environment*. The guidelines state that “ ‘unwelcome’ sexual conduct constitutes sexual harassment when ‘submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment’ ” (p. 2). *Quid pro quo* harassment takes place “ ‘when submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual’ ” (p. 2). *Hostile environment* harassment may occur when unwelcome sexual conduct “ ‘unreasonably interfer[es] with

a person's job performance' or creates an 'intimidating, hostile, or offensive working environment' ” (p. 2). However, in the Case of Meritor Savings Bank versus Vinson, the Supreme Court held that in order to constitute a violation, the harassment must be “sufficiently severe or pervasive ‘to alter the conditions of [the victim’s] employment and create an abusive working environment’ ” (p. 6). Furthermore, in the Case of Harris versus Forklift Systems, Inc. (1993), the U.S. Supreme Court found that the conduct being addressed must be “sufficiently severe or pervasive to create ‘an objectively hostile or abusive work environment – an environment that a reasonable person would find hostile or abusive.” Therefore, *hostile environment* harassment may occur even when there are no tangible or economic job consequences involved for the victim, but the two previously mentioned conditions must be present under the condition of the “reasonable person standard,” in order for the actions to classify as sexual harassment. The EEOC also points out that the victim or harasser may be male or female and the victim does not have to be of the opposite sex. Therefore, harassment of a man by another man or that of a woman by another woman may be actionable sexual harassment. In terms of the relation of the harasser to the work environment, he or she can be the “victim’s supervisor, an agent of the employer, a supervisor in another department, a co-worker, or a non-employee” (EEOC, 1994, p. 1). In addition, the victim of sexual harassment does not necessarily have to be the person who is allegedly harassed, but could be anyone who is ultimately affected by the “offensive” conduct. When identifying whether unlawful sexual harassment has occurred, it is important to keep in mind that it “may occur without economic injury to or discharge of a victim” (EEOC, 1994, p. 1) from work and



that the “harasser’s conduct must be unwelcome” (p. 1) to the target of such actions.

## 1.2 Factors that Influence People’s Perceptions about Sexual Harassment

There are many factors that influence people’s perceptions about sexual harassment. Researchers have been specifically interested in the form of the harassment, gender differences in opinions of sexual harassment, the perpetrators of harassment and the type of employment setting in relation to potentially harassing behaviors.

### 1.2.1 Similarities and Differences in the Perceptions Men and Women Have Regarding Sexual Harassment

In general, research has shown that men and women experience similar forms of harassment. For example, Stockdale et al. (1995) investigated the most frequently occurring forms of harassment. They found that both men and women experienced sexual jokes, followed by sexual looks or gestures, touching in a sexual manner, and sexual letters most frequently. The least frequent category was “pressure for sexual favors.” The only type of harassment experienced more by men than women was “display of sexual materials.”

However, men and women have indicated differing perceptions of sexual harassment. For example, Popovich and his collaborators (Popovich et al., 1992) found that females rated a physical hostile environment scenario more negatively than males. In addition, males perceived a physical hostile environment scenario less negatively than a verbal hostile environment scenario, while females saw a physical economic injury statement less negatively than a physical hostile environment scenario. These results indicate that, in general, females rated the scenarios less favorably than males, especially

when a “physical” behavior was paired with a “hostile environment” consequence for the victim. In another study, Popovich and his collaborators (Popovich et al., 1996) found that physical scenarios were rated as more definitely sexual harassment than a verbal vignette by both male and female participants. The results of these two studies suggest that although men and women experience similar forms of harassment, overall, physical scenarios are considered more harassing than verbal scenarios; however, males view verbal hostile environment harassment more negatively while females perceive physical hostile environment harassment more negatively.

Moving from research on perceptions of physical versus verbal harassment, other studies have investigated differences in the perceptions men and women have regarding sexual harassment. The majority of these studies have found differences between the sexes. For example, men are less likely to label any particular situation as harassing (Baird, Bensko, Bell, Viney, & Woody, 1995; Bremer, Moore, & Bildersee, 1991; Burgess & Borgida, 1997; Fitzgerald, 1993a ; Gervasio & Ruckdeschel, 1992; Gutek, 1995; Popovich, et al., 1992; Saperstein, Triolo, & Heinzen, 1995; Sheffey & Tindale, 1992; Stockdale, et al., 1995; Thacker, 1996) and, generally, have much narrower definitions of sexual harassment than women (Fitzgerald, 1993a; Gutek, 1995). Bartling and Eisenman (1993) also found gender differences in their study of correlates of sexual harassment tendencies. These consisted of sex-role stereotyping, adversarial sexual beliefs, sexual conservatism, acceptance of interpersonal violence, rape myth acceptance, likelihood of rape, acceptance of feminism, empathetic concern, sexual activity, and sexual exploitation. The results revealed that men’s responses were different from

responses made by women on four of the measures: acceptance of interpersonal violence (men more accepting), feminist beliefs (women more profeminist), empathetic concern (women showing more empathetic concern), and likelihood to rape (men responding with higher likelihoods to rape). The results of these studies suggest that men adopt more narrow boundaries and physically oriented viewpoints in regard to harassment, while women have more empathetic concern for victims of sexual harassment and more profeminist beliefs than do men. However, another group of researchers have found minimal differences between the sexes in regard to perceptions of sexual harassment. Baker, Terpstra, and Cutler (1990) found only one significant gender difference for 18 scenarios that were rated. The scenario dealt with a man staring at a woman; more women than men considered it to be representative of sexual harassment. In summary, although these results suggest that women and men have fairly consistent beliefs as to what constitutes sexual harassment, the majority of the research suggests that there are differences in how men and women view sexual harassment.

Berdahl et al. (1996) examined gender differences in regard to the type of behavior that was considered to be sexual harassment. The researchers predicted that men would feel harassed by behavior that challenged current representations of masculinity as a realm of characteristics reserved for men (e.g., dominance, privilege, and success in the workplace), whereas women would feel harassed by behavior that rewarded representations of femininity such as subordination in the workplace. Participants consisted of male and female students who responded to the Sexual Experiences Questionnaire, a scale designed to measure male-to-female harassment that

includes three subscales: sexual coercion, unwanted sexual attention, and gender harassment. Sexual coercion was identified as abuses of social and/or physical power by co-workers and unwanted sexual attention was described as invitations or conversations of a sexual nature. Gender harassment was defined as lewd jokes, comments of a sexual nature, photographs involving sexual images, and remarks in the work environment that are based on gender stereotypes. The researchers found that, in general, women reported significantly more anxiety than men for each of the three forms of sexual harassment. Women found sexual coercion the most anxiety-inducing, followed by unwanted sexual attention, with gender harassment the least anxiety-provoking. Men found sexual coercion significantly more anxiety provoking than unwanted sexual attention, but not significantly more so than gender harassment. In addition, women were more responsive to unwanted sexual attention (relating to femininity) and men were more bothered by gender harassment (remarks made about one's masculinity). In terms of gender differences in reactions to being sexually harassed, Baker, Terpstra, and Larntz (1990) found that women would react more actively to sexual harassment than would men. However, women suggested that they would ignore somewhat less threatening behaviors, while men indicated a higher likelihood that they would physically or verbally react to such situations. Once again, there appears to be gender differences in regard to type of sexual harassment and reactions made to such instances.

### 1.2.2 Personal Experience and People's Perceptions about Sexual Harassment

In addition to gender, personal experience seems to influence people's perceptions about harassment. Blakely, Blakely, and Moorman (1995) conducted a study concerning

the relationship between gender, personal experience, and perceptions of sexual harassment in the workplace. The researchers hypothesized that differences between men and women's judgments concerning what behaviors consist of sexual harassment are more pronounced when the behavior is not at an extreme and, therefore, more ambiguous. They also predicted that individuals who had been the targets of sexual harassment would be more likely to view ambiguous sexual behavior as harassment than individuals who have not been targets of sexual harassment. The results confirmed their hypotheses and indicated that there were no differences between men and women in their ratings of whether severe sexually oriented work behavior consisted of sexual harassment. However, there was a difference between men and women in their ratings of the extent to which ambiguous sexually oriented work behavior constituted sexual harassment. Men rated this situation as significantly less harassing than did females. The results also suggested that those who had been targets rated ambiguous behaviors as more likely to consist of harassment than did those who had not been targets. In summary, the results of this study indicate that both men and women view extreme sexual harassment similarly but males view ambiguous behavior to be less harassing than females. In addition, individuals who have been sexually harassed are more likely to rate ambiguous activity as sexual harassment.

### 1.2.3 Characteristics of the Perpetrators and Victim and People's Perceptions about Sexual Harassment

In regard to perceptions of those who harass, Baird et al. (1995) found that male perpetrators were rated as more harassing than female perpetrators. In addition, the

harassing behavior of an older, married person is viewed as more offensive than that of someone younger and single (Pryor, 1985). Bremer et al. (1991) found that scenarios depicting sexual harassment were judged to be more serious when the harasser was in a position of authority. Thacker (1996) found that harassment by a supervisor was more likely to instigate avoidance or going along with it than was co-worker harassment. In addition, the longer the duration of the harassment, the more likely the victim would respond by going along with it.

Summers (1996) investigated the effect of harasser performance status and complaint tolerance on reactions to a complaint of sexual harassment. The male perpetrator's performance status was manipulated by describing his performance on the job as above-average or average in comparison with the female victim. Three factors were observed: the extent to which the victim permitted the harassment to continue before complaining (victim tolerance), the perpetrator's performance status, and the gender of the decision maker. The results revealed that reactions to the woman and her complaint were more favorable when she demonstrated limited tolerance than when she had tolerated the harassment for an extended period of time. In assessing overall responsibility, participants saw the male perpetrator as being more responsible for the problem when the woman had not tolerated the harassment and less responsible for the problem when the woman had tolerated it. Participants felt that the man's actions were wrong regardless of his performance status, but they felt his behavior was more objectionable when he was an average performer than when he was an above-average performer. In addition, participants minimized the woman's complicity when the

harasser was an average performer, but their judgments were less favorable towards the woman when she was accusing an above-average performer. The harasser was held more responsible when he was an average performer than when he was an above-average performer. In terms of gender differences, females felt the harasser's actions were more unacceptable than did males, which provides support for the gender hypothesis. In summary, decision makers were more favorable in their assessments of the woman and her complaint if she had not permitted the harassment, but their judgments favored the harasser when he was an above-average performer.

Other researchers have investigated the position of actual perpetrators within their organizations. It appears that the perpetrator is usually a co-worker or someone who holds no supervisory power over the woman (Tang & McCollum, 1996). In a fewer number of cases the harasser has higher position power than the victim (i.e., immediate or high-level supervisor). The latter situation appears to involve the most severe form of harassment such as sexual assault or rape. In terms of male perpetrators, those who make advances towards women usually talk about themselves, including their personal lives, which seems to indicate a high degree of self-absorption. One of the most frequently mentioned topics is the woman's appearance. In addition, the men tend to believe that their comments and discussions are welcome and are often amazed that they are not. In conclusion, perpetrators of sexual harassment are usually equal in status to their victim and sometimes unaware that their behavior is harassing to the recipient.

The studies cited above focus on the characteristics of the perpetrators of harassment, while other research has centered on characteristics of the victim.



Specifically, two groups of researchers have investigated factors that influence the reporting of sexual harassment. For example, Saperstein et al. (1995) investigated the role of feminist ideology and previous sexual harassment experiences in reporting sexual harassment incidents. The results revealed that neither the experience of being sexually harassed or feminist beliefs influenced the reporting of sexual harassment. In addition, even though some of the scenarios were rated as more harassing than others, the full range of the 7-point scale was used on each scenario indicating a lack of agreement as to what constitutes sexual harassment. Ragins and Scandura (1995) also investigated factors that contribute to the reporting of sexual harassment. Specifically, they studied the frequency of reporting sexual harassment in traditional versus nontraditional jobs. In terms of age, younger, single women were more likely to report being harassed than older, married women. Employment status was also found to influence reporting: women in blue-collar, traditionally male jobs reported significantly more sexual harassment than women in white-collar, traditionally male jobs. However, women in traditionally male occupations were not more likely to report being sexually harassed than were women in traditionally female occupations.

In addition to studying characteristics of the perpetrators and victims of harassment, Popovich et al. (1996) investigated the relationship between physical attractiveness and sexual harassment. Photographs were used to manipulate the physical attractiveness of an alleged harasser and victim; male and female graduate students rated pictures of both genders on attractiveness using a 7-point scale from 1 (unattractive) to 7 (attractive). The ratings were averaged, and the photos with the extreme ratings were



included in the study. The results indicated that females perceived the incident as more definitely sexual harassment than did males when the victim was attractive. Conversely, when the victim was unattractive, males rated the incident as more definitely sexual harassment than did females. In terms of the perpetrator, the incidents were perceived in a more positive way if the harasser was attractive rather than unattractive. The incidents were also rated more positively when the target was attractive versus unattractive. Overall, the results of this study reveal that there is an attractiveness bias towards both the target and the harasser. Conversely, Moore, Wuensch, Hedges, and Castellow (1994) found that the physical attractiveness of both the plaintiff and defendant did not influence judicial decisions made by a mock jury. Yet, liability verdicts were made more often when the accused was socially undesirable (i.e., negative character witness testimony was provided) and also when the mock jurors were female. In addition, liability verdicts were significantly more likely when the plaintiff was socially desirable (i.e., positive character witness testimony was provided). In conclusion, there appears to be mixed results concerning the attractiveness of the people directly involved in instances of sexual harassment.

Workman and Johnson (1991) also examined the influence of appearance, specifically the use of cosmetics on attributions concerning the likelihood of instigating sexual harassment. College students were administered questionnaires containing pictures of a professional model with one of three levels of cosmetics: heavy, moderate, or none. The researchers attempted assessing subconscious reactions concerning perceptions of sexual harassment by intermixing 8 items assessing opinions of sexual

harassment within a larger questionnaire of 40 items consisting of the employment potential of the model shown in the photographs. The results revealed that moderate amount of cosmetics use was rated as most appropriate, followed by the heavy and no cosmetics conditions. The model appearing in the heavy cosmetics condition was rated highest on the likelihood of inducing sexual harassment, followed by moderate and no cosmetics condition. In addition, male participants indicated that the model was more likely to provoke sexual harassment than did the female participants. The model in the no cosmetics condition was rated as the least likely to be harassed, followed by the heavy cosmetics condition and the moderate cosmetics condition. Overall, these results suggest that sexual harassment involves more than just the attractiveness of a target and may indeed be influenced by the amount of cosmetics worn.

#### 1.2.4 Workplace Environment and People's Perceptions about Sexual Harassment

Other research has been directed at examining characteristics of the work setting in relation to sexual harassment. For example, Sheffey and Tindale (1992) investigated perceptions of sexual harassment in relation to workplace environment. The participants were asked to read scenarios describing potentially sexually oriented behaviors toward female targets in three different types of employment settings: female-dominated (non-traditional), male-dominated (traditional) and mixed (integrated). Behaviors were perceived as more harassing and inappropriate in the integrated setting, followed by the non-traditional setting, and the traditional environment. In terms of the participants' ratings of the frequency of the behavior's occurrence, respondents perceived the incidents to occur more often in the traditional setting than in the non-traditional or integrated

environments. Burgess and Borgida (1997) also investigated workplace environment in relation to perceptions of severity and form of sexual harassment. Similar to Berdahl et al. (1996), they studied three forms of sexual harassment: unwanted sexual attention, gender harassment, and sexual coercion. In their study, severity was identified as no physical contact or physical contact, and occupation of the female target was either traditional for women (e.g., receptionist and secretary) or non-traditional for women (e.g., mechanic and steelworker). The results revealed that the features associated with a particular type of harassment of a female target were generally perceived to a greater extent when the harassment was physical. Sexual coercion was less likely to be perceived, and corrective measures were least likely to be endorsed when the target's occupation was non-traditional for females. Incidents of sexual coercion were rated most severely, as compared with other types of harassment, when the target's occupation was traditional for females, but they were not rated differently when the target's occupation was non-traditional for females. Overall, the results suggest that sexual coercion was more likely to be perceived and corrective organizational actions were more likely to be supported when the female target was employed in a career traditionally occupied by women. Physical incidents were perceived as more harassing than non-physical incidents, and a greater number of punitive and corrective measures were supported. In addition, although sexual harassment is perceived to occur more often in male-dominated settings, it is viewed as more harassing in female-dominated and integrated settings.

#### 1.2.5 People's Perceptions about Verbal Instances of Sexual Harassment

As mentioned before, several studies have investigated perceptions of verbal and

physical forms of sexual harassment. However, Gervasio and Ruckdeschel (1992) focused exclusively on perceptions of verbal instances of sexual harassment. The participants rated sexual remarks for degree of sexual harassment and inappropriateness. The results suggested that students, in general, only considered remarks that dealt with overt sexual behavior to be sexually harassing. Furthermore, it was found that (a) degrading a woman's abilities and using diminutives; (b) using slang terms to describe attractiveness; (c) or using euphemistic, objectifying language to refer to sex are not considered harassment. However, using very obscene sexual remarks is considered sexual harassment. Hemmasi, Graf, and Russ (1994) also investigated verbal harassment. In particular, they investigated gender-related jokes on the job and people's perceptions of whether it constitutes sexual harassment. The researchers used an integrative model which predicts that sexual humor in the workplace is a function of situational factors: non-sexual, sexual, sexist towards females, sexist towards males, and sexist-sexual. "Sexist humor" was defined as that which depicts and denigrates individuals belonging to a specific gender; "sexual humor" as material that is erotic and sexually explicit or suggestive; and "sexist-sexual" humor as a combination of the two. "Neutral humor" consisted of absurd jokes lacking sexist or sexual material. Several jokes were selected from each category and comprised the questionnaire. The results of the study revealed no significant gender differences. Sexist-sexual jokes were rated the funniest, followed by sexual jokes, sexist-male, and sexist female. Neutral jokes were rated as least funny. Men were more amused by sexist-female jokes than were women, and women tended to rate male jokes as funnier than did men. In terms of offensiveness, both men and women

found sexist-female jokes to be the most offensive, followed by sexist-sexual, and sexual which were rated as equally offensive. These categories of jokes were viewed as more offensive than the sexist-male jokes, which in turn was more offensive than neutral material. Sexual jokes were more likely to be told by men than by women and men were also more likely than women to tell sexist-female jokes. Women were more likely than men to consider sexual humor by a superior of the opposite sex to constitute sexual harassment. Frequent use of sexist humor by a superior of the opposite sex was more likely to be viewed as sexual harassment by women, managers of both genders, and those with higher education. Gender-related jokes told by a superior were more likely to be considered by both sexes to be indicative of sexual harassment. Overall, the results of these studies suggest that both men and women perceive sexual and sexist related joke telling to constitute sexual harassment, especially if the material is told by a superior rather than a co-worker. These results also have implications for further defining hostile environment harassment.

#### 1.2.6 Characteristics of the Respondents and Their Perceptions of Sexual Harassment

In addition to people's perceptions regarding the victim of harassment, several personal characteristics of the respondents have been found to influence their responses to sexual harassment. For example, Baker, Terpstra, and Larntz (1990) researched the influence of religiosity, attitudes toward women, and locus of control on reactions to sexual harassment. Individuals with an external locus of control "tend to attribute the causes of social behaviors to sources outside of themselves, thus reducing their perceived probability of altering circumstances" (p. 309). Those with an internal locus of control

“tend to believe that they can influence the social behavior of others” (p. 309). The results revealed that participants with more liberal attitudes towards women were more likely to give an active response to sexual harassment than were those with conservative attitudes towards women. In addition, those with a high level of religiosity were more likely to leave or report the incident, while those with a low level of religiosity preferred to physically or verbally react to the perpetrator’s actions. Individuals with an internal locus of control indicated that they would physically or verbally react more frequently than did those with an external locus of control.

Other researchers have also investigated personal factors of the respondents that influence their reactions to sexual harassment. For example, Murrell and Dietz-Uhler (1993) studied gender identity and adversarial sexual beliefs as predictors of attitudes toward sexual harassment. Specifically, the researchers examined whether respondents’ personal orientation, direct experience, or gender stereotyping can predict their attitudes toward sexual harassment in college students. The results of the study revealed that for men, direct experience with sexual harassment and adversarial sexual beliefs significantly predicted attitudes toward sexual harassment. In particular, men who had little experience with sexual harassment and did not endorse adversarial sexual beliefs had negative attitudes toward sexual harassment. For females, the endorsement of adversarial sexual beliefs and gender collective esteem were significant predictors of attitudes toward sexual harassment. Specifically, women who did not endorse adversarial sexual beliefs and had strong gender group esteem had negative attitudes toward sexual harassment. These results suggest that individuals who do not have adversarial sexual beliefs may

have negative attitudes toward sexual harassment.

Another group of researchers focused on people's identification with their gender. Sheffey and Tindale (1992) found that in regard to gender identity, androgynous, same-sexed, and undifferentiated men and women were fairly consistent in their judgments of harassment. However, cross-sexed females (i.e., women that identify with masculine characteristics) perceived the behaviors as being substantially more sexually harassing in comparison with cross-sexed males (i.e., men that identify with feminine characteristics). In terms of appropriateness, females viewed the incidents as being more inappropriate than males.

Moving from research on gender identity, Stockdale et al. (1995) conducted a test of alternative models of sexual harassment. The researchers examined five general models from the literature on non-experts' opinions of sexual harassment to examine their efficacy in explaining victims' processes of acknowledgment: type of harassing experience, personal characteristics of the target/observer, affective consequences of the event, and attributions and power status of the offender. The results of the study revealed a general model: individuals who experience unwanted sexual attention are more likely than those who experience others types of harassment to admit to being sexually harassed if they (a) perceived their experience as part of a larger problem in their environment; (b) they had a strong emotional reaction to it; (c) the perpetrator was a superior; (d) they were sensitive to the issue of sexual harassment.

### 1.2.7 Types of Respondents (Students vs. Job Incumbents) and Their Perceptions of Sexual Harassment

Most of the studies of sexual harassment cited thus far rely on the opinions of students. Bremer et al. (1991) conducted a survey of the perceptions held by students and actual job incumbents regarding behaviors and knowledge of reporting procedures. The results revealed that students evaluated six scenarios depicting acts of sexual harassment as significantly less serious than did employees. For one scenario, employees were more likely than students to view a man holding a door open for a woman as an instance of harassment. In terms of knowledge of reporting procedures, only 39.5% of employees and 2.2% of students knew the proper avenues for filing a complaint concerning sexual harassment. Baker, Terpstra and Cutler (1990) also examined the perceptions of government employees and university students. Participants were asked to evaluate 18 situational scenarios as to whether or not they believed the incident was sexual harassment. The results revealed that workers perceived a slightly higher proportion of the incidents to be harassment than did students (63.3% versus 58.3%). In addition, Gutek (1995) reports that undergraduate students, in general, have narrower definitions of harassment than faculty, graduate students, or those who are employed. The results of these studies reveal that job incumbents view instances of sexual harassment to be somewhat more severe than do students who may have narrower definitions of harassment than working individuals.

### 1.2.8 Other Factors That Influence People's Perceptions About Sexual Harassment

Several researchers have investigated people's opinions regarding the severity of



sexual harassment activities. For example, Pryor (1985a) found that situational factors are the most influential in determining the way in which a behavior is perceived as sexual harassment. The most important of these is the severity of the conduct of the harasser. Williams, Price, Brown, and Lees-Haley (1995) studied the causal factors involved in perceptions of sexual harassment. They found that for both men and women, as the scenarios increased in severity, rating of sexual harassment increased. Gender comparisons indicated that women made higher ratings than did men. Saperstein et al. (1995) also found that women viewed sexual harassment to be more serious than did men. Williams et al. (1995) found that control, stability, and anger emerged as reliable predictors of perceived offensiveness and harassment in the most severe scenario, whereas affects were the most reliable predictors in scenarios of lesser severity. These results suggest that as the severity of a perpetrator's actions increases, the propensity to label the activity as sexual harassment increases as well.

Jaschik and Fretz (1991) investigated women's perceptions and labeling of sexual harassment in regard to cueing for sexual harassment. Female college students viewed a video of a male teaching assistant evaluating a female undergraduate's term paper. The videos contained either a sexual harassment or no harassment condition. After the participants viewed one of the two videos they were asked either an open-ended or direct question. The former consisted of the instructions to "write 3 to 5 sentences describing the teaching assistant you just viewed." The latter consisted of asking the participants to check either "yes" or "no" in response to the question "do you think the teaching assistant's conduct showed sexual harassment?" The results indicated that women

perceived sexual harassment in the video that contained it, however most did not label the behavior as such until they were directly cued to do so. Therefore, cueing participants to identify sexual harassment appears to influence the labeling of such behavior.

Although research has shown that sexual harassment is regarded as offensive, what specifically victims find harassing has yet to be addressed. Pryor (1995b) examined the reasons why people find sexual harassment in the workplace to be offensive. He identified nine reasons: the person who did these things was trying to exploit his or her power over the target, the behaviors that were observed were unprofessional, the behaviors were inappropriate for people who are not married to each other, the target was not attracted to the person, the open behaviors that were observed were generally offensive to the target, the individual involved was insensitive to the target's feelings, the person involved was neglecting his or her duties, the behavior distracted the target from his or her work, and the productivity of the target's work group decreased. In addition, participants tended to rate their personal feelings as more important reasons for perceiving a sexual behavior at work as bothersome than they considered the behavior to impact the work itself, with this result being magnified for women. In terms of the status of the harasser, it was found that when respondents were harassed by a supervisor they were more likely to feel that attempts at power exploitation, being distracted from work, and group productivity declines were reasons that the behavior offended them than if they were harassed by a co-worker or subordinate.

### 1.3 Consequences of Sexual Harassment

Moving beyond factors that influence people's perceptions of sexual harassment,

several researchers have investigated the consequences involved in such cases. The repercussions involved are great and include job loss, decreased morale and increased absenteeism (U.S. Merit Systems Protection Board, 1981), decreased job satisfaction (O'Farrell & Harlan, 1982), and damage to interpersonal relationships at work (DiTomaso, 1989). There are also psychological outcomes involved including anxiety, depression, headaches, sleep disturbance, gastrointestinal disorders, weight loss or gain, nausea, and sexual inability (Hesson-McInnis & Fitzgerald, 1992). In terms of implications for women, Murrell et al. (1995) found that female managers who had been sexually harassed had lower overall job satisfaction and lower satisfaction concerning relations with co-workers compared with those who had not been harassed. Morrow, McElroy, and Phillips (1994) found similar results for women who were subjected to sexual harassment by supervisors, in that they reported lower levels of satisfaction with work, supervision, and promotions, higher levels of role ambiguity, role conflict, and stress than women not experiencing such harassment. Women who experienced harassment by a co-worker reported lower levels of organizational commitment and satisfaction with co-workers. The results for men were similar to those found for women in that males who experienced sexual harassment by supervisors reported lower levels of organizational commitment, satisfaction with work, supervision, and promotions, and higher levels of role ambiguity, role conflict, and stress. In addition, it seems that it may be harmful to one's job status if sexual harassment is reported since it has been found that 50% of the women who filed a complaint with the state of California were fired and another 25% resigned due to the stresses of the processes involved in the complaint or as

a result of the harassment itself (Coles, 1986). In regard to gender differences in the consequences of sexual harassment for the victim, Popovich et al. (1992) found that females saw the victim's job performance to be more affected, as a result of harassment, than did males. In terms of the financial costs involved, the Federal Government reported an approximate cost of \$189 million over a 2 year period, of which \$102 million was the result of the harassment of women (U.S. Office of Personnel Management, 1980). In terms of education, those who are well educated (i.e., a four-year college degree or higher) experience a greater amount of harassment, which is partially due to the fact that they are more likely than less educated women to label something as harassment (U.S. Merit Systems Protection Board, 1981). In terms of job status, Ragins and Scandura (1995) found that reactions to sexual harassment and outcomes of such were significantly related to organizational status for female workers. For instance, sexually harassed blue-collar females reported lower job satisfaction than harassed white-collar females. In terms of how the situation was handled, white-collar women were more likely than blue-collar women to report active behavioral responses to being sexually harassed, such as getting angry and reporting the incident. Whereas, blue-collar females were more likely than white-collar females to give passive responses to being harassed, such as ignoring it or "laughing it off." Therefore, the costs of sexual harassment are widespread and have repercussions for the individual's health and well being as well as contribute to the creation of a negative work climate and depletion of the company's finances.

#### 1.4 Summary of Issues Regarding Sexual Harassment

In summary, much research has been devoted to issues regarding sexual

harassment. In general, more women than men report being sexually harassed and women are more likely to label sexual harassment as such. In addition, women are more likely to actively react to instances of sexual harassment. The costs involved in cases of sexual harassment are great on both a financial and personal basis. Co-worker harassment occurs more frequently than supervisor harassment, however the latter type usually consists of the most severe forms such as sexual assault or rape. The most frequently occurring form of harassment for both men and women is sexual jokes succeeded by sexual looks or gestures. In terms of responses to sexual harassment, individuals with more liberal attitudes toward women, low religiosity, and an internal locus of control are more likely to give an active response to sexual harassment. Cueing individuals for sexual harassment increases the chances that they will label it as such. Sexually harassing behaviors are viewed to be the most unacceptable in integrated and female-dominated workplace settings in comparison with male-dominated environments. In regard to judgments concerning sexual harassment, decision makers are less favorable in their assessments of the woman and her complaint if she has permitted the harassment and when the accused is an average (versus above-average) performer. White women are more likely to be harassed or acknowledge that they have been harassed than minorities. Students are less likely to label a scenario as sexual harassment than are workers. Amount of cosmetics used may influence decisions regarding sexual harassment and there may be an attractiveness bias toward both perpetrator and accuser. Physical incidents are viewed more negatively than non-physical ones. Similarly, as scenarios depicting sexual harassment become more severe, so does the tendency for individuals to

rate them as consisting of sexual harassment. Finally, male perpetrators are generally rated as more harassing than female perpetrators.

Research concerning sexual harassment is pervasive. However, little research has been conducted on how different gender pairings between perpetrator and victim (male/female, male/male, female/male, and female/female) would affect participants' opinions regarding sexual harassment. Since the harassment of both men and women has been established, it is important to investigate people's perceptions in regard to victims of both sexes. In addition, much of the research has focused on males as the perpetrators of sexual harassment. With the progression of females into higher-level positions within organizations and in higher numbers, it is important to study people's opinions of both men and women as perpetrators of harassment. Moreover, little research has focused on the topic of same-sex harassment, and it would be interesting to understand how harassment of a man by another man or that of a woman by another woman is perceived by others.

## 2. CURRENT STUDY

The major purpose of the current study is to investigate the influence of gender pairing of perpetrator and victim on participants' perceptions of degree of severity and offensiveness of sexual harassment, as well as the degree of likelihood of scenarios depicting sexual harassment actually occurring in a work setting.

### 2.1 Research Questions and Hypotheses

In this study, we addressed the following questions: 1) Will the scenarios with male perpetrators be viewed as more severely harassing, more offensive, and/or more likely to occur in an actual work setting than similar scenarios with female perpetrators? 2) Will the scenarios with female victims be viewed as more severely harassing, more offensive, and/or more likely to occur in an actual work setting than similar scenarios with male victims? 3) Will gender match or mismatch between perpetrators and victims make any difference in participants' perceptions of severity, offensiveness, and/or likelihood of occurrence of sexual harassment? In addition, we were interested in finding out 4) whether female participants will hold different opinions from male participants concerning the three questions (1-3) raised above.

In this study, we proposed the following hypotheses: 1) The scenarios with male perpetrators will be viewed as more severely harassing, more offensive, and more likely to occur in an actual work setting than similar scenarios with female perpetrators. 2) The scenarios with female victims will be viewed as more severely harassing, more offensive, and more likely to occur in an actual work setting than similar scenarios with male victims. 3) Gender match or mismatch between perpetrators and victims will make a



significant difference in participants' perceptions of severity, offensiveness, and likelihood of occurrence of sexual harassment. 4) In general, we predicted that female participants will hold different opinions from male participants concerning issues raised in the three research questions (1-3).

## 2.2 Method

### 2.2.1 Design

In this study, a 2 x 2 x 2 quasi-experimental mixed design was adopted to test the proposed hypotheses. The independent variables were gender of perpetrator (male or female), gender of victim (male or female) depicted in the test scenario, and gender of participants (male or female) who responded to the scenarios. The first independent variable (gender of perpetrator) was a within-subjects variable, while the second (gender of victim) and the third (gender of participants) independent variables were between-subjects variables. The dependent variables were the degree of severity and the degree of offensiveness of different sexual harassment scenarios as perceived by the participants, as well as the degree of the participants' beliefs about the likelihood of each vignette actually occurring in a work setting.

### 2.2.2 Participants

The participants were 64 undergraduate students recruited (on a voluntary basis) from different classes at a university in Southern California. There were 32 females and 32 males.

### 2.2.3 Materials

In this study the following materials were used: an informed consent form (see



Appendix A), a demographic sheet (see Appendix B), four sets of 72 vignettes (18 in each set) describing different sexual harassment scenarios (see Appendix C), and a debriefing statement (see Appendix D).

2.2.3.1 The Informed Consent Form. In the informed consent form (see Appendix A), we included the following information: identification of the researchers, explanation of the nature and purpose of the study and the research method, duration of research participation, description of how confidentiality and anonymity would be maintained, mention of participants' right to withdraw their participation and their data from the study at any time without penalty, information about the reasonably foreseeable risks and benefits, the voluntary nature of participation, and who to contact regarding questions about participants' rights or injuries.

2.2.3.2 The Demographic Sheet. In the demographic sheet (see Appendix B), we asked for the following information: participants' age, gender, marital status, number of years of work experience, ethnicity, education, sexual orientation, and an inquiry regarding personal victimization of sexual harassment.

2.2.3.3 The Test Vignettes. Four sets of 72 vignettes (Set 1 to Set 4 with 18 vignettes in each set) describing different sexual harassment scenarios (see Appendix C) were constructed. These vignettes were modified from the 18 vignettes developed by Terpstra and Baker (1987). Each vignette consists of a scenario describing a person (a presumed perpetrator, either a female or a male) performing some sort of unwelcome actions to another person (a presumed victim, either a female or male). In Set 1 to Set 4, the gender pairing of the presumed perpetrator (P) and victim (V) were male-male,

female-male, male-female, and female-female, respectively. In each set, the 18 vignettes were randomly presented. Associated with each vignette, there were three items measuring participants' perception about the degree of severity and the degree of offensiveness of the prescribed sexual harassment scenario, as well as the degree of likelihood of the corresponding scenario actually occurring in a work setting. Possible responses to each item (the severity item, the offensiveness item, or the likelihood item) ranged from 1 (not at all harassing, not at all offensive, or not at all likely to occur) to 7 (extremely harassing, extremely offensive, or extremely likely to occur). For each set of vignettes, participants' responses to the 18 severity items were summed together yielding a total score that could range from 18 (perceived low severity) to 126 (perceived high severity). Similarly, for each set of vignettes, participants' responses to the 18 offensiveness items were summed together yielding a total score that could range from 18 (perceived low offensiveness) to 126 (perceived high offensiveness). Likewise, for each set of vignettes, participants' responses to the 18 likelihood items were summed together yielding a total score that could range from 18 (perceived low likelihood) to 126 (perceived high likelihood).

The four sets of vignettes and the demographic sheet were arranged into four test booklets (Booklet 1 to Booklet 4). Each booklet consists of the demographic sheet and two sets of vignettes. In Booklet 1, the vignettes were Set 1 (male P- male V) and Set 2 (female P- male V) with Set 1 vignettes preceding Set 2 vignettes. In Booklet 2, the vignettes were Set 1 (male P- male V) and Set 2 (female P- male V); however, in this booklet, Set 2 vignettes preceded Set 1 vignettes. In Booklet 3, the vignettes were Set 3

(male P- female V) and Set 4 (female P - female V) with Set 3 vignettes preceding Set 4 vignettes. In Booklet 4, the vignettes were Set 3 (male P - female V) and Set 4 (female P - female V); however, in this booklet, Set 4 vignettes preceded Set 3 vignettes. These four booklets represent four testing orders of the gender pairing of the presumed perpetrator and victim. By using these four booklets, possible sequencing effects from one type of pairing to the other were counterbalanced and controlled.

2.2.3.4 The Debriefing Statement. In the debriefing statement (see Appendix D), participants were informed of the major research questions addressed in the study, who they could contact if they experienced distress due to the study and/or if they wanted to discuss or obtain the results of the study. Moreover, to ensure the validity of the study, the participants were requested not to discuss the details of the study with potential participants.

#### 2.2.4 Procedure

The participants were tested in group settings or individually. After obtaining consent from the participants, the booklets were randomly distributed to the participants with an equal number of females and males tested with each booklet. The participants were then instructed to provide demographic data, carefully read each vignette, and answer the items associated with the vignette. After completing the task, the participants were given the debriefing statement.

#### 2.2.5 Scoring and Analyses

As mentioned in the materials section, for each set of vignettes, participants' responses to the 18 severity items were summed together yielding a total score that could

range from 18 to 126. Similarly, for each set of vignettes, participants' responses to the 18 offensiveness items were summed together yielding a total score that could range from 18 to 126. Likewise, for each set of vignettes, participants' responses to the 18 likelihood items were summed together yielding a total score that could range from 18 to 126. High scores indicated perceived high severity, high offensiveness, or high likelihood and low scores indicated perceived low severity, low offensiveness, or low likelihood. These scores constituted the data for our analyses.

Analysis of variance (ANOVA) for mixed designs and additional analytical comparisons were used to test the proposed hypotheses. A significance level of  $p = .05$  was adopted to conclude statistical significance for the results.

### 3. RESULTS

Tables 1 to 3 summarize the results of the degree of severity, degree of offensiveness, and likelihood of the scenarios actually occurring in a work setting.

Gender of perpetrator had a significantly differential effect on degree of severity,  $F(1,60) = 9.41, p < .01, \eta^2 = .14$ . Male perpetrators were viewed as more severely harassing than female perpetrators ( $M = 102.44$  vs.  $97.99$ ). Gender of perpetrator also had a significantly differential effect on degree of offensiveness,  $F(1,60) = 20.58, p < .001, \eta^2 = .26$ . Male perpetrators were viewed as more harassing than female perpetrators ( $M = 104.63$  vs.  $97.64$ ). Moreover, gender of perpetrator had a significantly differential effect on the degree of likelihood of the harassment occurring in an actual work setting,  $F(1,60) = 11.82, p < .01, \eta^2 = .17$ . Male perpetrators were viewed as more likely to harass than female perpetrators in an actual work setting ( $M = 82.50$  vs.  $73.40$ ).

Hypothesis 1, which states that the scenarios with male perpetrators would be viewed as more severely harassing, more offensive, and more likely to occur in an actual work setting than similar scenarios with female perpetrators, was confirmed.

Gender of victim did not have a significant effect on degree of severity,  $F(1,60) = 1.87, p > .05, \eta^2 = .03$ . Scenarios with female victims were not viewed as more severely harassing than scenarios with male victims ( $M = 102.44$  vs.  $97.79$ ). However, gender of victim did have a significantly differential effect on the degree of offensiveness,  $F(1,60) = 4.00, p < .05, \eta^2 = .06$ . Scenarios with female victims were viewed as more offensive than scenarios with male victims ( $M = 104.91$  vs.  $97.36$ ). In addition, gender of victim had a significantly differential effect on degree of likelihood of scenarios actually

occurring in a work setting  $F(1,60) = 9.91, p < .01, \eta^2 = .14$ . Scenarios with female victims were viewed as more likely to occur in an actual work setting than scenarios with male victims ( $M = 85.91$  vs.  $69.91$ ). Hypothesis 2 was partially confirmed. The scenarios with female victims were viewed as more offensive and more likely to occur in an actual work setting than similar scenarios with male victims. However, scenarios with female victims were not viewed as more severely harassing than those with male victims.

There was a significant ordinal interaction between gender of perpetrator and gender of victim for the degree of severity of harassment,  $F(1,60) = 6.84, p < .05, \eta^2 = .10$ . When responding to scenarios with female perpetrators, participants viewed female victims as more severely harassed than male victims ( $M = 102.31$  vs.  $93.66$ ). When responding to scenarios with male perpetrators, participants also viewed female victims as more severely harassed than male victims ( $M = 102.97$  vs.  $101.91$ ). However, the difference in degree of severity of harassment between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $8.65$  vs.  $.04$ ). In general, scenarios with gender match between perpetrator and victim were viewed as more harassing than those with gender mismatch ( $M = 102.11$  vs.  $98.32$ ). There was also a significant ordinal interaction between gender of perpetrator and gender of victim for degree of offensiveness,  $F(1,60) = 14.18, p < .001, \eta^2 = .19$ . When responding to scenarios with female perpetrators, participants viewed the harassment of female victims as more offensive than harassment involving male victims ( $M = 104.32$  vs.  $90.97$ ). When responding to scenarios with male perpetrators, participants also viewed the harassment of female victims as more offensive than the harassment of male

victims ( $M = 105.50$  vs.  $103.75$ ). The difference in degree of offensiveness between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $13.35$  vs.  $1.75$ ). In general, scenarios with gender match between perpetrator and victim were viewed as more offensive than those with gender mismatch ( $M = 104.04$  vs.  $98.24$ ). There was a significant ordinal interaction between gender of perpetrator and gender of victim for the degree of likelihood of the scenarios occurring in an actual work setting,  $F(1,60) = 19.29$ ,  $p < .001$ ,  $\eta^2 = .24$ . When responding to scenarios with female perpetrators, participants viewed scenarios with female victims as more likely to occur in an actual work setting than scenarios with male victims ( $M = 75.35$  vs.  $71.26$ ). When responding to scenarios with male perpetrators, participants also viewed scenarios with female victims as more likely to occur in an actual work setting than scenarios with male victims ( $M = 96.28$  vs.  $68.72$ ). However, the difference in the likelihood of the scenarios occurring in an actual work setting between female victims and male victims was greater for the male perpetrator condition than for the female perpetrator condition ( $27.56$  vs.  $4.09$ ). In general, scenarios with gender mismatch between perpetrator and victim were viewed as more likely to occur in an actual work setting than those with gender match ( $M = 85.82$  vs.  $72.04$ ). Hypothesis 3 was generally supported. Gender match or mismatch between perpetrators and victims made a significant difference in participants' perceptions of severity, offensiveness, and likelihood of occurrence of sexual harassment.

Gender of participants also had a significant effect on degree of severity of harassment,  $F(1,60) = 7.14$ ,  $p < .01$ ,  $\eta^2 = .11$ . In general, female participants viewed the

scenarios as more harassing than male participants ( $M = 104.96$  vs.  $95.47$ ). Gender of participants also had a significant effect on degree of offensiveness ( $F(1,60) = 5.40$ ,  $p < .05$ ,  $\eta^2 = .08$ ) in that female participants viewed the scenarios as more offensive than male participants ( $M = 105.52$  vs.  $96.75$ ). Moreover, gender of participants had a significant effect on degree of likelihood of scenarios occurring in an actual work setting,  $F(1,60) = 5.07$ ,  $p < .05$ ,  $\eta^2 = .14$ . Female participants generally viewed the scenarios as more likely to occur in an actual work setting than male participants ( $M = 83.64$  vs.  $72.26$ ).

The interaction between participant gender and perpetrator gender was not significant for degree of severity of harassment,  $F(1,60) = 2.93$ ,  $p > .05$ . Male participants viewed male perpetrators as more severely harassing than female perpetrators ( $M = 98.94$  vs.  $92.00$ ). Female participants also viewed male perpetrators as more severely harassing than female perpetrators ( $M = 105.94$  vs.  $103.97$ ). In addition, the interaction between participant gender and victim gender was not significant for degree of severity of harassment,  $F(1,60) = .86$ ,  $p > .05$ . Male participants viewed scenarios with female victims as more severely harassing than scenarios with male victims ( $M = 96.25$  vs.  $94.69$ ). Female participants also viewed scenarios with female victims as more severely harassing than scenarios with male victims ( $M = 109.03$  vs.  $100.88$ ).

The interaction between participant gender and perpetrator gender was not significant for degree of offensiveness,  $F(1,60) = 2.41$ ,  $p > .05$ . Male participants viewed scenarios with male perpetrators as more offensive than scenarios with female perpetrators ( $M = 101.44$  vs.  $92.07$ ). Female participants also viewed scenarios with



male perpetrators as more offensive than scenarios with female perpetrators ( $M = 107.82$  vs.  $103.22$ ). In addition, the interaction between participant gender and victim gender was not significant for degree of offensiveness,  $F(1,60) = 2.84$ ,  $p > .05$ . Male participants viewed scenarios with female victims as more offensive than scenarios with male victims ( $M = 97.35$  vs.  $96.16$ ). Female participants also viewed scenarios with female victims as more offensive than scenarios with male victims ( $M = 112.47$  vs.  $98.57$ ).

The interaction between participant gender and perpetrator gender was not significant for degree of likelihood of occurrence in an actual work setting,  $F(1,60) = .28$ ,  $p > .05$ . Male participants viewed scenarios with male perpetrators as more likely to occur than scenarios with female perpetrators ( $M = 77.51$  vs.  $67.01$ ). Female participants also viewed scenarios with male perpetrators as more likely to occur than scenarios with female perpetrators ( $M = 87.50$  vs.  $79.79$ ). In addition, the interaction between participant gender and victim gender was not significant for degree of likelihood of occurrence in an actual work setting,  $F(1,60) = 2.61$ ,  $p > .05$ . Male participants viewed scenarios with female victims as more likely to occur than scenarios with male victims ( $M = 76.13$  vs.  $68.38$ ). Female participants also viewed scenarios with female victims as more likely to occur than scenarios with male victims ( $M = 95.69$  vs.  $71.60$ ).

The interaction between participant gender, perpetrator gender, and victim gender was not significant for degree of severity of harassment,  $F(1,60) = .28$ ,  $p > .05$ . When responding to scenarios with female perpetrators, female participants viewed female victims as more severely harassed than male victims ( $M = 109.56$  vs.  $98.38$ ). When

responding to scenarios with male perpetrators, female participants also viewed female victims as more severely harassed than male victims ( $M = 108.50$  vs.  $103.38$ ). However, the difference in degree of harassment severity between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $11.18$  vs.  $5.12$ ). When responding to scenarios with female perpetrators, male participants viewed female victims as more severely harassed than male victims ( $M = 95.06$  vs.  $88.94$ ). When responding to scenarios with male perpetrators, male participants viewed male victims as more severely harassed than female victims ( $M = 100.44$  vs.  $97.44$ ). The difference in degree of harassment severity between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $6.12$  vs.  $3.00$ ).

The interaction between participant gender, perpetrator gender, and victim gender was not significant for degree of offensiveness,  $F(1,60) = 2.41$ ,  $p > .05$ . When responding to scenarios with female perpetrators, female participants viewed the harassment of female victims as more offensive than harassment involving male victims ( $M = 113.00$  vs.  $93.44$ ). When responding to scenarios with male perpetrators, female participants also viewed the harassment of female victims as more offensive than the harassment of male victims ( $M = 111.94$  vs.  $103.69$ ). The difference in degree of offensiveness between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $19.56$  vs.  $8.25$ ). When responding to scenarios with female perpetrators, male participants viewed the harassment of female victims as more offensive than harassment involving male victims

( $M = 95.63$  vs.  $88.50$ ). When responding to scenarios with male perpetrators, male participants viewed the harassment of male victims as more offensive than the harassment of female victims ( $M = 103.81$  vs.  $99.06$ ). The difference in degree of offensiveness between female victims and male victims was greater for the female perpetrator condition than for the male perpetrator condition ( $7.13$  vs.  $4.75$ ).

The interaction between participant gender, perpetrator gender, and victim gender was not significant for the degree of likelihood of the scenarios occurring in an actual work setting,  $F(1,60) = .06$ ,  $p > .05$ . When responding to scenarios with female perpetrators, female participants viewed scenarios with female victims as more likely to occur in an actual work setting than scenarios with male victims ( $M = 85.69$  vs.  $73.88$ ). When responding to scenarios with male perpetrators, female participants also viewed scenarios with female victims as more likely to occur in an actual work setting than scenarios with male victims ( $M = 105.69$  vs.  $69.31$ ). The difference in the likelihood of the scenarios occurring in an actual work setting between female victims and male victims was greater for the male perpetrator condition than for the female perpetrator condition ( $36.38$  vs.  $11.81$ ). When responding to scenarios with female perpetrators, male participants viewed scenarios with male victims as more likely to occur in an actual work setting than scenarios with female victims ( $M = 68.63$  vs.  $65.38$ ). When responding to scenarios with male perpetrators, male participants viewed scenarios with female victims as more likely to occur in an actual work setting than scenarios with male victims ( $M = 86.88$  vs.  $68.13$ ). The difference in the likelihood of the scenarios occurring in an actual work setting between female victims and male victims was greater for the male perpetrator condition

than for the female perpetrator condition (18.75 vs. 3.25). Overall, the results suggested that there were similarities and differences between female participants' and male participants' opinions concerning the degree of severity, offensiveness, and likelihood of the scenarios occurring in an actual work setting. Hypothesis 4, which states that female participants would hold different opinions from male participants concerning issues raised in Hypotheses 1 to 3, was partially confirmed.

#### 4. DISCUSSION

The results of this study have shown that different gender pairings do play a significant role in how scenarios depicting sexual harassment are viewed by individuals. In terms of gender of perpetrator, male perpetrators were viewed as more severely harassing and offensive than female perpetrators. These results are in agreement with those found by Baird et al. (1995). One possibility why male perpetrators are viewed as more severely harassing and offensive than female perpetrators is that male perpetrators are the stereotypical harasser involved in cases of sexual harassment. In addition, it may be that there are more male perpetrators who commit the act of sexual harassment than female perpetrators, which would lead individuals to believe that males harass with a greater degree of severity and that their acts are more offensive. This contention is in agreement with the finding that male perpetrators were viewed as more likely to harass than females in an actual work setting.

In terms of gender of victim, the results showed no significant differences for male versus female victims in regard to severity of harassment of scenarios involving sexual harassment. However, in terms of offensiveness, scenarios depicting female victims were viewed as more offensive than those involving male victims. It may be that, although males are indeed harassed in the real world, people view harassment of females to be more offensive than that involving males because it occurs with greater frequency. People are used to hearing about harassment involving females as victims, but it is rare to hear about cases involving male victims. Again, this contention is in agreement with the finding that scenarios with female victims are viewed as more likely to occur in an actual

work setting than scenarios involving male victims. These results are a reflection of the statistics of sexual harassment which suggest that females are more likely to become victims of sexual harassment than are males (Wyatt and Riederle, 1994 & Berdahl, Magley, and Waldo, 1996).

Gender match or mismatch between perpetrators and victims had a significantly differential effect on severity of harassment. In general, scenarios with gender match between perpetrator and victim were viewed as more severely harassing and more offensive than those with gender mismatch. However, scenarios with gender mismatch between perpetrator and victim were viewed as more likely to occur in an actual work setting than those with gender match. In terms of gender pairing between perpetrators and victims, scenarios with female perpetrators and male victims were viewed as less severely harassing and offensive than those involving male perpetrators and male victims, female perpetrators and female victims, or male perpetrators and female victims. A possible interpretation for this set of results is that, because men are less likely to become victims of sexual harassment, the activity is viewed as less severe than the harassment of women. Perhaps men are viewed to be more tolerant of sexual harassment and more likely to “shrug it off” than are women. Scenarios with male perpetrators and female victims were viewed as more likely to occur in an actual work setting than were scenarios with female perpetrators and male victims, male perpetrators and male victims, or female perpetrators and female victims. These results are a reflection of what actually occurs in the real world, as the combination of male perpetrator and female victim is the most frequently occurring of the four gender pairings.



In terms of gender of participants, there were similarities and differences between female participants' and male participants' opinions concerning the degree of severity, offensiveness, and likelihood of the scenarios actually occurring in a work setting. In general, females viewed the scenarios as more severely harassing and offensive than did male participants. These results are in agreement with the results of several studies that were previously mentioned. Because females are more likely to become victims of sexual harassment, they, as a group, find scenarios involving sexual harassment to be more harassing and offensive than do males. In terms of the likelihood of sexual harassment, female participants viewed the scenarios as more likely to occur in an actual work setting than did male participants. Again, this contention is in agreement with the finding that male perpetrators were viewed as more likely to harass than females in an actual work setting. This may be due to the fact that females are more likely to become victims of sexual harassment than are males, and that females perceive sexual harassment as more likely to occur than do males. Another difference observed between male and female participants were their views concerning the degree of severity and offensiveness of the scenarios. Male participants viewed scenarios with male perpetrators and male victims as most severely harassing and offensive while female participants viewed scenarios with female perpetrators and female victims as most severely harassing and offensive. However, for scenarios with other gender pairings, female participants and male participants exhibited similar opinions concerning the degree of severity, offensiveness, and likelihood of harassment scenarios actually occurring in a work setting.

One of the limitations of this study is that students' opinions of sexual harassment were obtained rather than those of actual job incumbents. Because students participated in the study rather than workers, the results may be limiting in terms of generalizability of the results to actual work settings. Another limitation of this study is that the opinions of heterosexual participants were gathered exclusively rather than the opinions of both heterosexuals and homosexuals. Since it is likely that a homosexual person, rather than someone of heterosexual preference, would be an actual perpetrator of same-sex harassment, it may be that homosexuals have different opinions about this type of harassment than heterosexual participants. Vignettes were used in this study rather than visually-aided scenarios, which may have brought artificiality to this study. Perhaps participants would have had different opinions regarding scenarios depicting sexual harassment that were administered via video tape versus those given in the form of written vignettes.

In terms of future research on gender issues and sexual harassment, it is important to understand why these differences occur. Therefore, it would be of interest to investigate people's reasons for having more severe opinions of the harassment by one gender of another than for the other gender pairing combinations. Future studies could also be conducted on opinions of people of different sexual orientation (i.e., heterosexuals versus homosexuals). Research combining gender pairing with status within the organization and work productivity could also be investigated. Studies involving these research issues are important in order to further understand people's opinions of sexual harassment.



To summarize, the results of this study have demonstrated that when different genders are paired together in scenarios involving sexual harassment, they are viewed differently in terms of severity of harassment, offensiveness, and likelihood to occur in a work environment. The results seem to reflect what actually occurs in the business world and could have implications for upper-level managers in terms of understanding how their employees regard sexual harassment in the work setting. In addition, the results of this study have shown that biases in how different gender combinations between perpetrators and victims may exist in the real world. Same gender harassment of a woman by another woman is considered more severely harassing and offensive for females than harassment of a man by a woman and same gender harassment of a man by another man is considered more severely harassing and offensive for males than harassment of a man by a woman. The results of this study could also have implications for trials involving sexual harassment cases. The results could be used by lawyers for jury selection in terms of deciding what gender pairings between jurors and defendant would make for the most favorable outcome. Furthermore, the results may have detrimental implications for males who are prosecuted for crimes involving sexual harassment of females, in that penalties may be more severe because they are viewed to harass with greater frequency and with more severe and offensive consequences than harassment instigated by women.

## APPENDIX A

### Study of Perceptions of Sexual Harassment Informed Consent

The study in which you are about to participate is designed to investigate people's perceptions of sexual harassment. This study is being conducted by Michelle Vasiga under the supervision of Dr. Yu-Chin Chien, Professor of Psychology. This study has been approved by the Department of Psychology Human Subjects Review Board, California State University, San Bernardino. The university requires that you give your consent before participating in this study.

You will be asked to respond to several scenarios regarding the severity and offensiveness of what is portrayed, as well as how likely you believe the portrayed scenarios would actually occur in a work setting. In addition, you will be asked to provide some demographic information. The task should take about 30 minutes to complete. All of your responses will be held in the strictest of confidence by the researcher. You will not be required to provide your name or student identification number. All data will be reported in group form only. The group results of this study will be available upon completion in the Spring Quarter of 1999.

Your participation in this study is completely voluntary. You are free to withdraw at any time without penalty. When you complete the task, you will receive a debriefing statement describing the study in more detail and, at your instructor's discretion, you may receive a slip for two units of extra credit. In order to ensure the validity of the study, we ask you not to discuss this study with other students.

If you have any questions regarding the study, please feel free to contact Michelle Vasiga or Professor Yu-Chin Chien at (909) 880-5596.

By placing an "X" in the box below, I acknowledge that I have been informed of, and that I understand, the nature and purpose of this study, and I freely consent to participate. I also acknowledge that I am at least 18 years of age.

Place an "X" here

Today's date: \_\_\_\_\_

## APPENDIX B

### Demographic Information

Please answer the following questions about yourself as fully as possible.

1. Gender:                     male             female
  
2. Age:                       (years old)
  
3. Marital Status:         single  
                                  married  
                                  separated  
                                  divorced  
                                  widowed
  
4. Work Experience:       number of years of work experience
  
5. Ethnicity:               Asian/Asian American  
                                  African American  
                                  Caucasian  
                                  Hispanic or Latino  
                                  Native American  
                                  Other (please specify)
  
6. Education:              number of years of school completed
  
7. Sexual orientation:     heterosexual       homosexual
  
8. Have you ever been the victim of sexual harassment?  
                                  yes             no

## APPENDIX C

### Test Vignettes

#### Set 1: Male Perpetrator/Male Victim

Listed below are (another) eighteen vignettes depicting scenarios that might or might not be viewed as harassing or offensive. We would like you to indicate how you would evaluate each vignette by circling one of the numbers which range from "1" (not at all harassing or not at all offensive) to "7" (extremely harassing or extremely offensive). In addition, we would like you to indicate your belief about the likelihood of each vignette actually occurring in a work setting. Please indicate your degree of belief by circling one of the numbers which range from "1" (not at all likely to occur) to "7" (extremely likely to occur). Please read each vignette very carefully before circling your answers. Thank you.

- MLM 1. Every time Mr. MV walks by Section B of the plant, this male co-worker (Mr. MP) whistles at him. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

- MQM 2. It is not uncommon at the plant for Mr. MV to observe this male worker (Mr. MP) making obscene gestures during the working hours. While the gestures are not directed toward Mr. MV, they make him uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MGM 3. Mr. MV finds using the company's one and only restroom to be an uncomfortable experience. This male co-worker (Mr. MP) continually makes reference to Mr. MV through obscene, explicit graffiti on the walls.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MRM 4. Mr. MP is responsible for some of the lewd, explicit graffiti, in the company's one and only restroom, which makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MNM 5. Each morning, Mr. MP brings Mr. MV a cup of coffee at his desk and gives Mr. MV an affectionate squeeze on the shoulder with his hand. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MDM 6. As Mr. MV walks by the company storeroom, Mr. MP pulls Mr. MV in and locks the door. A rape incident ensues.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MIM 7. Mr. MV is becoming increasingly upset with the actions of this man. Mr. MP's easily overheard remarks about Mr. MV's sexual characteristics are beginning to wear on him.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MAM 8. Mr. MP puts his arm around the shoulders of Mr. MV, his fingers gradually straying to Mr. MV's chest, while he continues to talk to Mr. MV about the plans for the new plant. Mr. MP has done this before, and Mr. MV has expressed his displeasure.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MJM 9. Mr. MP has repeatedly expressed his sexual desire for Mr. MV. Although Mr. MV knows it is only a game Mr. MP frequently plays with his employees, it still bothers Mr. MV.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MEM 10. As Mr. MV walks by Mr. MP and another man, they once again make obscene, sexually oriented gestures for Mr. MV's benefit. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MHM 11. Mr. MP puts his arm around Mr. MV and informs him of the details of his new unit's project. Mr. MV has previously asked Mr. MP not to put his arm around him, but Mr. MP continues to do so.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MCM 12. Although Mr. MV has indicated that he is not interested, Mr. MP persists in propositioning him. Mr. MP has indicated that Mr. MV's job status might be enhanced if Mr. MV would have an affair with him.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MBM 13. Mr. MP repeatedly asks Mr. MV to have an affair with him. Mr. MV has told Mr. MP that he is not interested, yet Mr. MP continues. Mr. MP has indicated that if Mr. MV doesn't have an affair, Mr. MV's job status might be negatively affected.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MPM 14. As the supervisor and crew sit down for coffee during the break, Mr. MP leads off with his usual off-color, sex-oriented joke. Mr. MV knows that more will follow as the other members roar their approval. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MKM 15. Mr. MV is becoming increasingly uncomfortable around Mr. MP. Every time Mr. MP has the opportunity, he asks Mr. MV "out" for a date. Mr. MV has told Mr. MP that he is not interested, but he still persists.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MMM 16. Mr. MV is becoming increasingly uncomfortable. Mr. MP is seated at the workstation next to him, and has been staring at him and "looking him over" for days.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**



MFM 17. Mr. MP strides up to Mr. MV and quietly asks Mr. MV if he would consider having an affair with him. It is not the first time Mr. MP has asked Mr. MV, even though Mr. MV clearly told him at the outset that he was not interested.

**Not at all harassing      1 2 3 4 5 6 7      Extremely harassing**

**Not at all offensive      1 2 3 4 5 6 7      Extremely offensive**

**Not at all likely to occur      1 2 3 4 5 6 7      Extremely likely to occur**

MOM 18. Coarse language is commonplace around the firm where Mr. MV works. As this male worker (Mr. MP) goes about his business, he peppers his conversation with references to genitalia and to sexual activity. This make Mr. MV uncomfortable.

**Not at all harassing      1 2 3 4 5 6 7      Extremely harassing**

**Not at all offensive      1 2 3 4 5 6 7      Extremely offensive**

**Not at all likely to occur      1 2 3 4 5 6 7      Extremely likely to occur**

## Test Vignettes

### Set 2: Female Perpetrator/Male Victim

Listed below are (another) eighteen vignettes depicting scenarios that might or might not be viewed as harassing or offensive. We would like you to indicate how you would evaluate each vignette by circling one of the numbers which range from "1" (not at all harassing or not at all offensive) to "7" (extremely harassing or extremely offensive). In addition, we would like you to indicate your belief about the likelihood of each vignette actually occurring in a work setting. Please indicate your degree of belief by circling one of the numbers which range from "1" (not at all likely to occur) to "7" (extremely likely to occur). Please read each vignette very carefully before circling your answers. Thank you.

- FNM 1. Each morning, Ms. FP brings Mr. MV a cup of coffee at his desk and gives Mr. MV an affectionate squeeze on the shoulder with her hand. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

- FPM 2. As the supervisor and crew sit down for a coffee during the break, Ms. FP leads off with her usual off-color, sex-oriented joke. Mr. MV knows that more will follow as the other members roar their approval. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FEM 3. As Mr. MV walks by Ms. FP and another woman, they once again make obscene, sexually oriented gestures for Mr. MV's benefit. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FOM 4. Coarse language is commonplace around the firm where Mr. MV works. As this female worker (Ms. FP) goes about her business, she peppers her conversation with references to genitalia and to sexual activity. This make Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FCM 5. Although Mr. MV has indicated that he is not interested, Ms. FP persists in propositioning him. Ms. FP has indicated that Mr. MV's job status might be enhanced if Mr. MV would have an affair with her.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FIM 6. Mr. MV is becoming increasingly upset with the actions of this woman. Ms. FP's easily overheard remarks about Mr. MV's sexual characteristics are beginning to wear on him.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FAM 7. Ms. FP puts her arm around the shoulders of Mr. MV, her fingers gradually straying to Mr. MV's chest, while she continues to talk to Mr. MV about the plans for the new plant. Ms. FP has done this before, and Mr. MV has expressed his displeasure.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FLM 8. Every time Mr. MV walks by Section B of the plant, this female co-worker (Ms. FP) whistles at him. This makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FRM 9. Ms. FP is responsible for some of the lewd, explicit graffiti, in the company's one and only restroom, which makes Mr. MV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FQM 10. It is not uncommon at the plant for Mr. MV to observe this female worker (Ms. FP) making obscene gestures during the working hours. While the gestures are not directed toward Mr. MV, they make him uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FMM 11. Mr. MV is becoming increasingly uncomfortable. Ms. FP is seated at the workstation next to him, and has been staring at him and “looking him over” for days.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FJM 12. Ms. FP has repeatedly expressed her sexual desire for Mr. MV. Although Mr. MV knows it is only a game Ms. FP frequently plays with her employees, it still bothers Mr. MV.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FBM 13. Ms. FP repeatedly asks Mr. MV to have an affair with her. Mr. MV has told Ms. FP that he is not interested, yet Ms. FP continues. Ms. FP has indicated that if Mr. MV doesn't have an affair, Mr. MV's job status might be negatively affected.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FHM 14. Ms. FP puts her arm around Mr. MV and informs him of the details of her new unit's project. Mr. MV has previously asked Ms. FP not to put her arm around him, but Ms. FP continues to do so.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FFM 15. Ms. FP strides up to Mr. MV and quietly asks Mr. MV if he would consider having an affair with her. It is not the first time Ms. FP has asked Mr. MV, even though Mr. MV clearly told her at the outset that he was not interested.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FKM 16. Mr. MV is becoming increasingly uncomfortable around Ms. FP. Every time Ms. FP has the opportunity, she asks Mr. MV "out" for a date. Mr. MV has told Ms. FP that he is not interested, but she still persists.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FDM 17. As Mr. MV walks by the company storeroom, Ms. FP pulls Mr. MV in and locks the door. A rape incident ensues.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FGM 18. Mr. MV finds using the company's one and only restroom to be an uncomfortable experience. This female co-worker (Ms. FP) continually makes reference to Mr. MV through obscene, explicit graffiti on the walls.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

## Test Vignettes

### Set 3: Male Perpetrator/Female Victim

Listed below are (another) eighteen vignettes depicting scenarios that might or might not be viewed as harassing or offensive. We would like you to indicate how you would evaluate each vignette by circling one of the numbers which range from "1" (not at all harassing or not at all offensive) to "7" (extremely harassing or extremely offensive). In addition, we would like you to indicate your belief about the likelihood of each vignette actually occurring in a work setting. Please indicate your degree of belief by circling one of the numbers which range from "1" (not at all likely to occur) to "7" (extremely likely to occur). Please read each vignette very carefully before circling your answers. Thank you.

- MCF 1. Although Ms. FV has indicated that she is not interested, Mr. MP persists in propositioning her. Mr. MP has indicated that Ms. FV's job status might be enhanced if Ms. FV would have an affair with him.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

- MOF 2. Coarse language is commonplace around the firm where Ms. FV works. As this male worker (Mr. MP) goes about his business, he peppers his conversation with references to genitalia and to sexual activity. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MKF 3. Ms. FV is becoming increasingly uncomfortable around Mr. MP. Every time Mr. MP has the opportunity, he asks Ms. FV "out" for a date. Ms. FV has told Mr. MP that she is not interested, but he still persists.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MHF 4. Mr. MP puts his arm around Ms. FV and informs her of the details of his new unit's project. Ms. FV has previously asked Mr. MP not to put his arm around her, but Mr. MP continues to do so.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MAF 5. Mr. MP puts his arm around the shoulders of Ms. FV, his fingers gradually straying to Ms. FV's breast, while he continues to talk to Ms. FV about the plans for the new plant. Mr. MP has done this before, and Ms. FV has expressed her displeasure.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MNF 6. Each morning, Mr. MP brings Ms. FV a cup of coffee at her desk and gives Ms. FV an affectionate squeeze on the shoulder with his hand. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**



MRF 7. Mr. MP is responsible for some of the lewd, explicit graffiti, in the company's one and only restroom, which makes Ms. FV uncomfortable.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

MDF 8. As Ms. FV walks by the company storeroom, Mr. MP pulls Ms. FV in and locks the door. A rape incident ensues.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

MLF 9. Every time Ms. FV walks by Section B of the plant, this male co-worker (Mr. MP) whistles at her. This makes Ms. FV uncomfortable.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

MGF 10. Ms. FV finds using the company's one and only restroom to be an uncomfortable experience. This male co-worker (Mr. MP) continually makes reference to Ms. FV through obscene, explicit graffiti on the walls.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

MF 11. Mr. MP strides up to Ms. FV and quietly asks Ms. FV if she would consider having an affair with him. It is not the first time Mr. MP has asked Ms. FV, even though Ms. FV clearly told him at the outset that she was not interested.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MIF 12. Ms. FV is becoming increasingly upset with the actions of this man. Mr. MP's easily overheard remarks about Ms. FV's sexual characteristics are beginning to wear on her.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MQF 13. It is not uncommon at the plant for Ms. FV to observe this male worker (Mr. MP) making obscene gestures during the working hours. While the gestures are not directed toward Ms. FV, they make her uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MBF 14. Mr. MP repeatedly asks Ms. FV to have an affair with him. Ms. FV has told Mr. MP that she is not interested, yet Mr. MP continues. Mr. MP has indicated that if Ms. FV doesn't have an affair, Ms. FP's job status might be negatively affected.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MJF 15. Mr. MP has repeatedly expressed his sexual desire for Ms. FV. Although Ms. FV knows it is only a game Mr. MP frequently plays with his employees, it still bothers Ms. FV.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MPF 16. As the supervisor and crew sit down for coffee during the break, Mr. MP leads off with his usual off-color, sex-oriented joke. Ms. FV knows that more will follow as the other members roar their approval. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**  
**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**  
**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

MEF 17. As Ms. FV walks by Mr. MP and another man, they once again make obscene, sexually oriented gestures for Ms. FV's benefit. This make Ms. FV uncomfortable.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

MMF 18. Ms. FV is becoming increasingly uncomfortable. Mr. MP is seated at the work station next to her, and has been staring at her and "looking her over" for days.

<b>Not at all harassing</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely harassing</b>
<b>Not at all offensive</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely offensive</b>
<b>Not at all likely to occur</b>	<b>1 2 3 4 5 6 7</b>	<b>Extremely likely to occur</b>

## Test Vignettes

### Set 4: Female Perpetrator/Female Victim

Listed below are (another) eighteen vignettes depicting scenarios that might or might not be viewed as harassing or offensive. We would like you to indicate how you would evaluate each vignette by circling one of the numbers which range from "1" (not at all harassing or not at all offensive) to "7" (extremely harassing or extremely offensive). In addition, we would like you to indicate your belief about the likelihood of each vignette actually occurring in a work setting. Please indicate your degree of belief by circling one of the numbers which range from "1" (not at all likely to occur) to "7" (extremely likely to occur). Please read each vignette very carefully before circling your answers. Thank you.

- FGF 1. Ms. FV finds using the company's one and only restroom to be an uncomfortable experience. This female co-worker (Ms. FP) continually makes reference to Ms. FV through obscene, explicit graffiti on the walls.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

- FNF 2. Each morning, Ms. FP brings Ms. FV a cup of coffee at her desk and gives Ms. FV an affectionate squeeze on the shoulder with her hand. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**



FMF 3. Ms. FV is becoming increasingly uncomfortable. Ms. FP is seated at the work station next to her, and has been staring at her and "looking her over" for days.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FAF 4. Ms. FP puts her arm around the shoulders of Ms. FV, her fingers gradually straying to Ms. FV's breast, while she continues to talk to Ms. FV about the plans for the new plant. Ms. FP has done this before, and Ms. FV has expressed her displeasure.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FLF 5. Every time Ms. FV walks by Section B of the plant, this female co-worker (Ms. FP) whistles at her. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FFF 6. Ms. FP strides up to Ms. FV and quietly asks Ms. FV if she would consider having an affair with her. It is not the first time Ms. FP has asked Ms. FV, even though Ms. FV clearly told her at the outset that she was not interested.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FKF 7. Ms. FV is becoming increasingly uncomfortable around Ms. FP. Every time Ms. FP has the opportunity, she asks Ms. FV "out" for a date. Ms. FV has told Ms. FP that she is not interested, but she still persists.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FDF 8. As Ms. FV walks by the company storeroom, Ms. FP pulls Ms. FV in and locks the door. A rape incident ensues.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FBF 9. Ms. FP repeatedly asks Ms. FV to have an affair with her. Ms. FV has told Ms. FP that she is not interested, yet Ms. FP continues. Ms. FP has indicated that if Ms. FV doesn't have an affair, Ms. FV's job status might be negatively affected.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FPP 10. As the supervisor and crew sit down for coffee during the break, Ms. FP leads off with her usual off-color, sex-oriented joke. Ms. FV knows that more will follow as the other members roar their approval. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FCF 11. Although Ms. FV has indicated that she is not interested, Ms. FP persists in propositioning her. Ms. FP has indicated that Ms. FV's job status might be enhanced if Ms. FV would have an affair with her.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FJF 12. Ms. FP has repeatedly expressed her sexual desire for Ms. FV. Although Ms. FV knows it is only a game Ms. FP frequently plays with her employees, it still bothers Ms. FV.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FQF 13. It is not uncommon at the plant for Ms. FV to observe this female worker (Ms. FP) making obscene gestures during the working hours. While the gestures are not directed toward Ms. FV, they make her uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FIF 14. Ms. FV is becoming increasingly upset with the actions of this woman. Ms. FP's easily overheard remarks about Ms. FV's sexual characteristics are beginning to wear on her.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**



FEF 15. As Ms. FV walks by Ms. FP and another woman, they once again make obscene, sexually oriented gestures for Ms. FV's benefit. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FRF 16. Ms. FP is responsible for some of the lewd, explicit graffiti, in the company's one and only restroom, which makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FHF 17. Ms. FP puts her arm around Ms. FV and informs her of the details of her new unit's project. Ms. FV has previously asked Ms. FP not to put her arm around her, but Ms. FP continues to do so.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

FOF 18. Coarse language is commonplace around the firm where Ms. FV works. As this female worker (Ms. FP) goes about her business, she peppers her conversation with references to genitalia and to sexual activity. This makes Ms. FV uncomfortable.

**Not at all harassing**      1 2 3 4 5 6 7      **Extremely harassing**

**Not at all offensive**      1 2 3 4 5 6 7      **Extremely offensive**

**Not at all likely to occur**      1 2 3 4 5 6 7      **Extremely likely to occur**

## APPENDIX D

### Study of Perceptions of Sexual Harassment Debriefing Statement

The study you have just completed was designed to investigate the influence of gender of perpetrator and victim on perceptions of sexual harassment. Half of the participants in this study rated scenarios depicting a male perpetrator harassing a male victim or a female victim and the other half rated scenarios describing a female perpetrator harassing a male victim or a female victim. As you may have noticed, the ratings you made indicated the degree of severity and degree of offensiveness of sexual harassment depicted in the scenarios, as well as the degree of likelihood of each vignette actually occurring in a work setting. Primarily, we are interested in finding out if scenarios involving male perpetrators and female victims or different-gender harassment will be viewed as more likely to occur and/or harassing and serious than scenarios depicting female perpetrators and male victims or same-gender harassment.

If you have any questions about the study, please feel free to contact Michelle Vasiga or Professor Yu-Chin Chien at (909) 880-5596. If you would like to obtain a copy of the group results of this study, please contact Professor Chien at JB-236 at the end of the Spring Quarter of 1999.

It is unlikely that participating in this study will result in significant distress, however, if you have experienced some distress and would like to discuss your response, please contact Dr. Yu-Chin Chien at (909) 880-5596, or the CSUSB Counseling Center at (909) 880-5040. Moreover, if you would like to obtain copies of California State University, San Bernardino Sexual Harassment Policy, please contact the University's Human Resources Office (SH-110) or the Academic Personnel Office (AD-101).

Due to the nature of the study, we would like to ask you not to reveal details about this study to anyone who may be a potential participant. Thank you again for your participation.

APPENDIX E

Descriptive Statistics for the Degree of Severity of Harassment Scores for the Vignettes

Source	<u>Male Perpetrator</u>			<u>Female Perpetrator</u>		
	<u>n</u>	<u>M</u>	<u>SD</u>	<u>n</u>	<u>M</u>	<u>SD</u>
Male Participants						
Male Victim	16	100.44	15.79	16	88.94	23.05
Female Victim	16	97.44	16.62	16	95.06	20.92
Female Participants						
Male Victim	16	103.38	8.55	16	98.38	11.69
Female Victim	16	108.50	10.42	16	109.56	8.35

## APPENDIX F

### Descriptive Statistics for the Degree of Offensiveness Scores for the Vignettes

Source	<u>Male Perpetrator</u>			<u>Female Perpetrator</u>		
	<u>n</u>	<u>M</u>	<u>SD</u>	<u>n</u>	<u>M</u>	<u>SD</u>
<b>Male Participants</b>						
Male Victim	16	103.81	11.28	16	88.50	23.45
Female Victim	16	99.06	19.58	16	95.63	23.53
<b>Female Participants</b>						
Male Victim	16	103.69	9.65	16	93.44	16.07
Female Victim	16	111.94	9.53	16	113.00	8.26

## APPENDIX G

### Descriptive Statistics for the Likelihood of the Harassment Actually Occurring in a Work Setting

Source	<u>Male Perpetrator</u>			<u>Female Perpetrator</u>		
	<u>n</u>	<u>M</u>	<u>SD</u>	<u>n</u>	<u>M</u>	<u>SD</u>
<b>Male Participants</b>						
Male Victim	16	68.13	22.44	16	68.63	23.13
Female Victim	16	86.88	20.74	16	65.38	25.45
<b>Female Participants</b>						
Male Victim	16	69.31	22.23	16	73.88	19.00
Female Victim	16	105.69	20.98	16	85.69	27.61

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