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# Identifying sexual harassment : a closer look based on victim/offender variance

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**IDENTIFYING SEXUAL HARASSMENT: A CLOSER LOOK  
BASED ON VICTIM/OFFENDER VARIANCE**

**A Thesis**

**Presented to**

**the Faculty of the Department of Psychology**

**San Jose State University**

**In Partial Fulfillment**

**of the Requirements for the Degree**

**Master of Science**

**by**

**Laurie Lynn Hunt**

**December, 1996**

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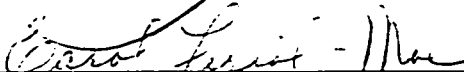
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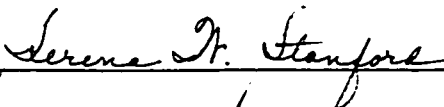


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## ABSTRACT

### IDENTIFYING SEXUAL HARASSMENT: A CLOSED LOOK BASED ON VICTIM/OFFENDER VARIANCE

by Laurie Lynn Hunt

The purpose of this study was to examine whether perceptions of sexual harassment differ when varying the gender of victims and the gender of offenders observing incidents of both same-sex and opposite-sex sexual harassment. This between-subjects design varied the gender of the victim, gender of the offender, and the level of sexual harassment (not at all, mild, moderate, or severe). Participants were 289 university students. Each participant was given one scenario followed by an item assessing their perception of the level of sexual harassment depicted in the scenario; responses were recorded on a 5-point Likert scale.

The findings indicate that men and women did not differ in how they identified sexually harassing behaviors, nor did they identify behaviors as harassing more often when the male was the offender and the female the victim except in the mild condition. The results indicate that society's views of sexual harassment may be evolving. These changing definitions will have implications for organizations.



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**Identifying Sexual Harassment: A Closer Look**

**Based on Victim/Offender Variance**

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**Running head: IDENTIFYING SEXUAL HARASSMENT**

**Footnotes**

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### Abstract

The purpose of this study was to examine whether perceptions of sexual harassment differ when varying the gender of victims and the gender of offenders observing incidents of both same-sex and opposite-sex sexual harassment. This between-subjects design varied the gender of the victim, gender of the offender, and the level of sexual harassment (not at all, mild, moderate, or severe). Participants were 289 university students. Each participant was given one scenario followed by an item assessing their perception of the level of sexual harassment depicted in the scenario; responses were recorded on a 5-point Likert scale. The findings indicate that men and women did not differ in how they identified sexually harassing behaviors, nor did they identify behaviors as harassing more often when the male was the offender and the female the victim except in the mild condition. The results indicate that society's views of sexual harassment may be evolving. These changing definitions will have implications for organizations.

### Identifying Sexual Harassment: A Closer Look Based on Victim/Offender Variance

In the United States, sexual harassment in the workplace is a topic of increasing concern. Although studies show variability in the degree to which individuals feel sexual harassment is a problem, there is little question that sexual harassment is a social problem of significant proportion. Studies have shown that between 42% and 53% of working women have been sexually harassed (Fitzgerald & Shullman, 1993; Gutek, 1985; U.S. Merit System Protection Board, 1981). Similar percentages have been reported by students attending colleges and universities (Brooks & Perot, 1991; Fitzgerald, Shullman, Bailey, Richards, Swecker, Gold, Ormerod & Weitzman, 1988).

Although the behaviors that constitute sexual harassment are debatable, what is not in debate is the increase in the number of sexual harassment charges as reported to the Equal Employment Opportunity Commission (EEOC); the numbers doubled over a four year time period: in 1990, the number of charges received by the EEOC was 6,115 (96% females, 4% males); in 1991 the number received was 6,900 (93% females, 7% males); by 1992 the number had increased to 10,577 (91% females, 9% males), and for 1993 the sexual harassment charges totalled 12,694 (90% females, 10% males) (E. Crosby, EEOC, personal communication, March 14, 1994). It is apparent from these numbers that sexual harassment is not only a concern for females, but for males alike.

Sexual harassment can be dated back "at least to the time women first traded their labor in the marketplace" (Fitzgerald et al., 1988, p. 449). In 1908, a

popular periodical of the day published a collection of stories documenting the stories of women who had migrated to the city at the turn of the century to find work. These stories revealed widespread and extensive harassment. Bulzarik (1978), in a historical account of the phenomenon, tells of a broom factory where women carried knives to protect themselves. One woman was quoted as saying, "I felt what that glance in his eyes meant. It was quiet in the shop, everyone had left, even the foreman. There in the office I sat on a chair, the boss stood near me with my pay in his hand, speaking to me in a velvety soft voice. Alas! Nobody around. I sat trembling with fear" (p. 30).

It was in the 1960's that the basis for today's awareness of sexual harassment fell into place. Women began entering the workforce in large numbers. In 1959 there were 22 million women in the workforce, or approximately 33%; by 1991 there were 57 million working women, or 45% of the American workforce (Webb, 1991). It was also in the 1960's that the 1964 Civil Rights Bill was passed, broadening the employment-discrimination section to cover sex discrimination under Title VII. And, the introduction of the birth control pill, the women's movement, and the sexual revolution began changing society's views of men, women, work, and family.

#### Sexual Harassment: Court Cases

It was well into the 1970's, nearly ten years after the enactment of the Civil Rights Act, when federal courts heard the first cases in which sexual harassment was the primary complaint. In these cases (*Miller v. Bank of America*, 1979; *Tomkins v. PSE & G Co.*, 1977) the courts interpreted sexual harassment based

on sex as a "personal matter" between two individuals and not as actions targeted at or affecting groups of people. These cases were not very successful in establishing sexual harassment as a form of sex discrimination.

It was in 1976 that a case (*Williams v. Saxbe*) did establish a cause of action for sexual harassment. The Supreme Court ruled that the behavior in question had only to create an artificial barrier to employment that was placed before one gender and not the other, even though both genders were similarly situated. Thus, conditions of employment when applied differently to males and females, such as sexual harassment, were forbidden under Title VII of the 1964 Civil Rights Act as sex discrimination. This decision began to address sexual harassment in the workplace.

Many of these early cases of sexual harassment involved claims that the plaintiffs had been deprived of tangible job benefits for their failure to succumb to sexual advances. In these cases, the victims had to show that there was a clear relationship between the behavior in question (the harassment) and a negative employment consequence (for example, being fired or demoted). If the victim could not demonstrate this relationship, it was seen as an isolated incident of sexual misconduct, not a Title VII violation.

In 1980, the EEOC defined sexual harassment as:

Unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature when submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting the individual; or such

conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

It was in the early eighties that the first court decisions allowed for suits over an "atmosphere of discrimination." In *Bundy v. Jackson* (1981), the circuit court ruled on the basis of the atmosphere of discrimination, and cited the EEOC Guidelines to support its opinion. The court interpreted "terms and conditions of employment" protected by Title VII to mean more than tangible compensation and benefits.

In 1982 and 1983, two federal circuit courts of appeal adopted their own classification scheme for sexual harassment cases, identifying two basic varieties of sexual harassment: (1) "Harassment in which a supervisor demands sexual consideration in exchange for job benefits ('quid pro quo')" and (2) "harassment that creates an offensive environment ('condition of work' or 'hostile environment' harassment)" (Webb, 1991). Quid pro quo harassment, as defined by the courts, encompasses all situations in which submission to sexually harassing conduct is made a term or condition of employment; it also exists when submission to or rejection of sexually harassing conduct is used as the basis for employment decisions affecting the individual who is the target of such conduct. Condition of work or hostile environment sexual harassment, as defined by the courts, is roughly equivalent to the third category of sexual harassment listed in the EEOC Guidelines: unwelcome and demeaning sexually related behavior that creates an intimidating, hostile, and offensive work environment.



On June 19, 1986, the United States Supreme Court ruled that sexual harassment on the job is illegal discrimination even if the victim suffers no economic loss. The Court ruled that "the language of Title VII is not limited to 'economic' or 'tangible' discrimination" and the law's phrase "terms, conditions, or privileges" of employment indicates congressional intent to strike at the entire spectrum of disparate treatment of men and women, including harassment that creates a hostile work environment (Webb, 1991, p. 10). This decision validated what other courts had said in previous rulings about sexual harassment.

In the 1990's more attention has been focussed on the problem of sexual harassment, and it will continue to be the focus of attention through the remainder of the decade. In 1991, the Sixth U.S. Circuit Court of Appeals in Florida ruled that nude pinups in the workplace can constitute sexual harassment due to the fact that they may be creating an intimidating, hostile, or offensive work environment. Also, in January of 1991 the Ninth U.S. Court of Appeals in San Francisco established a new legal standard called the "reasonable woman" standard. This decision was significant for employers, not only because it expanded the definition of sexual harassment, but also because the court indicated that it expects swift and decisive actions in response to harassment in the workplace. The 1990's have also changed how we traditionally viewed sexual harassment by introducing same-sex sexual harassment (Mogilefsky v. Superior Court of Los Angeles, 1993, cited in Franklin, 1994) as well as acknowledging that males can also be victims of sexual harassment (Gutierrez v. California Acrylic Industries, Inc., 1993).

### Defining Sexual Harassment: Research Findings

One of the concerns with regards to sexual harassment is that the definition set forth by the Equal Employment Opportunity Commission is somewhat ambiguous and subject to interpretation. Some research has begun to address the problem of determining what types of behaviors are perceived as sexual harassment; however, many of these studies have assessed only a limited range of behaviors. For example, the United States Merit Systems Protection Board (USMSPB) (1981) surveyed 20,000 federal employees regarding their perceptions of sexual harassment. The employees who participated in the study reported that letters and calls, deliberate touching, and pressure for sexual favors almost always constituted sexual harassment.

Powell et al. (1981) surveyed 101 women as to their perceptions of a limited range of behaviors. Sexual propositions were considered to be sexual harassment by 81% of the respondents. Such behaviors as touching, grabbing, and brushing (69%), sexual remarks (51%), and suggestive gestures (46%) were also considered sexually harassing by some of the women. Relatively few respondents considered flirting (8%) or staring (7%) to be sexual harassment.

Gutek, Nakamura, Gahart, Handschumacher, and Russell (1980) researched the perceptions of 219 working women with respect to five types of social-sexual behaviors and found the following behaviors were considered sexual harassment: requests for sexual activity that would hurt the recipient's job situation if refused or would help if accepted (88%); a request to socialize or date, with the understanding that it would hurt the recipient's job situation if

refused or help if accepted (86%); nonverbal behaviors of a sexual nature - looking, leering, making gestures, touching, brushing against (66%); verbal comments and remarks of a sexual nature that are negatively perceived (63%); and verbal comments and remarks of a sexual nature that are positively perceived (27%). From the research, it appears that quid pro quo harassment, unwanted physical contact of a sexual nature, and sexual propositions are almost always considered sexual harassment; behaviors with less consensus seem to be sexual language or remarks, requests for dates or other socializing, and unwanted nonverbal attention such as stares, whistles, and gestures.

In 1992, Gruber completed a comprehensive categorization of harassment types based on previous research and legal literature. Specifically he found 11 types of harassment - 4 types of verbal requests, 3 types of verbal remarks, and 4 nonverbal display types. Verbal requests, ranking from more to less severe are: sexual bribery; sexual advances, relational advances; and subtle pressures/advances. Verbal comments, ranking from more to less severe are: personal remarks; subjective objectification; and sexual categorical remarks. Nonverbal displays, ranking from more to less severe are: sexual assault, sexual touching, sexual posturing, and sexual materials.

While the research has identified behaviors which are often labeled as sexual harassment, such as quid pro quo harassment and unwanted physical attention including assault and deliberate touching, it is also important to recognize there are many identified behaviors with less consensus and which are more subject to interpretation, such as verbal comments of a sexual nature and unwanted nonverbal attention including stares and whistles.

### Outcomes of Sexual Harassment

There are often negative outcomes associated with sexual harassment. For example, Jensen and Gutek (1982) surveyed victims of sexual harassment and reported that 20% of the respondents experienced depression in response to incidents of sexual harassment, in contrast to other types of self-reported affect such as disgust (80%) and anger (68%). Analyses also indicated significant relationships between self-reported negative affect and items measuring loss of job motivation, feelings of being distracted, and dread of work. It seems that individuals who perceive a given behavior to be sexual harassment are more likely to experience negative affective and work-related outcomes than individuals who do not perceive the behavior to be offensive. In addition, Gutek and Koss (1993) relayed survey findings that substantial numbers of harassed individuals leave their jobs, withdraw from work through absenteeism and lowered productivity, change career intentions, experience lower job satisfaction and deteriorated workplace interpersonal relationships, as well as many other negative attitudinal and emotional changes. Particularly interesting is the emerging evidence that harassment experiences, even those that have been labeled as "less serious" are correlated with post traumatic stress disorder and depression (Kilpatrick, 1992). At a time when both public and private sector organizations are struggling with quality-of-workforce issues, ignoring the sexual harassment phenomena could create serious financial burdens for organizations. Besides the obvious costs associated with litigation and payment of damage awards, one also has to recognize the sometimes hidden costs associated with the outcomes of the behaviors mentioned above, such as

absenteeism, lowered productivity, deteriorating workplace relationships, etc.

### Research on Sexual Harassment: Victims and Offenders

Traditional research has typically viewed males as the offenders and females as the victims of sexual harassment (Gruber & Bjorn, 1985; Gutek & Morasch, 1982; Powell et al., 1981; Safran, 1976; Stockdale, 1993). However, through reported cases of sexual harassment, it has become evident that both males and females can be offenders, and both males and females can be victims. In 1993, the Los Angeles Superior Court demonstrated in *Gutierrez v. California Acrylic Industries, Inc.* that males are also victims of sexual harassment. It found a company liable for the sexual harassment of a male former employee by his female supervisor. The company was ordered to pay \$82,000 in lost wages, \$375,000 in emotional distress damages, and \$560,000 in punitive damages to the male employee who quit and claimed the alleged sexual harassment had made his working conditions intolerable.

The offender and victim of sexual harassment may not always be of the opposite sex; same-sex sexual harassment cases have also been brought before the courts. December of 1993, in *Mogilefsky v. Superior Court of Los Angeles*, a California court found that employees cannot legally sexually harass other employees, even if they are of the same sex. Mogilefsky claimed that he was sexually harassed by his male supervisor who demanded on two occasions that Mogilefsky stay overnight with him in his hotel suite. The case was a clear case of quid pro quo harassment; the supervisor offered Mogilefsky more money if he would cooperate. The defense suggested that the case be dismissed

based on a 1987 case, *Hart v. National Land & Mortgage Company*. The 1987 decision appeared to limit harassment claims to male-female and female-male harassment. The *Mogilefsky* court rejected this older case, finding that the Legislature intended to prohibit sexual harassment in all cases, not just those involving men harassing women. The court said the motive, the gender and the sexual orientation of the harasser is unimportant, what is important is whether the individual is sexually harassed (Carr, McClellan, Ingersoll, Thompson, & Horn, 1994).

#### Males as Victims of Sexual Harassment

Although cases involving males as victims of sexual harassment are rising, there still remains a significantly lower percentage of reports by males than females. The question exists whether a significantly lower number of males are actually being sexually harassed, or whether a lower percentage of males are reporting the behaviors. There are several explanations which would lead one to believe that males are being harassed at greater numbers, but are not reporting the behaviors at the rate females are. The norms of Western Society suggest that men typically hold, and should hold, greater power than women (Lips, 1991; Mainiero, 1986). Further, in our society men are socialized, given opportunities, and rewarded for the exercise of influence. Women, on the other hand, are socialized to take on a more passive role, are not reinforced when influence attempts are made, and may, consequently develop limited skills in the exercise of power (Kerst & Cleveland, 1993).

What message is society sending to men who find themselves victims of sexual harassment? Should males be afraid to report sexual harassment for

fear of not being taken seriously? Will there be negative outcomes such as ridicule, job loss, being passed over for a promotion, and so on? Because as a society we place a great deal of pressure on males to be more domineering than females, it may be uncomfortable for men to perceive themselves as victims of sexual harassment; and, it may be even more uncomfortable for males to report being victims of sexual harassment.

#### Same-sex Sexual Harassment

Same-sex sexual harassment need not be solely viewed as homosexual sexual harassment. However, the 1981 USMSPB survey of federal workers found that males who report being the target of sexual harassment were more likely to report that the incident involved harassment due to their homosexuality. Sexual orientation is a factor which has been left out of much of the research. Reid, Nieri, and Cramer (1994), however, researched behavior severity effects on perceptions of harassment in same-sex offender and victim dyads. Using three levels of perceptions (innocent, ambiguous, and overt), the researchers found that male subjects rated ambiguous action involving male participants as less appropriate, more offensive, and more coercive than the same action involving female participants. Male subjects also rated ambiguous action involving male participants as more comfortable than action involving female participants. Unexpectedly, female subjects, compared to male subjects rated ambiguous action in a female dyad as less appropriate, more offensive, and more coercive.

Schneider, 1982, explored the ways in which a woman's sexual identity affects her experiences and interpretation of interactions at work as sexual

harassment. Schneider found that 82.3% of lesbian women versus 69.4% of heterosexual women had experienced any one of the following incidents: jokes about body or appearance; asked out for a date; pinched or grabbed; sexually propositioned. One difference, discovered through handwritten comments on the research instrument, was that lesbian women were more often thinking of both males and females as harassers while heterosexual women were primarily perceiving the harassers as male. Overall, lesbians saw unwanted sexual approaches at work as more of a problem than heterosexual women did (91% versus 46%, respectively).

In 1992, Norris examined rates of victimization of and attitudes towards lesbians, gay men, and bisexuals at a well known national liberal arts college. Based on sexual orientation, 213 lesbian, gay, and bi-sexual students in Norris's study reported incidents of victimization. Of those students, 93.9% of them did not report the incident of victimization. Most felt that their experiences would be viewed as frivolous by administrative officers and staff, or they would not be taken seriously. Others said they did not know where to report the incidences or did not trust the authorities to protect their identities (Norris, 1992). While these subjects were students at a University, it would not be unfair to assume that similar reports and fears exist within organizations.

A study conducted by Gutek, Morasch and Cohen in 1983, explored the sexual harassment of women; however, in contrast to most studies during that time period, they took into consideration females as harassers as well as male. They found that incidents initiated by women were viewed more positively. This finding may lead to the question, "If a woman experiences sexual harassment by



another woman and reports that behavior, will she be taken as seriously as if the behavior were initiated by a male?" The research findings suggest that she will not. An incident which demonstrates the double standard within our society based on same-sex sexual harassment was a report by Vice-Admiral Donnell in 1990, for example, male-female sexual harassment was understood as a specific behavior that is unacceptable, but female-female sexual harassment was identified with a type of person who is unacceptable. Donnell suggested that all lesbians should be discharged, but that heterosexual men should be individually punished (and not necessarily by discharge) only if they actually harassed a woman (Herek, 1993). Thus, homosexuality was equated with same-sex sexual harassment, whereas no comparable linkage was made between heterosexuality and male-female harassment. From this example it becomes evident that the homosexuality was being punished, not the sexually harassing behavior.

#### Purpose of Study

Traditionally, researchers and society have viewed sexual harassment as the victimization of females by males; this view is evolving. In 1993, nearly 10% of sexual harassment charges filed with the EEOC were by men. More recent cases which also stray from one's traditional definition of sexual harassment are those involving a victim and offender of the same sex. What the research hasn't addressed is whether society's traditional views of sexual harassment are hindering those who experience these "non-traditional" forms of sexual harassment, from reporting the harassing behavior, therefore, causing them to experience some of the negative outcomes associated with sexual harassment such as anger, lower job satisfaction, lowered productivity,

distraction, and so on.

The purpose of this study is to examine whether perceptions of sexual harassment differ based on varying the gender of the victims and gender of the offenders. Therefore, same-sex and opposite-sex sexual harassment will be examined, considering that females as well as males can be victims of sexual harassment or the initiators of such behavior. Although the research on same-sex sexual harassment and women as offenders is minimal, several hypotheses have been formulated.

Hypothesis 1: In all scenarios varying the gender of the victim and offender, females will be more likely than males to rate the given behavior as sexual harassment. One rater characteristic which has consistently shown to have a strong effect on one's definition of sexual harassment is that of gender: women consistently see more sexual harassment than do men (Gutek et al., 1980; Gutek, 1982; Powell, 1986).

Hypothesis 2: Given opposite-sex sexual harassment, both males and females will be more likely to rate the behaviors as sexual harassment when the male is the offender and the female is the victim, versus when the female is the offender and the male is the victim. Gutek, Morasch, and Cohen (1983) found that hypothetical scenarios involving females as an initiator of social-sexual behavior are seen as relatively nonharassing. A study conducted by Pryor (1985) examined the lay person's understanding of sexual harassment. His evidence suggested that the lay person's understanding of sexual harassment usually involved viewing the male as the offender and the female as the victim. Therefore, because currently it is more commonplace for females to report being

the victims of sexual harassment, the scenarios which pertain to females as victims and males as offenders will be seen as more harassing.

Hypothesis 3: Given same-sex sexual harassment, males will be more likely to rate the behavior as sexual harassment in the scenarios in which the offender and victim are both male, than when the offender and victim are both female. Females will be more likely to rate the behavior as sexual harassment in the scenarios in which the offender and victim are both female, than when the offender and victim are both male. According to the research of Reid, Nieri, and Cramer (1994), males found ambiguous action involving males as less appropriate, more offensive, and more coercive than the same action involving female participants; also, male subjects rated ambiguous action involving male participants as more comfortable than action involving female participants. Female subjects rated ambiguous action in female dyads as less appropriate, more offensive, and more coercive, than in the male dyads.

Hypothesis 4: When varying the degree of sexual harassment, the behavior will be rated as sexual harassment, in the mild condition, more often when the victim and offender are of the opposite-sex. The layperson's understanding of sexual harassment typically rests on the belief that sexual harassment occurs among members of the opposite sex (Pryor, 1985). Because of this, the behavior depicted in the mild condition is more likely to be misconstrued as friendly or relatively nonharassing behavior when the given individuals (victim and offender) are of the same sex.

Hypothesis 5: When varying the degree of sexual harassment, there will not be a difference, based on gender, in the ratings given opposite-sex or same-sex

sexual harassment, in the severe condition. In 1993, Bartels and Dutile, using three levels of sexual harassment (mild, moderate, and severe), found there was a similar pattern in the degree of sexual harassment perceived by male and female subjects, when the victim was a female and the offender was a male. When the male was a victim and a female was the offender, the mild and severe levels were also perceived similarly by male and female subjects. However, significant differences did exist in the perceived level of sexual harassment between male and female subjects at the moderate level. Applying these results to the current study, it is hypothesized that in the severe condition, significant differences in the ratings of the given behavior will not exist.

This study is necessary in order to determine whether sexually harassing behaviors are being perceived similarly for all individuals regardless of the gender of the victim or the gender of the offender. The findings will have important implications for organizations. As the number of "non-traditional" cases of sexual harassment continues increasing, organizations need to be aware that sexual harassment can affect all employees, male and female alike; also important to recognize is that both males and females can be sexual harassers. By using the findings of this research, organizations will be able to begin taking the steps necessary in order to make their workplace free of harassment for all employees, in turn, avoiding the high cost associated with legal battles and litigation.

## Method

### Subjects

Participants included 289 students, 111 males and 178 females, enrolled in

Psychology courses at San Jose State University. Participation was voluntary. Of the participants, 88.9% reported having spent less than ten (10) years in the workforce; and, 91.5% reported being heterosexual; 47.7% reported being Caucasian, 19.6% Asian/Pacific Islander, 4.2% African-American, 14.7% Hispanic, and 13.7% reported being other than one of the ethnicity categories listed above.

### Design

A 2x2x2x4 (gender of subject, gender of victim, gender of offender, level of sexual harassment) between subjects factorial design was used. The design resulted in sixteen scenarios (see Appendices B-Q).

### Instrument

Four scenarios were originally written to represent four levels of sexual harassment (not at all, mild, moderate, and severe). These four levels of sexual harassment combined with the variance in the gender of the victim and the gender of the offender, resulted in sixteen different scenarios. Scenarios were developed based on the comprehensive categorizations summarized by Gruber (1992). The four levels of sexual harassment were categorized as not at all, mild, moderate, and severe. The "not at all" category contained verbal comments, not of a sexual nature. Using the categorizations of Gruber's research (1992), mild sexual harassment includes personal remarks. Personal remarks consist of comments or questions of a nonsolicitory nature directed to the victim: including jokes, teasing, questions about sexuality or appearance, and semantic derogation. Moderate sexual harassment consisted of subtle pressures or advances. This category includes statements in which the victim of

the request is implicit or ambiguous. Their harassing behavior is seen most clearly through an analysis of the full context of the interactions. And, severe sexual harassment contained sexual bribery. This form of sexual harassment includes a request with a threat and/or promise of reward - quid pro quo.

### Procedure

Instrument Development. Approximately 50 undergraduate psychology students received four scenarios in random order. Subjects in the pilot study were given all four scenarios developed, in order to determine that the given scenarios were capturing the appropriate levels of harassing behavior (not at all, mild, moderate, severe). Individuals within the scenarios were referred to as either Person A or Person B; gender was not a factor in these scenarios. The subjects were instructed to read the instructions carefully and indicate the level of sexual harassment represented on a 5-point Likert scale (mild sexual harassment = 1 to severe sexual harassment = 5). Separate from the Likert scale, subjects were given the opportunity to indicate that they did not feel the given behavior was sexual harassment by placing an "X" on the appropriate line. The "not at all" response was assigned the number zero (see Appendices R-U). The acceptable ranges for the means, set beforehand, were, less than .5 for the "not at all" condition, 1.0 - 1.2 for the mild condition, 2.8 - 3.2 for the moderate condition, and 4.8 - 5.0 for the severe condition.

Final Study. The experimenter visited Psychology classes, described the study, and informed the students that their participation was voluntary. In the final study, each participant received one of the scenarios, the response segment, including the Likert scale, and questions designed to gain

demographic information such as gender, age, ethnicity, and number of years in the workforce. The final study required that each subject rate only one behavior given that in real life it is more likely that one would be required to determine if a given behavior is sexual harassment versus being given several situations and being asked to rate the severity of those behaviors.

### Dependent Measure

Perceived level of sexual harassment was measured by the subject's response to one item asking for their assessment of the level of sexual harassment portrayed in the scenario. Responses were recorded on a 5-point Likert scale ranging from 1 = mild sexual harassment to 5 = severe sexual harassment, or for a response of "not at all", the subject could indicate their response by placing an "X" on the appropriate line which was assigned the number zero.

### Results

There were 289 participants in the study. The means for the level of perceived sexual harassment for male subjects = 1.75 (SD=1.93); for female subjects the mean = 1.96 (SD=1.98). For the scenarios with male victims, the mean value of perceived sexual harassment was 1.78 (SD=1.94); for the scenarios with female victims, the mean value was 1.97 (SD=1.99). For the scenarios with male offenders, the mean value of sexual harassment was 1.88 (SD=1.91); for the scenarios with female offenders, the mean value was 1.87 (SD=2.03). See Table 1.

A 2 x 2 x 2 x 4 Analysis of Variance (ANOVA) was performed. The independent variables were gender of subject, gender of victim, gender of

Table 1

Perceived Level of Sexual Harassment by Gender of Subject, Gender of Victim, and Gender of Offender

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Cell Means and Standard Deviations

Perceived Sexual Harassment	<u>Males</u>	<u>Females</u>
Gender of Subject	1.75 (SD=1.93)	1.96 (SD=1.98)
Gender of Victim	1.78 (SD=1.94)	1.97 (SD=1.99)
Gender of Offender	1.88 (SD=1.91)	1.87 (SD=2.03)

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offender, and level of sexual harassment. The dependent variable was the perceived level of sexual harassment.

There were significant main effects for the intended level of sexual harassment and the assigned rating indicating the perceived level of sexual harassment  $F(3,257) = 201.14, p < .001$ . The mean for the response "not at all" = .45, for the response "mild" = .91, for the response "moderate" = 1.63 and, for the response "severe" the mean = 4.51. This means that the scenarios written to represent each level of sexual harassment - not at all, mild, moderate, and severe, were viewed as significantly different from each other. See Table 2.

It was first hypothesized that in all scenarios varying the gender of the victim and the gender of the offender, females would be more likely than males to rate the given behavior as sexual harassment. The ANOVA indicated that there were not significant main effects for the gender of the subject [ $F(1,257) = 1.15, n.s.$ ] This means that men ( $M=1.75, SD=1.93$ ) and women ( $M=1.96, SD=1.98$ ) did not significantly differ in how they viewed and rated the sexually harassing behaviors depicted in the scenarios.

In the second hypothesis, it was predicted that given opposite-sex sexual harassment, both males and females would be more likely to rate the behaviors as sexual harassment when the male was the offender and the female was the victim, versus when the female was the offender and the male was the victim. A significant interaction did not occur for the gender of the victim by gender of the offender [ $F(1,257) = .96, n.s.$ ]. The results of these findings indicate that when all levels of sexual harassment are analyzed together, men and women do not

Table 2

Cell Means for Intended Level of Sexual Harassment and Perceived Level of Sexual Harassment

Intended Level of Sexual Harassment	Cell Means	SD
Not at All Sexual Harassment	.45*	.95
Mild Sexual Harassment	.91*	1.15
Moderate Sexual Harassment	1.63*	1.38
Severe Sexual Harassment	4.51*	1.05

\* All levels are significantly different from one another at  $p < .001$ .

perceive the behavior as sexually harassing more often when the male is the offender and the female is the victim than the reverse. See Table 3.

The third hypothesis predicted that given same-sex sexual harassment, males would be more likely to rate the behavior as sexual harassment in the scenarios in which the offender and victim were both male, than when the offender and victim were both female. Females, on the other hand, would be more likely to rate the behavior as sexual harassment in the scenarios in which the offender and victim were both female, than when the offender and victim were both male. The results of an 3-way ANOVA involving gender of subject, gender of victim and gender of offender, demonstrated that this hypothesis was not supported [ $F(1,257) = 1.20$ , n.s.] A trend in the opposite direction was actually discovered; the male subjects identified the given behaviors as sexual harassment more often when the victim and offender were both female as opposed to male. The female subjects identified the given behaviors as sexual harassment more often when the victim and offender were both male as opposed to female. See Table 4.

The fourth hypothesis predicted that when varying the degree of sexual harassment, the behavior would be rated as sexual harassment in the mild condition more often when the victim and offender were of the opposite sex. An interaction which approached significance existed, in the mild condition, between the two independent variables (gender of victim and gender of offender) when measuring the perceived level of sexual harassment [ $F(1,72) = 3.76$ ,  $p = .056$ ]. A significant interaction was found for the conditions in which the male was identified as the offender [ $F(1,72) = 4.69$ ,  $p < .05$ ]. A significant interaction was

Table 3

Cell Means for Perceived Level of Sexual Harassment by Gender of Victim and Gender of Offender

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		<u>Victim</u>	
		Male	Female
<u>Offender</u>	Male	1.51 (SD=1.82)	2.22 (SD=1.94)
	Female	2.04 (SD=2.03)	1.70 (SD=2.02)

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Table 4

Cell Means for Perceived Level of Sexual Harassment by Gender of Subject,  
Gender of Victim, and Gender of Offender

Gender of Offender	Gender of Victim	
	Male	Female
<u>Male Participants</u>		
Male	1.41 (SD=1.94)	1.89 (SD=1.85)
Female	1.38 (SD=1.75)	2.24 (SD=2.17)
<u>Female Participants</u>		
Male	1.58 (SD=1.75)	2.51 (SD=1.99)
Female	2.32 (SD=2.09)	1.39 (SD=1.88)

not found, however, for the conditions in which the female was identified as the offender [ $F(1,72) = .36$ , n.s.]. These findings indicate that when the sexually harassing behavior was mild, men and women rated the behavior as sexual harassment more often when the male was the offender and the female was the victim than when the female was the offender and the male was the victim. See Table 5.

Hypothesis five predicted that when varying the degree of sexual harassment, there would not be a difference, based on gender, in the rating given opposite-sex or same-sex sexual harassment, in the severe condition. The results of an 3-way ANOVA involving gender of subject, gender of victim and gender of offender, demonstrated that, as predicted, there were not significant differences among groups in the severe condition [ $F(1,66) = 1.41$ , n.s.]. These findings indicate that males and females both identify severe sexual harassment as such without allowing the gender of the victim or the gender of the offender affect their response. See Table 6.

### Discussion

The purpose of this study was to examine whether perceptions of sexual harassment differed based on the gender of the victim, gender of the offender, gender of the perceiver, and level of sexual harassment. Both same-sex and opposite-sex sexual harassment were taken into account. While there was a considerable amount of prior research on "traditional" sexual harassment, males as the offender and females as the victims, there has been minimal research on same-sex sexual harassment and women as offenders.

The results of this study indicate that attitudes towards sexual harassment

Table 5

Cell Means for Perceived Level of Sexual Harassment by Gender of Victim and Gender of Offender in the Mild Condition

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		<u>Victim</u>	
		Male	Female
<u>Offender</u>	Male	.63 (SD=1.01)	1.42 (SD=1.22)*
	Female	.90 (SD= .99)	.68 (SD=1.25)

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\* Denotes significance at  $p = .05$ .

Table 6

Cell Means for the Gender of Subject, Gender of Victim, and Gender of Offender by the Perceived Level of Sexual Harassment in the Severe Condition

	Gender of the Victim	
	Male	Female
<u>Male Participants</u>		
Male Offender	4.25 (SD=1.04)	4.13 (SD=1.73)
Female Offender	4.67 (SD=.58)	4.44 (SD=1.01)
<u>Female Participants</u>		
Male Offender	4.44 (SD=.73)	5.00 (SD=.00)
Female Offender	4.82 (SD=.53)	4.00 (SD=1.80)



are related to victim / offender dyads, gender, and degree of sexual harassment. It was first hypothesized that gender would have an effect on one's definition of sexual harassment; much of the previous research demonstrated that women consistently see more sexual harassment than men (Bartels & Dutille, 1993; Gutek et al., 1980; Gutek, 1982; Powell, 1986). The results from this study, however, differ from those of previous research. Men and women did not significantly differ in how they viewed and rated the sexually harassing behaviors depicted in the scenarios.

When studying the lay person's understanding of sexual harassment, Pryor (1985) discovered that it usually involved a male offender and a female victim. Gutek, Morasch, and Cohen (1983) also found that hypothetical scenarios involving females as initiators of social-sexual behavior are seen as relatively non-harassing. Therefore, it was hypothesized that given opposite-sex sexual harassment, both males and females would be more likely to identify the behaviors as sexual harassment when the male was the offender and the female was the victim versus when the female was the offender and the male was the victim.

This research does not support the findings of previous studies. Men and women did not perceive the behaviors depicted in the scenarios as sexual harassment differently when the male was the offender and the female was the victim versus when the female was the offender and the male was the victim. The first two hypotheses were not supported. What appears to be the strongest explanation for this difference may be attributed to the vast amount of publicity that the issue of sexual harassment has been receiving in recent years. While

much of the publicity revolves around traditional sexual harassment, males as offenders and females as victims, many entities of the press are also bringing into awareness the issues surrounding males as victims of sexual harassment, and although on a limited basis, even same-sex sexual harassment.

Many Americans have had to address the issue of sexual harassment in one form or another; some may have experienced harassment, others may have been accused of such behaviors; some may have been provided training or workshops through their place of business, some may have been provided information through formal education, while others may have seen stories on television or in the news media. This heightened awareness may be causing both men and women to view the issue more seriously and carefully. With nearly 10% of those filing sexual harassment claims with the EEOC in 1993 being men, a statement is being made that not only are women victims of sexual harassment, but men as well; this has become a very real problem for all. These numbers are also making it obvious that men are not the only offenders of sexual harassment.

The third hypothesis predicted that given same-sex sexual harassment, meaning the victim and offender are of the same gender, males would rate the behavior as sexual harassment more often when the victim and offender were both male. Females, on the other hand, would rate the behavior as sexual harassment more often when the victim and offender were both female. This prediction was based on the research of Reid, Nieri, and Cramer (1994) which found that with both males and females identified ambiguous actions involving individuals of their same sex as less appropriate, more offensive, and more

coercive than the same action involving the two members of the opposite sex. The current study found a trend in the opposite direction; males identified the behavior as sexual harassment more often when the victim and offender were both females. Females identified the behavior as sexual harassment more often when the victim and offender were both male. This may be attributed to homophobia, the fear of homosexuals (gays and lesbians) and homosexuality. To many heterosexuals in our society, homosexuality is something that is not understood, something that is foreign, and may cause the formation of stereotypes. Heterosexual individuals will often go to great lengths to avoid demonstrating stereotypically homosexual behavior or to deny homosexual tendencies. The subjects in this study may have been associating same-sex sexual harassment with homosexuality. Not wanting to accept the fact that sexual harassment could occur among a dyad of their same gender, a theory may be that it became less threatening to more readily identify the behavior as sexual harassment among the dyad involving the opposite gender.

The layperson's understanding of sexual harassment identified by Pryor (1985) rests on the belief that sexual harassment occurs among members of the opposite sex; because of this, it was predicted that when looking at the mild condition of sexual harassment, the behavior would be rated as sexual harassment more often when the victim and offender were of the opposite sex. The behavior depicted in the mild conditions' scenario was more likely to be viewed as friendly or relatively nonharassing when the victim and offender were of the same sex. The overall results of the analyses performed approached significance. A significant difference was found, however, when the male was

the offender and female was the victim of the mildly harassing behavior. The results were not significant when the female was the offender and the male was the victim. The fact that the subjects of this study identified behavior as harassing in the mild condition significantly more when the male was the offender and the female was the victim is not surprising. While much is being done to address the issue of sexual harassment, through training and education, it remains that the layperson's view of sexual harassment still typically involves this male-offender, female-victim dyad.

Finally, it was predicted when viewing the sexual harassment behavior identified as severe, there would not be a difference, based on gender, in the ratings given opposite and same-sex sexual harassment. This hypothesis was based on the research of Bartels and Dutilleul (1993). The previous research was supported; both men and women viewed the behavior as sexual harassment, in the severe condition, without allowing the gender of victim or the gender of the offender to affect their response.

These findings have important implications for organizations. Based on the number of complaints filed with the EEOC, sexual harassment is a large problem and one that we are discovering is growing even larger and more complex as each year goes by. As the number of "non-traditional" cases of sexual harassment continues to increase, organizations need to be aware that sexual harassment affects and involves both males and females in a variety of different ways. Males and females can both initiate the harassing behaviors and both can be the victims of such behavior. If organizations choose to view sexual harassment merely in the traditional sense, males as the offenders and females

as the victims of sexual harassment, they may unexpectedly find themselves involved in legal battles, experiencing the high costs associated with litigation. Besides legal costs, organizations also need to be aware of the relatively hidden costs associated with sexual harassment such as lowered job satisfaction, increased absenteeism, lowered productivity, deteriorating work relationships, and anger (Gutek & Koss, 1993; Jensen & Gutek, 1982).

Accepting these realities may be difficult for many; society is somewhat comfortable viewing males as more powerful, dominating and sexual than females (Lips, 1991; Mainiero, 1986). Also more comfortable may be the viewing of females as more submissive, people-pleasing, and sexually unaggressive. Maintaining these views however may stifle both men and women. Men, afraid of being seen as unmasculine, may be afraid to report being the victim of sexual harassment. They still may, however, experience the negative affective behaviors listed above. Who then experiences the costs associated with those feelings and behaviors? The organization. Although more acceptable from a societal standpoint, women also fear reporting being the victim of sexual harassment (Gutek & Koss, 1993). Women may fear being viewed as a trouble maker; they may be accused of bringing the harassment upon themselves. Both men and women may fear losing their jobs or being looked over for future growth within the company. Although this study looked at the victim and offender dyads according to gender, it is also important to note that sexual harassment can occur at all levels of an organization - it does not necessarily occur solely between a supervisor and an employee under him or her on the organizational ladder. Sexual harassment is a very complicated issue

and one that will need to further research to gain understanding about who it is happening to; who it is happening by; how often it is happening; how often it is reported; how are those who report sexual harassment affected; how are those who don't report sexual harassment affected. This list can go on. What organizations can begin doing is providing information and training for employees on what behaviors constitute or may constitute sexual harassment, how to report it if they observe or experience sexual harassment, who the victims and who the offenders of sexual harassment can be.

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TO: Laurie Hunt  
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FROM: Serena W. Stanford, Ph.D. *Serena W. Stanford*  
AAVP, Graduate Studies and Research

DATE: August 1, 1994

The Human Subjects-Institutional Review Board has approved your request to use human subjects in the study entitled:

"Identifying Sexual Harassment: A Closer Look Based  
on Victim/Offender Variance"

This approval is contingent upon the subjects participating in your research project being appropriately protected from risk. This includes the protection of the anonymity of the subjects' identity when they participate in your research projects, and with regard to any and all data that may be collected from the subjects. The Board's approval includes continued monitoring of your research by the Board to assure that the subjects are being adequately and properly protected from such risks. If at any time a subject becomes injured or complains of injury, you must notify Dr. Serena Stanford immediately. Injury includes but is not limited to bodily harm, psychological trauma and release of potentially damaging personal information.

Please also be advised that each subject needs to be fully informed and aware that their participation in your research projects is voluntary, and that he or she may withdraw from the project at anytime. Further, a subject's participation, refusal to participate or withdrawal will not affect any services the subject is receiving or will receive at the institution in which the research is being conducted. If you have questions, please contact me at (408) 924-2480.

## Appendix B

"Not at All" Sexual Harassment Scenario: Male Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

---

Late one Wednesday evening, after almost everyone from the office had gone home, John and Mary were staying late to finish a project with a deadline of the following morning. The two decided to take a break and head to the vending machines for a snack. On their way down the stairs, John looks at Mary and says, "You know, I've been meaning to tell you all day how nice I think that outfit looks on you."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

## Appendix C

"Not at All" Sexual Harassment Scenario: Female Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Late one Wednesday evening, after almost everyone from the office had gone home, Mary and John were staying late to finish a project with a deadline of the following morning. The two decided to take a break and head to the vending machines for a snack. On their way down the stairs, Mary looks at John and says, "You know, I've been meaning to tell you all day how nice I think that outfit looks on you."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix D

"Not at All" Sexual Harassment Scenario: Female Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

---

Late one Wednesday evening, after almost everyone from the office had gone home, Mary and Jane were staying late to finish a project with a deadline of the following morning. The two decided to take a break and head to the vending machines for a snack. On their way down the stairs, Mary looks at Jane and says, "You know, I've been meaning to tell you all day how nice I think that outfit looks on you."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

## Appendix E

"Not at All" Sexual Harassment Scenario: Male Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

---

Late one Wednesday evening, after almost everyone from the office had gone home, John and Ted were staying late to finish a project with a deadline of the following morning. The two decided to take a break and head to the vending machines for a snack. On their way down the stairs, John looks at Ted and says, "You know, I've been meaning to tell you all day how nice I think that outfit looks on you."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>



## Appendix F

Mild Sexual Harassment Scenario: Male Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

---

Mary spent the weekend at the beach and received a very noticeable sunburn. The following Monday, at work, she approached a group of fellow employees who were standing in the Copy Room waiting to make copies. John, one of the individuals standing among the group said to Mary "Wow are you ever red. I bet you have some great tan lines."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Moderate</i>	<i>Severe</i>	<i>Severe</i>

## Appendix G

Mild Sexual Harassment Scenario: Female Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

John spent the weekend at the beach and received a very noticeable sunburn. The following Monday, at work, he approached a group of fellow employees who were standing in the Copy Room waiting to make copies. Mary, one of the individuals standing among the group said to John "Wow are you ever red. I bet you have some great tan lines."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix H

Mild Sexual Harassment Scenario: Male Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

John spent the weekend at the beach and received a very noticeable sunburn. The following Monday, at work, he approached a group of fellow employees who were standing in the Copy Room waiting to make copies. Ted, one of the individuals standing among the group said to John "Wow are you ever red. I bet you have some great tan lines."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix I

Mild Sexual Harassment Scenario: Female Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*      *Mild*                      *Moderate*                      *Severe*

---

Mary spent the weekend at the beach and received a very noticeable sunburn. The following Monday, at work, she approached a group of fellow employees who were standing in the Copy Room waiting to make copies. Jane, one of the individuals standing among the group said to Mary "Wow are you ever red. I bet you have some great tan lines."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*      *Mild*                      *Moderate*                      *Severe*

## Appendix J

Moderate Sexual Harassment Scenario: Male Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Friday morning, John calls Mary into his office to inquire about Mary's plans for the weekend. Mary responds that her plans are to go horseback riding at the coast, and that she really enjoys riding horses in her spare time. John then says that he has heard that people often ride horses to obtain sexual relief and offers to show Mary books supporting the theory.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix K

Moderate Sexual Harassment Scenario: Female Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Friday morning, Mary calls John into her office to inquire about John's plans for the weekend. John responds that his plans are to go horseback riding at the coast, and that he really enjoys riding horses in his spare time. Mary then says that she has heard that people often ride horses to obtain sexual relief and offers to show John books supporting the theory.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix L

Moderate Sexual Harassment Scenario: Male Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Friday morning, Ted calls John into his office to inquire about John's plans for the weekend. John responds that his plans are to go horseback riding at the coast, and that he really enjoys riding horses in his spare time. Ted then says that he has heard that people often ride horses to obtain sexual relief and offers to show John books supporting the theory.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix M

Moderate Sexual Harassment Scenario: Female Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Friday morning, Mary calls Jane into her office to inquire about Jane's plans for the weekend. Jane responds that her plans are to go horseback riding at the coast, and that she really enjoys riding horses in her spare time. Mary then says that she has heard that people often ride horses to obtain sexual relief and offers to show Jane books supporting the theory.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*



## Appendix N

Severe Sexual Harassment Scenario: Male Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

At the office, late on Friday afternoon, John asks Mary to go out to dinner. Mary accepts. During dinner John suggests that following dinner they go to a hotel together to get to know each other better and have sex. Mary declines and feels very uncomfortable by John's requests. John feels rejected by the refusal and threatens to ensure that her promotion is denied.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix O

Severe Sexual Harassment Scenario: Female Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

At the office, late on Friday afternoon, Mary asks John to go out to dinner. John accepts. During dinner Mary suggests that following dinner they go to a hotel together to get to know each other better and have sex. John declines and feels very uncomfortable by Mary's requests. Mary feels rejected by the refusal and threatens to ensure that his promotion is denied.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix P

Severe Sexual Harassment Scenario: Female Offender/Female Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

At the office, late on Friday afternoon, Mary asks Jane to go out to dinner. Jane accepts. During dinner Mary suggests that following dinner they go to a hotel together to get to know each other better and have sex. Jane declines and feels very uncomfortable by Mary's requests. Mary feels rejected by the refusal and threatens to ensure that her promotion is denied.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix Q

Severe Sexual Harassment Scenario: Male Offender/Male Victim

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

At the office, late on Friday afternoon, John asks Ted to go out to dinner. Ted accepts. During dinner John suggests that following dinner they go to a hotel together to get to know each other better and have sex. Ted declines and feels very uncomfortable by John's requests. John feels rejected by the refusal and threatens to ensure that his promotion is denied.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix R

Pilot Study: "Not at All" Sexual Harassment Scenario

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Severe</i>		

---

Late one Wednesday evening, after almost everyone from the office had gone home, Person A and Person B were staying late to finish a project with a deadline of the following morning. The two decided to take a break and head to the vending machines for a snack. On their way down the stairs, Person A looks at Person B and says, "You know, I've been meaning to tell you all day how nice I think that outfit looks on you."

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

_____	1 - - - - -	2 - - - - -	3 - - - - -	4 - - - - -	5
<i>Not at all</i>	<i>Mild</i>	<i>Moderate</i>	<i>Severe</i>		

## Appendix S

Pilot Study: Mild Sexual Harassment Scenario

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Person A spent the weekend at the beach and received a very noticeable sunburn. The following Monday, at work, he/she approached a group of fellow employees who were standing in the Copy Room waiting to make copies. Person B, one of the individuals standing among the group said to Person A "Wow are you ever red. How about showing us your tan lines?"

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix T

Pilot Study: Moderate Sexual Harassment Scenario

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

Friday morning, Person A calls Person B into his/her office to inquire about Person B's plans for the weekend. Person B responds that his/her plans are to go horseback riding at the coast, and that he/she really enjoys riding horses in his/her spare time. Person A then says that he/she has heard that people often ride horses to obtain sexual relief, and then begins showing Person B books supporting the theory, many of which contain partial and complete nudity of both men and women. Person A then asks Person B whether he/she rides in order to relieve sexual tension.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 - - - - - 2 - - - - - 3 - - - - - 4 - - - - - 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

## Appendix U

Pilot Study: Severe Sexual Harassment Scenario

Please read the scenario below. Circle the number that best represents the degree to which you feel the behavior addressed depicts sexual harassment (whole numbers only). If you do not feel the behavior depicted is sexual harassment, place an "X" on the appropriate line. The scale is as follows:

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*

---

At the office, late on Friday afternoon, Person A asks Person B to go out to dinner. Person B accepts. During dinner Person A suggests that following dinner they go to a hotel together to get to know each other better and have sex. Person B declines and feels very uncomfortable by Person A's requests. Person A feels rejected by the refusal and threatens to ensure that his/her promotion is denied.

*To what degree do you feel the behavior described above depicts sexual harassment? Please circle the number that best represents your response. If your response is "Not at all", place an "X" on the appropriate line.*

\_\_\_\_\_ 1 ----- 2 ----- 3 ----- 4 ----- 5  
*Not at all*                      *Mild*                                      *Moderate*                                      *Severe*