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Understanding Employees' Reactions to Sexual Harassment Training: Interactional Disruptions, Identity Threats, and Negative Training Outcomes

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Understanding Employees' Reactions to Sexual Harassment Training: Interactional Disruptions, Identity Threats, and Negative Training Outcomes

A dissertation submitted in partial fulfillment
of the requirements for the degree of
Doctor of Philosophy in Business Administration

by

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ABSTRACT

Sexual harassment training is a common organizational activity. Yet, we do not have very much knowledge about why sexual harassment training is effective or ineffective. There is evidence that employees often react negatively toward sexual harassment training, and these negative reactions may help explain inconsistent findings regarding whether sexual harassment training improves employees' knowledge, attitudes, and transfer of training to the job context. This dissertation draws from social interactionism and identity theory to suggest that employees may experience threats to their valued identities at the announcement of sexual harassment training and during the administration of sexual harassment training. Interactional characteristics, specific identities, and employees' changing perceptions as a result of the sexual harassment training program are considered as moderators. The effect of identity threat reactions on sexual harassment training outcomes, such as knowledge, backlash attitudes, and transfer of training, are also considered.

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DEDICATION

This dissertation is dedicated in loving memory to my father, Gregory Leonard Rawski, who instilled in me the value of education and the drive and perseverance to achieve a doctorate degree.

<div align="center">**TABLE OF CONTENTS**</div>

CHAPTER 1: INTRODUCTION

"I would take the training if the university would provide me with a brief written statement absolving me of any suspicion, guilt, or complicity regarding sexual harassment. I wanted any possible stigma removed." – Dr. Alexander McPherson commenting on his refusal to attend sexual harassment training, LA Times, 2006

Sexual harassment is a complex sociosexual workplace behavior that encompasses the unwanted and pervasive sexual or sex-based conduct that intimidates, derogates, threatens or otherwise interferes with an employee's working environment or employment decisions (e.g., hiring, firing, pay, promotion, etc.). Sexual harassment researchers have recommended training as a potential remedy for sexual harassment in organizations (Parker, 1999; McCann, 2005). Yet, sexual harassment research has been more focused on understanding why sexual harassment occurs and the negative effects of sexual harassment (O'Leary-Kelly, Bowes-Sperry, Bates, & Lean, 2009), than on the best practices of effective sexual harassment training. The training literature, although having accumulated a wealth of knowledge on best training practices in general (Aguinis & Kraiger, 2009; Tannenbaum et al. 1993; Cannon-Bowers et al. 1995; Salas & Cannon-Bowers, 2001), has accumulated very little knowledge regarding the best practices for sexual harassment training specifically.

Initial investigations of sexual harassment training have generally focused on employees' accumulation of sexual harassment knowledge, attitudes regarding sexual harassment, and the occurrence of sexual harassment after training has been conducted (Perry, Kulik, & Schmidtke, 1998; Goldberg, 2007; Walsh, Perry, Kulik, Bustamante, & Golom, 2010; Walsh, Bauerle, & Magley, 2013). While these studies are important first steps to understanding sexual harassment, we still do not have much knowledge regarding sexual harassment training effectiveness, or a

holistic understanding of how a variety of interactional and individual characteristics combine to affect training outcomes, such as employee reactions to sexual harassment training.

As the opening quote suggests, some employees react negatively toward sexual harassment training. From law research, Tinkler (2012) has observed that both men and women exhibit backlash to sexual harassment training. She theorizes, based on qualitative interviews and observations, that sexual harassment training makes negative sex-based stereotypes more salient and encourages disagreements and conflict between men and women (Tinkler, 2012). Several of the trainees in her study complained that sexual harassment training threatens their normal day-to-day cross-sex work interactions (Tinkler, 2012). One male participant in the study even stated, "I personally feel that if you are under a very strict, explicit policy, people might adopt behaviors, purely as a result of that. I mean, they become paranoid. Particularly the guys, the men, you wouldn't really want to be too friendly with the female colleague because maybe she would get you in trouble for it" (Tinkler, 2012: 14). This statement exemplifies how sexual harassment training can disrupt sociosexual (i.e., sexual interactions such as sexual joking, flirting, or sexual acts), sex-based (i.e., interactions that are not necessarily sexual, but make biological sex salient such as references to biological sex during interactions or targeting social participants for interactions based on their biological sex), and cross-sex (i.e., interactions that occur among opposite sexed social participants) workplace interactions. The disruption of interactional norms can be theoretically informed by social interactionism and identity theory.

Social interactionism suggests that reality is constructed and meaning is negotiated through social interactions (Shalin, 1986; Stryker & Serpe, 1982). Identity theory is an extension of social interactionism that suggests we define who we are by enacting roles and negotiating for the meaning of those roles during interactions. The repeated enactment of the same role forms an

identity, or a self-definition. Our sense of self can be a powerful sociopsychological motivator (Abrams & Hogg, 1988), but it can also be threatened by identity-inconsistent stimuli that may change the value, meaning, or enactment of an identity (Petriglieri, 2011). These identity threats can motivate identity protection responses such as derogation or avoidance of the threat source (Petriglieri, 2011).

From a social interactionism perspective, sexual harassment training offers a new interpretive frame (e.g., a meta-communicative social process that determines the meaning of social interactions; Goffman, 1974; Dewulf et al. 2009) for understanding sex-based interactions. This new framework directs employees' interpretation of sex-based interactions towards sexual harassment, a negative workplace interaction that should be avoided by employees. This new sexual harassment frame also imposes the roles of harasser and victim onto individuals who participate in sex-based interactions at work. Both the harasser role and the victim role are negative roles. The harasser role is negative because it is a morally deviant role that harms others, while the victim role is negative because it represents a helpless target of harm. Employees will not desire to be caught in an interaction that is framed as sexual harassment in order to avoid these negative roles.

When sexual harassment training applies a sexual harassment frame and associated negative roles to sex-based interactions, ambiguity is created for future workplace interactions of this nature. Before sexual harassment training, employees negotiated with each other for the meaning of interactions and roles and controlled the norms of the workplace. After sexual harassment training, sex-based interactions that may have once been acceptable (e.g., flirting, sexual joking) will become ambiguous. Employees will be uncertain whether formerly

negotiated upon interactional norms will prevail over the new sexual harassment frame presented by sexual harassment training.

Uncertainty with regards to the meaning and roles of an interaction can be a catalyst for employee identity threat. When individuals cannot determine the meaning of a social interaction or the role they play in it (Goffman, 1974), the fluidity of human interaction is disrupted and identities are harmed by the failure to enact identity-consistent roles (Petriglieri, 2011). If sex-based interactions can be framed as sexual harassment, then any employees involved in these interactions could be cast into the negative roles of harasser or victim. These roles disrupt workplace interactions and threaten the value, meaning, and enactment (Petriglieri, 2011) of employees' valued identities by associating positive identity enactments with the negative characteristics and attributions of harassers and victims. As such, when employees are presented with the sexual harassment frame for sex-based interactions, they will anticipate future disruptions to their sex-based workplace interactions and future harms to their valued identities.

Employees will first encounter the sexual harassment frame at the announcement of sexual harassment training. Even employees who have no knowledge of the law or who have never attended a sexual harassment training session will have some preliminary idea about what constitutes sexual harassment at the announcement of sexual harassment training (Tinkler, 2008). As employees consider the emerging sexual harassment frame at the announcement of training, they may begin to form perceptions of future sex-based interactional disruptions and subsequently respond to the announcement of sexual harassment training with felt identity threats. Before specific information regarding the definition and examples of sexual harassment has been revealed during the actual training session, employees will likely rely on their past interactional experiences to determine the degree of potential interactional disruption and

4

identity harm that stems from the sexual harassment frame. Goffman (1974) suggests that new interpretive frames are often used to reassess old interactions. As such, interactional factors from the pre-training context hold the potential to moderate the relationship between perceptions of future sex-based interactional disruptions and identity threat responses to the announcement of sexual harassment training.

I propose that six moderators are relevant at the announcement of sexual harassment training. These moderators fall into three categories: interactional characteristics, previous experiences with the sexual harassment frame, and sex-based interactional satisfaction. First, certain interactional characteristics may affect the degree of identity threat intensity in reaction to the new sexual harassment frame. The frequency of sex-based interactions and the extent of supervisor-subordinate sex-based interactions will make the new sexual harassment frame more applicable to employees' day-to-day, sex-based work interactions and, thus, provide more opportunities for interactional disruption. This will increase the intensity of employees' identity threats as they will anticipate that their typical, sex-based interactions could be legitimately framed as sexual harassment and could implicate them as harassers or victims.

Second, previous interactional experiences with the sexual harassment frame will also increase employees' identity threat reactions at the announcement of sexual harassment training. Previous experience with sexual harassment or with sexual harassment training will make the potential sex-based interactional disruption and negative roles associated with the sexual harassment frame more salient and vivid to employees. This saliency should increase the intensity of identity threat responses at the announcement of sexual harassment training.

Finally, employees' satisfaction with sex-based interactions and with their sex-based interactional partners may also intensify identity threat reactions at the announcement of sexual

harassment training. When employees are satisfied with their sex-based interactions, they will reap the benefits of increased job satisfaction (Pierce, Bryne, & Aguinis, 1996), decreased job stress (Aquino, Sheppard, Watkins, O'Reilly, & Smith, 2014; O'Reilly, Sheppard, van Dijke, 2011)), and strengthened work relationships (Stryker & Serpre, 1982). However, when these satisfying interactions are disrupted by the sexual harassment frame, the benefits of sex-based interactions are lost and the relationships with interactional partners are damaged. As such, those who are initially satisfied with sex-based interactions will be more threatened at the announcement of sexual harassment training.

Considering the aforementioned effects, employees who attend sexual harassment training may already be threaten upon their arrival. At this point the administration of sexual harassment training may calm or heighten employees' identity threat responses. As a result of the information presented in the sexual harassment training session, changes in employees' perceptions of future sex-based interactional disruptions will moderate the relationship between initial identity threats at the announcement of sexual harassment training and resulting identity threats during the administration of sexual harassment training. Additionally, certain specific identities such as biological sex identities and moral identities may further interact with changes in perceptions. Both biological sex identities and moral identities are highly likely to be threatened by the sexual harassment frame because the enactment of these generally positive identities would be discouraged or damaged by the sexual harassment frame or by the requirement to attend sexual harassment training. For those who define their core-self based on their biological sex or morality, sexual harassment training may result in more intense identity threats, especially when the training content validates or exacerbates initial perceptions of future sex-based interactional disruptions.

Those who experience greater threats to their identities during sexual harassment training will be more likely to respond negatively after sexual harassment training. Identity threats are a type of stressor (Petriglieri, 2011), and the appraisal and coping processes associated with identity threat stressors would decrease attention to the training content (Lazarus & Folkman, 1984; LePine, LePine, & Jackson, 2004). This decrease in attention would then decrease training-related learning. Additionally, employees who feel threatened by sexual harassment training are likely to form backlash attitudes towards the training. By derogating the sexual harassment training session, employees can cope with the source of their identity threats (Petriglieri, 2011). Subsequently, the decreased learning and increased backlash attitudes will also decrease transfer of sexual harassment training to the workplace. Decreased transfer of training to the work context could manifest in the inability to follow organizational procedures for responding to sexual harassment, increased sex-based interactions, and increased sex-based harassment.

Empirical verification of these potential effects may hold implications for organizations that administer sexual harassment training. Investigation of employee identity threat reactions to sexual harassment training, moderating factors, and subsequent outcomes can provide a foundation for a program of research on sexual harassment training effectiveness. Further, social interactionism and identity theory have not yet been linked to training research in general and could provide insights into key training outcomes such as learning, reactions, and transfer. The integration of theories on sexual harassment, training, and identity provides new insights for all three research areas and warrants empirical attention.

As such, the purpose of this dissertation is to determine why employees may react negatively to the announcement and administration of sexual harassment training and how these

negative reactions affect sexual harassment outcomes such as learning, backlash attitudes, and transfer. Social interactionism and identity theory suggest that sexual harassment training may threaten employees' identities by changing how sex-based interactions are interpreted in the workplace. Therefore, interactional and identity characteristics will be investigated as moderating influences. The theoretical model also addresses how employees' reactions may change across the stages of the sexual harassment training process. Consideration of employees' changes in perceptions of future sex-based interactional disruptions as a result of the administration of sexual harassment training will identify key insights for improving sexual harassment training in the future.

In the next chapter, the sexual harassment literature and the general training literature are reviewed. The small subset of sexual harassment training literature is also considered. Following a review of these topical areas, a theoretical model and hypotheses based largely on social interactionism and identity theory are proposed. The model considers the moderators and outcomes of employee identity threat reactions to sexual harassment training. Next, methods for testing the proposed model are described and the results of the empirical study are reported. Finally, a discussion of this dissertation examines a summary of theoretical and empirical contributions, practical and research implications, limitations, and directions for future research.

CHAPTER 2: LITERATURE REVIEW

In the following literature review, I summarize sexual harassment research and sexual harassment training research as informed by the general training literature. Directions for future research following these reviews will inform the purpose of this dissertation.

Sexual Harassment

Below, I summarize the sexual harassment literature. First, I review multiple definitions of sexual harassment. Second, I discuss several theories of sexual harassment including individual characteristics theories, contextual effects theories, and motivational theories, and a new interactional framing theory of sexual harassment. Following the discussion of these theories, I summarize the negative effects of sexual harassment in the workplace and the need to prevent sexual harassment from occurring in organizations.

Sexual Harassment Defined

Sexual harassment represents a harmful and complex sociosexual workplace behavior (Berdahl & Aquino, 2009). The Equal Employment Opportunity Commission (hereafter, EEOC) classifies sexual harassment as a form of sex-based workplace discrimination, illegal under the Title VII workplace protections (29 C.F.R. § 1604.11 [a] [1]). As such, sexual harassment has both a legal and a psychological definition (see O'Leary-Kelly et al. 2009 for a review). Legally, sexual harassment is divided into two types of harmful sex-based behavior, quid-pro-quo harassment and hostile work environment harassment. Quid-pro-quo sexual harassment involves demands for sexual acts or favors in exchange for employment related decisions (e.g., hiring, firing, pay, promotion, work assignments, and performance evaluations), while hostile work environment harassment pertains to unwelcome sexual or sex-based behavior that "has the purpose or the effect of unreasonably interfering with an individual's work performance or

creating an intimidating, hostile, or offensive working environment" (29 C.F.R. § 1604.11 [a] [3]). The legal definitions of sexual harassment are relatively objective as they are based on behaviors, although, legal research has identified several subjective components of the legal requirements for establishing a case of sexual harassment in court, such as the requirement to prove "severe" or "pervasive" conduct (Paetzold & O'Leary-Kelly, 1993).

Psychological definitions of sexual harassment are more subjective than legal definitions, suggesting that sexual harassment occurs when an individual *perceives* certain workplace conduct as harassing (O'Leary-Kelly et al. 2009). In accordance with this perspective, Fitzgerald, Swan, & Magley (1997) define sexual harassment as an *appraisal* of unwanted, offensive, or threatening sex-related behavior. Additionally, Berdahl (2007) developed a definition of sex-based harassment that accounts for sexual and non-sexual conduct that occurs between both opposite sex and same sex individuals. Sex-based harassment is defined as "behavior that derogates, demeans, or humiliates an individual based on that individual's sex" (Berdahl, 2007: 644). Again, the perception of derogation or humiliation is what determines whether sexual or sex-based conduct is indeed sexual harassment. More recently, Berdahl and Aquino (2009) defined sexual harassment as the conceptual overlap between sex-based harassment and socio-sexual behaviors (i.e., sexual behaviors that include both negative and positive or enjoyable behaviors such as welcomed flirtations and sexual jokes). Under this definition, sexual harassment represents the conceptual space where sexual workplace interactions become unwelcome, derogative, offensive, and/or threatening. Despite attempts to be precise in our definitions of sexual harassment, the phenomenon is very much based on individuals' unique interpretations of sociosexual, sex-based, and cross-sex workplace interactions (Breaux-Soignet, Rawski, & O'Leary-Kelly, 2014).

Theories of Sexual Harassment

Just as there are many definitions of sexual harassment, there are also many different theoretical perspectives that attempt to explain why sexual harassment occurs. In the following sections, I will review the major theories in sexual harassment research. These theories include individual characteristics theories, contextual effects theories, motivational theories, and the interactional framing theory of sexual harassment.

Individual Characteristics Theories of Sexual Harassment

Researchers have focused on individual differences to explain who harasses and who gets harassed. Pryor (1987), for instance, investigated individual differences in men's proclivity to harass, or men's likelihood to use power for sexually exploitive ends. This stream of research found that men with high proclivities to sexually harass also tend to abide by sex-based stereotyping and tend to be more accepting of interpersonal aggression (Pryor 1987, Pryor & Stoller, 1994). Hitlan and colleagues (2009) found that men who do not hold sexist attitudes are more likely to engage in gender harassment if their masculine identities are threatened by being told that they had performed worse than a woman on a test that men typically perform well on. This finding suggests that even men who do not typically fit the prototype of a harasser may be motivated to harass under the right situational conditions.

Other research on individual differences focused on the characteristics that are typical of sexual harassment victims (Berdahl, 2007; Hershcovis & Barling, 2010). This research domain has identified that women, especially women who violate gender norms, are most often the victims of sexual harassment (Berdahl & Moore, 2006; Gutek, 1985, Martindale, 1990; Berdahl, 2007b). Research also has shown that ethnic minorities are likely to be the targets of sexual harassment (Berdahl & Moore, 2006; Gettman & Gelfand, 2007). Another study found that

women with less organizational and sociocultural power in the military were more likely to experience sexual harassment and sexual assault (Harned, Ormerod, Palmieri, & Collinsworth, & Reed, 2002). Victims of sexual harassment also tend to attribute their negative treatment to the harasser's perceptions of his or her social identity group (e.g., I am a victim of sexual harassment because the harasser doesn't like women), while victims of other forms of workplace aggression tend to attribute their negative treatment to internal, personal factors (e.g., I did something to make myself a victim of workplace aggression) (Hershcovis & Barling, 2010). This finding suggests that victims of sexual harassment engage in specialized sensemaking that takes into account the sex-based nature of their mistreatment, making sex-based identities more salient (Hershcovis & Barling, 2010). Research on individual differences in sexual harassment perpetration and victimization provides insight as to who is likely to harass and who is likely to feel harassed. However, the focus on individuals is limited in its consideration of contextual effects.

Contextual Effects Theories of Sexual Harassment

Other theories have focused on the contextual effects that may predict sexual harassment. In particular, the contact hypothesis (Gutek, Cohen, & Konrad, 1990) suggests that sexual harassment is more likely to occur in job contexts where men and women have greater opportunities to interact. While, logically, it seems to make sense that if men and women are kept separate at work one sex will not harass the other, this theoretical view point is lacking in its ability to explain harassment within same sex groups (e.g., men harassing men and women harassing women) and harassment that is not motivated by heteronormative sexual desire. Other research on contextual determinants of sexual harassment has focused on the effects of the

proportions of men and women in a work group and the effects of organizational climate for sexual harassment on the occurrence of sexual harassment (Fitzgerald, Hulin, & Drasgow, 1994).

Motivational Theories of Sexual Harassment

Another theoretical perspective has focused on motives for sexual harassment. For instance, using multidimensional scaling techniques, Robinson and Bennett (1995) found that sexual harassment can be conceptualized as a serious (as opposed to minor) form of workplace deviance and interpersonal aggression. Similarly, the actor-based model of sexual harassment conceptualized harassment as a means to an end for an actor who is pursuing a goal through aggression in the form of sexual harassment (O'Leary-Kelly, Paetzold, & Griffin, 2000). This model has suggested that individuals may harass in order to purge negative affect, to bestow punishment or retributive justice on another, or to maintain or protect valued identities such as a "macho" identity (O'Leary-Kelly et al. 2000). Individuals will be more likely to choose to meet their goals through sexual harassment when they morally disengage from the harm they cause others by dehumanizing victims and distorting the negative consequences of their harassment (Bandura, Barbaranelli, Caprara, & Pastorelli, 1996; O'Leary-Kelly et al. 2000). Further, individuals may be more likely to choose to sexually harass in order to meet their goals when they do not perceive certain or severe punishment for doing so (O'Leary-Kelly et al. 2000).

An additional theoretical perspective suggests that sexual harassment is motivated by sociostructural conditions. Under this perspective, individuals harass in order to gain or maintain power or status within a social hierarchy. Advocates of this approach suggest that sexual harassment is used to gain or maintain power in a social hierarchy, particularly the gender hierarchy where men typically occupy positions that are of higher economic and political status than women (Hemming, 1985; Tangri, Burt, & Johnson, 1982; Lengnick-Hall, 1995).

Social role theory, for instance, suggests that men and women have been designated into stratified social roles whereby men occupy more prestigious and powerful roles than women (Eagly, 1987). This gender hierarchy is reflected in the organizational hierarchy as well, with a greater proportion of men holding positions of power in organizations. For instance, only 3% of initial public offerings between 1996 and 2013 were led by female CEOs (Demos & Macmillan, 2014) and only 16.9% of corporate board seats and 14.6% of executive officer positions were held by women in the Fortune 500 companies in 2013 (Catalyst Census, 2013).

The power and dominance perspective suggests that sexual harassment occurs because of the unequal distribution of power between the sexes in society and in the workplace (Cleveland & Kerst, 1993; Farley, 1978; MacKinnon, 1979). Berdahl (2007) has suggested that threats to sex-based identities motivate sex-based harassment as a means to reestablish one's position in the gender hierarchy. This perspective is capable of explaining forms of harassment that had previously puzzled researchers, such as harassment that is not sexual in nature and harassment that occurs between same sex individuals. However, the power-based perspective does not provide insight into how individuals involved in sociosexual, sex-based, and cross-sex workplace interactions determine whether those interactions are appropriate and fun or inappropriate and threatening.

The Interactional Framing Theory of Sexual Harassment

Recently, a new theoretical perspective on sexual harassment has drawn on the social interactionism literature to explain how individuals determine the meaning of socio-sexual and sex-based interactions in the workplace. Specifically, Breaux-Soignet and colleagues (2014) have suggested that social participants negotiate for meaning by employing interpretive frames (e.g., a meta-communicative social process that determines the meaning of social interactions;

Goffman, 1974; Dewulf et al. 2009) that help them make sense of sociosexual and sex-based events as either play or more seriously, as sexual harassment. Depending on the interpretive frame, individuals may understand the same social action differently (Goffman, 1974). In the case of sociosexual interactions that can be both enjoyable and threatening in the workplace (Berdahl & Aquino, 2009), understanding the appropriate interpretive frame to apply and the appropriate role to play can be a complex task. While there is still much to be learned from this new perspective on sexual harassment, Breaux-Soignet and colleagues (2014) have suggested that sexual harassment is not a simple phenomenon or a set of defined actions, but rather a socially complex interaction whereby individuals often have difficulty determining the meaning of sociosexual and sex-based actions.

Now that the major theories of sexual harassment have been discussed, the negative effects of sexual harassment warrant attention. Below, I review what is known about the consequences of sexual harassment.

Negative Effects of Sexual Harassment

Despite the inherent complexities in defining and understanding sexual harassment, there is a large body of evidence that shows a positive association between sexual harassment and negative outcomes for both individuals (e.g., targets and observers) and organizations (See O'Leary-Kelly et al. 2009 and McDonald, 2012 for reviews). Research has identified that sexual harassment negatively affects the targets of sexual harassment both psychologically and physically. For instance, Willness, Steel, and Lee (2007) conducted a meta-analysis on sexual harassment and found that the experience of sexual harassment was associated with lower metal health, greater symptoms of post-traumatic stress disorder, lower life satisfaction, and decreased physical health. Similarly, Gettman and Gelfand (2007) found that sexual harassment from

customers was negatively related to health satisfaction and positively related to psychological distress.

Additionally, sexual harassment has negative implications for individual-level work-related outcomes. For instance, sexual harassment is associated with lower job satisfaction, lower satisfaction with coworkers and supervisors, and lower organizational commitment (Willness et al. 2007; Gettman & Gelfand (2007). The experience of gender harassment (e.g., sexist comments), which could be considered a component of hostile work environment harassment, is associated with decreased performance during a job interview (Woodzicka & LaFrance, 2005).

Sexual harassment also has negative implications for individuals who merely observe its occurrence or who work in a climate that tolerates its enactment. The observation of sexual harassment is associated with negative psychological and work-related outcomes that are similar to those experienced by the direct targets of sexual harassment (Glomb et al. 1997; Schneider, 1996). Sexual harassment climate is related to decreased psychological well-being, decreased job satisfaction, and decreased organizational commitment (Miner-Rubino & Cortina, 2007).

Organizations also experience negative consequences of sexual harassment. Not only does sexual harassment lead to employee work withdrawal and decreased productivity (Willness et al. 2007), but sexual harassment is also related to decreased financial performance (Raver & Gelfand, 2005). Organizations can incur costs from employee turnover and the subsequent costs of recruiting and training new employees as well as the costs of investigating sexual harassment complaints and litigation (McDonald, 2012). For instance, the EEOC reported in 2011 that over $52 million was relinquished by organizations in response to over 12,000 sexual harassment complaints (EEOC, 2011). In addition to the direct organizational costs of sexual harassment, organizations also incur indirect costs due to decreased employee motivation, increased

employee tardiness and absenteeism, and decreased shareholder confidence due to sexual harassment scandals' negative effects on organizational reputation (Fitzgerald et al. 1997). Willness and colleagues (2007) reported that lost productivity due to sexual harassment costs organizations approximately $22,500 per affected employee.

The negative effects of sexual harassment in the workplace and the legal protection of Title VII have encouraged organizations to prevent sexual harassment from occurring. One organizational method aimed at preventing sexual harassment is the administration of *sexual harassment training* to employees (McCann, 2005). In the following section, sexual harassment training is defined, and its positive and negative effects are considered.

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Sexual Harassment Training

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In this section, I review what is known about sexual harassment training. Sexual harassment training is a relatively new area of inquiry and as such there are few studies that have addressed this topic. Therefore, I also include summaries of the general training literature, which has accumulated more empirical knowledge and can help guide our understanding of sexual harassment training. By integrating together these two literatures, I summarize the current state of knowledge and inference about sexual harassment training.

I begin the review by defining sexual harassment training based on the definition of general employee training. Next, I summarize the goals of general employee training, and I consider the goals of sexual harassment training based on insights from the general training literature. Then, I address the mixed findings in the sexual harassment training literature as to whether sexual harassment training effectively achieves its intended goals. I offer the primary training influences, identified in the general training literature, as potential explanations for the mixed findings in the sexual harassment training literature. I discuss these primary influences in

detail, and when possible, I include research results specifically pertaining to sexual harassment training. Finally, I summarize my review of sexual harassment training with directions for future research.

Sexual Harassment Training Defined

Employee training, in general, is defined as a systematic approach focused on employee learning and development in order to improve individual, group/team, and/or organizational effectiveness (Goldstein & Ford, 2002). Sexual harassment training, then, is a systematic approach focused on employee learning with regards to identifying and refraining from behaviors that constitute sexual harassment and following the organization's sexual harassment policy in reaction to the occurrence of sexual harassment (Goldberg, 2007). This conceptualization of sexual harassment training is consistent with the EEOC's recommendations that sexual harassment training include the legal definition of sexual harassment, disapproval for the behaviors that constitute sexual harassment, and encouragement for victims to follow the procedures for reporting sexual harassment (EEOC, 1980: 29 C.F.R. § 1604.11 [f]).

The definitions above are focused on training as a mechanism to achieve certain intended goals. As such, further attention should be paid to the outcomes of training. First, general training outcomes will be discussed, and then, the specific outcomes of sexual harassment training will be addressed.

General Training Outcomes

There are three primary training outcomes that indicate training effectiveness in the general training literature: (1) trainee learning, (2) trainee performance (also referred to as *transfer of training*), and (3) organizational results (Holton, 1996). These three outcomes are suggested to be related such that learning leads to performance, which then leads to

organizational results (Holton, 1996). Improved learning, performance, and results represent the purpose or goal of a training program, which is why they are considered primary outcomes.

The first general training effectiveness outcome of interest is trainee learning. Learning can be defined as the acquisition of training-related knowledge, skills, and abilities (Kirkpatrick, 1976). Learning can be assessed during training practice sessions or after the training program has commenced. The second primary outcome of training is trainee performance, hereafter referred to as *transfer of training*. Transfer of training is defined as the extent to which knowledge, skills, and abilities that are learned in training are applied, generalized, and maintained over time in an employee's actual job environment (Baldwin & Ford, 1988). Finally, the third primary training outcome is organizational results. Organizational results could include performance measures such as profit, safety records, absenteeism, turnover, and morale (Kirkpatrick, 1976).

(Intended) Positive Outcomes of Sexual Harassment Training

Based on my review of the sexual harassment training literature, I suggest that there are three primary intended benefits of conducting organizational sexual harassment training: (1) positive changes in employees' knowledge, attitudes, and behavior, (2) organizational protection from liability for sexual harassment, and (3) overall strategic human capital competitive advantages. These three primary benefits of sexual harassment training are consistent with the three primary training outcomes discussed by the general training literature. Positive changes in employees' sexual harassment-related knowledge, skills, and abilities are consistent with the trainee learning and transfer of training outcomes. Organizational protection from liability and the benefit of a strategic human capital-based competitive advantage are consistent with the organizational results outcome. Below, each of these outcomes will be discussed in detail.

19

First, sexual harassment training can positively affect employees' knowledge, behaviors, and attitudes such that they conform to the organization's sexual harassment policy (Goldberg, 2011). Wexley and Latham (1991) suggest that sexual harassment training is intended to alter employees' perceptions of what constitutes sexual harassment and influence how they respond to sexual harassment by providing them with a definition of sexual harassment. Indeed, sexual harassment training has generally been found to increase employees' knowledge about sexual harassment and to sensitize employees such that they are more likely to judge ambiguous sociosexual situations as harassing (Blakely, Blakely, & Moorman, 1998; Moyer & Nath, 1998; York, Barclay, & Zajack, 1997; York et al. 1997; Tinkler, 2008).

Several studies also show support for sexual harassment training's effect on employees' attitudes and behaviors. Bingham and Scherer (2001) found that employees who attended sexual harassment training held stronger attitudes that sexual behavior at work is inappropriate and held more accurate knowledge about the legal aspects of sexual harassment than those who did not attend the training. Another study found that those who had attended sexual harassment training were less likely to agree with sexual harassment "myths" that justify men's harassment of women as "natural" heteronormative behavior (Lonsway, Cortina, & Magley, 2008). Additionally, Perry and colleagues (1998) found that video-based sexual harassment training reduced the occurrence of inappropriate behaviors and increased sexual harassment knowledge more for men who were initially very likely to sexually harass, rather than men who were not likely to sexually harass (Perry et al. 1998). Sexual harassment training has also been shown to have a positive effect on the behavior of victims of sexual harassment. Goldberg (2007) found that sexual harassment training has a positive effect on trainees' likelihood of confronting the harasser when the harassment consisted of unwanted sexual attention. All of these outcomes

suggest that sexual harassment training can provide the benefit of employees' conformity to the organization's sexual harassment policy.

However, several of these same studies also reported the null effects of sexual harassment training. Perry's and colleagues' (1998) found that video-based sexual harassment training did not affect long-term attitude changes regarding the use of social power for sexually exploitive purposes (i.e., the likelihood to sexually harass) for men. Furthermore, sexual harassment training has no effect on the likelihood of victims confronting their harassers when the harassment consists of gender harassment (e.g., offensive jokes; Goldberg, 2007). Additionally, sexual harassment training has no effect on whether victims formally report harassment, transfer or quit, or seek legal counsel in response to sexual harassment (Goldberg, 2007). As such, there is mixed evidence as to whether sexual harassment training can actually provide the intended benefits of learning and transfer in terms of changing employees' knowledge, behavior, and attitudes towards compliance with the organization's sexual harassment policy.

The second intended benefit of sexual harassment training is organizational protection from liability for employee sexual harassment (Parker, 1999; Dobbin & Kelly, 2007; Perry, Kulik, Bustamante, & Golom, 2010). While not required by federal law, many state laws do require sexual harassment training in organizations (SHRM, 2013), making this preventative measure an essential component of an organization's legal compliance. The Supreme Court has even recommended that organizations promote anti-harassment policies by providing sexual harassment training (EEOC, 1999). In the Supreme Court case of *Faragher v. City of Boca Raton*, the employer was found liable for the sexual harassment of an employee because the employer did not properly administer sexual harassment training (Ganzel, 1998). While the employer did have an anti-harassment policy, it did not disseminate this policy to its employees,

21

and as such the employees were unaware that the policy existed (Ganzel, 1998). This ruling set a legal precedent that in order to avoid liability for sexual harassment, employers should administer sexual harassment training so that employees are aware of the organization's sexual harassment policy (Ganzel, 1998). As such, the provision of training to prevent sexual harassment can help organizations avoid liability for sexual harassment and reduce the cost of punitive damages due to litigation (Deschenaux, 2013). Consequently, many HR managers administer sexual harassment training specifically for legal compliance reasons (Perry et al. 2010).

Finally, the third benefit of sexual harassment training is the provision of a strategic human resource competitive advantage. Konrad, Yang, and Maurer (2006) have suggested that organizations can implement diversity related human resource practices to achieve strategic performance goals. Indeed, in a survey study on sexual harassment training methods, Perry and colleagues (2010) found that about half of their sample of human resource professionals administered sexual harassment training for strategic reasons. These reasons included improving the quality of work life and developing a reputation as a highly desirable employer (Perry et al. 2010). In this way, sexual harassment training may be seen as a source of competitive advantage by attracting and retaining valuable human capital.

Despite the strategic intentions of HR professionals, there is little empirical evidence to support that organizations actually incur strategic benefits from administering sexual harassment training. Perry and colleagues (2010) found that HR managers' reasons for administering training, whether that be legal protection or strategic goals, did not directly affect the success of the sexual harassment training program. However, they did find an interactive effect, such that the number of sexual harassment training activities conducted was positively related to the

success of a sexual harassment training program only when the sexual harassment training was administered for strategic reasons (Perry et al. 2010). However, this study may be biased by same-source data; the perceptions of HR managers were used to assess both the reason for administering sexual harassment training and the success of the training program (Perry et al. 2010). As such, the only empirical evidence supporting the strategic benefits of sexual harassment training is relatively weak.

(Unintended) Negative Outcomes of Sexual Harassment Training

Besides the positive outcomes of sexual harassment training, there is also evidence that sexual harassment training may lead to some unintended negative effects. Specifically, sexual harassment training may negatively change employees' behaviors, beliefs, and attitudes, resulting in backlash towards the organization's sexual harassment policy. This represents a negative effect on employee learning and transfer. For instance, one study found that merely reading an anti-sexual harassment policy negatively affected men's beliefs about both men and women (Tinkler, Li, & Mollborn, 2007). Men who read the policy believed that both men and women were lower-status, less competent, and less considerate than those who did not read the policy (Tinkler et al. 2007). Those who read the policy also held more entrenched male-advantaged gender beliefs, suggesting that sexual harassment policies make unequal gender beliefs more salient (Tinkler et al. 2007). Similarly, Bingham and Scherer (2001) found that that sexual harassment training had a negative effect on men's attitudes and perceptions. Compared to women and men who did not attend sexual harassment training, men who did attend sexual harassment training were more likely to blame the victim of sexual harassment, less likely to identify coercive sociosexual behavior as sexual harassment, and less likely to report sexual harassment to the organization (Bingham & Scherer, 2001).

Unfortunately, there is almost no scholarly research that investigates *why* employees'

learning and transfer are positively or negatively affected by sexual harassment training. Most

organizations do not evaluate the sexual harassment training that they administer (Newman,

Jackson & Baker, 2003; Grundmann, O'Donohue, & Peterson, 1997; Gutek, 1997; Pryor &

Whalen, 1997; Fitzgerald & Shullman, 1993), and researchers have also largely neglected sexual

harassment training as an area for scholarly inquiry (Fitzgerald & Shullman, 1993; Bingham &

Scherer; 2001).

The conflicting results regarding employees' learning and transfer of sexual harassment

training are especially in need of academic attention. The legal and strategic benefits of sexual

harassment training are both dependent on employees' learning and transfer in the form of

conformity to the organization's sexual harassment policy. Yet, the potential for employees' lack

of learning and transfer of sexual harassment training put these organizational benefits at risk.

Consideration of the primary influences on general training effectiveness may help to inform

inquiry into the mixed effectiveness of sexual harassment training. Below, the primary training

influences are considered.

Primary Training Effectiveness Influences

There are three primary influences on training outcomes that are also important to

effective training. These primary influences include: (1) component training factors, (2)

contextual factors, and (3) individual factors. These influences are proposed to have mediating

and moderating effects on the three primary training outcomes (Noe; 1986; Mathieu,

Tannenbaum, & Salas, 1992; Holton, 1996). In the following sections, each of the primary

training outcomes and influences will be defined in turn. Following each definition, the effects of

the primary training influences on the primary training outcomes will be discussed and the sexual harassment training literature will be considered when possible.

Component Training Factors

    Component training factors include pre-training factors, training design factors, and post-training factors. Perry, Kulik, and Field (2009) reviewed the general training effectiveness research in terms of these component training factors, specifically to identify new areas of inquiry for sexual harassment training research. Following the format of Perry and colleagues (2009), I will discuss the effects of the component training factors and pay special attention to research that specifically addresses sexual harassment training.

    Pre-Training Factors. One of the first and most important factors that contributes to general training effectiveness is the administration of a training needs analysis (Salas & Cannon-Bowers, 2001). Conducting a training needs analysis consists of determining who and what should be trained (Goldstein, 1993). A training needs analysis typically involves an organizational analysis, outlining the system wide components of the organization that may affect training delivery, and a traditional job analysis in order to create learning objectives for training (Goldstein, 1993; Salas & Cannon-Bowers, 2001). After a training needs analysis determines the individual and organizational needs for the training program, the training can be designed to fulfill these needs.

    There is one study that investigated the effect of needs analysis on sexual harassment training effectiveness, finding that there was a positive effect on sexual harassment training success (Perry et al. 2010). However, this result is somewhat difficult to interpret because training needs analysis was combined with other pre-training factors into one predictor variable (i.e., number of pre-training activities) and because sexual harassment training success was

operationalized as HR managers' perceptions of success (Perry et al. 2010). As such, it is difficult to determine which of the primary outcomes (e.g., learning, transfer, or results) is affected by pre-training factors, specifically for sexual harassment training. Additional research is needed to clarify this finding.

Besides needs analysis, other pre-training factors include how the training can be prepared so as to maximize the learning experience (Salas & Cannon-Bowers, 2001). Pre-training factors such as the persuasiveness of the message that "sells" training to employees and the voluntariness of the training contribute to training effectiveness (Haccoun, 1996; Martocchio, 1992; Mathieu et al. 1992). Training messages that highlight the marketability of new skills to be learned in training and that clearly relay the reasons why training is administered tend to lead to better transfer (Haccoun, 1996).

The sexual harassment training literature has investigated how the organization's reason for administering sexual harassment training interacts with the number of pre-training activities conducted to predict training success (Perry et al. 2010). In this study, the number of training activities included conducting a sexual harassment training organizational needs analysis and assessing employees' knowledge, skills, abilities, attitudes, and motivation regarding sexual harassment and sexual harassment training (Perry et al. 2010). Perry and colleagues (2010) found that when sexual harassment training was administered to protect the organization from liability, the number of training pre-training activities was negatively related to training success (as perceived by HR managers) (Perry et al. 2010). However, when sexual harassment training was administered in order to improve employees' work experiences, the number of pre-training activities was positively related to training success (Perry et al. 2010). These findings, while interesting, do not lead to definitive conclusions due to the potential biases of the human

resource professionals whose perceptions were relied upon as the only source of data in the study (Perry et al. 2010). However, the results do pose interesting questions to be verified by future research.

The voluntariness of training has also been proposed by the general training literature as an important pre-training factor. Voluntary training tends to lead to greater transfer of training more so than mandatory training (Mathieu et al. 1992). However, voluntariness is additionally associated with low participation rates among employees who are offered voluntary training (Hicks & Klimoski, 1987). There is no academic research on the effect of the voluntariness of sexual harassment training. While organizations may maintain legal protection by requiring all employees to attend sexual harassment training, we do not know the effects, if any, that the voluntariness or lack thereof has on sexual harassment training success.

Overall, while some pre-training factors have been investigated in sexual harassment training research, most of these factors have been combined into one "pre-training activities" variable. Additionally, it is unclear which primary outcomes of sexual harassment training are affected by "pre-training activities" because sexual harassment success was operationalized as overall perceptions by HR managers. These perceptions could be based on learning, transfer, results, or another outcome entirely. More systematic research is needed to tease out which pre-training factors affect which specific primary outcomes for sexual harassment training.

Sexual Harassment Training Design Factors. Training design factors are those that affect training while it occurs. Training design factors include the type of instructional strategy used (e.g., lecture, role play, games, practice), the technology used in the training (e.g., videos, computers), and the physical setting of the training (e.g., large lecture room, small conference room) (Salas & Cannon-Bowers, 2001). An instructional strategy is a combination of a set of

tools, methods, and content used in instruction (Salas & Cannon-Bowers, 1997). Typically, organizations and researchers strive to identify instructional strategies that are cost effective and easy to implement (Salas & Cannon-Bowers, 2001). It is also recommended by the general training literature that training programs be designed to present relevant information, to demonstrate the knowledge, skills and abilities that are to be learned, and to create opportunities for and provide feedback in response to practice (Salas & Cannon-Bowers, 2001). The general training literature has found that transfer of training improves when training designs allow for greater levels of learner-control (Steinberg, 1989), discovery and experimentation with tasks (Singer & Pease, 1976), error-based learning (Ivancic & Hesketh, 1995; Russ-Eft, 2002), practice (Decker, 1983; Stone & Vance, 1976), and feedback (Ilgen & Moore, 1987).

Although the general training research has investigated the effects of many different training design factors, there is very little scholarly research that examines the effects of different training design factors on sexual harassment training outcomes (Perry et al. 2009). The results of one study suggest that sexual harassment training methods may not play a large role in sexual harassment training effectiveness, finding that there was no difference in learning for those who attended a lecture-based sexual harassment training as compared to those who took a computer-based sexual harassment training module (Preusser, Bartels, & Nordstrom, 2011). Similarly, Perry and colleagues (2010) found that the number of passive training methods (e.g., videos, reading material, and lectures) used in sexual harassment training did not have an effect of HR managers' perceived training success or on the number of sexual harassment complaints filed (i.e., results). However, another study found that training videos had a positive effect on acquired knowledge (i.e., learning) and decreased sexual harassment behaviors (i.e., transfer), but did not

affect sexual harassment related attitudes (Perry et al. 1998). More research is needed to explain *why* passive training methods only sometimes affect sexual harassment training outcomes.

Salas, Cannon-Bowers, Rhodenizer, and Bowers (1999) have also suggested in the general training literature that more active training methods, such as role play simulations, may be beneficial for training interpersonal skills – which may be relevant to sexual harassment training. Unfortunately, Perry and colleagues (2009) have found that the number of active training methods (e.g., interactive discussions, small group exercises, role play, practice) used in sexual harassment training did not have an effect on HR managers' perceived success of a sexual harassment training program or on the number of sexual harassment complaints filed in the organization (i.e., results) (Perry et al. 2010). Other studies have investigated the effects of combining active and passive sexual harassment training methods. Beauvais (1986) found that combining videos with an interactive discussion *was* related to sexual harassment attitude change. Additionally, York, Barclay, and Zajack (1997) have found that combining case studies with videos increased trainees' sensitivity to perceptions of sexual harassment (e.g., learning). These findings suggest that multiple training methods may be beneficial for some sexual harassment training outcomes. However, other null results suggest that more research is needed to identify which combinations of training design factors affect sexual harassment training outcomes.

Post-Training Factors. Finally, post-training factors include activities that occur after the training program has commenced (e.g., booster sessions) and the evaluation of training (Kirkpatrick, 1976). The general training literature has found that booster training sessions, or maintenance sessions, can increase transfer of training (Baldwin & Ford, 1988; Baldwin & Magjuka, 1991; Marx & Karren, 1990; Salas & Cannon-Bowers, 2001; Tannenbaum, Cannon-

Bowers, Salas, & Mathieu, 1993). Additionally, this literature recommends that training programs be evaluated in order to determine if the training was successful and to make any necessary improvements to the training design (Kirkpatrick, 1976).

There is little empirical support that booster sessions have an effect specifically on sexual harassment training outcomes. Perry and colleagues (2010) did find that the number of post-training activities (e.g., booster sessions) that were administered after sexual harassment training was negatively related to the number of sexual harassment complaints filed (e.g., results). Further, this same study found that the number of post-training activities was also related to HR managers' perceived success of the sexual harassment training program, but only when the reason for administering sexual harassment training was to gain a strategic human capital advantage, rather than to maintain legal compliance (Perry et al. 2010). This finding suggests that post-training factors may interact with pre-training factors, such as how the sexual harassment training is framed or contextualized. However, interpretations should be made carefully because this study relied up HR managers' perceptions of sexual harassment training success and reports of the number of harassment claims (Perry et al. 2010). More research is needed to understand how pre-training factors, training design factors, and post-training factors combine to affect sexual harassment training outcomes.

Finally, with regards to training evaluation, very few articles in the academic literature address sexual harassment training evaluation beyond recommending that evaluations should be conducted and that different types of evaluations (e.g., trainee reactions, learning, behavior changes, organizational results) should be assessed (Perry et al. 2009).

Contextual Factors

Contextual factors represent work group and organizational characteristics and can affect training outcomes throughout the training process. Thus, this section discusses factors that are relevant before, during, and after training programs have commenced. Contextual factors have been shown to affect training outcomes, such as transfer (Peters, O'Connor, & Eulberg, 1985). The general training literature has identified *climate for transfer* (i.e., an organizational context that encourages the transfer of training to the workplace) as an organizational level factor that affects the transfer of training. For example, the positive reinforcement of supervisor support and peer support for training can affect transfer throughout the training process (Baldwin & Ford, 1988; Taylor, 1992; Holton et al. 1997; Tracey et al. 1995; Facteau et al. 1995; Tannenbaum et al. 1993). In general, the organizational context should align with training in order to maximize the effectiveness of that training (Kozlowski & Salas, 1997; Kozlowski, Chao, & Jensen, 2010).

Sexual harassment training research has applied the concept of climate for transfer by specifically considering organizational tolerance for sexual harassment (Walsh et al. 2013). Organizational tolerance for sexual harassment negatively affects the sexual harassment training's effectiveness by discouraging employees' motivation to learn from sexual harassment training (Walsh et al. 2013). Motivation to learn, however, is not a primary training outcome. Rather, motivation to learn represents an individual level variable that will be discussed in the next section. No studies to date have investigated the contextual effects of work group characteristics or organizational characteristics on the *primary* outcomes of sexual harassment training.

Individual Factors

       Individual factors can included trainees' demographic characteristics, trainees' motivation, and trainees' reactions to training. Individual factors can also affect training outcomes throughout the training process. Starting with an individual needs analysis, trainees' individual differences should be considered and training programs should be designed with these individual differences in mind (Salas & Cannon-Bowers, 2001). Depending on the type of training, different individual differences may be important. Given that sexual harassment training revolves around a sex-based issue, the sexual harassment training literature has mostly focused on the effects of trainees' biological sex differences.

       Biological Sex. Meta-analytic evidence has shown that women are more likely than men to perceive sociosexual behaviors (especially ambiguous behaviors) as sexual harassment (Blumenthal, 1998; Rotundo, Nguyen, & Sackett, 2001; York, Barclay, & Zajack, 1997). Perhaps because of these initial perceptual differences, sexual harassment training has been shown to be more effective for men, who generally need more sensitizing than women in identifying sociosexual behaviors as sexual harassment (Beauvais, 1986; Blakely, Blakely, & Moorman, 1998; Moyer & Nath, 1998). However, there may be an exception to this finding for men who have a high proclivity to harass (Robb & Doverspike, 2001) and for those who experience gender role conflict (i.e., when proscribed gender roles produce negative consequences for individuals; see O'Neil, 2013; Kearney, Rochlen, & King, 2004) in response to sexual harassment training. These types of men are less likely to change their attitudes regarding sexual harassment to those that conform to the legal standards presented in sexual harassment training (Robb & Doverspike, 2001; Kearney et al. 2004).

This finding is especially in need of future research. If men's knowledge and attitudes typically deviate more from organizations' sexual harassment policies, then it is especially important for men to learn from sexual harassment training. Reducing men's gender role conflict during sexual harassment training may be key to improving sexual harassment training effectiveness. Yet, we do not really know why men might experience gender role conflict in reaction to sexual harassment training. More theory and research is needed in this area.

Training Motivation. Training motivation is another especially important individual factor that can contribute not only to whether employees decide to participate in training, but also their willingness to learn the information presented in training and their desire to transfer their newly acquired knowledge, skills, and abilities to the work context (Colquitt, LePine, & Noe, 2000). Training motivation can be categorized into three types: (1) the motivation to participate, (2) the motivation to learn, and (3) the motivation to transfer.

Motivation to participate is conceptualized as an employee's voluntary desire to attend training programs (Morrell & Korsgaard, 2011). Motivation to learn is defined as an employees' desire to learn the knowledge, skills, and/or abilities that comprise the content of training and development programs (Noe, 1986; Noe & Schmitt, 1986). This desire can be characterized by the direction, intensity, and persistence of learning-directed behaviors during a training program (Colquitt et al. 2000; Kanfer, 1991). Finally, the motivation to transfer is an employee's desire to use the knowledge, skills, and abilities that are newly acquired from training in his or her job (Noe, 1986).

There has been some preliminary work that investigates trainees' pre-training motivation to learn from sexual harassment training. Walsh and colleagues (2013) conducted a survey-based study that used individual attitudes and beliefs to predict the motivation to learn from sexual

harassment training. Specifically, the researchers found that the endorsement of sexual harassment myths (e.g., sexual harassment is infrequent; victim blaming) was negatively related to motivation to learn from sexual harassment training and that this effect was partially mediated through employees' pessimism regarding sexual harassment training's ability to change the organization (Walsh et al. 2013). Further, this mediating effect was especially strong for those who perceived that their organization was tolerant of sexual harassment, even if these individuals didn't believe in sexual harassment myths (Walsh et al. 2013). The results of this study suggest that if employees do not believe that positive changes will occur after sexual harassment training, then they are not motivated to learn during the training. Further, false beliefs regarding sexual harassment as a phenomena and contextual perceptions about the acceptability of sexual harassment contribute to this lack of motivation (Walsh et al. 2013).

There has been no research on trainees' motivation to participate in sexual harassment training or on trainees' motivation to transfer their learning form sexual harassment training to the workplace. The one study on the motivation to learn from sexual harassment training used the motivation to learn as a dependent variable (Walsh et al. 2013). There have not been any studies that investigate the motivation to learn as an independent variable that affects primary outcomes in sexual harassment training. More research is needed in these areas.

Trainee Reactions. Trainee reactions refer to how trainees feel about the training program and to what extent they are satisfied with it (Kirkpatrick, 1976). Trainee reactions have also been categorized into three components: enjoyment, perceived usefulness, and perceived difficulty (Warr & Bunce, 1995). However, there is little evidence of a direct relationship between trainee reactions and learning in the general training literature (Alliger & Janak, 1989; Noe & Schmitt, 1986; Dixon, 1990). "Indeed, most learners would acknowledge that good

learning can often be confusing and frustrating" (Holton, 1996: 10). However, there is evidence that trainee reactions do moderate and mediate relationships among the primary training outcomes and other training influences (Mathieu et al. 1992).

There is very little research that specifically investigates trainees' reactions to sexual harassment training. Although the research that does exist on trainee reactions to sexual harassment training indicates that reactions may be more important to this type of training than they are to more general forms of training. For instance, in a qualitative study of 40 individuals who attended sexual harassment training, Tinkler (2012) observed that sexual harassment training made negative sex-based stereotypes highly salient to trainees. Trainees mentioned these negative stereotypes during emotionally charged disagreements about sexual harassment scenarios (Tinkler, 2012). Many of the trainees, both men and women, complained that sexual harassment training over-sensitized the workplace and detracted from the fun and friendliness of cross-sex interactions (Tinkler, 2012).

Tinkler (2012) suggests that even when trainees support their organization's anti-sexual harassment policy, they reject the enforcement of that policy during sexual harassment training because of potential disruptions to sex-based interactions at work. Sexual harassment training makes negative sex-based stereotypes more salient and creates an "us versus them" mentality between men and women in the workplace (Tinkler, 2012). These conditions are detrimental to the positive relationships built between men and women at work. So while, both the male and female trainees in Tinkler's (2012) study agreed that sexual harassment should not occur, they blamed each other for its occurrence and generally disliked sexual harassment training for disrupting their typically positive sociosexual, sex-based, and cross-sex workplace interactions.

Sexual harassment training has also lead to extreme negative reactions in a few anecdotal cases. For instance, Bisom-Rapp (2001) reported that one employee was so offended by his organization's sexual harassment training that he sued the organization for sexual harassment. In another case, a college professor was deeply offended by sexual harassment training, feeling that it implicated him as a harasser (McPherson, 2006). The professor was so offended that he refused to attend sexual harassment training up to the point that he lost his laboratory and supervisory privileges (McPherson, 2006). With the exception of Tinkler's (2012) qualitative study, these observations were not made in a scientific manner, yet they beg the question: *why do employees react negatively to sexual harassment training?*

More research is needed to develop a holistic theory that addresses the primary training influences that may contribute to employees' negative reactions to sexual harassment training and how these effects result in the primary training outcomes.

Summary

The small amount of scholarly research on sexual harassment training suggests that sexual harassment training produces both positive, negative, and null effects, especially on changes in employees' knowledge, attitudes, and behaviors (Bingham & Scherer, 2001; Lonsway et al. 2008; Perry et al. 1998; Goldberg; 2007; Tinkler et al. 2007; Tinkler, 2012). These mixed results are troublesome because the organizational benefits of legal compliance and strategic human capital competitive advantage are dependent on sexual harassment training's ability to increase employees' learning and transfer of training to the work context. Preliminary research suggests that employees' reactions to sexual harassment training may encourage them to resist the enforcement of organizations' sexual harassment policies (Tinkler, 2012). Employee reactions to training are also considered one of the primary influences on the primary training

outcomes of learning, transfer, and results (Noe; 1986; Mathieu et al. 1992; Holton, 1996). As such, further scholarly theorizing and empirical investigation with regards to *why* employees react to sexual harassment training in different ways and *how* those reactions affect key training outcomes would contribute to the sexual harassment training literature.

Both contextual and individual level influences should be considered in future sexual harassment training research as the small amount of current research shows that these factors tend to matter in sexual harassment training (Beauvais, 1986; Blakely et al. 1998; Moyer & Nath, 1998; Walsh et al. 2013). The component training factors may be less important to consider as current research tends to show that different training components do not show much of an effect on sexual harassment training outcomes (Perry et al. 2010; Preusser, Bartels, & Nordstrom, 2011). As such, it may be most important to identify the individual and contextual conditions around sexual harassment training that affect employees' reactions and subsequent outcomes. Once a theoretical model that addresses these concerns has been developed and tested, then we can determine if the manipulation of the component factors of training can address any negative effects identified.

Given the state of current sexual harassment training research, the proposed dissertation addresses the very critical need within the sexual harassment training literature of developing a theory to explain why employees react negatively to sexual harassment training. Building off Tinkler's (2012) observation that sexual harassment disrupts typically enjoyable sociosexual, sex-based, and cross-sex interactions at work, the current dissertation draws from social interactionism and identity theory, which are both relevant to interactional phenomena. These foundational theories suggest that employees may experience identity threats when their typical work interactions are "reframed" by sexual harassment training as inappropriate. In the next

chapter, this theory of employees' identity threat reactions to sexual harassment training will be developed. Contextual (i.e., framing and interactional) and individual influences, suggested to be relevant based on social interactionism and identity theory, will be considered for their effects on the intensity of employees' identity threat reactions to sexual harassment training. Additionally, the effects of employees' identity threat reactions to sexual harassment training on sexual harassment training outcomes (i.e., learning and transfer of training) will be assessed.

CHAPTER 3: THEORETICAL MODEL & HYPOTHESES

In this chapter, a theoretical model (see Figure 1) that addresses the effects of sexual harassment training on employees' reactions will be developed. I argue that employees' negative reactions to sexual harassment training may reflect identity threat reactions. The proposed model draws from social interactionism and identity theory to explain why sexual harassment training may pose a threat to employees' identities. Complexity is introduced to the model by considering moderators that may intensify or relieve employees' identity threat responses to sexual harassment training. Outcomes such as learning, backlash attitudes, and transfer of training are also considered. The proposed model suggests that employee identity threat reactions to sexual harassment training may undermine the very purpose of sexual harassment training by increasing backlash attitudes towards sexual harassment training and by decreasing both learning and transfer of training.

The theoretical basis for the proposed model is rooted in the traditions of social interactionism and identity theory. From a social interactionism perspective, sexual harassment training can be understood as an organizational attempt to define the meaning and social roles associated with sex-based workplace interactions. Employees may perceive this organizational attempt at sensegiving as disruptive to their day-to-day sex-based workplace interactions. Given that sexual harassment training generally has a legalistic frame and focuses on the negative roles of harassers and victims, employees may feel that these negative roles threaten their typical sex-based workplace interactions and attempts to maintain positive identities at work. Below, the theory of social interactionism and subsequently, identity theory are summarized. Following the overview of these theories, the theoretical model is fully introduced and hypotheses relating to the model are developed.

Social Interactionism & Sexual Harassment Training

Social Interactionism

Social interactionism is a sociological theory that is intertwined with the philosophy of pragmatism (Shalin, 1986; Stryker & Serpe, 1982). Essentially, social interactionism and pragmatism both share the assumptions that the purpose of knowledge is to guide action and that the mind, the self, and society are derived from social action and social communication (Shalin, 1986; Stryker & Serpe, 1982). Additionally, social interactionism assumes knowledge and understanding are created through social interaction. As such, the main tenets of social interactionism include the following: (1) the philosophical perspective that reality is in a state of flux, (2) the sociological view that society emerges through interaction, (3) the methodological quest for a logic of inquiry that is sensitive to the objective indeterminacy of the situation, and (4) the ideological commitment to ongoing social reconstruction as a goal of sociological practice (Shalin, 1986: 10). Social interactionism, therefore, represents a particularly applicable paradigm for studying human interaction, especially forms of interaction where *meaning* is ambiguous.

Within the paradigm of social interactionism, the concept of "framing" is particularly relevant for determining the meaning of social interactions. Framing represents meta-communication by which social participants negotiate for the meaning of the interactions that they co-create (Bateson, 1954; 1972; Goffman, 1974; Dewulf et al. 2009). This conceptualization of framing is distinct from cognitive psychologists' conceptualizations of a "frame", or schema, as memory structure used for classifying new information (Minsky, 1975; Dewulf et al. 2009). Rather than existing within the mind of an individual, from the social interactionist perspective, frames or framing occur(s) amongst two or more social participants as they enact reality and

negotiate for the meaning of that reality through social interaction (Goffman, 1974; Dewulf et al. 2009). Framing, then, allows individuals to determine "What's going on here?" in any given social interaction (Goffman, 1974).

When a particular frame is used to interpret a social interaction, Goffman's (1974) terminology suggests that the interpretive frame *contains* the social interaction and the social participants. There are many different types of frames that can contain an ongoing social activity, but two particular frames, a *serious frame* and a *play frame*, help to demonstrate how a social interaction and social participants can be contained by a frame. Social interactions that are contained by a serious frame will be taken at face value as serious or real (Goffman, 1974; Breaux-Soignet et al. 2014). Social interactions that are contained by a play frame will be interpreted as light-hearted, fun, and funny (Goffman, 1974; Breaux-Soignet et al. 2014). Additionally, the play frame represents a version of activity that is not serious or not real (Goffman, 1974; Breaux-Soignet et al. 2014).

For a simple example of how containment in a play frame differs from containment in a serious frame, consider the interaction of a comedy show, involving the comic, the audience, and the stage crew. When the slap stick comic slips on a banana peel, the audience contains this activity in a play frame, knowing that the interaction is meant to be funny and the comic's fall is not serious and not real. However, the stage crew might know that the banana peel is not part of the act and was accidently dropped on the stage. The stage crew (and the comic) are contained within a serious frame, and they will interpret the fall as real and serious harm to the comic. Thus, when a frame contains an interaction it will determine the meaning of that interaction, and different framings can lead to very different interpretations such as serious versus play.

Frames can also determine social roles (Turner, 1988). Just as the meaning of an interaction can change depending on the frame that contains it, the meaning of the roles that social participants play during those interactions can also change depending on the frame. To relate back to the previous example of the comic and the banana peel, when contained within the play frame, the comic plays the role of comedic actor when he slips on the banana peel. However, when the interaction is contained in a more serious frame, the comic will play the role of an accident victim in need of help or comfort.

Interactional framing is necessary for social functioning (Goffman, 1974). Individuals must be able to interpret social interactions in similar ways if they are to coordinate with each other (Goffman, 1974; Bateson, 1954; 1972). Social coordination can be particularly troublesome during *ambiguous* social interactions where more than one interpretive frame can contain the same social action. Social participants can negotiate over which interpretive frame should be used to understand any given interaction (Goffman, 1974). Yet, when two or more competing frames are applicable and agreement upon the appropriate frame cannot be reached, social interactions will be disrupted and coordination will breakdown (Goffman, 1974).

Framing Sex-Based, Sociosexual, and Cross-sex Interactions

Sex-based, sociosexual, and cross-sex interactions are of particular importance to sexual harassment training and warrant further definition. *Sex-based* interactions are those that make social participants' biological sexes highly salient and/or those that target individuals for social participation in an interaction based on their biological sex. These interactions are not necessarily sexual. An example of a sex-based interaction could be a round of joking about "dumb blonde" jokes. While these jokes are not necessarily sexual, they are targeted at women and thus, are based on biological sex. However, sex-based interactions can also at times be sexual. For

instance, a round of sexual joking can still make sex-based distinctions highly salient and sexual

jokes can be used to target individuals based on their biological sex. When sex-based, social

interactions become sexual, they can be referred to as sociosexual interactions.

Sociosexual interactions are those that involve more than one social participant and are

sexual in nature (Berdahl & Aquino, 2009). They may include both enjoyable and unenjoyable

sexual interactions and may be either minor (e.g., flirting or sexual joking) or severe (e.g., sexual

acts) in terms of overt sexualization. Finally, *cross-sex* interactions are those that occur among

social participants of different biological sexes. Cross-sex interactions can also be considered

sex-based because interactions between individuals of different sexes hold the potential to make

biological sex distinctions highly salient. Additionally, if individuals wish to purposefully create

cross-sex interactions (e.g., a battle of the sexes competition) they will target individuals for

social participation based on biological sex distinctions. As such, these categories of interactions

are not mutually exclusive, and it is possible for a single interaction to be sex-based, sociosexual,

and cross-sex in nature. Both sociosexual and cross-sex interactions can be subsumed under the

broader category of sex-based interactions. Henceforth, I use the term *sex-based interaction* to

refer to all three types of the aforementioned interactions. The terms *sociosexual interaction* and

cross-sex interaction will be used in instances when the specificity of the nature of an interaction

is important for understanding a specific theoretical argument.

Sex-based interactions represent a domain of workplace interactions that could be

contained within several frames such as a play frame, a sexual interest frame, a work frame, or a

sexual harassment frame (Breaux-Soignet et al. 2014; Berdahl & Aquino, 2009). The example of

a sexual comment can demonstrate how each of these frames can alter the meaning of the

interaction and the roles of the social participants involved. When contained in a play frame, the

sexual comment will be interpreted as funny or light-hearted, and the social participants involved will play the roles of playmates. When contained in a sexual interest frame, the sexual comment will be interpreted as flirtatious, and the social participants involved will play the roles of courters or lovers. When contained within a work frame, the sexual comment may be regarded as part of a job role (e.g., phone sex operators), and the social participants involved will take on the roles of employees or customers. Finally, when contained within a sexual harassment frame, the sexual comment will be interpreted as inappropriate, offensive, and threatening, and the social participants involved will take on the roles of harasser and victim. These examples illustrate the power of frames to determine meaning and assign social roles.

Sex-based interactions are particularly ambiguous given the variety of different frames that can contain them. Because the legal and psychological definitions of sexual harassment are based on subjective elements such as a "reasonable woman standard" or perceptions of feeling harassed (O'Leary-Kelly et al. 2009; Paetzold & O'Leary-Kelly, 1993), it is difficult to pinpoint exactly which behaviors may constitute sexual harassment. As Breaux-Soignet and colleagues (2014) suggest, even low intensity sociosexual interactions could be interpreted as sexual harassment if these interactions violate play norms. Play norm violations can occur when a participant's free will to opt out of the activity is denied or when participants do not take turns or switch roles during the activity (Goffman, 1974). In the case of sexual joking, if one social participant is always the butt of the joke and he or she is denied an opportunity to opt out of the joking, then the interaction will feel less like play and more like harassment.

Interactions do not even have to be sexual to be contained within a sexual harassment frame. Berdahl (2007) theorized that non-sexual interactions that occur between people of the same sex or of the opposite sex could be harassing if these interactions derogate, threaten, or

humiliate a person based on his or her biological sex. For instance, if "dumb blonde" jokes are used to target and humiliate the only woman in the work group, these jokes could be interpreted as sexual harassment even though they are not sexual in nature. Thus, non-sexual, sex-based interactions can also be contained within a sexual harassment frame.

Additionally, stereotypical sexual harassment scenarios often portray cross-sex interactions as sexual harassment. The contact hypothesis suggests that sexual harassment occurs because men and women have frequent interactions in the workplace (Gutek et al. 1990). Tinkler (2012) has suggested that men and women struggle with how sexual harassment training prohibits the heteronormative normative sex roles of men as aggressors and women as pacifists. While these points do not necessarily pertain to all sexual harassment scenarios, the fact that cross-sex interactional norms are salient to employees in sexual harassment training and the fact that cross-sex interactions have been considered a condition under which sexual harassment is more likely, suggests that cross-sex interactions can also be contained by the sexual harassment frame. As such, the sexual harassment frame is able to *contain*, or determine the interpretation of, a wide variety of sex-based interactions (including sociosexual, non-sexual, and cross-sex interactions) as inappropriate, offensive, or threatening interactions involving harassers and victims.

Therefore, sex-based interactions can be framed as sexual harassment. Depending on the framing, the same sex-based interactions could be interpreted as playful, flirtatious, normal, or harassing (Breaux-Soignet et al. 2014). The ambiguity of these workplace interactions makes the interactional framing of the interactions particularly important. If a sex-based joke is presented in the wrong frame, it could be interpreted as deeply offensive and harassing, but if the same joke is

contained within a play frame, then it will be understood humorously (Breaux-Soignet et al. 2014).

Social Interactionism, Sensemaking, & Sexual Harassment Training

The precarious framing of sex-based workplace interactions poses a potential threat to organizations' legal compliance. In order for organizations to maintain legal compliance, they must ensure that employees avoid engaging in sexual harassment interactions. In order to avoid sexual harassment interactions though, employees must agree upon which sex-based interactions constitute sexual harassment. Yet, there is evidence that employees often do not agree on which interactions constitute sexual harassment. For instance, Tinkler (2008) found evidence that individuals define sexual harassment differently depending on their understanding of the law. Additionally, there is evidence that men and women tend to differ in their perceptions about what constitutes sexual harassment (Blumenthal, 1998; Rotundo, Nguyen, & Sackett, 2001; York, Barclay, & Zajack, 1997) and that individuals' race and citizenship also affects personal definitions of what sexual harassment is (Welsh, Carr, MacQuarrie, & Huntley, 2006; Saguy, 2000, 2003). In turn, this disagreement about what constitutes sexual harassment could result in more instances of sexual harassment within organizations.

Organizations, then, have a vested interest in insuring that all employees share the same understanding of sex-based interactions at work. In order to insure that all employees understand the law accurately and also act in compliance with that law, organizations must intervene in the interactional framing that employees use to understand sex-based interactions. From a social interactionist perspective, sexual harassment training attempts to align employees' framings of workplace sex-based interactions with the organization's desired understanding of these

interactions. In this way, we can understand sexual harassment training as an organizational method of controlling employees' sensemaking around sex-based work place interactions.

"Sensemaking refers to the process of meaning construction whereby people interpret events and issues within and outside of their organizations that are somehow surprising, complex, or confusing" (Cornelissen, 2012: 118). Through a sexual harassment training intervention, organizations can (attempt to) guide employees' sensemaking around sex-based interactions and around the definition of sexual harassment. Organizational intervention for the purposes of employee conformity is not unique to sexual harassment training. In fact, organizational socialization and identification processes rely on aligning employees' thoughts, feelings, and behaviors with organizational standards and norms. Ashforth and colleagues (2008) have suggested that organizations engage in a process of *sensebreaking* and *sensegiving* in order to shape the organizational identification of employees and encourage employees to conform to organizational values and behavioral standards. Sensebreaking involves creating a meaning void, while sensegiving refers to attempts to fill that meaning void by guiding meaning construction in a way that conforms to the organization's standards (Pratt, 2001; Gioia & Chittipeddi, 1991).

Through sexual harassment training, organizations can engage in sensebreaking by challenging employees' current understandings of sex-based interactions. Sensegiving, then, involves reorienting employees' understandings around an organizationally desired framing, typically a legalistic, sexual harassment framing consistent with the guidelines suggested by the EEOC (Tinkler, 2008: 422). This legalistic, sexual harassment framework "gives sense" to sex-based interactions in the workplace by defining sexual harassment as either quid pro quo harassment or as (the more subjective) hostile work environment harassment and by defining which types of interactions fall within each type of sexual harassment.

There is some preliminary evidence that sexual harassment training aligns employees' sensemaking, or framing, of sex-based interactions in accordance with legal standards. Tinkler (2008) found that employees who had attended sexual harassment training were more likely to identify sexual jokes and comments as sexual harassment than employees who had not attended training. Several other scholars have also found that sexual harassment training increases employees' sensitivity to sex-based behaviors, making them more likely to perceive ambiguous behaviors as sexual harassment (Blakely, Blakely, & Moorman, 1998; Moyer & Nath, 1998; York et al. 1997; Tinkler, 2008). Employees who participate in sexual harassment training have even expressed concerns that typical cross-sex interactions could be considered sexual harassment, suggesting that heteronormativity makes cross-sex interactions particularly ambiguous and susceptible to a sexual harassment frame (Tinkler, 2012). These findings suggest that organizational sexual harassment training introduces a broad sexual harassment frame that contains both blatant sexual harassment (e.g., quid pro quo harassment) and more ambiguous sex-based behaviors (e.g., sexual joking), including even simple cross-sex interactions.

Sexual Harassment Training & Future Interactional Disruptions

Upon the announcement of sexual harassment training, employees will begin to consider *the emerging sexual harassment frame*. The emerging sexual harassment frame refers to employees' perceptions about which interactions can be contained with the sexual harassment frame. Even individuals with no knowledge of the law and individuals who have never been exposed to sexual harassment training tend to have some cursory idea about which types of interactions constitute sexual harassment (Tinkler, 2008). Employees will consider what they think they know about sexual harassment when the emerging sexual harassment frame is introduced at the announcement of sexual harassment training. Then, during the administration

of sexual harassment training, the sexual harassment frame will crystallize as employees are presented with definitions and examples about what constitutes sexual harassment. As such, both the announcement and the administration of sexual harassment training present the sexual harassment frame as a potential interpretive frame for sex-based interactions. When employees are cued with organizational sensegiving regarding sexual harassment, they will become more sensitive to potentially ambiguous sex-based interactions that may be framed by the organization or its members as sexual harassment.

The introduction of the sexual harassment frame holds the potential to disrupt employees' sex-based interactions by making sex-based interactions (1) more ambiguous, (2) potentially negative, and (3) disconnected from the typical social negotiation that determines meaning. First, sexual harassment training introduces and promotes a new alternative frame for sex-based interactions, the sexual harassment frame. However, the introduction of a new frame for a social interaction does not necessarily make any previous frames less applicable. Sex-based interactions can still be framed as playful, fun, flirtatious, or even as "normal" work interactions (Breaux-Soignet, et al. 2014; Berdahl & Aquino, 2009; Williams, 2007). Therefore, the introduction of the sexual harassment frame creates additional ambiguity as to how sex-based interactions should be framed by adding an additional frame option.

Increased frame ambiguity can lead to interactional disruptions (Goffman, 1974). When social participants disagree or are confused about which frame is appropriate to contain a social interaction, they do not enact appropriate roles and the interaction struggles to carry on. As an example, if one social participant desires to enact a play frame by telling a sexual joke, and another social participant interprets the joke as flirting, then an awkward interaction may ensue as the participants negotiate for the appropriate frame. These framing mishaps are common in

interactions, such as when sarcasm is mistaken for seriousness. However, the introduction of the sexual harassment frame makes these framing conundrums very risky for social participants because of the negativity associated with the sexual harassment frame.

This brings me to the second point that the sexual harassment frame can potentially make sex-based interactions very negative experiences. Before the sexual harassment frame is ever introduced by sexual harassment training, sex-based interactions may have been previously framed as playful, flirtatious, or normal work interactions. Research suggests that employees often enjoy sex-based workplace interactions (Berdahl & Aquino, 2009). Indeed, most of the frames that are capable of containing sex-based interactions lead to positive interpretations (e.g., play, flirting) or neutral interpretations (e.g., normal work interactions). However, the sexual harassment frame leads to negative interpretations of sex-based interactions whereby harm is imposed by a harasser onto a victim. For instance, trainees expressed that sexual harassment training "takes all the fun out of work" (Tinkler, 2012) by framing previously fun interactions into negative and harmful interactions. These results suggest that the new sexual harassment frame that is introduced by sexual harassment training leads to negative interpretations of employees' typically positive, sex-based interactions.

The third reason why the sexual harassment frame is disruptive to employees' work interactions is that the organizationally imposed frame limits the autonomy of social participants to negotiate for the meaning of interactions with each other. Because the meaning of interactions is determined *through* the social process of the interaction itself, an imposed frame, absent of specific social context, makes the meaning of interactions forced and awkward. Employees who typically determine the meaning of sex-based interactions through specific interactions with their coworkers or supervisor will feel tension taking an organizationally imposed frame and applying

it to their interactions regardless of context. This forced framing is bothersome and disruptive to employees and their interactions. Tinkler (2012) observed trainees express paranoia about being accidentally caught in a sexual harassment frame. This paranoia stems from a lack of control over when a sexual harassment frame will contain an interaction. The introduction of the sexual harassment frame through the organizational sensegiving event of sexual harassment training reduces the autonomy that employees have to determine the meaning of their own interactions. Employees will be less able to negotiate with their interactional partners during sex-based interactions because their organization has imposed a "one size fits all" sexual harassment frame.

The ambiguity, negativity, and decreased autonomy that accompany the sexual harassment frame are the sources of potential interactional disruption. After the sexual harassment frame has been introduced, employees may feel as though they are playing Russian roulette every time they engage in a sex-based interaction. Once the sexual harassment frame exists as an option to frame sex-based interactions, employees can never be sure when the frame will be applied to sex-based interactions. They may start to question whether they themselves or their interactional partners are experiencing sexual harassment during sex-based interactions. For example, an employee's friendly hug could be mistaken for an unwanted sexual advance.

When interactional partners do not agree on interpretive frames, interactional coordination breaks down (Goffman, 1974). Extreme emotional outbursts are a common result of deep framing disagreements as well as the inability to engage in any future interactions of the same nature (Goffman, 1974). As such, disagreements or miscommunications about what the appropriate interpretive frame is during sex-based interactions hold the potential to disrupt not only the current interaction, but also any future sex-based interactions.

Employees may begin to worry about this potential for interactional disruption at the announcement of sexual harassment training when the sexual harassment frame emerges and throughout the training session as the sexual harassment frame crystallizes. There is evidence that the introduction of the sexual harassment frame for sex-based interactions leads to employees' perceptions that future sex-based workplace interactions will be disrupted. Tinkler (2012: 13 – 14) interviewed trainees after sexual harassment training and found that "Around 60 percent of the young men (thirteen) and women (ten) mentioned ways in which the laws are detrimental to normal interaction. In particular, the [trainees] said that people could *not* be as 'warm and friendly,' 'playful,' or 'act normal' because the laws 'create tension,' 'limit the quality of interactions,' and make people more 'disconnected,' 'paranoid,' 'reserved,' and 'constricted.'" The trainees in this study were very concerned about how the application of sexual harassment frame would ruin their fun, sex-based workplace interactions. The ambiguity of the frame, the threat of a negative interactional interpretation, and the lack of control over interactional interpretations, make the sexual harassment frame very unpredictable and potentially harmful.

In summary, sexual harassment training (both the announcement and the administration) represents an organizational sensegiving event with the potential to disrupt employees' sex-based interactions. This argument is the theoretical basis for the proposed model in Figure 1. Operating from the starting point that sexual harassment training generates employee perceptions of future sex-based interactional disruptions, the model in Figure 1 goes on to predict how these perceptions lead to employees' reactions to sexual harassment training. Specifically, the model investigates employees' *identity threat* reactions to sexual harassment training. Before moving on to specific predictions related to identity threat, I first connect social interactionism to the

concept of identity, and then, briefly review the main tenants of identity theory. Following this introduction to identity theory, I begin the development of hypotheses related to the model in Figure 1.

Insert Figure 1 About Here

Social Interactionism & Identity

Social interactionism suggests that interactional framing is an iterative, *social* process whereby both the meaning of interactions and social roles played in those interactions are negotiated for by social participants (Goffman, 1974). Through interactional framing, roles are created, assigned, and negotiated through a process of role-making and role-taking (Turner, 1988). Individuals may create a role for another to play in an interaction (i.e., role-making), and that other can either accept the role (i.e., role-taking) or try to negotiate for a different role (Turner, 1988). Through the enactment of roles, the meaning of an interaction can begin to take shape. As an example, in a sex-based interaction, if one participant "takes" the role of "victim", she simultaneously "makes" the role of "harasser" for her interactional partner. The enactment of these roles can crystallize the interactional frame, defining the sex-based interaction as sexual harassment because one person is a victim and the other is a harasser.

Roles are also directly linked to an individual's sense of self. Goffman (1959) suggests, paradoxically, that roles are masks that individuals wear in interactions, but through the recreation of roles across interactions, individuals come to know themselves and others as the roles they play. "In other words, we come to know who and what we are through interaction with others. We become objects to ourselves by attaching to ourselves symbols that emerge from our

interaction with others, symbols having meaning growing out of that interaction." (Stryker & Serpe, 1982: 202). In essence, then, the self becomes the role and the role becomes the self.

The role a person plays in a social interaction, tells that individual and others how he or she should act in an ongoing social activity (Goffman, 1974; Stryker & Serpe, 1982). Because of the implications for the sense of self, individuals have great interest in the framing of interactions and the roles they take in those interactions. Individuals will desire to take roles and frame interactions in ways that recreate the identities that they value for themselves and others (Goffman, 1959). Additionally, individuals will be quite defensive toward alternative framings that threaten these established and valued identities (Goffman, 1959). Given the identity-related implications of social interactionism, identity theory was developed as an extension of social interactionism (Stryker & Serpe, 1982; Styker, 1980; 1981) and holds even more key insights that can help explain *why* employees are resistant to the sexual harassment frame presented in sexual harassment training.

Identity Theory & Sexual Harassment Training

Identity Theory

Identity is a self-conception or a sense of who one is in relation to one's personal uniqueness, one's roles, or one's membership in social groups (Ashforth, Harrison, & Corely, 2008). Individuals have multiple identities that can be integrated together or segregated apart into different dimensions or aspects of the self (Roccas & Brewer; 2002). Personal identities are those that define the self in terms of one's unique characteristics that distinguish the self from others (Postmes & Jetten, 2006). Role identities are those that define the self in terms of the roles one occupies and one's reciprocal relationships with other corresponding roles (e.g., parent – child, supervisor – subordinate) (Stryker & Burke, 2000). Finally, a social identity is defined as "that

part of an individual's self-concept which derives from his knowledge of his membership of a social group (or groups) together with the value and emotional significance attached to that membership" (Tajfel, 1978: 63). The social groups that determine social identities could be demographic groups (e.g., biological sex groups, age groups) or organizational group memberships (e.g., an Applebee's "Apple-Buddy").

There is some conceptual overlap between role identities and social identities in that group membership may constitute a role (Ashforth et al. 2008). For instance, Eagly (1987) has suggested that an individual's membership in a biological sex group is accompanied by the social prescription of gender roles, or the role assignment of masculinity for men and femininity for women. Additionally, personal identities could contain role information as well (e.g., a class clown), but these identities are distinct in that they may not be shared by the larger social group.

Identities can vary in terms of how important, central, or salient they are to the individual's core self. Identities are organized in a salience hierarchy, whereby those identities that are more important to the individual's sense of self are more salient and have a greater probability of being invoked and enacted across situations (Stryker & Serpe, 1982). Identities that have a greater degree of commitment are more likely to be salient. Commitment, in terms of identity theory, represents the degree to which important and valued social relationships with others rely on an individual enacting a particular identity or role (Stryker & Serpe, 1982). Therefore, through repeated role-taking in social interactions with valued social partners, identities are formed, become salient, and are more likely to be enacted in future social interactions, leading to more important reciprocal role relationships based on that identity (Stryker & Serpe, 1982). As such, the relationship between identity and social roles is reciprocal.

However, just as identities can be affirmed through social interaction, they can also be threatened.

Identity Threat

Identity threats are defined as "experiences appraised as indicating potential harm to the value, meanings, or enactment of an identity" (Petriglieri, 2011: 644). This definition presumes that there are three types of identity threat. Each type is based on the perception that an identity could be harmed in the future. First, identities can be harmed by being devalued by others (Petriglieri, 2011). Individuals have a core identity motive to maintain feelings of positive distinctiveness and positive value for their identities (Tajfel & Turner, 1985; Baumeister, 1998; Gecas, 1982; Hogg & Terry, 2000). As such, perceptions that an identity will not be valued by others in the future can be a very threatening and stressful occurrence (Petriglieri, 2011).

A second type of identity threat relates to a perceived future change in an identity's meaning, (Petriglieri, 2011). The meanings associated with social identities can change by blurring the distinctions between groups, by evaluating a person as non-prototypical of his or her identity group or as prototypical of an opposing identity group (Branscombe, Ellemers, Spears, & Doosje, 1999). These occurrences can threaten what it means to be a certain identity and whether the individual can in the future continue to associate him/herself with the symbols and meanings of a given identity (Petriglieri, 2011).

Finally, a third type of identity threat involves the perception that a valued identity can no longer be enacted in the future. This form of identity threat can also be associated with a fear of potential identity loss and the potential for radical changes in an individual's sense of self (Conroy & O'Leary-Kelly, 2014). When an individual can no longer enact a valued identity (e.g., when retirement prevents the enactment of an employee identity), the loss of that identity is

usually accompanied with negative emotions (Conroy & O'Leary-Kelly, 2014). Individuals who perceive that such a loss may occur in the future will feel an identity threat in the present.

The sources of identity threat can be events, interactions, or even personal actions that are *appraised* as identity threatening (Petriglieri, 2011). As such, the same potentially threatening stimuli may be more or less threatening to individuals depending on their appraisal of that stimuli. Identities that are more salient will motivate greater attention to potentially identity threatening stimuli (Stryker & Serpe, 1994; Petriglieri, 2011). The organization itself may represent a source of identity threat as it sends sensebreaking signals to employees who do not fit the desired prototype of an organizational member (Ashforth et al. 2001). In response to an identity threat individuals may choose to protect or restructure their identity (Petriglieri, 2011). Factors such as the infrequency of the threat and the importance of the identity will be positively associated with identity protection responses such as derogation of the threat source (Petriglieri, 2011). Such responses can be detrimental to organizations. For instance, Berdahl (2007) has suggested that individuals who perceive that their biological sex identity is threatened are more likely to engage in sex-based harassment.

Identity Threat & Sexual Harassment Training

The main theoretical contribution of this dissertation is the proposition that sexual harassment training (both its announcement and its administration) is a potentially identity threatening experience for employees. Figure 1 presents a model of this phenomenon in three training stages. First, I examine the announcement of sexual harassment training as the training stage where the sexual harassment frame first emerges. At this point, the emerging sexual harassment frame cues up perceptions that employees' sex-based interactions will be disrupted. These perceptions are suggested to be the catalyst for employees' identity threat reactions to the

announcement of sexual harassment training. Additionally, I propose that six pre-training interactional factors moderate this relationship by potentially increasing the intensity of employees' identity threat reactions.

Second, I consider the administration of sexual harassment training. Based on my predictions from the announcement stage, I suggest that employees may come into a sexual harassment training session already feeling identity threats. The information that is presented in sexual harassment training may attenuate or exacerbate employees' identity threat responses by changing employees' perceptions of future interactional disruption. I further suggest that certain types of employee identities are likely to be threatened by the training content or the training session itself. I consider the three-way interaction among employees' initial identity threats at the announcement of sexual harassment training, employees' changes in perceptions of future sex-based interactional disruptions, and employees' central identities to predict the intensity of identity threat responses to the administration of sexual harassment training.

Finally, I consider the outcomes of sexual harassment training after the training session has been completed. I suggest that employees who experience intense identity threats during the sexual harassment training session will have decreased learning from the sexual harassment training program and increased backlash attitudes towards the sexual harassment training program. In turn these outcomes will decrease employees' transfer of sexual harassment training to the workplace. Below, I begin the development of my hypotheses starting with those that occur at the announcement of sexual harassment training. Subsequently, I will develop hypotheses related to the administration of sexual harassment training, and lastly, I will address hypotheses that relate to post-training outcomes.

The Announcement of Sexual Harassment Training

When sexual harassment training is announced, employees will begin to consider the sexual harassment frame. Because the phenomenon of sexual harassment is highly publicized in the media, most employees, even if they have never attended a sexual harassment training session before, will begin to form perceptions about what constitutes sexual harassment (Tinkler, 2008) and how their day-to-day sex-based interactions may be disrupted. The emerging sexual harassment frame holds the potential to disrupt employees' sex-based interactions because it increases the ambiguity and negativity of sex-based interactions while simultaneously decreasing employees' autonomy to control the framing of these interactions. To the extent that employees hold perceptions that their future sex-based interactions will be disrupted, they will experience identity threats. Perceptions of interactional disruptions can lead to identity threats because interactional framing is linked to identity, and when interactions are disrupted, identities can be harmed by associations with negative roles. At the announcement of sexual harassment training, the sexual harassment frame will emerge along with the associated negative roles of victim and harasser.

The sexual harassment frame imposes negative roles onto social participants involved in sex-based interactions. In accordance with the legal definition of sexual harassment, the sexual harassment frame identifies two primary social roles: (1) the harasser who engages in sexual or sex-based conduct and (2) the victim who has unwanted sexual or sex-based conduct imposed upon him or her. While the academic sexual harassment literature has identified other social roles of importance, such as the bystander role (Bowes-Sperry & O'Leary-Kelly, 2005), the legal definition of sexual harassment does not incorporate or imply any social roles other than the harasser and the victim. Without a harasser and a victim, there is no sexual harassment, yet when

sexual harassment occurs, these two roles will certainly be present. As such, the harasser and victim roles are essential to the framing of a workplace interaction as sexual harassment.

The harasser and victim sexual harassment roles are both negative roles to play. This negativity stems from two features of these roles. First, both roles are associated with negative characteristics. Second, organizations actively discourage employees from enacting both the harasser role *and* the victim role. Below, each of these features of the harasser and victim role will be discussed in turn.

First, harasser and victim roles are both associated with negative characteristics. Harassers are characterized as sociosexual deviants who engage in aggressive and sexualized behavior toward individuals inhabiting the reciprocal role of victim (O'Leary-Kelly et al. 2000; Tinkler et al. 2007; 2012). Harassers represent morally reprehensible actors that actively harm others. Victims represent the targets of harassers' abuse. Victims are often negatively judged as helpless, overly passive, and overly sensitive (Tinkler et al. 2007; 2012). Women who report sexual harassment typically incur negative social judgments due to their violation of feminine gender norms (Marin & Guadagno, 1999). Consequently, neither of these roles is a socially desirable role to play; both roles are associated with negative characteristics and social disapproval.

Second, both the harasser role and the victim role are negative because they are forbidden by the organization. Sexual harassment training defines sex-based phenomenon as harmful to the organization and its members. Sexual harassment negatively affects employees and can cost organizations financially in lawsuits and settlements (Willness et al. 2007; Raver & Gelfand, 2005). To avoid these negative outcomes, organizations make it clear in sexual harassment training that sexual harassment interactions should not be enacted in the workplace.

On the surface, it may seem that only the harasser's active sex-based behaviors are discouraged by the organization. However, according to social interactionism, meaning is co-created by social participants; thus, in order for sexual harassment to occur, there must be both a harasser and a victim. Further, these roles are reciprocal such that the enactment of one role creates its reciprocal role. When one social participant enacts the harasser role, he or she in effect "makes" another participant into a victim. Likewise, when a social participant enacts the victim role, he or she "makes" another into a harasser. Therefore, both the harasser role and the victim role co-create the phenomenon of sexual harassment. So, when the organization discourages sexual harassment interactions in sexual harassment training, it is discouraging the enactment of both the harasser and the victim role. Evidence for this assertion was observed by Tinkler (2012) who qualitatively observed trainees in a sexual harassment training session criticize the victim in a role play exercise for being passive, duplicitous, and stupid. Other research shows that "blaming the victim" in sexual harassment is a common occurrence (Marin & Guadagno, 1999). Therefore, even though sexual harassment training may seem on the surface to support victims, the principles of social interactionism suggest that, perhaps unintentionally, sexual harassment training actually discourages the enactment of both the harasser role and the victim role by discouraging sexual harassment interactions.

Individuals are motivated to maintain positive identities and avoid negative roles during social interactions (Turner, 1982). Taking a negative role during a social interaction would threaten the holistic value of the individual, the meaning of his or her self-concept as a generally good person, and the ability to enact positive identities in the future (Petriglieri, 2011). For instance, an employee who holds the identity of "friendly coworker" may feel threatened by the assignment of a harasser or victim role. A negative role assignment would undermine the

61

employee's positive identity by (1) devaluing the employee's friendliness, (2) changing the meaning of friendly behavior to either predatory or naïve, and (3) prohibiting the enactment of friendly behaviors in the future.

As perceptions of future sex-based interactional disruption increase in response to sexual harassment training, the increased ambiguity and the decreased valence and autonomy over sex-based interactions will create a perfect storm for identity threat reactions. Employees will feel very uncertain as to when in the future their sex-based interactions will be framed as sexual harassment. Additionally, employees will fear accidentally enacting a negative sexual harassment role, yet they will feel powerless to control the framing and role-making process during sex-based interactions. The interactional framing theory of sex-based interactions suggests that once a negative sexual harassment role is made for an interactional partner, any previous playful or positive interpretation of the sex-based interaction will break apart, leaving only the sexual harassment frame to make sense of the interaction and the participants' roles (Breaux-Soignet et al. 2014). As such, employees' perceptions of future interactional disruptions will increase the perceived likelihood that they will be unintentionally caught in a negative sexual harassment role. The negative sexual harassment roles can only pose harm to employees' valued identities. As such, perceptions of future interactional disruptions will lead to identity threat reactions to sexual harassment training because the sexual harassment frame in imposes negative roles that pose future harm to employees' identities.

> *Hypothesis 1: Perceptions of future sex-based interactional disruption will be positively related to the intensity of employees' identity threat reactions to the announcement of sexual harassment training.*

Moderating Factors

There are several factors that may intensify employees' identity threat reactions to the announcement of sexual harassment training. The factors that will be most influential at the announcement of sexual harassment training will be those that aid employees in determining which interactions will be affected by the emerging sexual harassment frame. Goffman (1974) suggests that when a new interpretive frame is introduced, social participants can use that new frame to reinterpret old interactions. A good example of the reframing of past interactions can be observed with individuals who transition from framing a dog as a stray to framing the dog as a family member (Hickrod & Schmitt, 1982). After a year of bonding with a dog and framing the dog as a loved family member, individuals may wonder how they ever considered the dog a "tramp" and allowed it to sleep outside in the winter (Hickrod & Schmitt, 1982).

So too may be the case for sex-based interactions after the sexual harassment frame is introduced. Employees may look back on their past interactions and consider how the new sexual harassment frame affects their interpretations. Before the sexual harassment frame is fully revealed during a sexual harassment training session, consideration of how the sexual harassment frame would have affected past interactions allows employees to gather some information to help understand how the sexual harassment frame is likely to affect future interactions. As such, past interactional characteristics are particularly important at the announcement of sexual harassment training when employees are still uninformed about the specifics of the emerging sexual harassment frame.

In the following sections, I present arguments for six moderators that will strengthen the relationship between perceptions of future sex-based interactional disruptions and initial identity

threat reactions to the announcement of training. Below, I describe the effects of the proposed moderators.

Interactional Characteristics

The main catalyst for identity threat reactions to sexual harassment training is employee perceptions that the sexual harassment frame will disrupt future sex-based interactions and contain them in the roles of harasser and victim. However, these perceptions are more likely to lead to identity threats when individuals perceive that the sexual harassment frame has a higher probability of containing their typical workplace interactions. The sexual harassment frame will be more likely to contain interactions with certain characteristics that are commonly associated with sexual harassment. Below, I will consider two interactional features, the frequency of sex-based interactions and the extent to which sex-=based interactions occur among supervisors and subordinates. Both of these interactional characteristics will increase the intensity of identity threat reactions to sexual harassment training by increasing the probability that the sexual harassment frame will be applied to employees' day-to-day work interactions.

The Frequency of Sex-based Interactions. The sexual harassment frame is capable of containing a wide variety of sex-based interactions (Breaux-Soignet et al. 2014). When sex-based interactions are more frequent in a particular working environment, then the number of interactions that could be potentially disrupted by the sexual harassment frame will also increase. These potential disruptions, coupled with the potential to be cast in a negative role (e.g., victim or harasser), will increase the intensity of employees' identity threat reactions to sexual harassment training.

For some work groups, the workplace interactions may be so sexualized that sex-based behaviors become part of the job (Giuffre & Williams, 1994; Williams, 2007). Under these

conditions, it may seem impossible for employees to avoid sex-based interactions in the workplace. For instance, coal miners perceived that a highly sexualized initiation ritual involving nudity and sexual assault was a legitimate way of orienting new employees and thus, new employees struggled to name the initiation ritual as sexual harassment (Williams, 2007). Similarly, restaurant workers working in a highly sexualized environment also resisted identifying unwanted sexual attention as sexual harassment because it was perceived as "part of the job" (Giuffre & Williams, 1994). The sexual harassment frame will be extremely threatening under such conditions because it will threaten to make common and frequent work interactions inappropriate and cast employees in negative sexual harassment roles. Especially for employees for whom sex-based behaviors are part of their work tasks (e.g., a server at Hooters), they may not be able to properly perform their jobs or interact with their coworkers if the sexual harassment frame is applied to their daily work interactions.

In summary, when sex-based interactions are frequent in the workplace, the sexual harassment frame presented by sexual harassment training will create more disruption to workplace interactions and introduce more opportunities for employees to be cast in negative role. As an analogy, sexual harassment training plants the sexual harassment frame like landmines across sex-based workplace interactions. The fear of stepping on a landmine and incurring harm to a valued identity is greater when there are more landmines to potentially step on (i.e., when the sexual harassment frame could be applied to more interactions). Therefore:

> *Hypothesis 2: The frequency of sex-based workplace interactions will moderate the relationship between perceptions of future sex-based interactional disruption and identity threat intensity at the announcement of sexual harassment training such that when sex-based workplace interactions are more frequent identity threats will be more intense.*

Supervisor-Subordinate Sex-Based Interactions. Another feature that is commonly present in sexual harassment scenarios is an abuse of organizational power (Cleveland & Kerst, 1993; Farley, 1978; MacKinnon, 1979). The interactional framing theory of sex-based behavior suggests that sex-based interactions that violate play norms related to power equality are more likely to be interpreted as sexual harassment (Breaux-Soignet et al. 2014). For instance, when a social participant loses the free will to opt out of a sex-based interaction or when more powerful social participants fail to restrain their power in a sex-based interaction, those interactions will be more likely to be interpreted as sexual harassment (Breaux-Soignet et al. 2014). As such, when there is an uneven distribution of power in sex-based interactions, there is potential for an abuse of power in those interactions and potential for the sexual harassment frame to be applied.

The sexual harassment frame, then, is more applicable to sex-based interactions that occur between an employee and his or her supervisor or subordinates. Supervisors and subordinates who regularly engage in sex-based interactions may question the nature of the interactions after the sexual harassment frame is introduced at the announcement of sexual harassment training. These power-based sex-based interactions, even if they have been previously been framed as fun and enjoyable, are very vulnerable to being framed as sexual harassment (Breaux-Soignet et al. 2014). Supervisors may fear they will be accused of harassment. On the other hand, subordinates my fear they will be victimized by supervisors or excluded from interactions with their superiors because they are assumed to be victims. For instance, research has shown that sexual harassment policies discourage men from mentoring women in the workplace (Epstein et al. 1995). The extent to which supervisors and subordinates are engaged in sex-based interactions is one more characteristic of workplace interactions that makes the sexual harassment frame and associated negative roles more applicable and

probabilistic. Employees are to a greater extent involved in sex-based workplace interactions that include both supervisors and subordinates will experience greater identity threat reactions to sexual harassment training because the sexual harassment frame will be more likely to apply to their sex-based interactions.

> *Hypothesis 3: The extent to which supervisors and subordinates are involved in sex-based workplace interactions with each other will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that as the extent to which sex-based interactions occur among supervisors and subordinates increases identity threats will be more intense.*

Interactional Satisfaction

Interactional disruption of sex-based interactions will be more threatening to employees to the extent that the employees actually enjoy their sex-based interactions. Below, I consider two satisfaction-based interactional characteristics, satisfaction with sex-based interactions and satisfaction with sex-based interactional partners. I suggest that sex-based interactional disruptions will be more threatening when interactional and partner satisfaction is high because employees will be at risk to lose the positive benefits of enjoyable sex-based interactions.

Satisfaction with Sex-based Interactions. It is possible for a given work group, over a period of time, to negotiate for the playful and positive meanings of sex-based interactions in the workplace (Breaux-Soignet et al. 2014). When framed positively, sex-based interactions can be enjoyable and satisfying for employees (Breaux-Soignet et al. 2014; Berdahl & Aquino, 2009; Aquino et al. 2014; O'Reilly et al. 2011). For instance, sex-based interactions that are framed as sexual interest (e.g., workplace romance) are positively related to well-being and job satisfaction (Pierce, Bryne, & Aguinis, 1996). Additionally, flirting interactions at work have been shown to buffer the negative effects of workplace stress (Aquino et al. 2014; O'Reilly, et al. 2011). As

such, sex-based interactions may not only be framed in a positive light, but when they are framed as positive interactions, employees may incur positive outcomes such as reduced stress, increased well-being, and increased job satisfaction.

Sex-based interactional disruptions will be especially threatening to those that typically incur positive benefits and satisfaction from their sex-based interactions. The positive benefits of these interactions will be lost if sex-based interactions become reframed as negative. In effect, employees who initially were very satisfied with sex-based interactions will experience a double whammy of negative outcomes. Not only will their interactions be disrupted by a negative frame and associated sexual harassment roles, but these individuals will also lose the positive benefits of engaging in sex-based interactions. Individuals who were not initially satisfied with sex-based interactions will incur only the negative effects of possible interactional disruption and negative role assignment. However, because these employees never experienced any satisfaction or positive benefits from these interactions to begin with, avoiding them will pose less of a threat after sexual harassment training. It is also possible that those who are initially very dissatisfied with their sex-based interactions welcome the disruption brought by the sexual harassment frame. They may hope that the new negative framing of sex-based interactions will decrease the enactment of such interactions and provide them with relief in the future. Therefore:

> *Hypothesis 4: Employees' initial satisfaction with sex-based workplace interactions will moderate the relationship between perceptions of interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that when initial interactional satisfaction is high, identity threats will be more intense.*

Satisfaction with Interactional Partners. Employees' identity threat reactions to sexual harassment training may be intensified by their initial satisfaction with their interactional partners *before* sexual harassment training is announced. This is because the sexual harassment

frame will pose more harm to positive and satisfying interactional relationships than to already strained and dissatisfying relationships. In other words, those who are initially on good terms with their coworkers and supervisor during sex-based interaction have more to lose from interactional disruptions than those who do not have satisfying relationships within their work group.

In order for positive and valued identities to be maintained, they must be enacted during social interactions (Stryker & Serpe, 1982; Ashforth et al. 2008). In the case of reciprocal role identities (i.e., role identities whereby the enactment of one role creates the other role for a social partner such as supervisor – subordinate roles or harasser – victim roles), the enactment of a valued identity not only maintains that identity, but it also strengthens the reciprocal role relationships among social participants. By enacting reciprocal role identities together through interaction, social participants strengthen the commitment to their identities and to their relationships with each other (Stryker & Serpe, 1982). This commitment in turn increases the salience of those reciprocal role identities such that they will be deemed more valuable and important and will be more likely to be enacted in the future (Stryker & Serpe, 1982). Those who are satisfied with their interactional partners are likely to frequently enact reciprocal role identities with those partners, thus, cementing their valued identities, their relationships, and their subsequent interactional partner satisfaction.

When negative roles are imposed on a sex-based interactions by the sexual harassment frame, both interactional partners will be negatively affected. One partner will take on the negative role of victim and the other will take on the negative role of harasser. Not only will these negative roles pose harm to each social participant's identity, but it will also harm the reciprocal role relationships between the interactional partners. Once the sexual harassment

frame is applied to sex-based interactions, the interactional relationship is no longer defined by

positive roles and meanings, but rather by harm and negativity. Thus, because the sexual

harassment frame potentially disrupts sex-based interactions, it can not only harm individuals'

identities, but also their valued reciprocal role relationships. Those who are initially more

satisfied with their sex-based interactional partners have a lot to lose if the sexual harassment

frame is applied to their interactions. The long established, positive, reciprocal role relationships

could be tainted by the sexual harassment frame and its associated negative sexual harassment

roles. However, those who initially are not very satisfied with their interactional partners have

less to lose if the sexual harassment frame is applied to their sex-based interactions. Initially

unsatisfying or negative reciprocal role relationships will largely stay the same if the sexual

harassment frame is applied to them.

> *Hypothesis 5: Employees' initial satisfaction with sex-based*
> *interactional partners will moderate the relationship between*
> *perceptions of future interactional disruptions and identity threat*
> *intensity at the announcement of sexual harassment training, such*
> *that when satisfaction with interactional partners is high, identity*
> *threats will be more intense.*

Previous Introductions to the Sexual Harassment Frame

Previous encounters with the sexual harassment frame may also affect the intensity of

identity threat reactions to the announcement of sexual harassment training by increasing the

frequency of exposure to the sexual harassment frame and the salience vividness of the negative

sexual harassment roles. There are two types of previous sexual harassment-related interactions,

previous experience with sexual harassment and previous experience with sexual harassment

training that will expose employees to the sexual harassment frame before the announcement of

the current sexual harassment training. These previous exposures to the sexual harassment frame

will moderate the relationship between perceptions of future sex-based interactional disruptions

and identity threat reactions to the announcement of training. Below, the rationale for these moderators is described.

   Previous Sexual Harassment Interactions. If an individual has previous experience with a sexual harassment interaction, then they have also had previous experience with the negative role of either harasser or victim. Even if the individual rejected the role during their past experience, such as when an individual accused of sexually harassing another denies being a harasser, the negative role was still assigned through the sexual harassment interaction. Thus, if an individual has been involved in a sexual harassment interaction he or she has encountered a negative role assignment.

   Previous exposure to a negative sexual harassment role will increase identity threats to the announcement of sexual harassment training for two reasons: (1) a previous experience with the sexual harassment frame serves to increase the frequency of exposure to an identity threatening stimulus and (2) experiencing the harm of playing a harasser or a victim role during a past interaction will make these roles more salient and vivid at the announcement of sexual harassment training.

   First, previous encounters with the sexual harassment frame will essentially increase the frequency of the sexual harassment frame as an identity threatening stimuli. Petriglieri (2011) argues that frequently encountered identity-threatening stimuli will produce more intense identity threats because they cannot be ignored or rationalized away. Such will be the case when the sexual harassment frame is encountered multiple times by the same individual through their experiences with sexual harassment. Perhaps during their initial sexual harassment experience the individual denied the sexual harassment frame (e.g., "This isn't sexual harassment!"). However, when sexual harassment training is announced, the employee will be reminded of the

sexual harassment frame, and this repeated exposure to the sexual harassment frame will make it harder to ignore.

Second, the threat of negative sexual harassment roles as a result of the application of the sexual harassment frame to future interactions will be more cognitively accessible to individuals with a past sexual harassment experience. This will be the case for two reasons (1) they have experienced the direct harm of a negative sexual harassment role and will anticipate similar harm in the future and (2) they may fear that others within their work context will type cast them in the negative sexual harassment roles that they have previously enacted.

The first point is supported by the negative effects of playing a harasser or a victim role in a sexual harassment interaction. Victims face psychological and sometimes physical harm during sexual harassment interactions (Woodzicka & LaFrance, 2005; Gettman & Gelfand, 2007; Willness et al. 2007), but they also tend to face social harm after claiming the role of victim. Victims of sexual harassment are often blamed for being oversensitive and duplicitous (Tinkler, 2012) and sometimes punished by the workgroup for reporting sexual harassment (Riger, 1991; Livingston, 1982). For instance one woman, after reporting sexual harassment, was physically assaulted by other women and bullied into dropping her claim (Williams, 2007). Harassers also face harm from being cast in a negative role. They may face employment consequences such as remedial sexual harassment training, written reprimands in their employment file, required leaves of absence or psychological counseling, and even employment termination (Robertson, Dyer, & Campbell, 1988). Individuals who have previously experienced these negative outcomes are likely to expect similar negative outcomes to occur in the future if the negative sexual harassment roles are enacted again.

Second, Stryker & Serpe (1982) suggest that those who have previously encountered or enacted a specific role will become more committed to that role in the sense that others will expect them to play that role in the future. This increased commitment will also increase the salience of that role, such that individuals will be more attentive to role relevant stimuli in the future (Stryker & Serpe, 1982; Fiske & Taylor, 1984). As such, those who have previously enacted a sexual harassment role, will be more sensitive to social cues that they are expected to play that role in the future. The announcement of sexual harassment training may give rise to fears that others in the work group expect a previous victim or harasser to play those roles again in the future. The perception of being type cast into a negative role (whether it is an accurate perception or not) combined with the frequency of encountering the identity threatening stimulus of the sexual harassment frame will lead to greater identity threat intensity. As such:

> *Hypothesis 6: Previous experience with sexual harassment will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that those with previous sexual harassment experience will have more intense identity threats.*

Previous Sexual Harassment Training. Individuals who have previously been exposed to sexual harassment training will also be well aware of the sexual harassment frame and its associated negative roles. They may even recall past interactional disruptions that occurred after the previous sexual harassment training session commenced. Similar to the argument for previous sexual harassment experiences, repeated exposure to the potentially identity threatening stimuli of the sexual harassment frame during previous sexual harassment training should also increase the intensity of identity threat reactions to current sexual harassment training, consistent with Petriglieri's (2011) theory. Additionally, repeated exposure to the sexual harassment frame will also increase the saliency and vividness of the negative sexual harassment roles. Employees

who are well aware of the negative outcomes of the sexual harassment frame are likely to experience more intense identity threats at the announcement of sexual harassment training.

Repeated exposure to sexual harassment training may also intensify employees' identity threat reactions due to another identity-threatening mechanism, the implied need for sexual harassment training. It may be easy for employees to rationalize their first encounter with sexual harassment training as just part of their orientation to the organization or just part of the organization's legal compliance requirement. However, repeated requirements to attend sexual harassment training will be more and more difficult for employees to rationalize (Petriglieri, 2011). Employees who have already attended sexual harassment training will be more likely to be threatened by current sexual harassment training because of the implied need for sexual harassment training. This implied need for sexual harassment training can be threatening to employees' overall positive self-concept. Individuals who are in need of sexual harassment training are those who are likely to be involved in sexual harassment interactions (e.g., harassers and victims). Thus, repeated exposure to sexual harassment training not only makes employees' exposure to the sexual harassment frame and negative roles more frequent and less likely to be rationalized, but it also makes the sexual harassment frame and negative roles more personal for employees, by implying a need for them to learn about sexual harassment multiple times.

> *Hypothesis 7: Previous experience with sexual harassment training will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that those who have had previous sexual harassment training will experience more intense identity threats.*

So far, I have explained how employees' perceptions of the emerging sexual harassment frame as disruptive to their sex-based workplace interactions may lead to identity threat reactions at the announcement of sexual harassment training. I have also considered several moderating

variables that are likely to intensify this effect. Now, I turn attention toward the next phase of the training process, the administration of sexual harassment training. Below, I present three more moderating factors that will affect the extent to which identity threats experienced at the announcement of sexual harassment training either increase or decrease during the sexual harassment training session.

The Administration of Sexual Harassment Training

Sexual harassment training is a form of instruction, and it is possible that employees' perceptions will change as a result of that instruction (Tinkler et al. 2007). Sexual harassment training may be able to calm the fears of employees who enter sexual harassment training already feeling identity threats, or alternatively, sexual harassment training may validate employees' fears of sex-based interactional disruptions and subsequently intensify their threat. While specific sexual harassment training methods are outside the scope of this dissertation, it is still relevant to assess how changing perceptions of future sex-based interactional disruptions will affect the relationship between initial identity threat reactions to the announcement of sexual harassment training and subsequent identity threat reactions to the sexual harassment training session.

Employees' perceptions of future disruptions to sex-based interactions have been proposed to be the catalyst for identity threat reactions to sexual harassment training. At the announcement of sexual harassment training, the sexual harassment frame emerges, and employees begin to wonder or assume which sex-based interactions may be contained and subsequently disrupted by the sexual harassment frame. These initial perceptions may vary in their consistency with the organization's actual sexual harassment policy (Tinkler et al. 2007). Later, during the administration of sexual harassment training, the emerging sexual harassment

frame will crystallize as the organization conveys more information about appropriate and inappropriate employee interactions. This additional information presented during sexual harassment training may change employees' perceptions about the disruptiveness of the sexual harassment frame (Tinkler et al. 2007).

Changes in employees' perceptions regarding the disruptiveness of the sexual harassment frame can impact the intensity of identity threat reactions to the administration of sexual harassment training. Depending on the direction of the change in perceptions of the disruptiveness of the sexual harassment frame, employees' identity threat reactions to the administration of sexual harassment training could be intensified or relieved. If employees' perceptions of the disruptiveness of the sexual harassment frame decrease during sexual harassment training, then fewer sex-based interactions will be included in their final perception of the interactions that could be disrupted by the sexual harassment frame. This will provide relief to employees as they will realize that the sexual harassment training will not change the interpretation of their sex-based workplace interactions as much as they had initially thought. Thus, they will be less likely to fear being caught in a sexual harassment frame and labeled as a victim or a harasser in the future. As such, when employees' initial perceptions of the disruptiveness of the sexual harassment frame decrease during the administration of sexual harassment training, then employee identity threat reactions to the administration of sexual harassment training should be less intense.

Alternatively, employees' perceptions of the disruptiveness of the sexual harassment frame could also increase during the administration of sexual harassment training. Especially in work contexts where sex-based behavior has been normalized as part of the job (Williams, 2007), some employees may be initially very tolerant of a wide range of sex-based interactions in

the workplace. When sexual harassment training is announced, it is possible that some

employees may have a very limited understanding of which interactions could be considered

sexual harassment. For instance, restaurant workers in a highly sexualized work environment

only identified sociosexual interactions as sexual harassment when they violated heterosexual

normativity or ethnic boundaries (Giuffre & Williams, 1994). As such, many employees may

learn that a wider range of sex-based interactions may be included in the sexual harassment

frame once they have attended the actual sexual harassment training session. The realization that

more interactions than initially anticipated may be framed as sexual harassment will increase

perceptions of future interactional disruptions. The increased probability of disruption to

workplace interactions coupled with fears of unintentionally playing a harasser or victim role

will increase the intensity of identity threat reactions to sexual harassment training. As such, I

suggest the following hypothesis:

> *Hypothesis 8: The change in perceptions of future interactional*
> *disruption will moderate the relationship between identity threat*
> *intensity at the announcement of sexual harassment training and*
> *identity threat intensity during the administration of sexual*
> *harassment training, such that when perceptions of future*
> *interactional disruption decrease, the relationship between the two*
> *time periods of identity threat will be negative, but when*
> *perceptions of future interactional disruption increase, the*
> *relationship between the two time periods of identity threat will be*
> *positive.*

The additional information that is revealed during the administration of sexual

harassment training will involve definitions and examples of sexual harassment (Goldberg,

2007). In addition to potentially changing employees' perceptions of future sex-based

interactional disruptions, this information may also be relevant to specific employee identities.

Depending on the direction of the change in employees' perceptions during the training sessions,

certain central identities may be especially threaten by the training content. I consider two three-way interactions involving specific identities below.

Identity Centrality Moderators

Individuals have a core motive to maintain positive identities (Tajfel & Turner, 1985), and the interactional disruption and negative roles associated with the sexual harassment frame can thwart this motive. Some identities are likely to incur more harm than others from the application of the sexual harassment frame. The types of identities that will be especially threatened will be those that are closely related to the negative sexual harassment roles or those that are inconsistent with the need for sexual harassment training. I suggest that two types of identity, biological sex identity and moral identity, are likely to be especially harmed by sexual harassment training. To the extent that an employee's biological sex and/or morality is highly central to his or her sense of self, the harm imposed on these identities by the sexual harassment frame will be greater and identity threat reactions will be more intense. Below, these arguments are described.

Biological Sex Identity Centrality. Biological sex identity, or an individual's sense of self as a man or a woman, is highly related to the negative sexual harassment roles of harasser and victim. Research suggests the harassers are typically male while victims are typically female (Fitzgerald, Magley, Drasgow, & Waldo, 1999; Magley, Waldo, Drasgow, & Fitzgerald, 1999). The sex-based stratification of the majority of sexual harassment interactions links biological sex identities with sexual harassment roles. Tinkler (2012) observed that trainees in a sexual harassment training session fear that sex-typical behaviors will be interpreted as sexual harassment and blame opposite sex individuals for causing sexual harassment by enacting sex-typical behaviors (e.g., assertive behaviors for men and passive behaviors for women). The

78

sexual harassment frame can easily be applied to sex-based interactions, such that when biological sex is salient in interactions, the sexual harassment frame is likely applicable. As such, employees will fear that their biological sexes will be associated with a negative sexual harassment role and any sex-typical behavior will be mistaken for enactment of a sexual harassment role during future workplace interactions.

While biological sex identity is conceptually similar to sexual harassment roles, both men and women will experience association with a negative role. As such the individual difference in identity threat reactions to sexual harassment training is not related to having a biological sex, but rather to the centrality of biological sex to an employee's valued identity. Petriglieri (2011) suggests that identities that are more central and valued by an individual will also lead to more intense perceptions of threat when confronted with identity inconsistent stimuli. When an identity is central to an individual's self-concept, he or she will desire to enact that identity to self-verify and self-present that identity to the self and others (Erickson, 1964). Those with highly central biological sex identities will desire to enact sex-typical behaviors in the workplace, yet, the introduction of the sexual harassment frame may cast these behaviors as the enactment of a sexual harassment role. So the once positively regarded biological sex identity enactment can actually serve to strengthen the association between biological sex and sexual harassment roles. The sexual harassment frame will actually discourage employees from enacting their biological sex identities, and this prohibition will be very threatening for employees who value their biological sex identities and the enactment of those identities.

However, the effect of biological sex identity centrality depends on the two-way interaction between initial identity threat at the announcement of sexual harassment training and employees' changing perceptions of interactional disruption during the sexual harassment

training session. If employees initial fears of sex-based interactional disruption are calmed by the content of the training, then employees' with central biological sex identities will not have to fear a loss of opportunities to enact their valued identities. In fact, if the sexual harassment training session sends a message of valuing both men and women as valuable organizational members, biological sex identities may actually be affirmed by sexual harassment training. If however, the information presented in the sexual harassment training session validates employees' initial identity threats from the announcement of sexual harassment training, then the centrality of an employees' biological sex identities will intensify final identity threat reactions to the administration of sexual harassment training. Therefore:

> *Hypothesis 9: There will be a three-way interaction between initial identity threat intensity at the announcement of sexual harassment training, changes in perceptions of future sex-based interactional disruption, and biological sex identity centrality such that the two-way interaction between initial identity threat intensity at the announcement of sexual harassment training and changes in perceptions of future sex-based interactional disruption will be of greater magnitude when biological sex identities are more central.*

Moral Identity Centrality. Employees' moral identity centrality may also affect the intensity of identity threat reactions to sexual harassment training. A moral identity is a self-concept organized around a set of moral traits such as honest, fair, and kind (Aquino & Reed, 2002). Moral identity consists of two dimensions, internalization and symbolization. Internalization represents the degree to which moral traits are central to a person's core identity, while symbolization represents the extent to which an individual represent moral traits through their actions in the world (Aquino & Reed, 2002). Individuals who hold very central internalized moral identities look for ways to self-verify their morality through consistent moral actions (Erickson, 1964; Aquino & Reed, 2002). Individuals who hold very central symbolized moral identities are motivated to self-present their moralities to others (Erickson, 1964; Aquino &

Reed, 2002). As a result those with symbolized moral identities have been shown to be more susceptible to social perceptions (Rawski, Kish-Gephart, Anand, & Reychav, 2014).

I suggest that those with highly centralized symbolization of their moral identities will be more threatened by sexual harassment training because of the potential for social judgments within a sexual harassment training session. Organizational training is a method of guiding and controlling employee behaviors. In the case of sexual harassment training, the organization attempts to introduce the sexual harassment frame and inform employees of the negativity of their sex-based interactions. Attendance at a sexual harassment training session could be thought to imply a need for sexual harassment training. It is unlikely that attendance in a sexual harassment training session symbolizes a moral act because attendance is mandatory. The removal of choice removes the morality of attendance. Rather than choosing to support the organization's efforts to decrease sexual harassment, employees are required to attend mandatory sexual harassment training because the organization deems its employees in need of the training.

The opening quote of this dissertation suggests that employees sometimes strongly reject the implication that they need to be trained by the organization in order to avoid engaging in sexual harassment interactions (McPherson, 2006). The need for training implies a certain lack of moral awareness around the harms that can ensue doing sexual harassment interactions. As such, those who desire to show others how moral they are may be thwarted in their self-presentation attempts by being required to attend a sexual harassment training session. Their sensitivity to the social judgments of others will make them more self-conscious in a sexual harassment training session. They will be more likely to fear that attending a sexual harassment training session will make them look as though they actually *need* sexual harassment training. If

others hold this perception, then the individual's moral identity symbolization may be severely damaged.

The moderating effect of symbolized moral identity centrality will be dependent on the two-way interaction between initial identity threat intensity at the announcement of sexual harassment training and employees' changing perceptions of future sex-based interactional disruption during the sexual harassment training session. If the content of the training session reduces employees' perceptions about future interactional disruptions, then employees may not feel as though they are being accused of being potential victims and harassers who are in need of training. In fact if the training content is framed as information to aid employees in enacting their good organizational citizenship roles, then sexual harassment training may actually affirm employees' symbolized moral identities. If however, employees' perceptions of future sex-based interactional disruptions are validated or exacerbated during sexual harassment training, then employees' symbolized moral identities will likely increase the intensity of identity threat reactions to the sexual harassment training session. If sex-based interactions are perceived as more likely to be disrupted by the emerging sexual harassment frame, then employees may also perceive that there is an implied need for the sexual harassment training to impose the sexual harassment frame onto the attending employees' inappropriate sex-based interactions. This implied need for training will be very threatening to those who symbolize their moral identities. Therefore:

Hypothesis 10: There will be a three-way interaction between initial identity threat intensity at the announcement of sexual harassment training, changes in perceptions of future sex-based interactional disruption, and symbolized moral identity centrality such that the two-way interaction between initial identity threat intensity at the announcement of sexual harassment training and changes in perceptions of future sex-based interactional disruption will be of greater magnitude when symbolized moral identities are more central.

In the next section, I address the last stage of the sexual harassment training process, evaluation outcomes after sexual harassment training has commenced. I suggest that the intensity of employees' identity threat reactions to the administration of sexual harassment training will be a key driver of sexual harassment training outcomes.

After Sexual Harassment Training

Training evaluation is often assessed by measuring trainees' training-related knowledge and transfer of training to the workplace (Kirkpatrick, 1976). As such, these training outcomes are also important to assess for sexual harassment training. In the following section, I discuss how identity threat reactions to sexual harassment training directly affect employees' knowledge of the sexual harassment policy that is discussed in training and their backlash attitudes towards sexual harassment training session itself. I suggest that the effect of identity threat reactions to sexual harassment training is mediated through policy knowledge and backlash attitudes to affect the transfer of sexual harassment training to day-to-day workplace interactions.

Knowledge

Sexual harassment training is designed to share information regarding sexual harassment and the organization's sexual harassment policy to employees. In order for employees to learn this information, they must first pay attention to the information (Weiss, 1990). I suggest that identity threat reactions to sexual harassment training will decrease employees' attention to

sexual harassment training content and negatively affect their learning of that content. Employees will have decreased attention toward sexual harassment training content for two reasons: (1) individuals are motivated to attend to identity-relevant stimuli, (2) identity threats are a type of stressor that will demand attention and coping.

Identities represent self-concepts that emerge through individuals' repeated role enactment in the world (Stryker & Serpe, 1982). In order to maintain an identity, individuals must attend to identity-relevant stimuli to seek out appropriate opportunities to enact their identities and to monitor threats to the identities (Stryker & Serpe, 1982). The more salient and committed a person is to an identity the more they will attend to environmental cues related to that identity (Stryker & Serpe, 1982). The identity-relevant cue that has been proposed to threaten employees' valued identities is not actually sexual harassment training. Rather, I have suggested that the emerging sexual harassment frame and its associated negative roles are the catalyst for employee identity threat reactions to sexual harassment training. So the stimuli that will demand attention during sexual harassment training will be the emerging sexual harassment frame, not information regarding the details of a sexual harassment policy. Employees who experience more intense identity threats will be more focused on searching for subtle clues that will help them determine how the emerging sexual harassment frame will potentially disrupt their future work interactions. These subtle cues could include coworkers' reactions to the sexual harassment training program or sexual harassment examples that may share similarities with the employee's work interactions. Identity threatened employees will be paying closer attention to these subtle clues that inform the emerging sexual harassment frame, and thus, less attention will be paid to the specific definitions, laws, policies, and procedures that are conveyed during sexual harassment training.

In addition to employees' focus on the emerging sexual harassment frame, those experiencing identity threats during sexual harassment training must also attend to coping with those threats. Perceived identity threats act as stressors that individuals must cope with (Petriglieri, 2011). When a stimulus is appraised as a stressor, it demands attention (Lazarus & Folkman, 1984), and individuals' preoccupation with the appraisal and coping response to a stressor will reduce their attention toward learning. LePine, LePine, and Jackson (2004: 885) suggested that "because learners who experience hindrance stress feel the situation is negative and stable, they will tend to cope cognitively, and less effort will be focused toward learning (decreased motivation to learn)".

Indeed, empirical results support the assertion that stimuli that are appraised as negative hindrance stressors and/or the experience of strain can have a negative effect on learning-related outcomes (LePine et al. 2004; Parker & Sprigg, 1999; Gildea, Schneider, & Shebilske, 2007). Kaiser and Hagiwara (2011) found that sex-based identity threat was negatively related to working memory function such that highly identity-threatened women could not remember words as well as women who were less identity-threatened. Perceived identity threats during sexual harassment training could have similar effects, decreasing employees' attention to the training program and their retention of training information. Decreased attention and retention of sexual harassment training content, will in turn decrease learning. Therefore:

> *Hypothesis 11: The intensity of identity threats during sexual harassment training will be negatively related to sexual harassment policy knowledge.*

Backlash Attitudes

Identity threat reactions to sexual harassment training will lead employees to develop backlash attitudes against sexual harassment training. Backlash attitudes can be defined as resistance to sexual harassment training or the enforcement of sexual harassment policies

(Tinkler, 2012). Several studies have already observed employees' backlash attitudes in reaction to sexual harassment training (Tinkler, 2012; Tinkler, 2008; Lonsway et al. 2008). In Tinkler's (2012) qualitative study, trainee backlash toward sexual harassment training manifested in several ways such as dosing off during training, snickering that the training was "a waste of time", and open and direct comments regarding how sexual harassment training and sexual harassment policies disrupt interactional norms in the workplace.

These backlash attitudes can be considered as a possible coping mechanism for identity threats experienced in reaction to sexual harassment training. Petriglieri (2011) suggests that individuals are motivated to protect their valued identities from threatening stimuli. Only when threats are extreme and frequent, will individuals be motivated to change or abandon their identities. While I have suggested that sexual harassment training represents a potentially identity threatening stimulus, typical sexual harassment training sessions occur only once a year and usually only last a few hours in duration. This type of identity threatening stimulus is likely to motivate identity protection responses.

One method by which individuals can protect their identities is derogation of the threat source, which in this case, is the framing of sexual harassment training itself. "Derogation of the source of the threat protects an individual's threatened identity by discrediting the source's validity, thus rendering irrelevant any potential harm" (Petriglieri, 2011: 647). In the specific case of sexual harassment training, a derogation response to the training would make any content of the training invalid, irrelevant, or even laughable. If the training itself is deemed invalid or ridiculous, then employees will be less likely to apply the "illegitimate" sexual harassment frame to their future interactions, thus, saving themselves from future harm to their valued identities.

Derogation responses to sexual harassment training will take the form of negative backlash attitudes towards sexual harassment training. Employees who experience high intensity identity threats will be more likely to hold attitudes that the sexual harassment training session was illegitimate, useless, laughable, or worthless. They will also hold attitudes that sexual harassment policies should not be enforced in their work group. By derogating the training session, employees can cope with the identity threats they experience during sexual harassment training.

> *Hypothesis 12: The intensity of identity threats during sexual harassment training will be positively related to backlash attitudes towards sexual harassment training.*

Transfer

In order for transfer of training to occur, two conditions must be met. First, trainees must learn the knowledge, skills, and abilities that the training program is designed to teach, and second, trainees must be motivated to utilize that learning when they return back to their jobs (Tracey, Tannenbaum, & Kavanaugh, 1995). I suggest that employees who experience identity threats during sexual harassment training will be less able to transfer learning from sexual harassment training to the workplace for two reasons: (1) identity threats decrease attention and knowledge accumulation and (2) backlash attitudes will delegitimize the sexual harassment training program and reject the sexual harassment frame in future workplace interactions.

I have already argued in hypothesis 11that attention to and learning from a sexual harassment training program will decrease with the intensity of identity threat reactions to the emerging sexual harassment frame. If individuals do not retain knowledge, skills, and abilities from sexual harassment training, they will not be able to apply any of those knowledge, skills, or abilities to the work context. Decreased transfer due to a failure to learn could manifest in an inability to follow the organization's sexual harassment policy in a sexual harassment situation.

If employees do not remember the details of the policy, they will not be able to respond appropriately to sexual harassment in the work context. Thus, decreased attention and learning during sexual harassment training will also lead to decrease transfer in the form of noncompliance with organizational sexual harassment policies and procedures.

Additionally, transfer of sexual harassment training will also be reduced because of employees' backlash attitudes toward sexual harassment training. As argued in hypothesis 12, these backlash attitude function as a coping response to their identity threats experienced during sexual harassment training (Petriglieri, 2011; Tinkler, 2012). Because the emerging sexual harassment frame holds the potential to disrupt future workplace interactions and cast employees in negative roles, employees' backlash attitudes will reject this frame in order to protect valued identities. Rejection of the sexual harassment frame could manifest in two ways that would indicate decreased transfer of sexual harassment training.

First, employees may actually be more motivated to engage in sex-based interactions in order to "prove" that these interactions are not sexual harassment. Individuals often negotiate over the meaning of interactions by repeatedly engaging in those interactions and sending signals to other social participants for how those interactions should be framed (Goffman, 1974). In the case of the emerging sexual harassment frame, some employees may purposely engage in sex-based interactions after training has commenced in order to convince other social participants that the sexual harassment frame is not applicable to these interactions. For instance, a woman who wants to prove she is not offended by such interactions may engage in sexual or sex-based joking so that she will not be cast as a victim. While some women may feel comfortable with low intensity sex-based behaviors such as sexual joking (Aquino et al. 2014; O'Reilly et al. 2011), others may not. Additionally, sex-based behaviors can often escalate and become more

frequent and more overtly sexual over time, which could eventually result in a hostile work environment (Breaux-Soignet et al. 2014*).*

Second, individuals who experience identity threats are often motivated to reestablish their power and status in the social group. For instance, Berdahl (2007) suggested that individuals who experience threats to sex-based identities are more likely to engage in sex-based harassment. Other research has shown that when men are exposed to a sex-based identity threat, they are more likely to harass women by sending pornographic images to them through a computer (Maass, Cadinu, & Guarnieri, 2003). Further, men who engaged in harassment felt more strongly identified with their biological sex than those who did not harass (Maass et al. 2003). These results support the notion that identity threats can motivate negative sex-based behaviors and that engaging in the behaviors can help reestablish a threatened identity in an overall sense of self.

By derogating, offending, or humiliating another based on biological sex distinctions, individuals can reassert themselves as a positive member of their biological sex group (Berdahl, 2007). In response to sexual harassment training, employees who experience identity threats may be motivated to blame opposite sex individuals for the occurrence of sexual harassment (Tinkler, 2012). They may also try to derogate members of their own sex in order to distinguish themselves positively. For instance, a man may claim that another male coworker is the more likely culprit of sexually harassing others, or a woman may claim that another woman is the oversensitive victim. By assigning a negative role to another, individuals can save themselves from that negative role. However, this coping strategy will result in the social isolation of some work group members.

Decrease transfer of training could manifest in increased sex-based interactions and increased sex-based harassment due to backlash attitudes toward sexual harassment training. It will also manifest in a failure to follow the proper procedures in a sexual harassment situation because identity threatened employees were not likely absorbing that information during sexual harassment training. All of these manifestations of decreased transfer suggest the following hypothesis:

> *Hypothesis 13: (a) The intensity of identity threats during sexual harassment training will be negatively related to transfer and (b) this effect will be mediated through decreased sexual harassment policy knowledge and increased backlash attitudes.*

In sum, Figure 1 represents a model of employees' identity threat reactions to sexual harassment training due to the potential interactional disruptions of the emerging sexual harassment frame. I have considered moderating effects and potential negative outcomes of identity threat reactions to sexual harassment training as well. In the next section, the methodology for testing this model will be discussed. See Table 1 for a summary of hypotheses.

Insert Table 1 About Here

CHAPTER 4: METHODOLOGY

In order to properly test the hypotheses proposed in this dissertation, several new measures were developed over the course of three pretests. In Pretest 1, Subject Matter Experts were interviewed in order to develop measures of knowledge and transfer that would appropriately correspond to the sexual harassment training sessions administered in the Main Study. In Pretest 2 sexual harassment training sessions were observed in order to create a coding scheme to keep track of any differences among the training sessions. Additionally Pretest 2 pilot tested several of the newly developed post-training measures. In Pretest 3 newly developed pre-training measures were pilot tested.

Pretest 1

Sample

The pretest sample consisted of 3 Subject Matter Experts (SMEs) for sexual harassment training, including a sexual harassment prevention trainer, an EEOC and Title IX compliance officer, and a human resource manager. One subject matter expert was male and the other two were female. Two subject matter experts were currently employed by the organization that provided the sample for the main study, and one had been previously employed by that organization.

Procedure

In order to develop the additional measures for the study, a pre-test was conducted. The pre-test consists of interview sessions with three SMEs: a sexual harassment training coordinator, an EEOC compliance officer, and a human resource manager. Information gleaned from these sessions was used to develop the following measures: (1) a measure of sexual harassment policy knowledge specifically for the sexual harassment training sessions that were administered to

employees, and (2) several measures of transfer of sexual harassment training to the work context.

The SMEs were asked to provide the researcher with training materials used during sexual harassment training with information regarding the learning objectives of sexual harassment training. SMEs were also asked to describe typical sexual harassment, sex discrimination, and gender harassment situations that occur in the organization. Finally, SMEs were asked what types of questions or comments they are typically raised by employees during sexual harassment training. See Appendix A for the interview protocol.

The procedures of Pretest 1 were approved by the Office of Research Compliance Institutional Review Board at the University of Arkansas. See Appendix B for the official approval letter.

Results

Based on the interviews 30 items were developed to measure sexual harassment policy knowledge. The knowledge items were measured on a 5-point scale [1 = Definitely False; 2 = Probably False; 3 = I Don't Know; 4 = Probably True; 5 = Definitely True]. The 30 items were reviewed by the same 3 subject matter experts. The correct True or False answers were verified by the SMEs. SMEs also confirmed that each item related to the sexual harassment policy of the organization and would be conveyed in the training session. See Appendix C for the full measure of sexual harassment policy knowledge. This measure was later reduced to 15 items to decrease the length of the surveys and prevent survey fatigue (please see the Main Study's measures section for a full description of how items were reduced). Items included in the final measure are noted in Appendix C.

In addition to the knowledge measure, three measures of transfer were also developed based on the subject matter expert interviews. These measures include (1) intentions to share sexual harassment policy knowledge with others, (2) recognition of sexual harassment policy violations, and (3) intensions to report sexual harassment policy violations. The SMEs specifically stated the intentions to share sexual harassment policy knowledge was a key aspect of transfer that they hoped the training session would encourage. See Appendix D for the full measure.

Nine scenarios were developed for the policy violation recognition measure and for the intentions to report policy violations measure. Seven scenarios represent policy violations and two scenarios represented benign situations that were not policy violations. Each scenario was reviewed by the SMEs and was confirmed to be either a policy violation or a benign situation. See Appendix E for the 9 scenarios and for the items pertaining to policy violation recognition and reporting intentions.

Pretest 2

The purpose of Pretest 2 was to develop a coding scheme for the sexual harassment training sessions, such that differences among the training sessions in the main study could be accounted for and categorized more quickly during each session. Pretest 2 was also used to test the psychometric properties of newly developed, post-training measures.

Sample

The sample for Pretest 2 consisted of 124 employees from 5 sexual harassment training sessions. Attendance at each training session ranged from 15 - 34 employees. About 40% of employees in the sample were female. While all 124 participants agreed to be included in the observations of the training sessions, only 39 completed the post-training survey.

Procedure

Each training session was observed by two researchers in order to understand the variety of behavioral and verbal reactions during sexual harassment training and to devise a list of codes to more easily account for these occurrences during the main study. The researchers sat in the audience during the training sessions towards the periphery of the seating area on opposite sides of the room. Seats were strategically chosen to maximize each researcher's view of the trainees' and the trainer's behaviors and facial expressions. Seat locations were also chosen to minimize trainees' view of the researchers. The researchers were especially careful to maintain neutral facial expressions during the entire training session, especially after any trainee comments or questions. While the trainer and the trainees were informed that their behaviors, comments, and questions were being observed, minimizing the trainees' view of the researchers and the researchers'' attempts to maintain neutral expressions should have helped prevent any demand characteristics from affecting the trainees' reactions to training.

Extensive notes were taken by the two researchers during the each session. The researchers limited notes to direct visual and auditory observations made in the training session, rather than inferences based on those observations. For instance, visual observations of facial expressions (e.g., furrowed brow, pursed lips) were recorded, rather than assumptions about the meaning of the facial expression (e.g., "the trainee looks upset", "the trainee is angry"). The researchers transcribed their notes within two hours of each session so that their memories were still clear during the transcription process. Transcriptions of the researchers' notes were then coded using a content coding data deduction method. The researchers coded the first two training sessions' notes together, and used the initial set of codes generated from the first two sessions to independently code the notes from the remaining three sessions. New codes identified in notes

from the three remaining sessions were discussed by the researchers until an agreed upon code name and domain was reached. No new codes were identified in the notes from the fifth training session, suggesting a high degree of theoretical saturation was achieved.

Surveys were also passed out to trainees after each training session. Surveys were paper-pencil in format and took about 10 minutes to complete. Candy was offered to participants as an incentive to complete the survey.

The procedures of Pretest 2 were approved by the Office of Research Compliance Institutional Review Board at the University of Arkansas. See Appendix B for the official approval letter.

Measures

Identity Threat. Four measures of identity threat were developed based on Petriglieri's (2011) and Stryker & Serpe's (1982) theoretical work. Measures of threat to identity meaning, threat to identity value, and threat to identity enactment were based on Petriglieri's (2011) definition of identity threat. An additional measure of threat to identity commitment was developed based on Stryker and Serpe's (1982) theoretical work on identity commitment as a condition that leads to identity salience. See Appendix F - I for each measure of identity threat. Each measure of identity threat was composed of 7 items on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. An example item for threat to identity meaning is "Now that we've talked so much about sexual harassment in this training session, I think that some of my actions at work could be… Misinterpreted by other employees." One item from the threat to identity value measure is "Now that we've talked so much about sexual harassment in this training session, I think that the person I was at work before the training session could be… Valued less by other employees." An example item from the threat to identity enactment

measure is "Now that we've talked so much about sexual harassment in this training session, I think that I will probably… Have to change how I interact with other employees." Finally, one item from the threat to identity commitment measure is "Now that we've talked so much about sexual harassment in this training session, I think that I could… Have weaker relationships with other employees".

In addition to the newly developed measures of identity threat, one established measure of identity threat was also included in the pretest. This measure was developed by Henderson and O'Leary-Kelly (2012) and captures an affect-based identity threat experience. This measure consists of 7 items that ask participants to indicate the extent to which they feel certain identity threat related emotions on a 5-point scale [1 = To no extent at all; 5 = To a very great extent]. An example item is "Sexual harassment training made me feel… Disrespected." The full measure can be found in Appendix J.

Perceptions of Future Sex-Based Interactional Disruption. Based in part on Berdahl's and Aquino's (2009) measure of sociosexual behaviors and on the Sexual Experiences Questionnaire (SEQ; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999), 15 item measure of perceptions of sex-based interactional disruption was developed. Items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. One example Item is "In the future at work… I will not be able to flirt without other employees potentially taking it the wrong way." See Appendix K for the full measure.

Backlash Attitudes toward Sexual Harassment Training. Based in part on Tinkler's (2012) qualitative observations of reactions to sexual harassment training and on Petriglieri's (2011) theory of derogation coping strategies towards identity threat sources, 8 items were developed to measure backlash attitudes toward the sexual harassment training session. These

items were measured on a 5-point Likert Scale [1 = Strongly Disagree; 5 = Strongly Agree]. An example item is "The scenarios discussed in this sexual harassment training session were ridiculous." The full measure can be found in Appendix L.

Sexual Harassment Policy Knowledge. Based on the subject matter interviews from Pretest 1, 30 items were created to test the knowledge learned from the sexual harassment training session. These 30 items were measured on a 5-point scale [1 = Definitely False; 3 = I Don't Know; 5 = Definitely True]. See Appendix C.

Motivation to Participate in Future Sexual Harassment Training Sessions. Five items were created to assess trainees' motivation to participate in future sexual harassment training sessions. The items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. An example item is "I look forward to attending sexual harassment training in the future." The full measure can be found in Appendix M.

Sex-Based Blaming for the Occurrence of Sexual Harassment. Based on Tinkler's (2012) qualitative observations of sex-based blaming after sexual harassment training sessions, 6 items were created to assess sex-based blaming for the occurrence of sexual harassment. This measure represents two sub-scales, blame for men and blame for women. Each sub-scale had 3 items and was measured using a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. An example item from the Blame for Men measure is "Men create the problem of sexual harassment by being too aggressive." An example item from the Blame for Women measure is "Sexual harassment is usually the woman's fault." The full measure of Sex-Based Blaming can be found in Appendix N.

Intentions to Share Sexual Harassment Policy Knowledge. Based on recommendations from the subject matter experts in Pretest 1, 7 items were created to assess intentions to share

sexual harassment policy knowledge with others. These items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. One item from the measure is "If I saw someone engaging in some inappropriate sexual behaviors at work, I would inform them of the university's sexual harassment policy." The full measure can be found in Appendix D.

>*Intentions to Avoid Sexual Harassment Roles.* Six items were created to assess avoidance of sexual harassment roles. This measure was divided into two sub-scales, intentions to avoid potential harassers and intentions to avoid potential victims. Items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. An example item from the Avoidance of Potential Harassers measure is "I intend to stay away from employees that are likely to sexually harass others." An example Item from the Avoidance of Potential Victims measure is "I will likely avoid an oversensitive employee who can't take a joke." See Appendix O for the full measure.

Results

>*Qualitative Observations and Coding.* Two researchers content coded transcriptions of notes from the first two training sessions together, and independently coded transcriptions of notes from the last three training sessions. Twenty-two unique codes were identified by the coders. There was 97.5% agreement between the two coders. From the agreed upon categories a coding sheet was created to use during the training sessions in the main study. The coding sheet was used to tally the number occurrences of the each code during each training session. The coding sheets also kept track of the date and location of the training session and the departments that attended the training session. Finally, the coding sheet was also used to record unique comments and questions made by both the trainees and the trainer. The main purpose for generating this coding sheet was to be able to quickly and efficiently account for any potential

differences among training sessions in the main study. The Coding Sheet can be found in Appendix P.

Psychometric Properties of New Measures. Descriptive statistics and Cronbach's alphas for all new measures can be found in Table 2. Internal consistency was not assessed for the measure of sexual harassment policy knowledge because each item represents a different component of policy-related knowledge. As such scores on this measure were calculated as the sum of item scores rather than the mean. Internal consistency was assessed for all other measures. All of these measures met the standard Cronbach's alpha cut off of .7 except for the measures of Avoidance of Sexual Harassment Roles. One item was deleted from each subscale in order to meet an acceptable level of internal consistency. The deleted items were "I accept that I must interact with all my coworkers, even those that cause problems by being over sensitive and complaining too much." and "I accept that I must interact with all my coworkers, even those that cause problems by being crude and offensive too often." Means and standard deviations were then calculated for the 2-item subscales of Potential Harasser Avoidance and Potential Victim Avoidance. The two item deleted items from this pretest were revised for the main study to improve the internal consistency of the 3-item avoidance sub-scales. The revised items are: "I will keep my distance from employees that cause problems by being over sensitive and complaining too much." and "I will keep my distance from employees that cause problems by being crude and offensive too often." The final measure can be found in Appendix O.

Insert Table 2 About Here

Pretest 3

The purpose of Pretest 3 was to assess the psychometric properties of several pre-training measures.

Sample

A sample 15 of academic staff and graduate students was recruited. All participants were from the same academic department, and 60% of the sample was female. Participants for Pretest 3 were not scheduled to attend sexual harassment training. However, the pre-training measures from Pretest 3 did not rely on participants' future attendance in a sexual harassment training session as a point of reference. Rather, these measures assess perceptions of workgroup interactions and individual identities. As such, the recruited sample is appropriate to test the psychometric properties of these pre-training measures.

Procedure

Participants were invited to take a short survey online survey via email. Surveys were administered via a Qualtrics Survey platform. Participants were offered one entry into a raffle for a $10 Gift Card as an incentive to take the survey.

The procedures of Pretest 3 were approved by the Office of Research Compliance Institutional Review Board at the University of Arkansas. See Appendix Q for the official approval letter.

Measures

Biological Sex Identity Centrality. Biological sex identity centrality was be measured using an adaptation of Cameron's (2004) measure of identity centrality. An example item is "I often think about the fact that I am a [man/woman]". Responses were measured on a 5-point Likert scale [1 = strongly disagree; 5 = strongly agree]. See Appendix R for the full measure.

Before answering these survey items, participants were first instructed to indicate their biological sex. After indicating their biological sex, the online survey redirected self-identified men to the Male Identity Centrality items and women to the Female Identity Centrality items. Those who did not self-identify as either male or female skipped over the Biological Sex Identity Centrality items and were redirected to the next measure on the survey. All participants in Pretest 3 self-identified as either male or female.

Sex-Based Interaction Characteristics. The following four measures of sex-based interaction characteristics were based on the items created for perceptions of sex-based interactional disruption and established measures of sociosexual workplace behaviors (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999).

Sex-Based Interaction Frequency. Fifteen items were created to assess the frequency of sex-based interactions in the workplace. Items were measured on a 5-point Likert scale [1 = strongly disagree; 5 = strongly agree]. An example Item is "To the best of my knowledge, in my workgroup… Employees frequently make fun of men or women." The full measure can be found in Appendix S.

Supervisor-Subordinate Sex-Based Interactions. Fifteen items were created to measure supervisor-subordinate sex-based interactions. The items were assessed on a 5-point Likert scale [1 = strongly disagree; 5 = strongly agree]. An example item from the measure is "Supervisors and subordinates have told sexual jokes to each other." The full measure can be found in Appendix T.

Sex-based Interaction Satisfaction. Fifteen items were developed to for the sex-based interaction satisfaction measure. The items were assessed on a 5-point Likert scale [1 = strongly

disagree; 5 = strongly agree]. One item from the measure is "I typically enjoy working on teams that are formed based on biological sex." See Appendix U for all items.

Sex-based Interactional Partner Satisfaction. Fifteen items were written to assess sex-based interactional partner satisfaction. The items were assessed on a 5-point Likert scale [1 = strongly disagree; 5 = strongly agree]. A sample item from the measure is "If an employee gave a coworker a compliment to their physical appearance, I would think that employee was friendly." See Appendix V for the full measure.

Results

The means, standard deviations and Cronbach's alphas for each variable in Pretest 3 can be found in Table 3. All variables met the standard Cronbach's alpha cut off of .7 except for the measure of Sex-Based Interactional Partner Satisfaction [15-Item Measure: α = .205]. Five items were deleted from this measure to increase the Cronbach's alpha to an acceptable level [10-Item Measure: α = .723]. Means and standard deviations were then calculated for the 10-item measure of partner satisfaction. The deleted items were "If an employee was always trying to work late at night with opposite sex coworkers, I would think that employee was creepy.", "If an employee was constantly trying to work alone with opposite sex coworkers, I would dislike that employee.", "I dislike the employees that like to form teams based on biological sex.", "I am not bothered by employees who like to hug or kiss each other.", "If an employee gave a coworker a compliment to their physical appearance, I would think that employee was friendly." Because the internal consistency may have been low due to a small sample size of 15, these 5 items were retained for the main study.

Additionally, for the Biological Sex Identity Centrality measure, when the Male and Female measures were combined, the internal consistency cut off was met [α = .87]. As such

men's and women's responses to this measure were combined such that there is one variable for Biological Sex Identity Centrality, rather than two separate variables for men and women.

Insert Table 3 About Here

Main Study

Sample

The sample for the main study consisted of 505 employees from 37 departments of an academic institution who were scheduled to participate in 1 of 8 sexual harassment training sessions. Of those 505 employees invited to participate in the four-part, survey-based study (see procedure section for more details), 330 (about 65%) participated in at least one part of the study, and 154 employees (about 30%) participated in all four parts of the study. Almost all of the participants (about 90%) were full-time staff employees. Participants had an average of 21.21 years of work experience and an average of 10.08 years of managerial experience. The average age of the participants was 41.68 years, and about 68% of the sample was female. About 45% of the participants identified as Caucasian/White/European descent, and about 36% identified as American.

Procedure

Employees who were scheduled to participate in sexual harassment training were contacted via email and invited to participate in a four part study on "Employee Reactions to [Sexual Harassment] Training". Each part of the study involved taking a survey. The length of the surveys ranged from 10 – 30 minutes. Survey answers were kept anonymous by having participants answer 4 security questions at the beginning of each survey. This insured the ability

to match responses across the four surveys, while still providing participants with anonymity so that they felt comfortable answering questions about sensitive topics.

In part one of the survey, employees were contacted via email about 1 – 2 weeks before they attended sexual harassment training. The first survey introduced the study as the "Employee Reactions to Training Study". "Sexual Harassment" was omitted from the study name so as to reduce demand characteristics. The first survey contained the following measures: (1) moral identity centrality, (2) biological sex and biological sex identity centrality, (3) sex-based interaction frequency, (4) supervisor-subordinate sex-based interactions, (5) sex-based interaction satisfaction, (6) sex-based interactional partner satisfaction, (7) previous experience with sexual harassment, (8) previous experience with sexual harassment training, and (10) demographics. Measurements of sexual harassment experiences or sexual harassment training experiences were disguised with filler items to reduce demand characteristics. The first survey was completed online via Qualtrics, an online survey generating platform.

Participants who completed the first survey were invited via email to complete Part 2 of the study. Invitations to the second survey were sent out via email about 1 - 12 hours after the first survey was completed. The second survey was introduced as part of the "Employee Reactions to Sexual Harassment Training Study" so as to make salient the type of training employees were scheduled to attend. Participants were allowed to complete both surveys 1 and 2 up until their scheduled training session. This survey was also completed online via Qualtrics. The second survey measured the following variables: (1) perceptions of future sex-based interactional disruption (2) identity threat, and (3) sexual harassment policy knowledge, (4) demographics.

After completing surveys 1 and 2, sexual harassment training was administered to participants by their employer. All participants received the same 1-hour training session from

the same trainer, an African American woman. Each training session was observed by 1 – 2 researchers, and characteristics of the training sessions were coded using the coding sheet developed in Pretest 2. No major differences in content, delivery of content, or audience participation were observed among the 8 training sessions in the main study. The training sessions were conducted in a lecture-style format with PowerPoint slides. No informational handouts were given to the trainees, and the trainees were not asked to participate in any activities during the training.

After the sexual harassment training session was completed, but before the trainees returned back to work, the third survey was passed out. This survey was a paper-pencil survey, rather than an online survey as it was completed immediately after the training session. The third survey was again introduced as part of the "Employee Reactions to Sexual Harassment Training Study" to make salient the type of training that the employees had just experienced. This survey assessed the following variables: (1) identity threat, (2) perceptions of future sex-based interactional disruptions, (3) sexual harassment policy knowledge, (4) backlash attitudes towards sexual harassment training, and (5) demographics.

The fourth survey was administered about 2 weeks after sexual harassment training has been completed. Participants who had completed the third survey were invited via email to take the fourth survey. Participants completed the fourth survey online via Qualtrics. Similar to surveys 2 and 3, the fourth survey was introduced as part of the " Employee Reactions to Sexual Harassment Training Study" in order to make salient the type of training they had experienced. The fourth survey measured the following variables: (1) sexual harassment policy knowledge, (2) backlash attitudes toward the sexual harassment training session, (3) motivation for future sexual harassment training, (4) sex-based blaming for the occurrence of sexual harassment, (5)

intentions to share sexual harassment policy knowledge with others, (6) sexual harassment policy violation recognition, (7) intentions to report sexual harassment policy violations, (8) avoidance of sexual harassment roles, and (9) intentions to engage in future sex-based interactions.

Participants were incentivized to participate in the study. Participants who completed all four surveys were entered into a drawing for prizes. Prizes included a $20 gift card, a FitBit sleep and activity tracker, and an iPad mini. Participants were also given a coupon for a free coffee or soft drink for completing the third survey during the training session.

The procedures used for this dissertation were approved by the Office of Research Compliance Institutional Review Board at the University of Arkansas. The official approval letter can be found in Appendix W.

Measures

Independent Variable

Perceptions of Future Sex-Based Interactional Disruptions. The measure developed in Pretest 2 was used to assess perceptions of future sex-based interactional disruption. This measure was utilized on both the second and third surveys (Time 2 and Time3, respectively). While the internal consistency of the Time 2 measure [α = .75] met the acceptable level of .7, the Time 3 measure did not [α = .69]. As such, two items were deleted from the measure in order to improve the internal consistencies of both time periods. The deleted items were "I think employees of the opposite sex might be rude or antagonistic towards me." and "I am concerned that opposite sex employees could feel uncomfortable if they have to work late at night with me." After deleting these two items the new internal consistencies for the Time 2 measure [α = .75] and the Time 3 measure [α = .71] met the standard .7 cut off. The final measure contained

13 items on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree] and can be found in Appendix K.

A confirmatory factor analysis of the 13 item measure suggested that the model fit, while approaching, did not meet the standard cutoff values [Time 2: CFI = .740; SRMR = .086; Time 3: CFI = .656; SRMR = .085]. Despite the poor model fit, all the items, except for items 14 and 15 in the Time 2 measure and item 15 in the Time 3 measure, significantly loaded on the one factor model. Because this measure was based on established measures of sex-based behaviors (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999) and a theory that a variety of sex-based interactions would be relevant in sexual harassment training, the 13 item measure was used in analysis, despite the model fit issues.

Mediating Variables

Identity Threat. Identity threat was assessed both at Time 2 and Time 3 using five different measures, four of which were developed in Pretest 2. Each measure had 7 items assessed on a 5-point scale. The four measures developed in Pretest 2 were used a Likert Scale [1 = Strongly Disagree; 5 = Strongly Agree]. The four measures captured four types of identity threat suggested to exist by prior theorizing (Petriglieri, 21011; Stryker & Serpe, 1982). The four types of identity threat were (1) threat to identity meaning [T2 α = .75; T3 α = .78], (2) threat to identity value [T2 α = .85; T3 α = .82], (3) threat to identity enactment [T2 α = .81; T3 α = .80], and (4) threat to identity commitment [T2 α = .90; T3 α = .87]. Items were changed slightly between Time 2 and Time 3 in order to reflect the announcement of sexual harassment training or the administration of sexual harassment training. The full measures of each can be found in Appendices F – I. The internal consistencies for each of these measures met the standard .7 cut off for both time periods.

The fifth measure of identity threat was an adaptation of Henderson and O'Leary-Kelly's (2012) measure of identity threat. This measure is more affect-based as compared to the other four more cognitive-based assessments of identity threat. Items were changed slightly between Time 2 and Time 3 to correspond to the announcement of sexual harassment training or to the administration of sexual harassment training. Responses were assessed on a 5-point scale [1 = To no extent at all; 5 = To a very great extent]. This measure also met the internal consistency standard cut off of .7 for both Time 2 [α = .83] and Time 3 [α = .81]. An example item is "Sexual harassment training made me feel… Disrespected." The full measure can be found in Appendix J.

Exploratory and confirmatory factor analyses were performed for each measure of identity threat. The exploratory analyses revealed that for every measure of identity threat, except threat to identity commitment, the items loaded on two factors: one factor for positively worded items, and one for reverse coded items. The items for identity threat to commitment loaded all on one factor. The two factors found in the exploratory analyses are likely due solely to the wording used in constructing the items. As such, a one factor structure was imposed on all the identity threat measures for the confirmatory factor analysis. For the one factor model of each measure of identity threat, all the items loaded significantly onto the single factor for every measure of identity threat except threat to identity meaning and affect-based identity threat. Items 3 and 5 did not significantly load onto the one factor model of threat to identity meaning, and only items 5 and 7 significantly loaded onto the one factor model of affect-based identity threat. Despite the significant factor loadings for the majority of identity threat measures, almost none of the measures met the standard cutoffs for an acceptable model fit for the Time 2 measures [Threat to Identity Meaning: CFI = .740; SRMR = .172; Threat to Identity Value: CFI = .301; SRMR =

.345; Threat to Identity Enactment: CFI = .668; SRMR = .086; Threat to Identity Commitment: CFI = .808; SRMR = .055; Affect-Based Identity Threat: CFI = .279; SRMR = .360] or the Time 3 measures [Threat to Identity Meaning: CFI = .845; SRMR = .108; Threat to Identity Value: CFI = .329; SRMR = .292; Threat to Identity Enactment: CFI = .676; SRMR = .127; Threat to Identity Commitment: CFI = .732; SRMR = .121; Affect-Based Identity Threat: CFI = .778; SRMR = .189]. The one factor model of threat to identity commitment did have an acceptable SRMR value at Time 2. While the model fit statistics were not acceptable, consideration of the exploratory factor analysis suggests that the poor model fits are largely due to the reverse coded items, which loaded on their own factor for each measure of identity threat. Rather than delete all of the reverse coded items, the full measures were retained for analyses.

Backlash Attitudes toward the Sexual harassment Training Session. The same measure developed in Pretest 2 was used to assess backlash attitudes toward the sexual harassment training session both immediately after the training session (Time 3) and two weeks after the training session (Time 4). Responses were measured on a 5-point Likert scale [1 = strongly disagree, 5 = strongly agree]. Both the Time 3 measure [α = .79] and the Time 4 measure [α = .80] met the acceptable .7 standard cut off for internal consistency. A confirmatory factor analysis concluded that all items, except item 5, significantly loaded onto a single factor. Additionally, the one factor model of backlash attitudes exhibited acceptable fit indices at Time 3 [CFI = .979; SRMR = .033] and approached acceptable fit statistics at Time 4 [CFI = .886; SRMR = .051]. As such, all items were retained for analyses. See Appendix L for the full measure.

Sexual Harassment Policy Knowledge. The 30-items developed in Pretest 2 were used to assess sexual harassment policy knowledge. Items were true or false statements related to the

training content and were rated on a 5-point scale [1 = Definitely False; 2 = Probably False; 3 = I Don't Know; 4 = Probably True; 5 = Definitely True]. Because each item represents a different piece of knowledge, scores for this measure were calculated by taking the sum of items rather than the mean. As such, no measure of internal consistency was calculated for this measure.

Sexual harassment policy knowledge was measured at 3 points in time. At Time 2, it was measured as a control for pre-training knowledge. At Time 3, knowledge was measured immediately after the sexual harassment training session, and at Time 4, it was measured about 2 weeks after the training session.

After administering this measure to the first group of employees to participate in the main study, this measure was reduced to 15 items in order to shorten the length of the surveys and to increase participation. The 15 items were chosen based on participant improvement between Time 2 and Time 3. Items with the greatest participant improvement were retained in the final measure. The final 15-item measure is also composed of a mixture of easy, moderate, and difficult items, based on the percentage of participants who answered correctly at Time 3. The new 15-item measure was strongly correlated with the original 30-item measure [r = .944, p < .001]. See Appendix C for the full measure of sexual harassment policy knowledge.

Moderating Variables

Sex-based Interaction Frequency. The frequency of sex-based interactions was measured using the 15-itme measure developed in Pretest 3. Responses were measured on a 5-point Likert Scale [1 = Strongly Disagree; 5 = Strongly Agree]. The frequency of sex-based interactions was assessed on Survey 1. This measure had an acceptable level of internal consistency [α = .78]. A confirmatory factor analysis was conducted and revealed that all the items except items 3 and 5 significantly loaded onto a single factor. However, the overall model

fit did not meet acceptable cutoffs [CFI = .699; SRMR = .095]. Because these items were

adapted from established measures (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow,

1995; Fitzgerald et al. 1999) and because of the theoretical arguments for studying a wide variety

of sex-based interactions, all 15 items were retained for analyses. The full measure can be found

in Appendix S.

Supervisor-Subordinate Sex-based Interactions. Supervisor-Subordinate sex-based

interactions were measured using the same 15-item measure developed in Pretest 3. Responses

were measured on a 5-point Likert Scale [1 = Strongly Disagree; 5 = Strongly Agree]. This

measure was included on Survey 1, and was sufficiently internally consistent [α = .85]. All items,

except for item 5, significantly loaded onto a single factor in a confirmatory factor analysis. The

model fit indices did not meet acceptable standards, however [CFI = .757; SRMR = .092].

Despite the poor model fit, all 15 items were retained for analyses. This decision was made based

on the theory that a variety of sex-based interactions will be relevant to reactions to sexual

harassment training and based on the established measures that were modified for the current

measure (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al.

1999). See Appendix T for the items.

Sex-based Interaction Satisfaction. Using the items developed in Pretest 3, sex-based

interaction satisfaction was assessed on Survey 1 in the main study. The items were measured on

a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. This measure also met the

accepted standard for internal consistency [α = .74]. Confirmatory factor analysis suggested that

all items, except item 3 significantly loaded onto a single factor, but the overall model fit was

unacceptable [CFI = .660; SRMR = .085]. All 15 items were retained for analyses so that,

consistent with the theory proposed, a variety of sex-based interactions were assessed by this

measure. Items were also retain to remain consistent with the established measures that were modified to create the current measure (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999). See Appendix U for all items.

Sex-based Interactional Partner Satisfaction. Fifteen items developed in Pretest 3 were used to measure sex-based interactional partner satisfaction. The items were assessed on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. This measure was included on Survey 1 in the main study and met an acceptable level of internal consistency [α = .79]. Results from a confirmatory factor analysis suggest that all items, except item 15, significantly loaded onto a single factor. Similar to the other measures related to sex-based interactions, the model fit for this measure did not meet the acceptable cutoffs [CFI = .675; SRMR = .089]. Again, all 15 items were retained for this measure to appropriately test the theory, which suggested a variety of sex-based interactions would be relevant to sexual harassment training. In addition, items were retained to remain consistent with the established measures that were modified to construct the current measure (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999). See Appendix V for the full measure.

Experience with Sexual Harassment. Experience with sexual harassment was measured covertly by asking participants about a variety of workplace experiences, including sexual harassment. Participants were asked to indicate whether they have experienced each workplace experience with a yes or no answer. Those who had precious experience were coded with a 1, while those without previous experience were coded with a 0. Experience with sexual harassment was assessed for both victims of sexual harassment and accused harassers. Each type of experience was measured with one dichotomous item. For the purposes of analysis, victim

experience and (accused) harasser experience were treated as separate variables. See Appendix X

for the full measure.

     Experience with Sexual Harassment Training. Experience with sexual harassment

training was measured covertly by asking participants about a variety of workplace trainings,

including sexual harassment training. Participants were asked to indicate whether they have

experienced each workplace training, how many times they have received that training, and

whether that training was administered by a former or current organization. This detailed and

covert measure of experience with sexual harassment training was included on Survey 1, but

another 1-item measure of previous sexual harassment training experience was included on

Survey three as well. This items asked "Have you attended sexual harassment training in the

past?". Participants chose "yes" or "no" as responses. In order to include as many participants as

possible in the analyses, information for these two measures were combined for a final measure.

Participants who indicated that they had previously attended a sexual harassment training session

at either a former or current organization on either the Time 1 or Time 3 measure were coded as

1 for having previous sexual harassment training experience. Others were coded as 0 for having

no previous training experience. See Appendix Y for the covert measure and Appendix Z for the

Time 3 measure included among the demographic questions.

     Moral Identity Centrality. The centrality of participants' moral identities were measured

using Aquino and Reed's (2002) self-importance of moral identity measure, which was included

on Survey 1. This measure involves priming participants with a list of 9 moral words (e.g.

honest, kind, fair, caring, etc.) and then asking participants to respond on a 5-point Likert scale

[1 = Strongly Disagree, 5 = Strongly Agree] to 10 items such as "I strongly desire to have these

characteristics" and "It would make me feel good to be a person who has these characteristics"

(Aquino & Reed, 2002, p. 1427). The measure is composed of two sub-dimensions, symbolization and internalization. Each sub-dimension is treated as a separate variable in analyses. Internalization was used as a control in analyses containing moral identity centrality symbolization as a predictor. Both sub-dimensions had an acceptable level of internal consistency [Symbolization: α = .81; Internalization: α = .86] See Appendix AA for the full measure.

Biological Sex Identity Centrality. Biological sex identity centrality were measured using an adaptation of Cameron's (2004) measure of identity centrality. This measure was included on Survey 1. Participants were first asked to self-report their biological sex. Then, those who identified as male received items related to male identity centrality, and those who identified as female received items pertaining to female identity centrality. Those who preferred to not identify as male or female did not receive the biological sex identity centrality measure. An example item is "I often think about the fact that I am a [man/woman]". Responses were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. For the purposes of analyses, the male and female sub-scales were combined into one variable, biological sex identity centrality, such that score reflect how central each participant's biological sex is to his/her core identity. The measure of biological sex identity centrality had an acceptable level of internal consistency [α = .86]. A confirmatory factor analysis showed acceptable model fit for SRMR, but not CFI [CFI = .853; SRMR = .063. All item significantly loaded onto the one factor model. See Appendix R for the full measure.

Change in Perceptions of Future Sex-based Interactional Disruption. Following the recommendations of Edwards and Parry (1993) the change in perceptions of future sex-based interactional disruptions was calculated as a set of 5 polynomial regression variables using the

Time 2 and Time 3 measures of perceptions of future sex-based interactional disruption. The 5 polynomial variables include: Time 2 perceptions of sex-based interactional disruption, Time 2 perceptions of sex-based interactional disruption squared, the interaction between Time 2 perceptions of sex-based interactional disruption and Time 3 perceptions of sex-based interactional disruption, Time 3 perceptions of sex-based interactional disruption squared, Time 3 perceptions of sex-based interactional disruption. When these five terms are entered in the same step of a regression model, the p-value for the ΔR^2 for that step represents the significance of the change in perceptions of future sex-based interactional disruptions.

Dependent Variables

Several different operationalizations of transfer were measured on the Time 4 survey. These operationalizations can be categorized into three types of training outcomes: traditional training outcomes, EEO-related outcomes, and interactional outcomes. Traditional training outcomes, or those outcomes that are traditionally studied in general training research, include residual attitudes, retained knowledge, and motivation to attend future training sessions. EEO-related outcomes, or those outcomes that are related to the equal employment opportunity concerns specific to *sexual harassment* training, include the ability to recognize policy violations in sex-based interactions, intentions to report policy violations, and sex-based blaming for sexual harassment. These outcomes are essential to the success of any organizations' anti-sexual harassment policy. Finally, interactional outcomes, or those that directly affect employees' work interactions, include intentions to share policy knowledge with others, avoidance of potential victims and potential harassers, and intentions to engage in future sex-based interactions. Next, each of these outcome measures is described in detail.

Traditional Training Outcomes

    Sexual Harassment Policy Knowledge Retention. The Time 4 measure of sexual harassment policy knowledge was used to assess transfer operationalized as knowledge retention 2 weeks after sexual harassment training. The same 15-item measure used at Time 3 was used to assess knowledge at Time 4. Please see the previous section for more details and Appendix C for the full measure.

    Residual Backlash Attitudes. Backlash attitudes were also assessed at Time 4 as an operationalization of transfer. The same measure used in Time 3 was also used at Time 4. Please see the previous section for more details and Appendix L for the full measure.

    Motivation to Participate in Future Sexual Harassment Training Sessions. The same 5 items developed in Pretest 2 were used at Time 4 to assess trainees' motivation to participate in future sexual harassment training sessions. The items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. This measure had an acceptable level of internal consistency [α = .83]. Results from a confirmatory factor analysis suggested that there was acceptable model fit for SRMR, but the model fir for CFI was just under the accepted cutoff score [CFI = .902; SRMR = .056]. The full measure can be found in Appendix M.

EEO-Related Outcomes

    Sexual Harassment Policy Violation Recognition. Another operationalization of transfer included the recognition of situations that represent violations of the organization's sexual harassment policy. Using the 6 of the 9 scenarios developed in Pretest 1, participant' abilities to recognize policy violations were measured. The 6 scenarios chosen represent situations that violate the organizations sexual harassment policy. Two of scenarios that were not included (Scenarios 3 and 9) represented benign situations that do not violate the policy. Scenario 4,

which was a policy violation scenario was excluded in order to improve the internal consistency

of this measure. In response to each scenario, participants were asked "Do you think this

situation is a violation of the [Organization]'s anti-sexual harassment policy?" Responses were

measured on s 5-point scale [1 = Absolutely not a policy violation; 5 = Absolutely a policy

violation]. The internal constancy of the responses to the 6 chosen scenarios met the acceptable

level of internal consistency [α = .72]. A confirmatory factor analysis for the 6 scenario-based

questions resulted in acceptable model fit according to SRMR, but the CFI model fit was just

below the standard cutoff value [CFI = .904; SRMR = .050]. All 9 scenarios can be found in

Appendix E.

Intentions to Report Sexual Harassment Policy Violations. Using the same 6 scenarios

chosen for the policy violation recognition measure, participants were also asked to respond to

the question "How likely would you be to report this situation to the Office of Equal Opportunity

and Compliance?" Responses were measured on a 5-point scale [1 = Not at all likely to report; 5

= Very likely to report]. The internal consistency of responses to the 6 chosen scenarios met the

standard threshold [α = .84]. A confirmatory factor analysis for the 6 scenario-based questions

suggested that the SRMR model fit was acceptable, but the CFI model fit was below the standard

cutoff value [CFI = .847; SRMR = .068]. All 9 scenarios can be found in Appendix E.

Sex-Based Blaming for the Occurrence of Sexual Harassment. The same 6 items

developed in Pretest 2 were used to measure sex-based blaming for the occurrence of sexual

harassment. This measure represents two sub-scales, blame for men and blame for women. Each

sub-scale had 3 items and was measured using a 5-point Likert scale [1 = Strongly Disagree; 5 =

Strongly Agree]. The 2 subscales each had an acceptable level of internal consistency [Blame for

Men: α = .71; Blame for Women: α = .78]. In the analyses, the two sub-scales were treated as separate variables. The full measure of Sex-Based Blaming can be found in Appendix N.

Interactional Outcomes

Intentions to Share Sexual Harassment Policy Knowledge. The 7 items created in Pretest 2 were used to assess intentions to share sexual harassment policy knowledge with others at Time 4. These items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. This measure men the standard Cronbach's alpha cut-off of .7 [α = .87]. A confirmatory factor analysis suggested the one-factor model had acceptable fit [CFI = .949; SRMR = .040]. The full measure can be found in Appendix D.

Intentions to Avoid Sexual Harassment Roles. The revised items from Pretest 2 were used to assess avoidance of sexual harassment roles at Time 4. Items were measured on a 5-point Likert scale [1 = Strongly Disagree; 5 = Strongly Agree]. While 4 of the 6 items written for Pretest 2 remained the same, 2 new items were written for the main study. These new items were "I will keep my distance from employees that cause problems by being over sensitive and complaining too much." and "I will keep my distance from employees that cause problems by being crude and offensive too often." This measure was divided into two sub-scales, intentions to avoid potential harassers and intentions to avoid potential victims. Each sub-scale had an acceptable level of internal consistency [Potential Harasser Avoidance: α = .92; Potential Victim Avoidance: α = .78]. Each sub-scale was treated as a separate variable in analyses. See Appendix O for the full measure.

Intentions to Engage in Future Sex-Based Interactions. Based in part on the work of Berdahl and Aquino (2009), on the Sexual Experiences Questionnaire (SEQ; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999), and on the measure of perceptions of Sex-Based

Interactional Disruption, 15 items were created to assess intentions to engage in sex-based interactions in the future at work. Items were measured on a 5-point scale [1 = Definitely Not Likely to Do; 5 = Definitely Likely to Do]. An example item is "Discuss sexual matters with my coworkers." This measure met the acceptable standard for internal consistency [α = .78]. A confirmatory factor analysis suggested that the model fit did not meet acceptable standards [CFI = .694; SRMR = .100]. Despite the poor model fit all 15 items were retained in the analyses so that the construct represented the variety of sex-based interactions theorized in the theory development of this dissertation and so that this measure remained similar to the established measures it was based on. See Appendix AB for the full measure.

Control Variables

Biological sex was used as a control variable in all analyses. Past research has indicated that perceptions of sex-based work interactions differ between men and women and that sexual harassment training typically has a larger effect on men (Rotundo et al. 2001; Blakely et al. 1998). As such, it is important to account for this variance in the model. Biological sex was measured by self-report and dummy-coded with males as the reference group [male = 0; female = 1]. See Appendix Z for a complete list of demographic questions.

In addition to biological sex, for analyses involving post-training outcomes, pre-training sexual harassment policy knowledge was also controlled for. Pre-training sexual harassment policy knowledge was measured at Time 2, before trainees attended sexual harassment training. The same 15-item measure used to assess sexual harassment policy knowledge at Time 3 and Time 4 was also used at Time 2. It is important to account for any knowledge that trainees may have possessed before training so that the effects of knowledge gained throughout the training session can be isolated and understood.

Analysis

The relationships proposed in Figure 1 were broken into four main sub-models for analyses. Dividing the theoretical model into four smaller analytical models was necessary due to the complexity of the theoretical model and the limitations of current analytical software. Given the large number of moderators proposed, the limits of analytical software, and concern for reserving degrees of freedom in each analysis, moderators were grouped by theoretical and statistical relationships. Three of the four sub-models (Models 2 – 4) had two variations (A and B) based on groupings of moderators. As such analyses were conducted for 7 different models: Model 1, Model 2A, Model 2B, Model 3A, Model 3B, Model 4A, and Model 4B. Table 4 summarizes the variables contained in each model, the analysis used to test each model, and the specific hypotheses tested by each model.

Insert Table 4 About Here

Model 1 was analyzed using Process analysis. Process analysis is a regression-based analysis developed by Hayes (2013) used for analyzing mediation models, mediated moderation models, and moderated mediation models. The Process software uses analytical *template models* (See Hayes, 2013 or www.afhayes.com for Template Models #1 – #76) to conduct theses complex analyses. In essence, the template models pre-establish the analytical relationships among a set of placeholder variables (X, Y, M, W, Z, V, and Q), and the researcher determines which specific variables are correspond to each placeholder variable in the template. Model 1 in this dissertation utilized the Process parallel mediation template model #4 (Hayes, 2013) with 10,000 bootstrapping iterations. Models 2A and 2B were conducted using hierarchical linear regression analysis. Models 3A and 3B were conducted using polynomial regression analysis.

Finally, Model 4A was conducted using Process analysis for the moderated mediation template model #23 (Hayes, 2013), and Model 4B used Process analysis for the moderated mediation template model #21 (Hayes, 2013), each with 10,000 bootstrapping iterations. See Figures 2 – 8 for a depiction of each analytical model and associated hypotheses.

All seven analytical models include identity threat as a key outcome, predictor, or mediating variable. As there were 5 different measures of identity threat, all 7 analyses were conducted for each measure of identity threat. Based on these analyses, it was determined that the best measure of identity threat was "threat to identity value" in terms of its ability to predict key outcomes and the ability of other variables to predict it according to the proposed model. As such, the remainder of the results and discussion section will focus on analyses including the threat to identity value variable. For simplicity sake, the threat to identity value variable is referred to as "identity threat" throughout the results and discussion sections. Tables 5 – 28 contain the results pertaining to threat to identity value, but within the tables, this variable is labeled simply "identity threat". See Appendix AC for Tables 29 - 72 for the results for all other measures of identity threat.

CHAPTER 5: RESULTS

Model 1: The Effects of Identity Threat Reactions to Sexual Harassment Training

The central question of this dissertation is, does identity threat matter in sexual harassment training? The latter portion of the theoretical model addresses this question. As such Model 1 begins with the end of the theoretical model in Figure 1 and tests hypotheses 11 – 13. Figure 2 depicts Model 1. Tables 5 and 6 contain the descriptive statistics, coefficient alphas, and bivariate correlations related to Model 1. Results for the Process parallel mediation template model #4 (Hayes, 2013) can be found in Table 7.

Insert Figure 2 About Here

Insert Tables 5 – 7 About Here

Hypothesis 11 suggested that identity threat is negatively related to knowledge of the organization's sexual harassment policy. Results in the first column of Table 7 suggest that after controlling for pre-training knowledge and biological sex, identity threat experienced during training is not related to sexual harassment policy knowledge immediately after training [$N = 147; R^2 = .11, p < .001; b = -.55, NS$]. As such hypothesis 11 is not supported.

Hypothesis 12 predicted that identity threat is positively related to backlash attitudes toward the sexual harassment training session. Results from the second column of Table 7 do support this hypothesis [$N = 147; R^2 = .11, p < .001; b = .20, p < .01$]. As identity threat increases, backlash attitudes against the training session also increase.

According to hypothesis 13a, identity threat is negatively related to transfer of training. Transfer was operationalized in several different ways corresponding to 3 main types of training

outcomes: (1) traditional training outcomes, (2) EEO-related outcomes, and (3) interactional outcomes. Traditional training outcomes include, sexual harassment policy knowledge retention, sustained backlash attitudes, and motivation to attend future sexual harassment training sessions. EEO-related outcomes include recognition of policy violations, intentions to report policy violations, and sex-based blaming for sexual harassment. Interactional outcomes include intentions to share policy knowledge with others, avoidance of potential harassers and victims, and intentions to engage in future sex-based interactions.

The bivariate correlations in Table 6 largely support hypothesis 13a across all three types of transfer outcomes. For traditional training outcomes, identity threat was positively related to sustained backlash attitudes two weeks after training [$r = .275, p < .01$] and negatively related to motivation to attend future sexual harassment training [$r = -.185, p < .05$]. However, identity threat was not significantly related to retained sexual harassment policy knowledge at Time 4 [$r = -.053, NS$]. For EEO-related outcomes, identity threat was negatively related to the recognition of sexual harassment policy violations [$r = -.179, p < .05$] and to intentions to report sexual harassment policy violations [$r = -.219, p < .01$]. Identity threat was not bivariately related to sex-based blaming for sexual harassment [Blame for Men: $r = -.098, NS$; Blame for Women: $r = .002, NS$]. Finally, for interactional outcomes, identity threat was positively related to potential victim avoidance [$r = .162, p < .05$] and intentions to engage in future sex-based interactions [$r = .212, p < .01$]. Identity threat was also negatively related to intentions to share sexual harassment policy knowledge with others [$r = -.266, p < .01$] and potential harasser avoidance [$r = -.228, p < .01$]. The positive bivariate relationships between identity threat and negative outcomes (i.e., backlash attitudes, potential victim avoidance, and intentions to engage in future sex-based interactions) and the negative bivariate relationships between identity threat and

123

positive outcomes (i.e., motivation to attend future training, policy violation recognition, intentions to report policy violations, intentions to share policy knowledge, and potential harasser avoidance) suggest that identity threat has an overall negative relationship with transfer of training. Therefore, the bivariate results suggest support for hypothesis 13a. However, these bivariate results should be considered in light of the more complex hypothesis 13b.

Hypothesis 13b suggests that the negative effect of identity threat on transfer will be mediated through sexual harassment policy knowledge and backlash attitudes. Results in columns 3 – 13 of Table 7 test this hypothesis. There was a significant, indirect effect of identity threat through Time 3 backlash attitudes (but not Time 3 policy knowledge) on two traditional training outcomes, Time 4 backlash attitudes [*N = 147; R² = .70, p < .001; Indirect Effect = .20, CI: .06, .33*] and motivation to participate in future sexual harassment training sessions [*N = 147; R² = .70, p < .001; Indirect Effect = -.22, CI: -.37, -.07*]. There was no indirect effect of identity threat through either mediating variable on Time 4 sexual harassment policy knowledge [*N = 147; R² = .44, p < .001; Indirect Effect = -.27, CI Contains Zero*].

For the EEO-related outcomes, there were no indirect effects of identity threat through either mediating variable on policy violation recognition [*N = 147; R² = .27, p < .001; Indirect Effect through Knowledge = .-02; CI Contains Zero; Indirect Effect through Backlash Attitudes = -.01, CI Contains Zero*] or on intentions to report policy violations [*N = 147; R² = .17, p < .001; Indirect Effect through Knowledge = -.02; CI Contains Zero; Indirect Effect through Backlash Attitudes = -.03, CI Contains Zero*]. There were two marginal indirect effects of identity threat through Time 3 backlash attitudes on the sex-based blaming outcomes. The lower limit for each indirect effect's confidence interval was zero [Blame for Men: *N = 147; R² = .20,*

p < .001; Indirect Effect = .05, CI: .00, .15; Blame for Women: *N = 147; R² = .13, p < .01; Indirect Effect = .05, CI: .00, .14*].

Finally, for interactional outcomes, there was a significant, negative, indirect effect of identity threat through backlash attitudes on intentions to share sexual harassment policy knowledge with others [*N = 147; R² = .27, p < .001; Indirect Effect = -.07, CI: -.14, -.02*]. Identity threat was also indirectly (through Time 3 backlash attitudes) and positively related to avoidance of potential victims [*N = 147; R² = .17, p < .001; Indirect Effect = .08, CI: .01, .18*] and intentions to engage in future sex-based interactions [*N = 147; R² = .19, p < .001; Indirect Effect = .06, CI: .02, .13*]. For the avoidance of potential harassers, the negative effect of identity threat was not mediated through either mediator, but the direct effect of identity threat was significant and negative [*b = -.35, p < .05*] after controlling for biological sex, pre-training knowledge, Time 3 backlash attitudes and Time 3 knowledge. However, the overall model did not explain a significant proportion of variance in the avoidance of potential harassers [*N = 147; R² = .06, NS*].

None of the indirect effects of identity threat were mediated through Time 3 knowledge. This is most likely because identity threat was not related to Time 3 knowledge as mentioned in the results of hypothesis 11.

Overall, there is partial support for hypothesis 13b. Identity threat was significantly related to two out of three traditional training outcomes through the effect of Time 3 backlash attitudes. Two marginal indirect effects of identity threat through Time 3 backlash attitudes were observed for the EEO-related outcomes of sex-based blaming for sexual harassment. However, no significant indirect effects of identity threat were observed for the EEO-related outcomes of recognizing or reporting policy violations. Identity threat was significantly related to three

interactional outcomes through the mediating effect of Time 3 backlash attitudes. While identity threat indirectly affected many of the operationalizations of transfer in the predicted directions, these indirect effects were only mediated through Time 3 backlash attitudes. Time 3 knowledge did not mediate any of the indirect effects.

Model 1 Discussion

In general the results of Model 1 suggest that identity threat does occur during sexual harassment training and does have an effect on training outcomes. Specifically, identity threat experienced during sexual harassment training tends to lead to undesirable training outcomes such as increased backlash attitudes against the training session immediately after training. In turn, these initial backlash attitudes lead to a variety of other negative outcomes including traditional training outcomes such as sustained backlash attitudes 2 weeks after training and decreased motivation to attend future training. Identity threat also had an indirect effect through Time 3 backlash attitudes on interactional outcomes such as, decreased intentions to share knowledge about the organization's anti-sexual harassment policy, increased intentions to avoid potential victims of sexual harassment, and increased intentions to engage in future sex-based interactions. There was also a significant, negative, direct effect of identity threat on potential harasser avoidance, such that those threatened express more desire to associate with those who are perceived as most likely to sexually harass others. There were also marginal indirect effects of identity threat through Time 3 backlash attitudes on EEO-related outcomes, such as the increased tendency to blame both men and women for the occurrence of sexual harassment. These marginal effects are similar to Tinkler's (2012) findings that sexual harassment training tends create sex-based tensions in workgroups, an effect which could undermine the equal employment opportunity goals of the organization.

The observed outcomes of identity threat experienced during sexual harassment training suggest that threatened employees will develop resistance toward the training itself, forming negative attitudes, and decreased motivation to participate in organizationally desired activities such as sharing knowledge and attending training in the future. Even more troublesome are the findings that indicate that threatened employees are more likely to engage in sex-based interactions after training and avoid those who may be most vulnerable to victimization. Social interactionism suggests that these threatened employees may be contesting the sexual harassment frame that has threatened their identities, and part of that contestation involves participating in sex-based interactions in order to "prove" to other social participants that the sexual harassment frame does not apply. Further these threaten individuals are likely to avoid those who are most likely to solidify the sexual harassment frame by claiming the role of victim and seek out those who engage in potentially harassing sex-based interactions. By avoiding potential victims and seeking out potential harassers, threatened employees will limit their social partners to those who are likely to also refute the sexual harassment frame and engage in sex-based interactions, thus perpetuating a work group culture that may encourage more extreme forms of sex-based activity. Additionally, the ostracism of potential victims could actually lead to real feelings of victimization. In an ironic way, those refuting the sexual harassment frame by avoiding those likely to solidify it, may actually encourage the claiming of a victim role and the public naming of the sexual harassment frame.

The results of Model 1 suggest that the current legal-focus in lecture-based sexual harassment training may lead to several undesirable and unintended training outcomes. It appears as though when employees experience identity threats during sexual harassment training, the training backfires and actually motivates many outcomes that sexual harassment training is

intended to prevent. The main take away from Model 1 is that identity threat reactions to sexual harassment training occur and they matter to training outcomes. With the core question of this dissertation sufficiently addressed by Model 1, Models 2 – 4 test hypotheses related to the development of identity threat throughout the training process.

Model 2: Antecedents of Identity Threat Reactions to Sexual Harassment Training

Model 1 established that identity threat occurs during sexual harassment training and leads to negative training outcomes. Now that this critical preliminary finding has been established, Model 2 investigates the factors that might explain how identity threat reactions to sexual harassment training develop. Model 2 represents the beginning of the theoretical model depicted in Figure 1. Model 2 was used to test hypotheses 1 – 7. The moderators in hypotheses 2 – 7 were categorized into two main types based on the proposed theory and observed correlations. The two categories were characteristics of sex-based interactions and previous experiences. Model 2, then, had two variations, A and B. Model 2A contained the sex-based interaction characteristics as moderators and tested hypotheses 1 – 5. Model 2B contained the previous experience moderators and tested hypotheses 1, 6, and 7.

Model 2A

Model 2A investigated pre-training factors that predict identity threat reactions to the announcement of sexual harassment training. The main catalyst for identity threat reactions to the announcement of sexual harassment training was proposed to be perceptions of sex-based interactional disruption. Model 2A assesses this main effect and four moderating variables related to characteristics of and satisfaction with sex-based interactions in the workplace. Hypotheses 1 – 5 suggested that sex-based interactional disruptions would be positively related to identity threat reactions to the announcement of sexual harassment training and that this

positive effect would be strengthened when sex-based interactions were frequent, when sex-based interactions occurred among supervisors and subordinates, when individuals were satisfied with these interactions, and/or when individuals were satisfied with their interactional partners. For a depiction of Model 2A, see Figure 3. Model 2A was analyzed using hierarchical linear regression analysis. In step one, biological sex was entered as a control variable. In step two, the independent variable, Time 2 sex-based interactional disruption, was entered along with the moderator variables, Time 1 sex-based interaction frequency, Time 1 supervisor-subordinate sex-based interactions, Time 1 satisfaction with sex-based interactions, and Time 1 satisfaction with sex-based interactional partners. Finally, in step three the four interaction terms were entered. For descriptive statistics and bivariate correlations see Tables 8 and 9. Results from the hierarchical linear regression can be found in Table 10.

Insert Figure 3 About Here

Insert Tables 8 – 10 About Here

Hypothesis 1 predicted that sex-based interactional disruption would be positively related to identity threat reactions to the announcement of sexual harassment training. The bivariate correlation between sex-based interactional disruptions and identity threat indicate the opposite of the relationship proposed in hypothesis 1 [$r = -.283, p < .001$]. These results were further corroborated by step two of the linear regression results in Table 10 [$R^2 = .119, p < .01; \Delta R^2 = .105, p < .01; b = -.282, \beta = -.208, p < .05$]. Both the bivariate and multivariate results suggest that there is a negative relationship between sex-based interactional disruption and identity threat. Therefore, hypothesis 1 is not supported.

129

Hypothesis 2 suggested that the positive relationship between sex-based interactional disruption and pre-training identity threat is strengthened when sex-based interactions are more frequent. Results from step three in Table 10 suggest that the interaction term is approaching significance [$R^2 = .181, p < .001; \Delta R^2 = .062, p < .05; b = .532, \beta = .208, p < .10$]. The pattern of this interaction indicates that there is no effect of sex-based interactional disruption on identity threat when there is a high frequency of sex-based interactions in the workgroup [simple slope: $t = -.02, NS$]. However, when sex-based interactions occur infrequently in the workgroup, there is a significant and negative effect of sex-based interactional disruption on identity threat [simple slope: $t = -3.11, p < .01$]. See Figure 9 for a graph of this interaction. While this interaction is approaching significance, the pattern of this interaction does not mirror the hypothesized pattern. Overall, hypothesis 2 is not supported.

Hypothesis 3 stated that the extent of supervisor-subordinate sex-based interactions interacts with sex-based interactional disruption to predict initial identity threat reactions to sexual harassment training announcements. The pattern of the interaction hypothesized was that the positive effect of disruption on identity threat would be strengthened when sex-based interactions occur between supervisors and subordinates to a greater extent. Linear regression results from step three in Table 10 indicate the interaction term is significant [$R^2 = .181, p < .001; \Delta R^2 = .062, p < .05; b = -.570, \beta = -.267, p < .05$]. The pattern of the interaction indicates that there is no effect of sex-based interactional disruption on identity threat when there is a low degree of sex-based interactions occurring between supervisors and subordinates [simple slope: $t = .41, NS$]. However, the effect of sex-based interactional disruption on identity threat is significant and negative when there is a high degree of sex-based interactions involving both supervisors and subordinates [simple slope: $t = -3.36, p < .01$]. See Figure 10 for a plot of this

interaction. Even though the interaction is significant, the pattern of this interaction does not match the proposed pattern in hypothesis 3, which suggested that the relationship between perceptions of sex-based disruption and identity threat would be positive when there was a high degree of sex-based interactions occurring among supervisors and subordinates. Therefore, hypothesis 3 is not supported.

Insert Figure 10 About Here

Hypothesis 4 suggested that the relationship between sex-based interactional disruption and pre-training identity threat is moderated by satisfaction with sex-based interactions, such that the main effect of disruption on identity threat is strengthened when individuals are satisfied with their sex-based interactions. This hypothesis was not supported because the interaction term was not significant [$R^2 = .181, p < .001; \Delta R^2 = .062, p < .05; b = .225, \beta = .083, NS$]. Hypothesis 5 suggested that the main effect of sex-based interactional disruption on identity threat would be moderated by satisfaction with sex-based interactional partners. The proposed pattern of this interaction indicated that the effect of sex-based interactional disruption on identity threat would be more positive when individuals were satisfied with their interactional partners. This hypothesis was also not supported due to a non-significant interaction coefficient [$R^2 = .181, p < .001; \Delta R^2 = .062, p < .05; b = .369, \beta = .117, NS$].

Model 2B

Model 2B also investigated antecedents of identity threat reactions to the announcement of sexual harassment training, including the main effect of sex-based interactional disruption and the moderating effects of three previous experiences. It was purposed that sex-based interactional disruptions would be positively related to identity threat reactions to the announcement of sexual harassment training and that this positive effect would be strengthened if an individual had been

131

a victim of sexual harassment in the past, if the individual had been accused of sexual harassing others in the past, and/or if the individual had attended sexual harassment training in the past. For a visual representation of Model 2B, see Figure 4. Model 2B was analyzed using hierarchical linear regression. In step one of the regression, the control variable, biological sex, was entered. In step two, sex-based interactional disruption was entered as the independent variable. The moderator variables, previous sexual harassment victim experience, previous sexual harassment harasser experience, and previous sexual harassment training experience, were also entered. In the third and final step, the three interaction terms were entered into the model. For descriptive statistics and correlations, see Tables 11 and 12. See Table 13 for the results from the hierarchical linear regression.

Insert Figure 4 About Here

Insert Tables 11 – 13 About Here

Model 2B provided an additional test of hypothesis 1, which stated that there is a positive relationship between sex-based interactional disruption and pre-training identity threat. Similar to the results from Model 2A, step two in the regression analysis from Table 13 shows that there is a negative relationship between sex-based interactional disruption and identity threat [$R^2 =$ .104, p < .01; ΔR^2 = .090, p < .01; b = -.373, β = -.279, p < .001]. These results contradict hypothesis 1.

Hypothesis 6 suggested that the relationship between sex-based interactional disruption and pre-training identity threat is moderated by previous experience with sexual harassment, such that the main effect of disruption on identity threat would be strengthened for those with

previous sexual harassment experience (victims or harassers). Results from step 3 of the linear regression results in Table 13 show that the main effect of sex-based interactional disruption is moderated by previous sexual harassment victim experience [R^2 = .166, p < .001; ΔR^2 = .062, p < .01; b = -.648, β = -.245, p < .01], but not previous sexual harassment harasser experience [R^2 = .166, p < .001; ΔR^2 = .062, p < .01; b = -1.024, β = -.097, NS]. While victim experience is a significant moderator, the pattern of this interaction does not reflect the proposed pattern. The effect of sex-based interactional disruption on identity threat is not significant when individuals do not have any previous experience with sexual harassment victimization [simple slope: t = .01, NS]. The relationship does become significant when individuals have experienced sexual harassment victimization; however, contrary to hypothesis 6, the effect of sex-based interactional disruption on identity threat for past victims is negative [simple slope: t = -5.33, p < .001]. See Figure 11 for a plot of this interaction. Considering these results, hypothesis 6 is not supported.

Insert Figure 11 About Here

Hypothesis 7 suggested that the main effect of sex-based interactional disruption on pre-training identity threat is moderated by previous sexual harassment training experience, such that the positive effect of sex-based interactional disruption on identity threat would be strengthened for those who had previously attended sexual harassment training. Regression results do not support this hypothesis because the interaction term is not significant [R^2 = .166, p < .001; ΔR^2 = .062, p < .01; b = .216, β = .070, NS].

Model 2 Discussion

Model 2 revealed some insights regarding the development of identity threat before employees have ever even attended training. The most surprising result is that sex-based interactional disruptions are negatively related to pre-training identity threat. It appears as though

some employees actually feel more valued when they perceive that training will disrupt sex-based interactions in the workplace. While counter to the hypothesis, this result is still very useful for understanding identity threat throughout the training process. It is promising that the results indicate that many employees seem to have a positive reaction to the announcement of sexual harassment training. This may be because perceptions of sex-based interactional disruption indicate a belief that there is a need for sexual harassment training and that sexual harassment training will work.

Further consideration of the observed interaction effects sheds some additional light on this unanticipated result. Specifically, perceptions of sex-based interactional disruption are negatively related to pre-training identity threat when the overall frequency of sex-based interactions is low, when there is a high degree of supervisor-subordinate sex-based interactions, and/or when the individual has previously been a victim of sexual harassment. These moderating factors indicate several possibilities. First, when the overall frequency of sex-based interactions are low, it may not be very threatening to individuals that a low base-rate phenomenon would be disrupted. Individuals might be more likely to assume that disruption would be a good thing for other workgroups engaging in sex-based interactions and not at all a threatening occurrence for their own workgroup, which will be largely unaffected by training anyway. Second, those employees whose supervisors engage in sex-based interactions with subordinates may perceive those interactions to be undesirable, problematic, or even harassing. These employees may be eager for training to bring a change to their workgroup, and may feel more valued when they believe training will indeed disrupt the sex-based interactions that occur with their supervisors. Third, those who have previously been victims of sexual harassment may also be more likely to perceive that sexual harassment training is an effective way of protecting employees from

experiencing future sexual harassment in the workplace. This belief that training is an effective method of disrupting sex-based interactions may lead to identity affirmation, rather than threat.

A supplemental correlation analysis suggests that those who perceive that sexual harassment training will disrupt sex-based interactions generally respond positively to sexual harassment training. Specifically, pre-training perceptions of sex-based interactional disruption are negatively correlated with backlash attitudes against the training session [Time 3: $r = -.173, p < .05$; Time 4: $r = -.178, p < .05$] and intentions to engage in future sex-based interactions [$r = -.344, p < .001$]. Perceptions of sex-based interactional disruptions were also positively correlated with motivation to attend future sexual harassment training sessions [$r = .163, p < .05$], sexual harassment policy knowledge at all three time periods [Time 2: $r = .204, p < .01$; Time 3: $r = .258, p < .01$; Time 4: $r = .229, p < .01$], recognition of policy violations [$r = .248, p < .01$], intentions to report policy violations [$r = .361, p < .001$], and intentions to share policy knowledge with others [Time 3: $r = .204, p < .01$; Time 4: $r = .273, p < .01$]. Taken together, these correlations indicate that some individuals may perceive sex-based interactional disruption as a positive occurrence and are thus more supportive of and less threatened by sexual harassment training.

While the results provide insights to the potential reasons for the negative relationship between sex-based interactional disruption and identity threat, more research is needed to fully understand this relationship. The tenet of social interactionism suggest that interactional disruptions should lead to identity threats. Given the results, it is possible that the measure of perceptions of sex-based interactional disruptions is contaminated by perceptions of a need for sexual harassment training and/or perceptions of sexual harassment training effectiveness. It may be the case that only individuals who believe that training is needed and effective will tend to

feel valued when they perceive that training will disrupt sex-based workplace interactions. This positive effect would be even more likely if individuals believe their own valued workplace interactions will not be disrupted by sexual harassment training.

Another explanation for the observed pattern of results may be the psychometric properties of all of the sex-based interaction-related measures. While all of the measures pertaining to sex-based interactions (i.e., disruption, frequency, supervisor-subordinate involvement, satisfaction, and partner satisfaction) were based on theory and established measures (Berdahl & Aquino, 2009; Fitzgerald, Gelfand, & Drasgow, 1995; Fitzgerald et al. 1999) and exhibited acceptable internal consistencies, they also suffered from poor model fit according to the confirmatory factor analyses. The decision to retain all items in each measure was made so that the measures reflected a variety of sex-based interactions, including sexual interactions, cross-sex interactions, and those that make biological sex salient. This variety of sex-based interactions was consistent with the purposed theory. However, the poor model fit may have contributed to the unexpected observed results. Future research is needed to fully understand and refine these sex-based interaction constructs, any contaminating constructs, and their psychometric properties.

Model 3

After exploring the initial factors that may affect the development of identity threat reactions to sexual harassment training, Model 3 explores how these initial identity threat reactions may change during the actual training session. This represents the middle section of Figure 1, where initial identity threat reactions to the announcement of sexual harassment training are affected by changes in perceptions of disruption and specific identities during sexual harassment training to result in post-training identity threat reactions. Model 3 tested hypotheses

8 – 10. This model was analyzed using polynomial regression. Because of the large number of degrees of freedom needed to test the three-way interactions proposed in hypotheses 9 and 10, Model 3 was divided into two sub-models. Model 3A incorporated the moderating effect of biological sex identity centrality, while Model 3B focused on the moderating effect of moral identity symbolization. Both Models 3A and 3B provide a test of hypothesis 8. Model 3A tests hypothesis 9, and Model 3B tests hypothesis 10.

Model 3A

Model 3A investigated the effect of pre-training identity threat moderated by the change in perceptions of sex-based interactional disruption to predict post-training identity threat. In addition, the moderating effect of biological sex identity centrality was also considered in a three-way interaction whereby the two-way interaction was expected to be more pronounced for those with central biological sex identities. See Figure 5 for a depiction of Model 3A.

A polynomial regression was conducted to test hypothesis 8 and 9 in Model 3A. The control variable, biological sex, was entered in the first step. In the second step, pre-training identity threat and biological sex identity centrality were entered. In the third step, five polynomial variables representing the change between pre- and post-training perceptions of sex-based interactional disruption were entered. The five interaction terms that represent the two-way interaction between the change in sex-based interactional disruptions and pre-training identity threat were entered in step four. In step five, the five interaction terms that together represent the two-way interaction between the change in sex-based interactional disruptions and biological sex identity centrality were entered. In step six, the two-way interaction between pre-training identity threat and biological sex identity centrality was entered. Finally, in step seven, the five interaction terms that represent the three-way interaction among the change in sex-based

interactional disruption, pre-training identity threat, and biological sex identity centrality were entered. See Tables 14 and 15 for descriptive statistics and Cronbach's alphas. Table 16 contains the results from the polynomial regression analysis.

Insert Figure 5 About Here

Insert Tables 14 – 16 About Here

Hypothesis 8 suggested that the change in perceptions of sex-based interactional disruption would moderate the relationship between initial identity threat and post-training identity threat, such that the relationship between the two time periods of identity threat would be positive when perceptions of disruption increase and negative when perceptions of disruption decrease. Step four in Table 16 represents the test of this hypothesis. The significance of the change in R^2 for step four represents the significance of the proposed interaction in hypothesis 8. According the results, the interaction between the change in perceptions of sex-based interactional disruption and initial identity threat does not explain a significant amount of variance in post-training identity threat [$R^2 = .322, p < .001; \Delta R^2 = .024, NS$]. Therefore, hypothesis 8 is not supported.

Hypothesis 9 proposed that there would be a three-way interaction among the change in sex-based interactional disruptions, initial identity threat, and biological sex-identity centrality, such that the positive relationship between pre- and post-training identity threat would be further strengthened when perceptions of disruption increased and biological sex identity was highly central. Step seven in Table 16 represents the test of this hypothesis. The significance of the change in R^2 for step seven represents the significance of the proposed three-way interaction.

Results suggest that the three-way interaction is not significant [$R^2 = .466, p < .001; \Delta R^2 = .015,$ *NS*]. Thus, hypothesis 9 is not supported.

While a two-way interaction between initial identity threat and biological sex identity centrality was not hypothesized, it is worthy to note that this two way interaction was significant in step 6 of Model 3A [$R^2 = .451, p < .001; \Delta R^2 = .089, p < .001; b = -.406, \beta = -.329, p <$ *.001*]. The pattern of interaction indicated that the relationship between pre- and post-training identity threat is non-significant for those with a high biological sex-identity centrality and positive for those with a low degree of biological sex identity centrality. A plot of this interaction can be found in Figure 12.

Insert Figure 12 About Here

Model 3B

Model 3B also analyzed the relationship between pre- and post-training identity threat as moderated by the change in perceptions of sex-based interactional disruption. In addition, Model 3B also investigated the three-way interaction among pre-training identity threat, changes in disruption, and moral identity symbolization centrality. For a picture of Model 3B, see Figure 6. Model 3B provided an additional test of hypothesis 8 and a test of hypothesis 10 using polynomial regression analysis. In the first step of the regression, biological sex and moral identity internalization were entered as control variables. In step two, initial identity threat and moral identity symbolization were entered. In step three, the five polynomial terms that represent the change in perceptions of sex-based interactional disruption were entered. The five terms that together represent the two-way interaction between the change in perceptions of disruption and initial identity threat were entered in step four. In step five, the five terms that represent the two-

way interaction between the change in disruption perceptions and moral identity symbolization were entered. The two-way interaction between initial identity threat and moral identity symbolization was entered in step six. Finally, the five terms that represent the three-way interaction among the change in disruption perceptions, initial identity threat, and moral identity symbolization were entered in step seven. Tables 17 and 18 contain descriptive statistics, Cronbach's alphas, and bivariate correlations for Model 3B. Table 19 contains the results of the polynomial regression analysis.

Insert Figure 6 About Here

Insert Tables 17 – 19 About Here

A second test of hypothesis 8 is included in Model 3B. Hypothesis 8 stated that the relationship between initial identity threat and post-training identity threat would be positive when perceptions of sex-based interactional disruption increased and negative when those perceptions decreased. The significance of the change in R^2 for step four represents a test of hypothesis 8. Similar to Model 3A, the results do not support hypothesis 8 [$R^2 = .349, p < .001; \Delta R^2 = .023, NS$].

Hypothesis 10 suggested that the magnitude of the proposed two-way interaction from hypothesis 8 would increase at high levels of moral identity symbolization. The significance of the change in R^2 for step seven reflects the significance of the three-way interaction. Results show that the three-way interaction is significant [$R^2 = .466, p < .001; \Delta R^2 = .068, p < .01$]. It should be noted that because the polynomial terms that represent the change in sex-based interactional disruptions are themselves interaction terms, all interactions containing these

140

polynomial terms are actually higher order interactions. Thus, the hypothesized three-way interaction is actually a four-way interaction.

In order to interpret such a complex interaction term, the results were organized in three different forms to better visualize the pattern of interaction. First, a table was created to list predicted values of post-training identity threat as calculated by the regression equation for the three-way (four-way) interaction at different levels of pre-training identity threat, pre-training sex-based interactional disruption, post-training identity threat, and moral identity symbolization. Table 20 shows these predicted values. Second, in order to gain a comprehensive understanding of the three-way (four-way) interaction effect, four three dimensional plots were created to represent how the change in sex-based interactional disruption is related to post-training identity threat across levels of initial identity threat and moral identity symbolization. For a comparison of these four three-dimensional plots, see Figure 13. Finally, to better visualize the effects of interest to hypothesis 10, a series of two-dimensional plots were generated. These two-dimensional plots display how the magnitude of the positive relationship between initial and post-training identity threat differs for those with high and low moral identity internalization under different conditions of change in perceptions of sex-based interactional disruption. See Figure 14 for the two-dimensional plots.

Insert Table 20 About Here

Insert Figures 13 & 14 About Here

The most direct evaluation of hypothesis 10 can be done by comparing the two plots in Figure 14 that represent changes in sex-based interactional disruption. These plots suggest that when sex-based interactional disruptions increase from pre- to post-training, the positive

141

relationship between initial identity threat and post-training identity threat is roughly the same magnitude for those with both low and high moral identity symbolization. Similarly, when perceptions of sex-based interactional disruption decrease from pre- to post-training, the positive relationship between initial identity threat and post-training identity threat is of similar magnitude for those with both low and high moral identity symbolization; however, those with high moral identity symbolization seem to have a slightly higher level of post-training identity threat compared to those with low moral identity centrality. In general, the plots in Figure 14 seem to suggest that moral identity symbolization has no effect on the relationship between pre- and post-training identity threat when perceptions of disruption change (in either direction) from pre- to post-training. The patterns displayed in these two plots do not support hypothesis 10.

It is also worth noting that the slopes of the lines in the increasing and decreasing disruption plots in Figure 14 appear to be more positive when sex-based interactional disruptions increase from pre- to post-training than when disruptions decrease from pre- to post training. This general pattern suggests some support for hypothesis 8, which suggested that identity threats would be more likely to increase from pre- to post-training when perceptions of disruption also increased from pre- to post-training.

While not the focus of hypothesis 10, the two plots in Figure 14 depicting the two-way interactions at constant levels of sex-based interactional disruption are also interesting to consider. When sex-based interactional disruptions are consistently low, there appears to be no relationship between initial identity threat and post-training identity threat for those with low moral identity symbolization, but there is a strong positive relationship between the two time periods of identity threat for those with high moral identity symbolization. Surprisingly, there appears to be a negative relationship between initial identity threat and post-training identity

threat when sex-based interactional disruption is high both before and after training. This negative effect is weaker for those with higher levels of moral identity centrality.

A more comprehensive understanding of the three-way (four-way) interaction can be gained by consideration of the pattern of predicted values in Table 20 and the three-dimensional plots in Figure 13. These visualizations of the interaction suggest that when initial identity threat is low, increases in moral identity are associated with the following: (1) a decrease in post-training identity threat when sex-based interactional disruption is maintained at a low level pre- and post-training and (2) no change in post-training identity threat when perceptions of interactional disruption (a) are low before training and increase after training, (b) are high before training and decrease after training, and (c) are maintained at a high level pre-and post-training. When initial identity threat is low, post-training identity threat will be most intense when sex-based interactional disruptions are maintained at high levels both pre- and post-training, regardless of individuals' moral identity symbolization. Under the same low intensity of initial identity threat conditions, post-training identity threat will be least intense when sex-based interactional disruptions remain at low levels both pre- and post-training and when moral identity symbolization is highly central.

Table 20 and Figure 13 also suggest that when initial identity threat is highly intense, increases in moral identity result in the following pattern: (1) a very slight decrease in post-training identity threat when sex-based interactional disruption increases from low pre-training to high post-training and (2) a very slight increase in post-training identity threat when changes in sex-based interactional disruption (a) are maintained at low levels both pre- and post-training, (b) are decreasing from pre-training to post-training, and (c) are maintained at high levels both pre-and post-training. When initial identity threat is very intense, post-training identity threat will be

143

most intense when (1) sex-based interactional disruptions are maintained at low levels and moral identity symbolization is high and when (2) sex-based interactional disruption increases from pre- to post-training and moral identity symbolization is low.

Model 3 Discussion

The results of Model 3 shed light on how initial identity threat before sexual harassment training affects the experience of identity threat during sexual harassment training. While the interactions in hypotheses 8, 9, and 10 were not supported, several unanticipated results in Models 3A and 3B warrant further consideration. First, the interaction between biological sex identity centrality and pre-training identity threat illuminates our understanding of how in individual's sex-based self-concept affects identity threat during sexual harassment training. It appears that pre-training identity threat leads to greater post-training identity threat, only for those who have a very low level of biological sex identity centrality. This relationship may be an indication that those who are most threatened by the sex-based nature of sexual harassment training are those who do not define themselves in sex-based ways. Perhaps being in a setting that highlights biological sex and assigns social roles based on biological sex is threatening because some individuals do not want to be perceived in sex-based ways. Forcing an individual into an identity that he/she does not hold could be the key feature of understanding why sexual harassment training is threatening to some individuals and not others. While not specifically measured, it is possible that low scores on the biological sex identity centrality measure actually indicate disidentification with biological sex groups, such that individuals desire to not be perceived in sex-based ways. Those who desire to not take on sex-based roles may be especially threatened when faced with the sex-based nature of sexual harassment training. These individuals may experience harm to their self-concepts when others in their work group begin to

144

perceive them in sex-based ways due to the high salience of biological sex after the announcement and administration of sexual harassment training. Future research is need to unpack the relationships among biological sex identity centrality, biological sex disidentification, and identity threat reactions to sexual harassment training.

The second result of Model 3 that warrants further discussion is the pattern of interaction among pre-training identity threat, the change in perceptions of sex-based interactional disruption, and moral identity symbolization. While the hypothesized pattern of results was not supported, the interaction plots reveal that in general the relationship between pre- and post-training identity threat is positive except when perceptions of sex-based interactional disruption are consistently high. When perceptions of disruption are at high levels both pre- and post-training, there appears to be a negative relationship between pre- and post-training identity threat. If we consider this pattern in light of the results from Model 2, further insights become apparent. It may be possible that those who believe that there is a need for sex-based interactional disruption and that training will effectively produce that disruption, feel valued and affirmed, rather than threatened, after sexual harassment training has delivered on its promise of disruption.

Another interesting interaction pattern suggests that when perceptions of sex-based interactional disruption are consistently low, those with a high degree of moral identity symbolization have a very strong positive relationship between pre- and post-training identity threat. Again, considering the results of Model 2, individuals who perceive there is no need for training or that training will be ineffective may be especially threated during training if those individuals also symbolize their moral identities. So, if it is important to an individual to have others view him/her as a moral person, and that individual doesn't believe sexual harassment

training will actually disrupt sex-based interactions, then that individual may feel especially

threatened and devalued by the training session. They perhaps perceive that the training is a

sham and may be offended that the issue of sexual harassment is not being properly addressed by

their organization. More research is needed to fully understand these results.

Model 4

Models 2 and 3 analyzed how identity threat reactions develop and change throughout the

sexual harassment training process. However, the results of these two models did not conform to

the hypothesized relationships. Given the complexity and unexpected nature of the results from

Models 2 and 3, a moderated mediation model that spans across Models 2 and 3 was considered.

Model 4 was analyzed in order to develop a further understanding of how identity threat

develops throughout the training process. By holistically considering all of the sexual harassment

training process from the announcement of training to immediately after training, a clearer

picture of identity threat reactions to sexual harassment training will hopefully emerge. The

beginning and middle of Figure 1 from Time 2 perceptions of disruption as the independent

variable to Time 3 identity threat as the dependent variable, represent the scope of Model 4.

Based on the relationships observed in Models 2 and 3, moderating and mediating variables were

also included in Model 4.

Model 4 was divided into two sub-models, A and B, based on differences in included

moderators. Model 4A provides additional tests of hypotheses 1, 2, and 3, while Model 4B

provides additional tests of hypotheses 1 and 6. Both Models 4A and B also provide a test of the

two-way interaction between initial identity threat and biological sex identity centrality that was

identified in Model 3A. The main purpose of Models 4A and 4B is to determine whether the

effect of sex-based interactional disruption is mediated through initial identity threat to effect

post-training identity threat, and if this mediated effect is conditional on sex-based interaction characteristics (frequency and supervisor-subordinate), previous sexual harassment victim experience, and biological sex identity centrality.

Model 4A

Model 4A investigated the indirect effect of Time 2 sex-based interactional disruption on Time 3 identity threat as mediated through Time 2 identity threat and conditional on sex-based interaction characteristics (e.g., frequency and supervisor-subordinate involvement) and biological sex identity centrality. Figure 7 depicts Model 4A.

Model 4A was analyzed using Process template model #23 (Hayes, 2013) with bootstrapping set at 10,000 iterations. Significant two-way interaction terms identified in Model 2A and Model 3A were entered into Model 4A. Polynomial terms and interactions composed partly from polynomial terms identified in Models 3A and 3B were not included in Model 4A primarily due to the in ability of Process to include polynomial terms as part of an interaction term. Another reason for excluding the polynomial terms was to reserve greater degrees of freedom. Other hypothesized, but non-significant moderators were included as control variables. The control variables included biological sex, sex-based interaction satisfaction, sex-based interactional partner satisfaction, post-training (Time 3) sex-based interactional disruption, moral identity internalization, and moral identity symbolization. See Tables 21 and 22 for descriptive statistics, Cronbach's alphas, and bivariate correlations. Process analysis results for Model 4A can be found in Tables 23 and 24.

Insert Figure 7 About Here

Insert Tables 21 - 24 About Here

All three interactions entered into the model were significant [Sex-Based Interactional Disruption X Sex-Based Interaction Frequency: $R^2 = .202, p < .001; b = .860, p < .01,$ Sex-Based Interactional Disruption X Supervisor-Subordinate Sex-Based Interactions: $R^2 = .202, p < .001; b = -.839, p < .01;$ Time 2 Identity Threat X Biological Sex Identity Centrality: $R^2 = .415, p < .001; b = -.395, p < .001$]. Several conditional indirect effects of initial sex-based interactional disruption were also significant. Specifically, the results suggest that there is a negative indirect effect of sex-based interactional disruption on post-training identity threat mediated through pre-training identity threat when sex-based interaction frequency is low, supervisor-subordinate sex-based interactions are high, and biological sex identity centrality is low [*indirect effect = -.920, CI: [-1.553, -.461]*]. Additionally, there was also a similar negative indirect effect when sex-based interaction frequency and supervisor-subordinate sex-based interactions were both high and biological sex-identity centrality was low [*indirect effect = -.256, CI: [-.567, -.009]*]. Both of these indirect effects are in the opposite direction of the proposed hypotheses. However, under one particular set of conditions, there is a positive indirect effect of sex-based interactional disruption mediated through initial identity threat on post-training identity threat. Specifically, when sex-based interaction frequency is high, but supervisor-subordinate sex-based interactions and biological sex identity centrality are both low, perceptions of sex-based interactional disruption before training increase identity threat reactions immediately after training [*indirect effect = .535, CI: [.069, 1.070]*]. This result provides some support for hypotheses 1 and 2.

Model 4B

Model 4B assessed the indirect effect of Time 2 sex-based interactional disruption on post-training identity threat as mediated by pre-training identity threat, conditional on the

moderating effects of previous sexual harassment victim experience and biological sex identity centrality. Figure 8 depicts Model 4B. Model 4B was analyzed using Process template model #21 (Hayes, 2013) with 10,000 bootstrapping iterations. The significant 2-way interactions identified in Models 2B and 3A were included in Model 4B. Similar to Model 4A, polynomial terms and interactions composed of polynomial terms were not included in Model 4B. Other hypothesized, but non-significant moderators were included as control variables. The control variables included biological sex, previous sexual harassment training experience, previous sexual harassment harasser experience, post-training (Time 3) sex-based interactional disruption, moral identity internalization, and moral identity symbolization. See Tables 25 and 26 for descriptive statistics, Cronbach's alphas, and bivariate correlations. Tables 27 and 28 contain the results of the Process analysis and conditional indirect effect sizes and confidence intervals.

Insert Figure 8 About Here

Insert Tables 25 - 28 About Here

Both interactions entered into the model were significant. Specifically, the interaction between pre-training sex-based interactional disruption and previous sexual harassment victim experience predicted pre-training identity threat [$R^2 = .232, p < .001; b = -.904, p < .001$]. Additionally, the interaction between pre-training identity threat and biological sex identity centrality significantly predicted post-training identity threat [$R^2 = .409, p < .001; b = -.398, p < .001$]. The Process analysis also revealed one conditional indirect effect of pre-training sex-based interactional disruption on post-training identity threat. Specifically, there is a negative indirect effect of pre-training sex-based interactional disruption on post-training identity threat when the

149

individual has previously been a victim of sexual harassment and his/her biological sex identity

centrality is low [*indirect effect = -.646, CI: [-1.014, -.347]*]. While these results provide a more

comprehensive view of identity threat development across the training process, they do not

provide support for hypotheses 1 and 4.

Model 4 Discussion

Model 4 revealed a holistic picture of identity threat development throughout the sexual

harassment training process. The results suggest that perceptions of sex-based interactional

disruption before sexual harassment training indirectly effect identity threat reactions during

sexual harassment training through the mediating effect of pre-training identity threat

experiences. Additionally, several key moderators were confirmed to simultaneously play a role

in the mediated model.

The indirect effect of sex-based interactional disruption through the mediator, pre-

training identity threat, on post-training identity threat is conditional on the moderating effects of

sex-based interaction frequency (Model 4A), supervisor-subordinate sex-based interaction

(Model 4A), previous sexual harassment victim experience (Model 4B), and biological sex

identity threat (Models 4A and 4B). The patterns of the conditional indirect effects largely

converge with the interaction patterns observed in Model 2 and Model 3 with one notable

exception. When supervisor-subordinate sex-based interaction and biological sex identity

centrality are both at low levels, but sex-based interaction frequency is at high level, there is a

positive indirect effect of sex-based interactional disruption on post-training identity threat. This

particular pattern provides some support for the positive relationship predicted in hypothesis 1

and the interaction effect described in hypothesis 2. The results suggest that when individuals do

not centralize, or perhaps disidentify with their biological sex identity and their work

environment is characterized by a high frequency of sex-based interactions occurring among coworkers and not involving supervisors, then under those conditions, perceptions that sexual harassment training will disruption sex-based interactions lead to identity threat experiences during training.

Model 4 reveals the longitudinal development of identity threat through the training process. While Model 1 indicates that identity threat leads to negative training outcomes, Model 4 suggests that identity threat reactions to sexual harassment training develop over a period of anticipation before training and continues during the administration of training. The results of Model 4 also suggest that factors that occur well in advance of the announcement of training, such as sex-based interactional characteristics and previous experience with sexual harassment, also influence the development of identity threat during sexual harassment training. These pre-training factors suggest that some employees or work groups may be especially vulnerable to identity threat experiences during training. While one specific set of pre-training conditions was identified as an antecedent to identity threat reactions to sexual harassment training, the results also suggest that many employees seem to desire sexual harassment training administration in their work group, finding it an identity affirming experience. Future research can continue to parse out which employees under which conditions will be affirmed or threatened by sexual harassment training. Fully understanding the development of identity threat throughout the training process is key to eventually circumventing the negative effects of identity threat reactions to sexual harassment training.

CHAPTER 6: GENERAL DISCUSSION

For this dissertation, theory was developed to explain why some employees react negatively to sexual harassment training. It was proposed that sexual harassment training is an organizational sensegiving activity. Through sexual harassment training, the organization frames sex-based interactions as negative activities involving deviant harassers and helpless victims. These negative roles then threaten employees' valued identities both in anticipation of training and during the training session. In order to cope with identity threats, employees will be motivated to derogate the source of their identity threat, in this case, the sexual harassment training session. The result of this derogation serves to undermine the purpose of sexual harassment training by motivating attitudes and behaviors that perpetuate sexual harassment in the workplace.

The proposed theory was tested using a longitudinal survey design. Employees from a large educational institution in the mid-south who were scheduled to attend sexual harassment training participated in four surveys throughout the training process. Below, results from the study are summarized. Then, practical and research implications are discussed, followed by consideration of limitations and directions for future research.

The Effects of Identity Threat Reactions to Sexual Harassment Training

Results from the study showed that some employees do indeed experience identity threats before and during sexual harassment training. Further, the experience of identity threat during sexual harassment training was associated with negative training outcomes two weeks after training. Specifically, identity threat reactions to sexual harassment training lead to the development of backlash attitudes toward the training session. Through these backlash attitudes, identity threat reactions indirectly affect several other negative training outcomes, including

sustained backlash attitudes toward training two weeks later, increased intentions to avoid potential victims, decreased intentions to share sexual harassment policy knowledge with others, decreased motivation to attend future sexual harassment training, and increased intentions to engage in sex-based interactions at work. These results substantiate the proposed theory that suggests identity threats in reaction to sexual harassment training motivate derogation of the training session such that the very purpose of sexual harassment training is undermined. The empirical results are very clear; identity matters in sexual harassment training, and when identities are threatened negative outcomes result from sexual harassment training. These results represent the first empirically validated theoretical integration of identity theory and training research and contribute to our understanding of sexual harassment training effectiveness, or the lack thereof.

Antecedents of Identity Threat Reactions to Sexual Harassment Training

While the effects of identity threat reactions to sexual harassment training are very clear, how those identity threat reactions develop throughout the training process is not quite as clear based on the empirical results. Contrary to the hypothesized relationship, the observed relationship between perceptions of sex-based interactional disruption and identity threat is negative. As perceptions of disruption increase, identity threat reactions to sexual harassment training decrease. It's possible that employees' identities are even affirmed when perceptions of disruption are strong. This relationship is moderated by several variables. Specifically, perceptions of sex-based interactional disruptions are negatively related to pre-training identity threat when the frequency of sex-based interactions is low, when supervisor-subordinate sex-based interactions are low, and when employees have previously been victims of sexual harassment. These results suggest that employees working under certain conditions or with past

victim experience may actually desire sexual harassment training and the change it is intended to bring to the workplace.

On concern with these observed relationships was that they may be in part due to poor psychometric properties of the sex-based interaction-related measures (e.g., disruption, frequency, supervisor-subordinate involvement, satisfaction, and partner satisfaction). Specifically, confirmatory factor analyses suggested that these measures suffered from poor model fit indices. In order to account for any spurious effects due to the poor model fit of the measures, the sex-based interaction measures were revised for a supplemental analysis.

Supplemental Analyses

Through a series of exploratory and confirmatory factor analyses, each measure was significantly shortened in order to improve model fit. The sex-based interactional disruption measure was reduced to four items, including "I could offend other employees if I tell a sexual joke.", "Other employees could be upset if I make negative remarks about men or women in general.", "An interaction could be tense if I refer to another employee's biological sex while criticizing their work.", and "I would be well received by other employees if I made fun of men or women in general.". These items represent low intensity, verbal sex-based interactions from items 2, 6, 9, and 10 in the original measure (See Appendix K). The reduce measure had acceptable model fit and internal consistency at Time 2 [CFI = .986; SRMR = .029; α = .74] and acceptable model fit and marginally acceptable reliability at Time 3 [CFI = .963; SRMR = .031; α = .64].

The measures of sex-based interactional characteristics (e.g., frequency, supervisor-subordinate involvement, satisfaction, and partner satisfaction) were all reduced to five items. Each measure was composed of slight variations in wording of items based on the same five sex-

based interactions. The five sex-based interactions were (1) rude/antagonistic behavior among men and women, (2) making fun or men or women, (3) mentioning biological sex while criticizing someone's work, (4) making negative remarks about men or women, and (5) telling sexual jokes. These five sex-based interactions represent the low intensity, verbal interactions from the original 15-item measures and correspond to items 4, 6, 7, 9, and 14 in the full measures (See Appendices S - V). All four reduced measures of sex-based interaction characteristics had acceptable model fit and internal consistencies [Frequency: CFI = .979; SRMR = .028; α = .82; Supervisor-Subordinate Involvement: CFI = .990; SRMR = .019; α = .88; Satisfaction: CFI = .973; SRMR = .033; α = .70; Partner Satisfaction: CFI = .982; SRMR = .030; α = .76].

Analysis of Model 2A (See Figure 3) with the new reduced measures suggested that there is a negative effect of sex-based interactional disruption on pre-training identity threat [R^2 = .067; $p < .01$; ΔR^2 = .052; $p < .01$; b = -.256; β = -.230; $p < .01$]. This main effect is qualified by an interaction between perceptions of disruption and satisfaction with sex-based interactions [R^2 = .155; $p < .01$; ΔR^2 = .060; $p < .05$; b = .528; β = .275; $p < .01$]. The pattern of this effect indicated that the negative effect of disruption on initial identity threat exists when sex-based interaction satisfaction is low [t = 3.10; $p < .01$], but there is no effect when satisfaction is high [t = .95; NS]. See Figure 15 for a plot of the interaction. This result seems to conform to the previous findings from the original analyses involving the 15-item measures. It appears that those who do not enjoy sex-based interactions (in this case even minor, verbal interactions) feel valued, *not* threatened, when they believe sexual harassment training will disrupt these interactions in the future.

Model 2B (See Figure 4) was also reanalyzed using the 4-item measure of sex-based interactional disruption. Results for this analysis were identical to those of the original analysis.

Sex-based interactional disruption was again negatively related to pre-training identity threat [R^2 = .076; p < .01; ΔR^2 = .062; p < .001; b = -.277; β = -.251; p < .001]. Additionally, there was also an interaction between sex-based interactional disruption and previous sexual harassment victim experience [R^2 = .161; p < .001; ΔR^2 = .073; p < .01; b = -.555; β = -.244; p < .01]. The pattern of this interaction conforms to the pattern found in the original analysis involving the full measure of sex-based disruptions depicted in Figure 11.

Results from the original and supplemental analysis reveal that many employees desire and feel affirmed by sexual harassment training. Employees who react positively to sexual harassment training appear to be those with prior negative experiences involving sex-based interactions, including prior victims of sexual harassment and those who are dissatisfied with low intensity, verbal sex-based interactions and those with little to no sex-based interactional experiences, including those whose work environments are characterized by low supervisor-subordinate involvement in and low frequency of a wide variety of sex-based interactions. While these results inform our understanding of person-situation factors that predict positive reactions to sexual harassment training, the antecedent factors of identity threat reactions to sexual harassment training are still unclear.

The Development of Identity Threat Reactions to Sexual Harassment Training

From the development of pre-training identity threat, post-training identity threat follows. This positive relationship is especially strong when biological sex identity centrality is low and when perceptions of sex-based interactional disruption are consistently low and moral identity symbolization is high. These results suggest that identity threat begins before training even starts and continues to manifest during the actual training session. The empirical observation of these longitudinal effects confirms assertions in the general training literature that pre-training factors

can affect training outcomes (Salas & Cannon-Bowers, 2001). Yet, this is the first study within the field of sexual harassment training that investigates the longitudinal experience of trainees throughout the training process from the announcement of training through the administration of training.

Specific identities were observed to affect identity threat reactions to sexual harassment training. Those who do not centralize, or possibly even disidentify with their biological sex identities are even more threatened during sexual harassment training. This is likely due to the sex-based nature of the topic of sexual harassment and the stereotypically, sex-based nature of potential roles (e.g., harasser and victim) offered to social participants during training. Those who do not centralize their biological sex identities may be threatened because biological sex is salient during sexual harassment training and sex-based roles are more likely to be assigned to employees after sexual harassment training. Those who reject this identity dimension will feel threatened if others engage in sex-based role-making toward them.

Additionally, moral identity symbolization is also relevant during sexual harassment training. This relationship is, however, very complex; moral identity symbolization interacts with pre- and post-training sex-based interactional disruption and with pre-training identity threat. The results seem to suggest that those who consistently do not believe sexual harassment training will disrupt sex-based interactions are especially threatened when they symbolize their moral identities to a high degree. It is possible that these individuals feel threatened and devalued because they believe the training is not effective and does nothing to prevent or protect employees from negative sex-based interactions. Attending a training session that is not effective at preventing harm to employees is inconsistent with moral identity symbolization. Symbolizers

cannot display to others how moral they are in a training session that (in the mind of the symbolizers) does not effectively prevent harm.

Holistically, the relationships from Models 2 and 3 were examined in a moderated mediated model. The results suggest that under a very specific set of conditions, perceptions of sex-based interactional disruption are positively related to post-training identity threat through the mediating effect of pre-training identity threat. This positive indirect effect exists when supervisor-subordinate sex-based interactions are low, but the overall frequency of sex-based interactions are high and biological sex identity centrality is low. These results suggest that employees who do not centralize their biological sex identities and who work in environments that are characterized by a high degree of sex-based interactions that occur among equal status coworkers experience identity threat in response to sexual harassment training when they perceive that sexual harassment training will disrupt sex-based interactions at work. These employees likely represent a sub-population that frames sex-based workplace interactions positively and do not want these interactions to be negatively reframed and disrupted by sexual harassment training.

This result reveals the complexity that surrounds identity threat reactions to sexual harassment training. Only when simultaneously considering antecedent factors and the longitudinal development of identity threat through a moderated mediated model, was the hypothesized, positive relationship between perceptions of disruption and identity threat empirically supported. The complexity of these empirical relationships echo recent theorizing in the sexual harassment literature that sex-based interactions are socially complex and consideration of evolving, longitudinal, interaction-level factors is necessary to fully understand them (Breaux-Soignet et al. 2014).

Overall all, the results of this dissertation suggest two things. First, identity threat occurs in response to sexual harassment training and leads to negative training outcomes. Second, different employees experience different effects from their perceptions of sex-based interactional disruptions in response to sexual harassment training. Some employees see these disruptions as welcome, needed, and identity affirming, while other employees view these disruptions as threatening to the workplace status quo and their valued identities. In the following sections, the practical implications and research implications of these results are discussed. Then, limitations of this dissertation and directions for future research are considered.

Practical Implications

Organizations incur many costs due to the occurrence of sexual harassment, including decreased job satisfaction, decreased organizational commitment, decreased work productivity, and increased work withdrawal (Willness et al. 2007). There are also negative financial consequences for organizations including decreased financial performance (Raver & Gelfand, 2005) and millions of dollars paid toward EEOC settlements and litigation (EEOC, 2011). Federal case law (e.g., Faragher v. City of Boca Raton) suggests that providing sexual harassment training is an important component to an organization's legal defense for the occurrence of sexual harassment (Ganzel, 1998) and researchers have also recommended sexual harassment training as a prevention activity (McCann, 2005). As such, many organizations offer sexual harassment training to employees.

The results of this dissertation offer several practical implications for organizations that offer sexual harassment training to employees. First, the results suggest that the current method of legally framed, lecture style sexual harassment training does lead to negative outcomes for certain employees whose identities are threatened during the training. This is a troublesome

finding for organizations because the very training they offer to prevent sexual harassment and liability for sexual harassment may actually encourage attitudes and intentions that make the occurrence of sexual harassment more likely. The most troubling outcomes are the increases in backlash attitudes toward the training session, increases in intentions to avoid potential victims, and increases in intentions to engage in future sex-based interactions. Due to a contention for how sex-based interactions are framed, employees who experience identity threats during sexual harassment training will be motivated to rebel against the message of training by derogating the training and engaging in even more sex-based interactions in order to promote a positive framing of those activities. Because sex-based interactions are ambiguous, these employees are running the risk of sexually harassing others when they increase their involvement in sex-based interactions. The identity-threatened employees will also form intentions to avoid those who are likely to accuse them of sexual harassment (i.e., potential victims). However, these avoidance intentions may only serve to socially ostracize vulnerable coworkers and could manifest in sex-based discrimination. The results of this dissertation suggest that merely administering sexual harassment training may not be enough to absolve organizations of liability for the occurrence of sexual harassment. For some employees, sexual harassment training may actually be motivating the perpetration of harassment and discrimination.

Second, the negative outcomes of identity threat reactions to sexual harassment training suggest the potential for a downward spiral of negative training effects due to typical requirements to repeat sexual harassment training in the future. In the sample studied, employees were required to complete sexual harassment training every three years. The results suggest that employees who experience identity threats in response to sexual harassment training have decreased motivation to attend sexual harassment training in the future. This finding combined

160

with the finding that backlash attitudes against sexual harassment training are sustained over time, suggest that there may be cyclical, negative effects of sexual harassment training as training is repeated. After employees first experience identity threat during sexual harassment training, they will be less motivated to attend future sexual harassment training sessions and they will harbor negative attitudes about sexual harassment training weeks after the training was administered. While the current study did not assess the negative effects of identity threat reactions to sexual harassment training beyond two weeks after the training session, the results do indicate that the negative effects may pose issues for future training sessions. If organizations repeatedly offer sexual harassment training sessions that threaten employee identities, a downward spiral of negative training effects may result.

Third, there are potential benefits of pre-training perceptions of sex-based interactional disruption for some employees. Many employees who perceived that sexual harassment training would disrupt sex-based interactions did not experience identity threat during sexual harassment training. In fact some employees may have even experienced identity affirmation when they believed the training would be effective at disrupting sex-based interactions in the workplace. This suggests that some employees desire the administration of sexual harassment training and hope that this training will reduce sex-based workplace interactions. The identity affirmation reactions to sexual harassment training are associated with positive training outcomes such as increased motivation to attend training in the future, increased intentions to share policy knowledge with others, decreased backlash attitudes, and decreased intentions to engage in sex-based interactions in the future. Organizations could capitalize on identity affirmation to make training programs more effective. The challenge of course is that only some employees feel affirmed and valued in response to current sexual harassment training methods, while others

161

react with identity threat. The more we can increase identity affirmation and reduce identity threat for all employees during sexual harassment training, the more beneficial training programs will be. More research is needed to provide specific course of action to organizations so that they may improve the effectiveness of sexual harassment training programs.

Research Implications

In addition to the practical implications of this dissertation, there are several implications for research on sexual harassment training and related research areas. First, this dissertation represents the first integration of identity theory with training research. The current research on training has taken an event-based view suggesting that training effectiveness is dependent on pre-training factors, training design, and post-training factors (Salas & Cannon-Bowers, 2001). While this view of training provides structure to the combination of factors that influence training outcomes, there has been a lack of attention on the psychosocial experience of trainees. In fact, reactions to training have been discussed by current training research as the least important training outcome because they typically do not predict learning (Alliger & Janak, 1989; Noe & Schmitt, 1986; Dixon, 1990).

While psychosocial factors have generally not been the focus of general training research, one individual psychological factor, motivation, has had prominence in training research. Previous research has shown that motivation is a key predictor of training effectiveness (Colquitt et al. 2000). Yet, identity has not been explored as a source of motivation in training until this dissertation. Individuals are motivated to maintain a consistent and positive self-concept (Tajfel & Turner, 1985). This means that identities will affect individuals' values, beliefs, attitudes, and behaviors as these factors help construct an individual's overall self-concept (Ashforth et al. 2008).

The current dissertation has presented a theory that reconceptualizes training as an organizational sensegiving mechanism that not only instructs employees on what they should do, but also who they should be within the organization. This new theoretical perspective on training advances research and introduces new questions to be answered about training interventions. For instance, the sensegiving perspective on training suggests that identities can be either affirmed or threatened by training. This new insight leads to questions about which types of training will threaten identities and which types will affirm identities, whose identities are more likely to be affected by training, and what are the positive or negative effects of training that threatens or affirms employee identities. The current dissertation began to answer these questions as they relate to sexual harassment training, but the new theoretical perspective on training as a sensegiving mechanism has raised these questions for all forms of organizational training.

For instance, identity theory could be used to explain employee reactions to other forms of sensitive issue training, such as diversity training or ethics training. Depending on the type of training, different specific identities may be threatened or affirmed. Moral identity, religious-based identities, or perhaps even political-based identities may play a role in ethics training, while identities based on protected class status may be involved in diversity training. Identity theory may give insight to how organizational identities develop through new employee training programs or how leadership identities develop through leadership training programs. The consideration of identity theory can inform our general understanding of training and contribute to the development of new best practices in specific types of training.

The new theory of identity threat reactions to training developed for this dissertation also contributes to research by explaining past inconsistencies in the effectiveness of sexual harassment training. For instance, Perry and colleagues (1998) found that video-based sexual

harassment training was able to reduce the occurrence of inappropriate sexual behaviors, but did not have a long-term effect on attitude change. Social interactionism and identity theory may help to explain these mixed results. Identity is a social phenomenon whereby individuals enact who they are in social interactions and receive feedback regarding that enactment from other social participants (Goffman, 1959). It is possible that the video-based training was less threatening to employees because it was administered in private. A private training would be less threatening because the negative roles of harasser and victim are not assigned to trainees in a social setting, such that others could reinforce these role assignments in future social interactions. Based on the observed negative effects of identity threat reactions to lecture-based training, reduced identity threat reactions in response to a video-based training session would likely lead to more positive training outcomes.

Reduced identity threats due to private video-based training would also explain why there was no effect on attitudes after the training session. Video-based training may not have elicited a strong enough reaction to training to develop the type of attitudes observed in this dissertation. Based on the theory and results of this dissertation, it could be the case that video-based training has a positive effect on behaviors more so than lecture-based training because video-based training is more private and as such, less threatening to employees' identities. Additionally, the lack of an effect on attitudes may also be a result of a private, nonthreatening form of training.

In another study, Bingham and Scherer (2001) found that, in general, sexual harassment training increased knowledge about the legal aspects of sexual harassment and increased attitudes that sociosexual behavior in the workplace is inappropriate. This study also found that men who attended sexual harassment training were more likely to engage in victim blaming, less likely to report sexual harassment, and less likely to identify coercive sexual behavior as sexual

164

harassment (Bingham & Scherer, 2001). These results are similar to those observed in this dissertation, such that for many trainees, sexual harassment training produces positive results, but for some trainees (in the case of Bingham's and Scherer's 2001 study, male trainees) sexual harassment training produces negative results. It is difficult to determine why exactly men reacted so poorly in Bingham's and Scherer's (2001) study because the content and context of the training session in this study were not described in detail in the publication. However, it is quite possible that the training in this study threatened the identities of men more so than women, and consequently, men reacted more negatively to the training than women. While biological sex was not hypothesized as an antecedent to identity threat reactions to sexual harassment training in this dissertation, correlation results from Model 1 suggest that men experience more identity threat than women during the training session [$r = -.169, p < .05$]. However, there was no observed relationship between biological sex and pre-training identity threat in Models 2A and 2B [Model 2A: $r = -.120, NS$; Model 2B: $r = -.115, NS$]. These observed correlations may suggest that the content of sexual harassment training, rather than anticipation of the training, may negatively affect men more than women. Further theory development and empirical research is needed to fully explain why biological sex does not predict pre-training identity threat, but does predict post-training identity threat. Future studies on sexual harassment should measure identity threat reactions and fully describe the content and context of training sessions so that past inconsistencies in sexual harassment training research results can be more fully understood.

The current theory and results also contribute to the broader field of sexual harassment research. While past research has recommended training as a preventative measure for the occurrence of sexual harassment (McCann, 2005), the current study suggests that for some

employees, lecture-based sexual harassment training may actually motivate attitudes and behaviors that lead to sexual harassment. Results show that identity threat reactions to sexual harassment training are related to increased backlash attitudes towards the training session, decreased motivation to attend future training, increased intentions to avoid potential victims, decreased intentions to share policy knowledge, and increased intentions to engage in sex-based interactions. These negative outcomes undermine the prevention of sexual harassment in organizations, and propose a new and never before considered antecedent to sexual harassment in the workplace, sexual harassment training itself. The implications of this finding suggest that researchers should devote more scholarly effort toward understanding sexual harassment training effectiveness before making future recommendations for training as a form of sexual harassment prevention.

This dissertation also offers an initial test of the interactional framing theory of sexual harassment (Breaux-Soignet et al. 2014). This new theory of sexual harassment suggests that sexual harassment and all other forms of sex-based interactions in the workplace are socially complex, ambiguous, and longitudinal in nature. It also predicts that hostile work environments develop overtime due to positive framings of sex-based interactions as playful, which allow interactions to become more frequent and overtly sexual overtime. The current dissertation builds on the interactional framing theory of sexual harassment by suggesting that organizations frame sex-based interactions as negative activities, and this negative framing then threatens the identities of employees.

The results of this dissertation support that sex-based interactions are ambiguous by showing that a new, negative sexual harassment frame introduced by sexual harassment training disrupts sex-based interactions and leads to identity threat reactions under certain conditions. The

166

positive link between perceptions of disruption and identity threat reactions to sexual harassment training was only uncovered by analyzing a moderated mediated model including variables across three time periods. This reveals the longitudinal and complex nature of sex-based interactions and how they contribute to identity threat reactions to sexual harassment training. The results also suggest that those threatened by sexual harassment training are motivated to reestablish a positive frame around sex-based interactions by intending to participate in these interaction in the future. All of these findings provide evidence that interactional framing is at work during sex-based interactions and that disrupting positive framings with a sexual harassment frame serves to strengthen social participants' promotion of those positive frames. This dissertation's theoretical extension and initial empirical support of the interactional framing theory of sexual harassment provides a basis for further applications of this new theory to future research on sexual harassment.

Finally, this dissertation also developed several new measures of cognitive-based based identity threat. Previous measures of identity threat have been based in the affective experience of identity threat (Henderson & O'Leary-Kelly, 2012) or on specific interpersonal events (e.g., "Swore at you", "Looked at you in a negative way"; Aquino & Douglas, 2003). The current measures of identity threat developed for this dissertation were based on Petriglieri's (2011) theory on identity threat and Stryker & Serpe's (1982) theory on identity commitment. Using the previous theoretical developments of these researchers, four new measures of identity threat were developed: threat to meaning, threat to value, threat to enactment, and threat to commitment. The items developed are cognitive-based and represent assessments of the state of different aspects of identity. In the current study, threat to identity value was the most promising measure of identity threat, but all of four newly developed measures were reliable. Additional

theory is also needed to determine which types of identity threat are relevant to which organizational events or situations.

Future research can utilize these measures to further investigate the development of and effects of identity threat reactions to organizational events.

Limitations & Directions for Future Research

There were several limitations of the current dissertation. However, these limitations provide directions for future research. First, it is still unclear the exact nature of identity threat development throughout the sexual harassment training process. The main antecedent variable, perceptions of sex-based interactional disruption, did not relate to identity threat as predicted. After reviewing the measurement device and pattern of results, it is possible that the measure suffers from construct contamination. Sex-based interactional disruption may be contaminated by perceptions of a need for sexual harassment training, a desire for sexual harassment training, and/or a belief that training will be effective. The complexity of how identity threats develop throughout the training process may be simplified after decontaminating the interactional disruption measure. Future research should examine the measurement of this construct and parse out any contaminating constructs. Developing a better measure of sex-based interactional disruption would help illuminate the nature of this construct and how it relates to identity threat reactions to sexual harassment training.

A second limitation of this dissertation is the lack of specific training manipulations that reduce identity threat reactions. Because of the sparse prior research on sexual harassment training and the new theoretical integration of identity theory with training research, it was necessary to first establish that identity threat occurs during sexual harassment training and examine the development of identity threat before training sessions could be effectively

168

manipulated. Now that a basic theory of identity threat reactions to sexual harassment training has been established and an initial model of the antecedents and consequences of identity threat has been tested, future research can build off this dissertation and examine how to change training to circumvent the negative effects of identity threat.

Based on the theory developed in this dissertation, one way to reduce identity threat reactions to sexual harassment training might be to present trainees with positive identities, rather than negative ones. Instead of focusing on the legal framing of sexual harassment and the negative roles of harasser and victim, training sessions could take on a bystander focus and provide trainees with the positive roles of "hero" or "social support provider". The same information could be given, but from a different, more positive frame. The focus on positive social roles would likely be less threatening to employees than a focus on negative roles. Another strategy may be to capitalize on the effects of identity threat. Petriglieri (2011) suggests that individuals are more likely to change their identities if threats are frequent and intense. It is possible that if we gave sexual harassment training more frequently and followed up with booster sessions, then the organization's framing of sex-based interactions would eventually prevail and employees would restructure their identities to abide by this frame and avoid future identity threats. Perhaps organizations are not offering sexual harassment training frequently enough to gain possible identity threat benefits. More research is needed to examine these and other training manipulations so that best practices in sexual harassment training can be developed.

CHAPTER 7: CONCLUSION

This dissertation developed theory to explain negative employee reactions to sexual harassment training. By integrating social interactionism, identity theory, and current research on sexual harassment and training, this dissertation proposed that employee perceptions that sexual harassment training will disrupt future sex-based interactions are the catalyst for identity threat reactions to sexual harassment training and in turn negative training outcomes. Results suggested that identity threat does indeed occur in reaction to sexual harassment training and predicts increases in backlash attitudes against the training session. Through the mediating effect of backlash attitudes, identity threat indirectly predicts increases in intentions to avoid potential victims and intensions to engage in future sex-based interactions. Additionally, identity threat also indirectly predicts decreases in intentions to share sexual harassment policy knowledge with others and motivation to attend future sexual harassment training sessions. Identity threat reactions to sexual harassment training undermine the sole purpose of the training and actually encourage intentions and attitudes that may lead to more sexual harassment in the future.

Results were less clear about the development of identity threat throughout the training process. In general, perceptions of sex-based interactional disruptions were negatively related to identity threat reactions to sexual harassment training. A moderated mediated analysis showed that only when employees engage in frequent sex-based interactions with equal status coworkers, not supervisors, and when those employees do not centralize their biological sex identities, then sex-based interactional disruptions are positively related to identity threat reactions to sexual harassment training. More research is needed to further investigate how identity threat develops and how organizations can best intervene to circumvent the negative effects of identity threat reactions to sexual harassment training.

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FIGURE 1

Theoretical Model of Identity Threat Reactions to Sexual Harassment Training
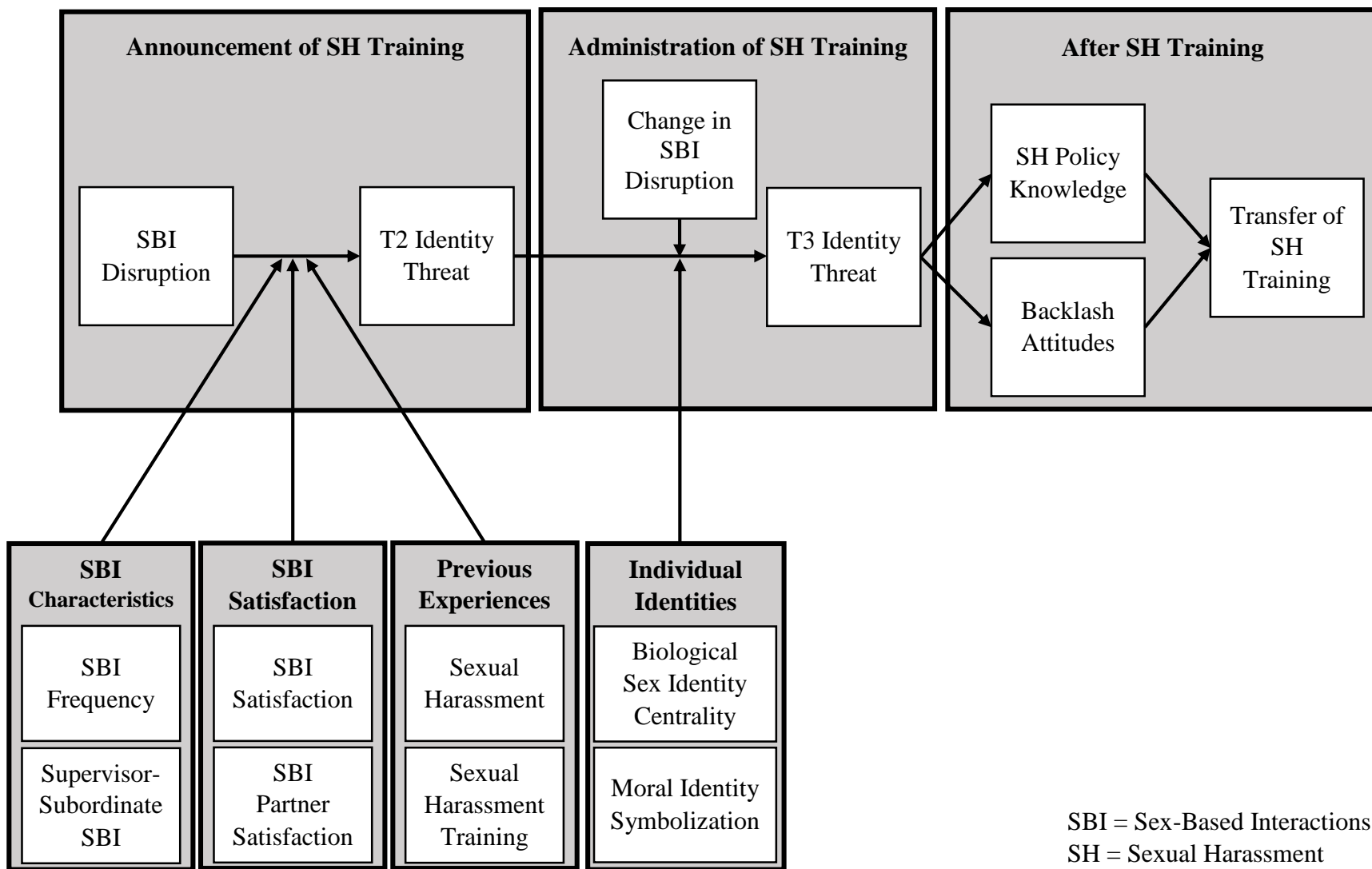
FIGURE 2

Model 1: A Mediation Model of the Effect of Identity Threat Reactions to Sexual Harassment Training on Training Outcomes
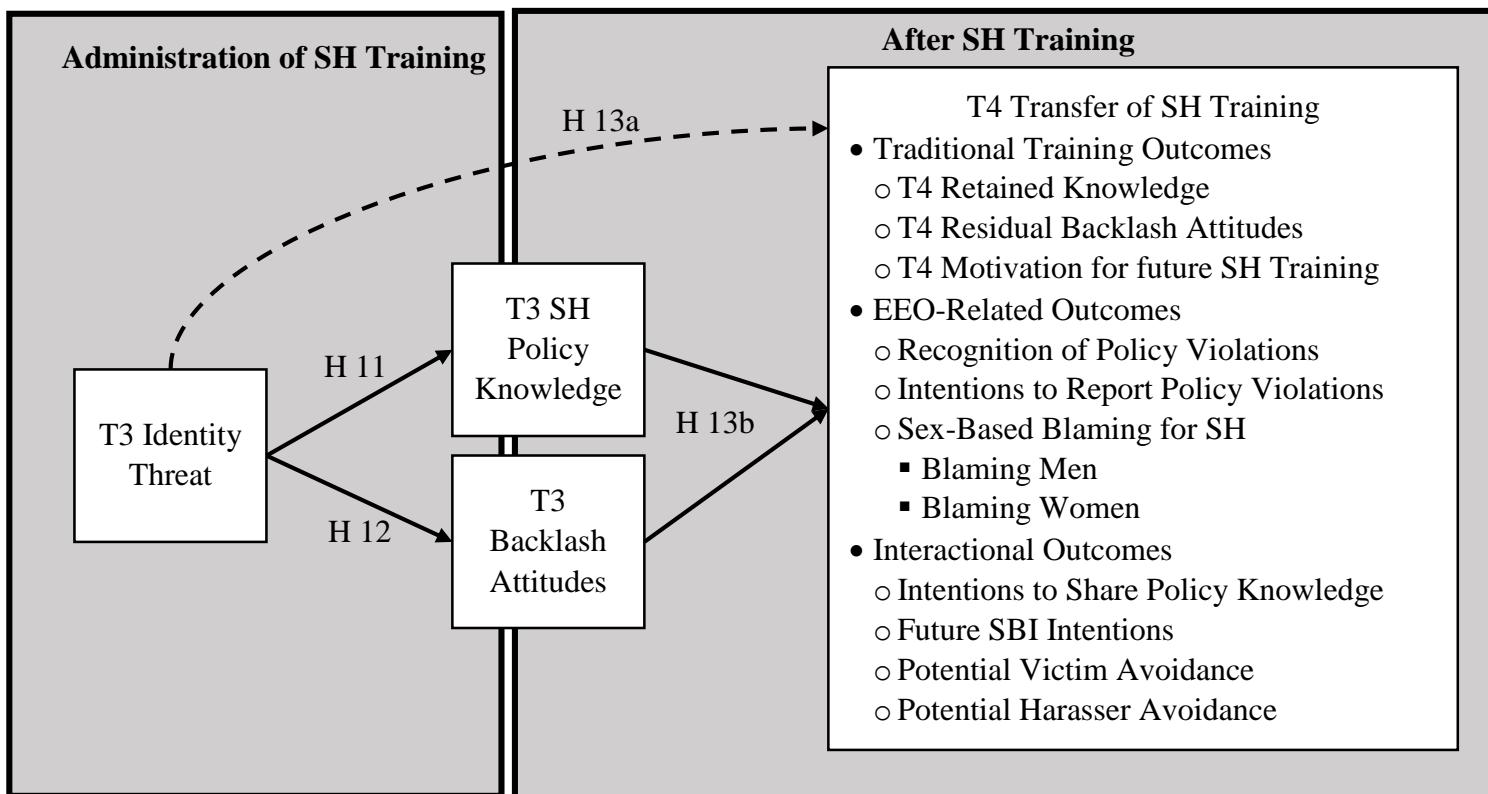
FIGURE 3

Model 2A: The Moderating Effects of Sex-Based Interaction Characteristics on the Relationship between Sex-Based Interactional Disruption and Initial Identity Threat Reactions to Sexual Harassment Training
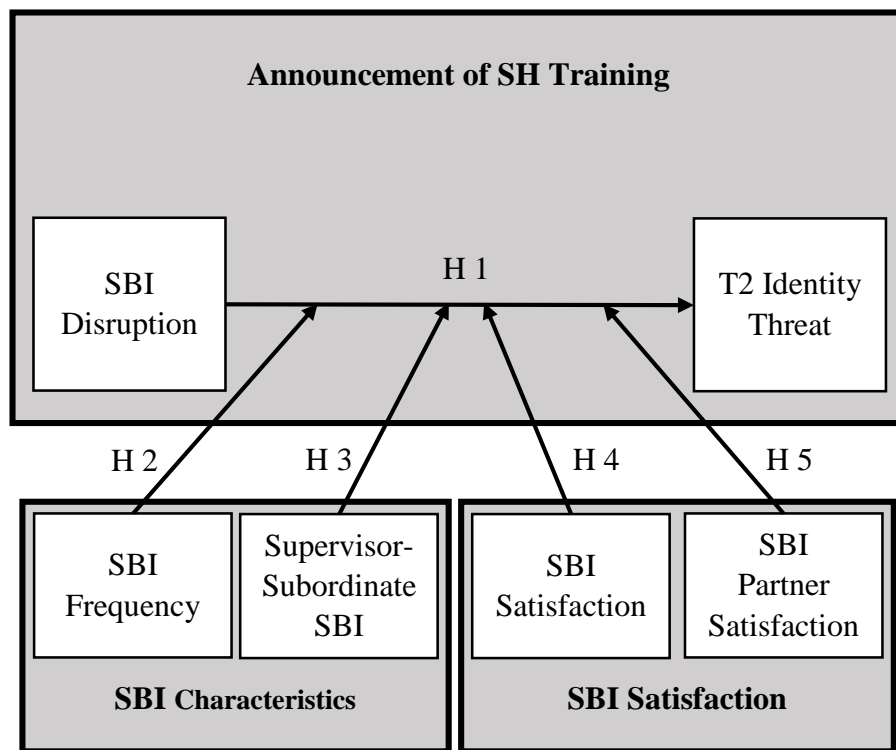
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 4

Model 2B: The Moderating Effects of Previous Experiences on the Relationship between Sex-Based Interactional Disruption and Initial Identity Threat Reactions to Sexual Harassment Training
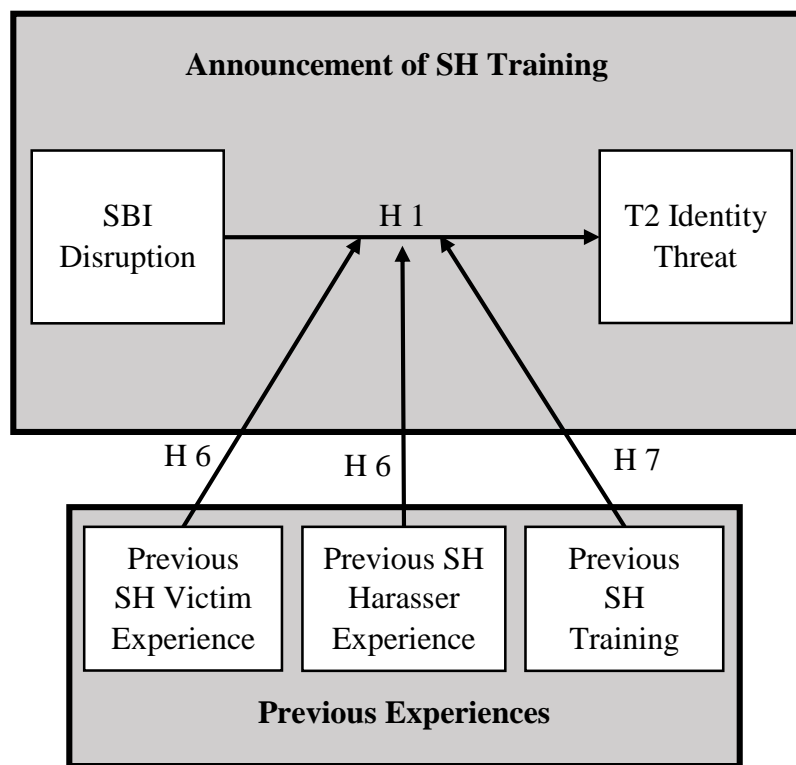
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 5

Model 3A: The Moderating Effects of the Change in Sex-Based interactional Disruption and Biological Sex Identity Centrality on the relationship between Initial Identity Threat Reactions and Post-Training Identity Threat Reactions to Sexual Harassment Training
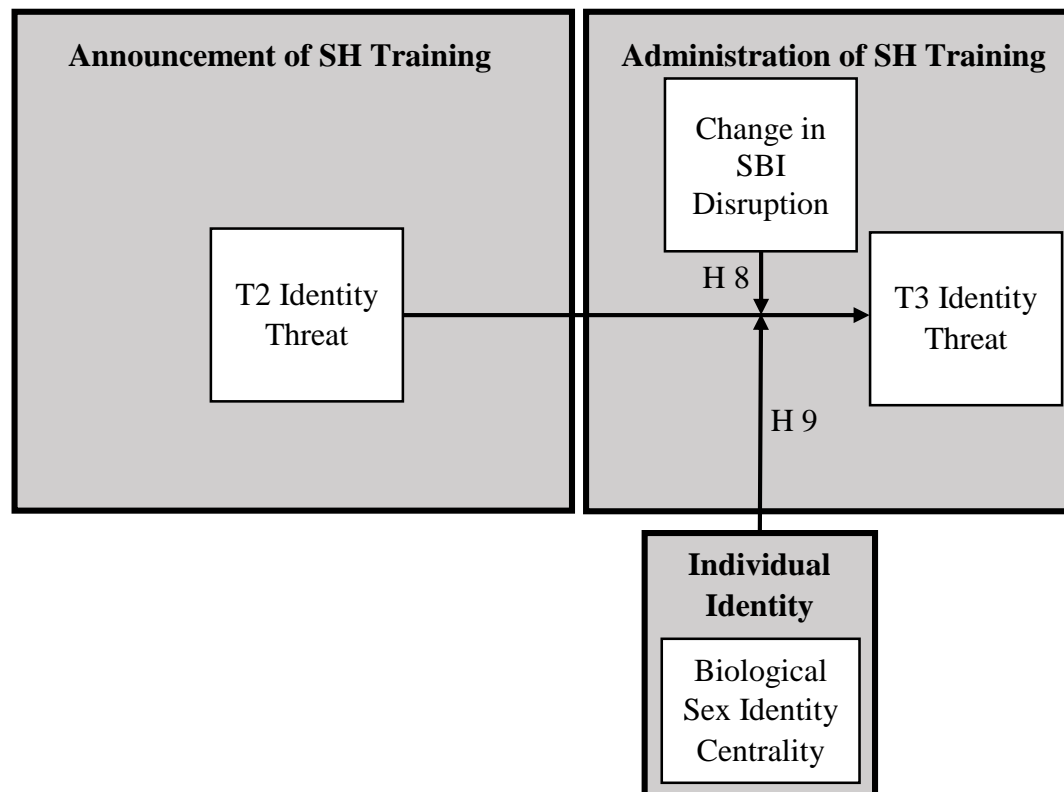
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 6

Model 3B: The Moderating Effects of the Change in Sex-Based interactional Disruption and Moral Identity Symbolization on the relationship between Initial Identity Threat Reactions and Post-Training Identity Threat Reactions to Sexual Harassment Training
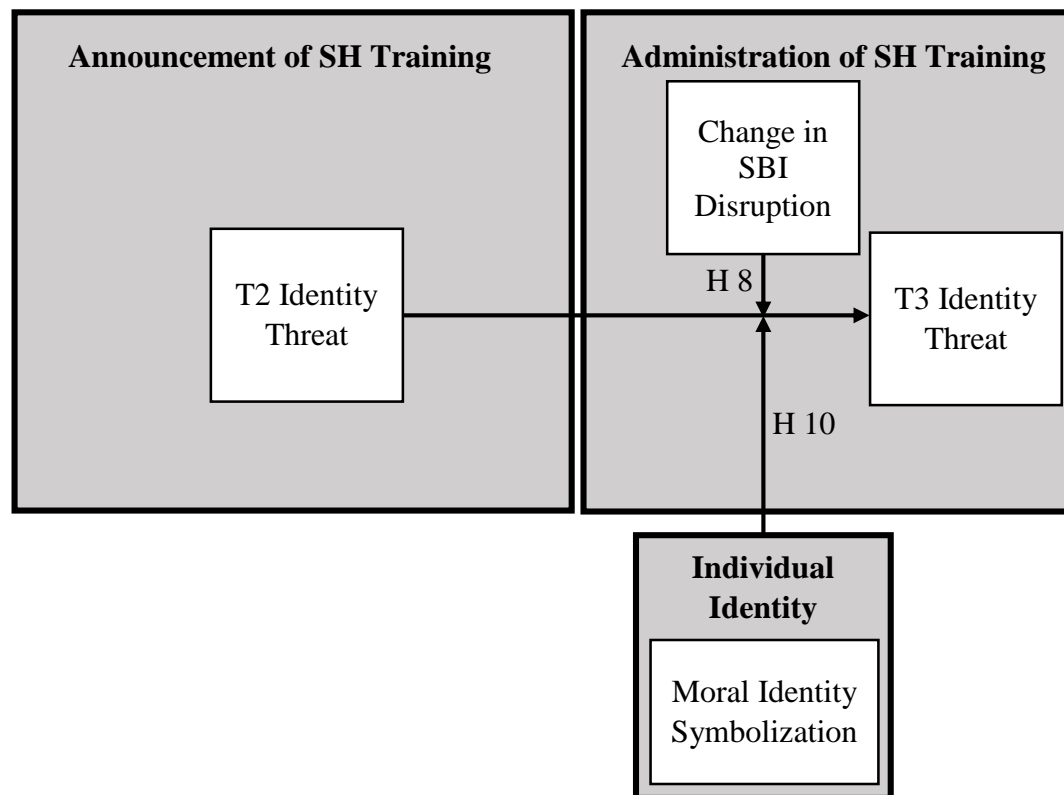
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 7

Model 4A: A Moderated Mediation Model of the Development of Identity Threat Reactions to Sexual Harassment Training
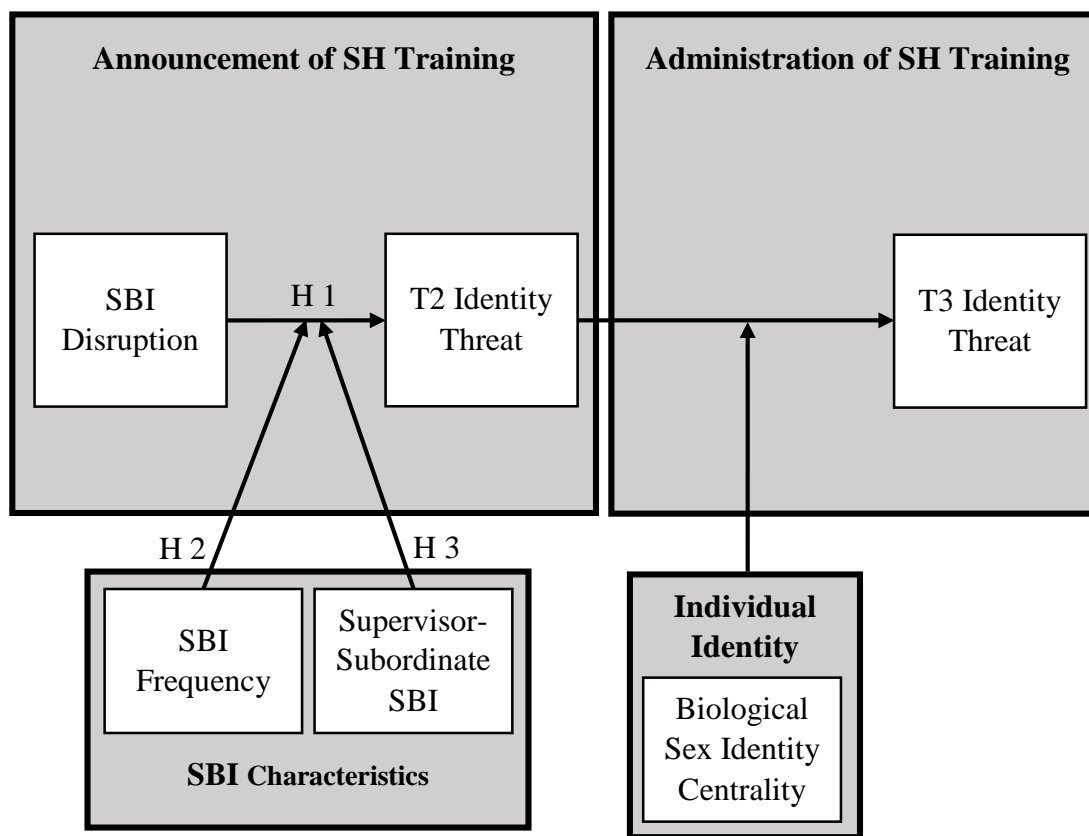
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 8

Model 4B: A Moderated Mediation Model of the Development of Identity Threat Reactions to Sexual Harassment Training
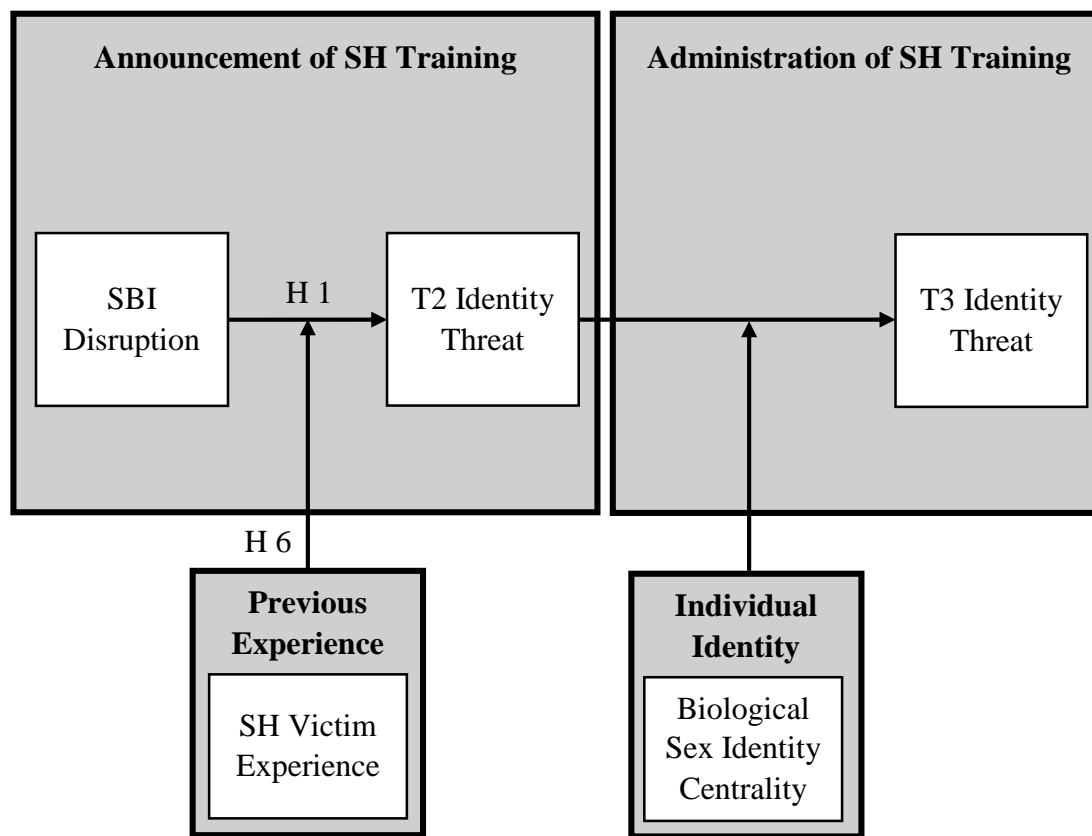
SBI = Sex-Based Interactions
SH = Sexual Harassment
H# = Hypothesis #

FIGURE 9

Model 2A: The Moderating Effect of Sex-Based Interaction Frequency on the Relationship between Sex-Based Interactional Disruption and Initial Identity Threat
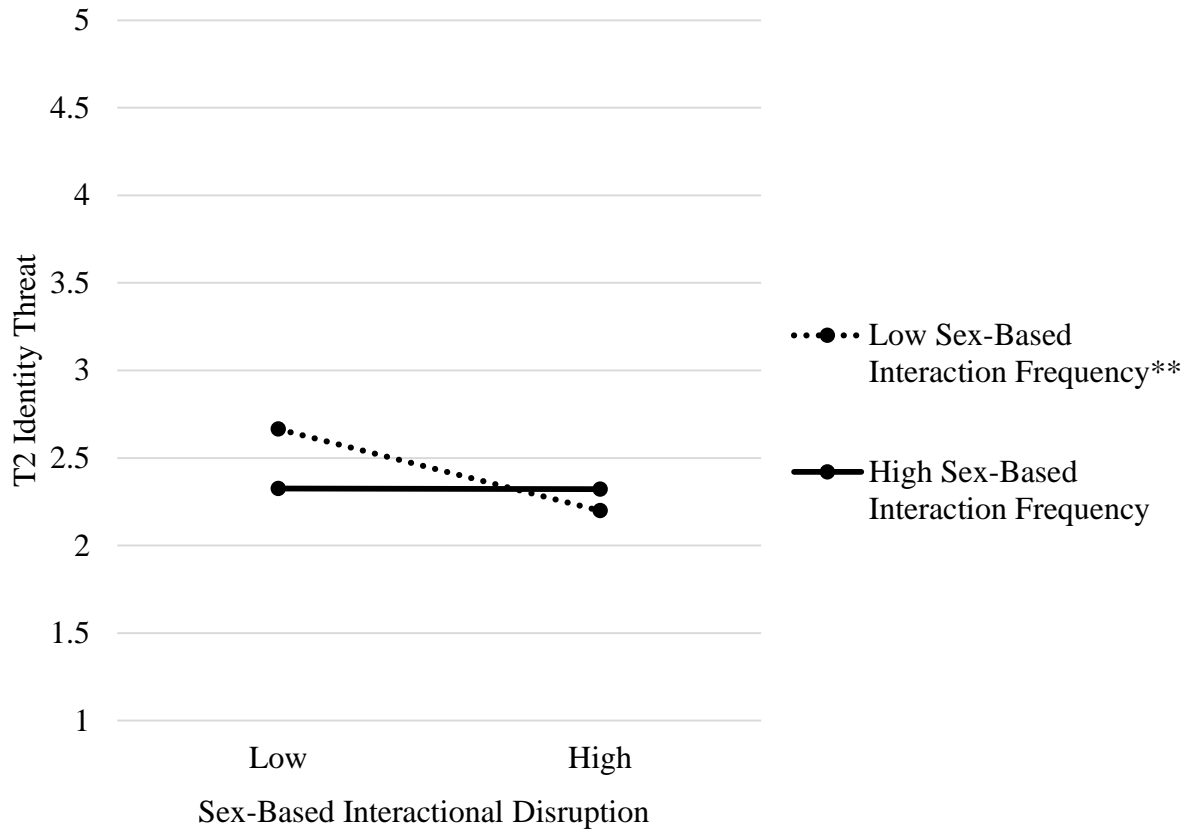
* p < .05; ** p < .01; *** p < .001 for simple slope test

FIGURE 10

Model 2A: The Moderating Effect of Supervisor-Subordinate Sex-Based Interactions on the Relationship between Sex-Based Interactional Disruption and Initial Identity Threat
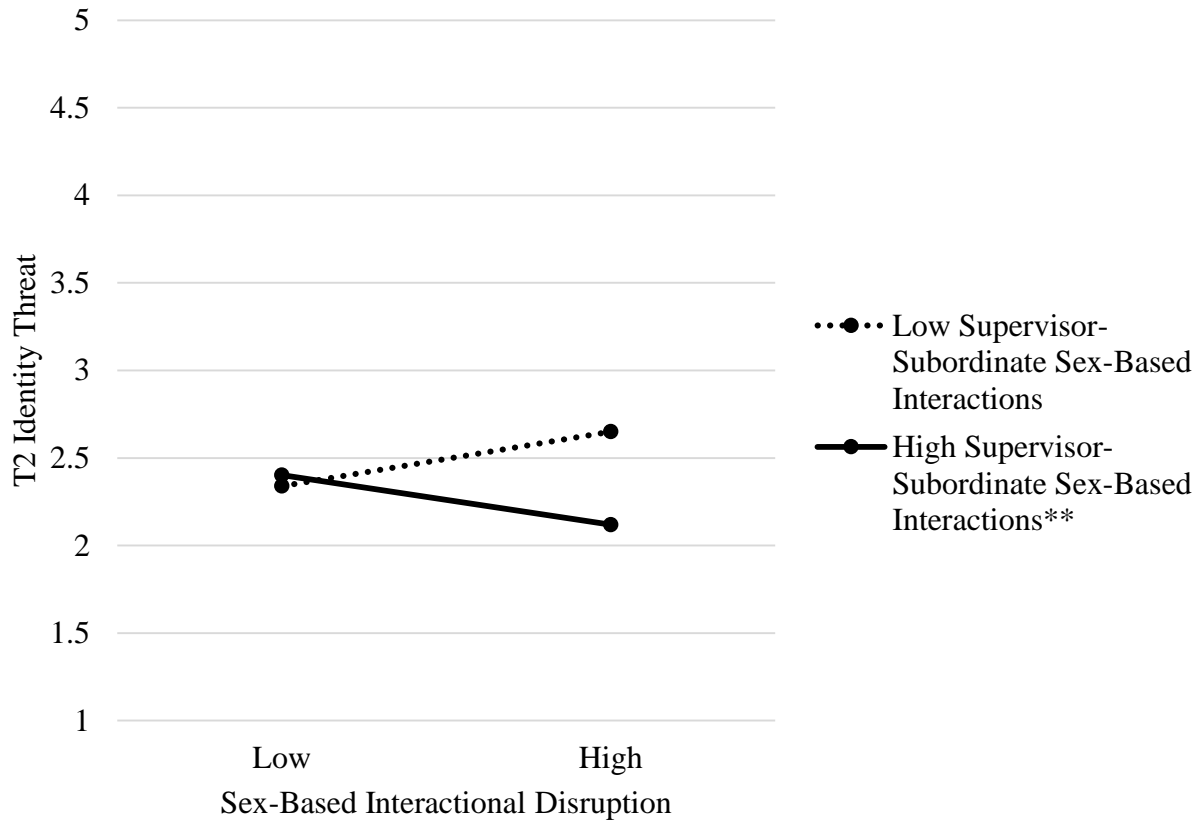
* p < .05; ** p < .01; *** p < .001 for simple slope test

FIGURE 11

Model 2B: The Moderating Effect of Previous Sexual Harassment Victim Experience on the Relationship between Sex-Based Interactional Disruption and Identity Threat
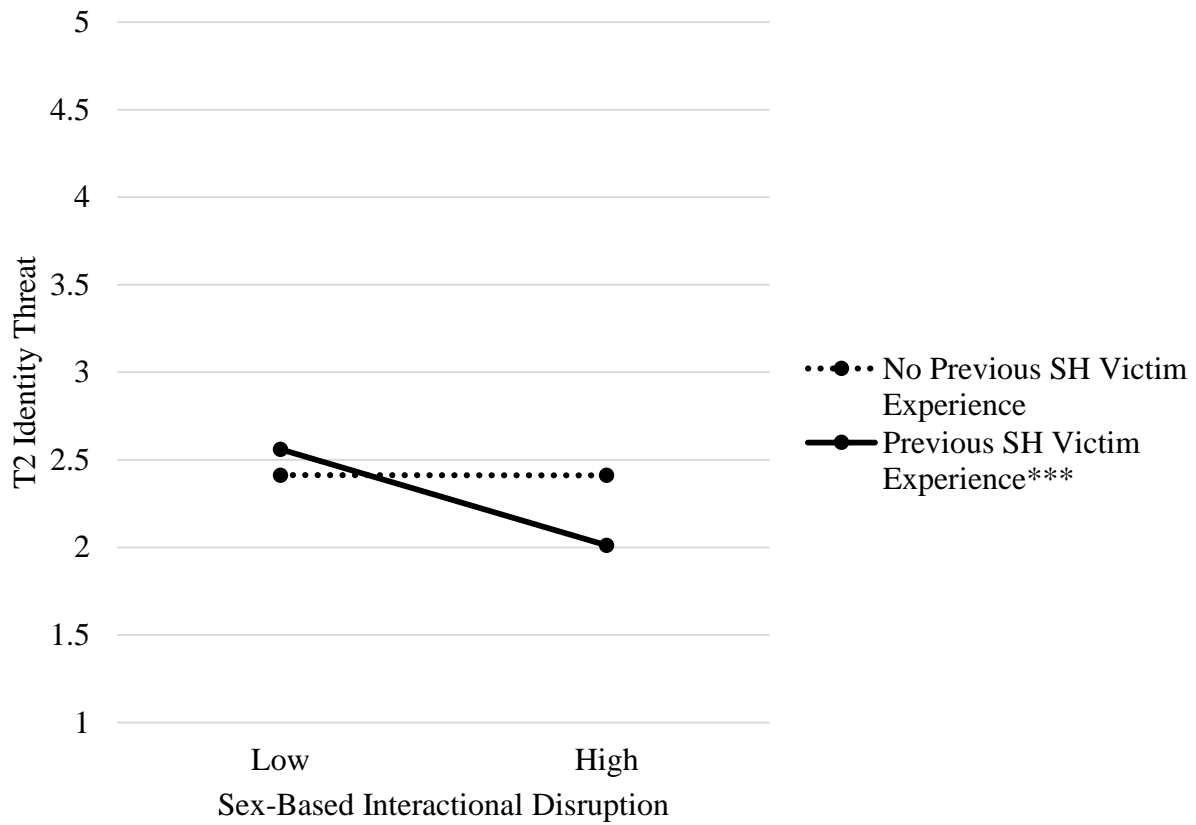
* p < .05; ** p < .01; *** p < .001 for simple slope test

FIGURE 12

Model 3A: The Moderating Effect of Biological Sex Identity Centrality on the Relationship between Pre-training Identity Threat and Post-Training Identity Threat
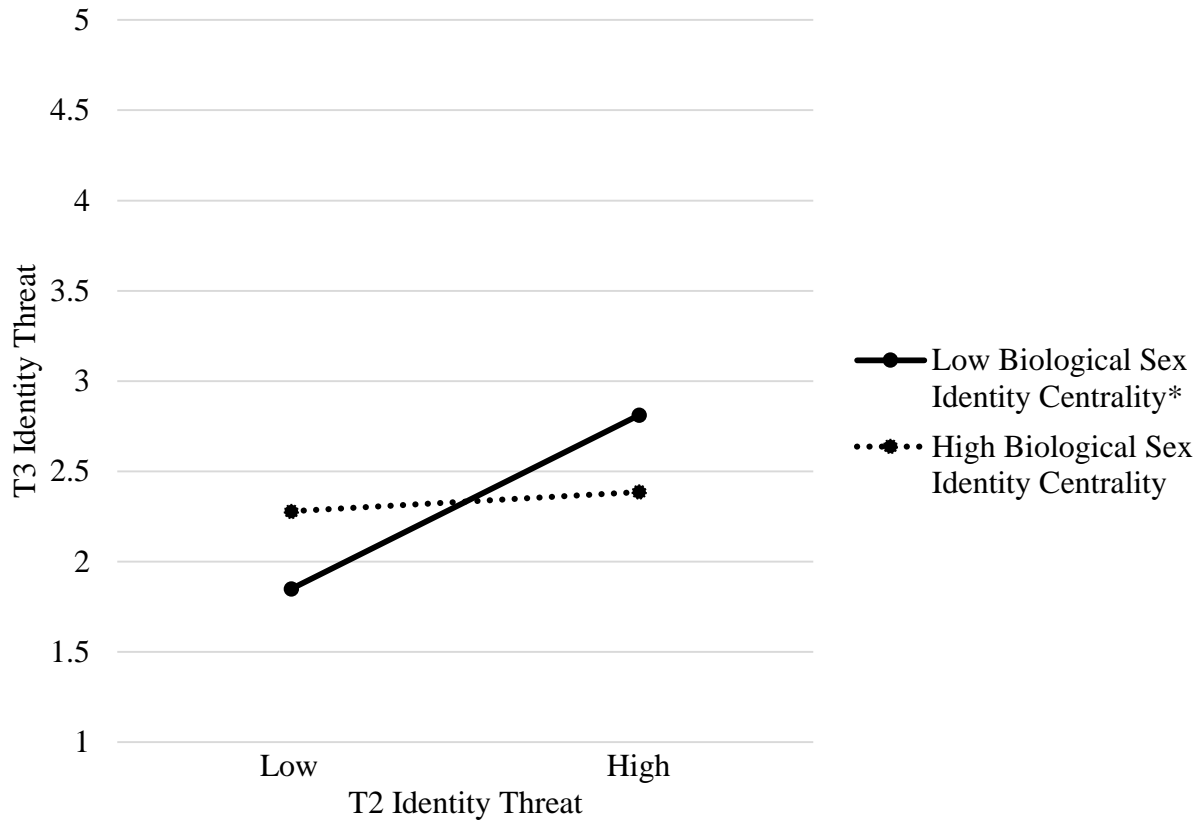
* p < .05; ** p < .01; *** p < .001 for simple slope test

FIGURE 13

Model 3B: Three-Dimensional Plots of the Effect of the Change in Sex-Based Interactional (SBI) Disruption on Post-Training Identity Threat for Different Categories of Initial Identity Threat and Moral Identity Symbolization

Low T2 Identity Threat
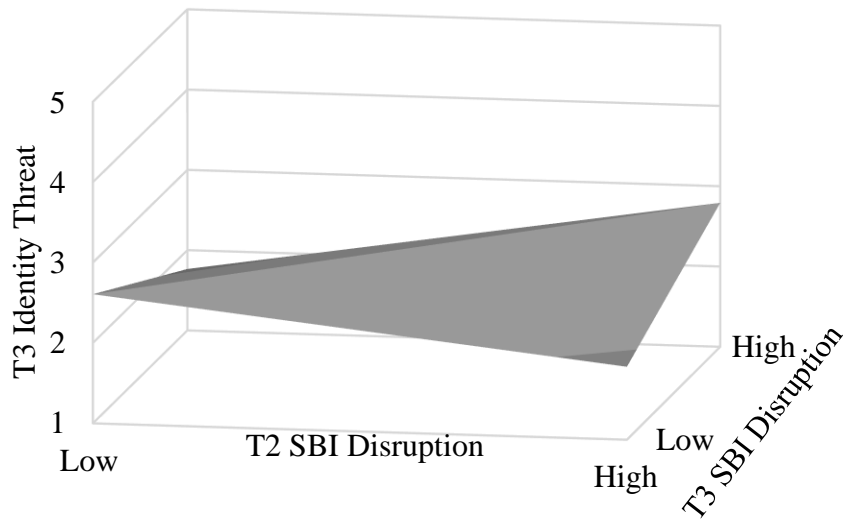
Low Moral Identity Symbolization

High Moral Identity Symbolization
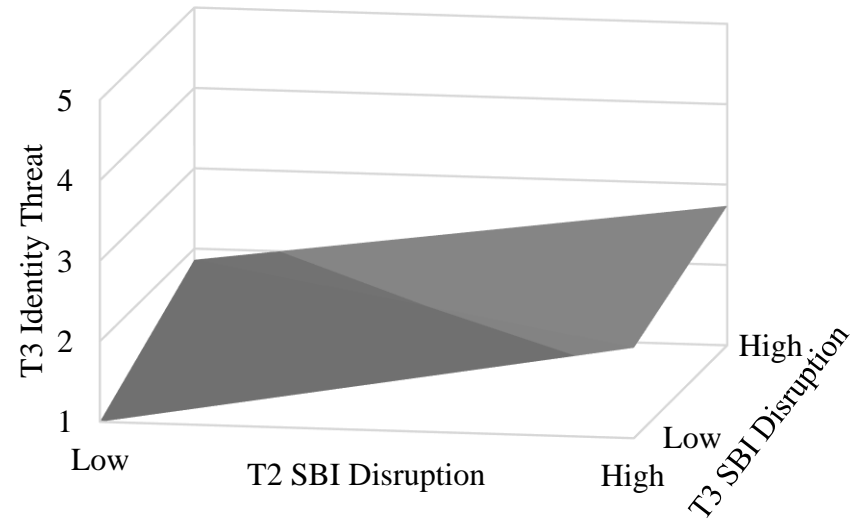
FIGURE 13 (Cont.)

Model 3B: Three-Dimensional Plots of the Effect of the Change in Sex-Based Interactional (SBI) Disruption on Post-Training Identity Threat for Different Categories of Initial Identity Threat and Moral Identity Symbolization

High T2 Identity Threat

Low Moral Identity Symbolization
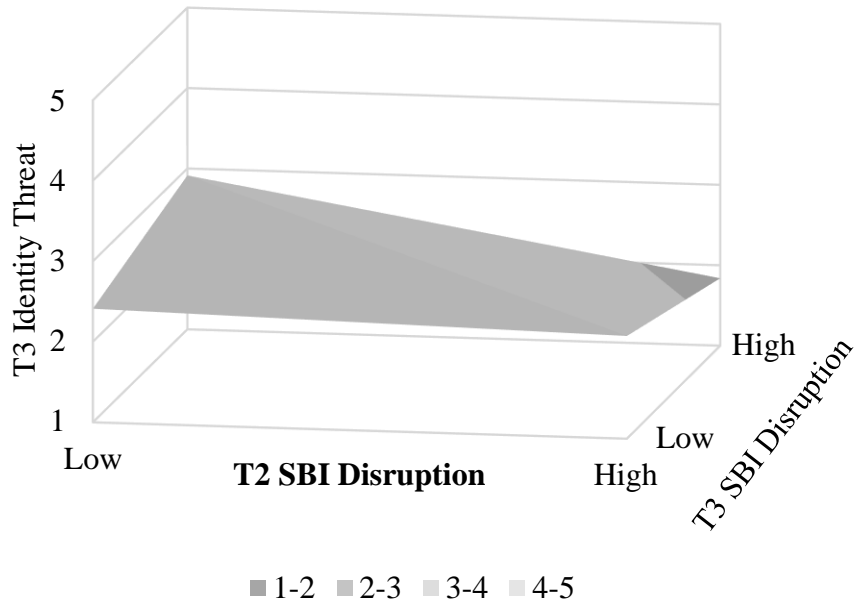
High Moral Identity Symbolization
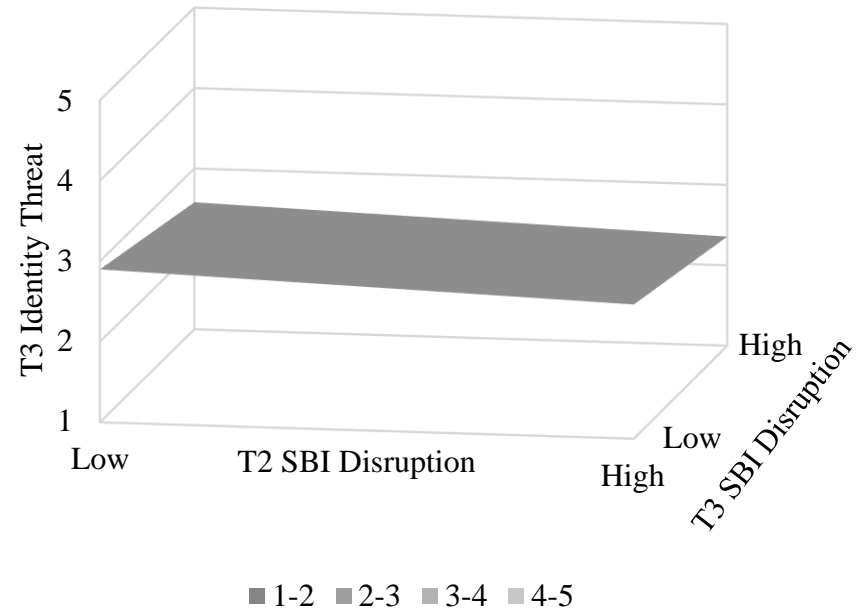
FIGURE 14

Model 3B: The Moderating Effect of Moral Identity Symbolization on the Relationship between Initial Identity Threat and Post-Training Identity Threat for Different Categories of Change in Sex-Based Interactional Disruption
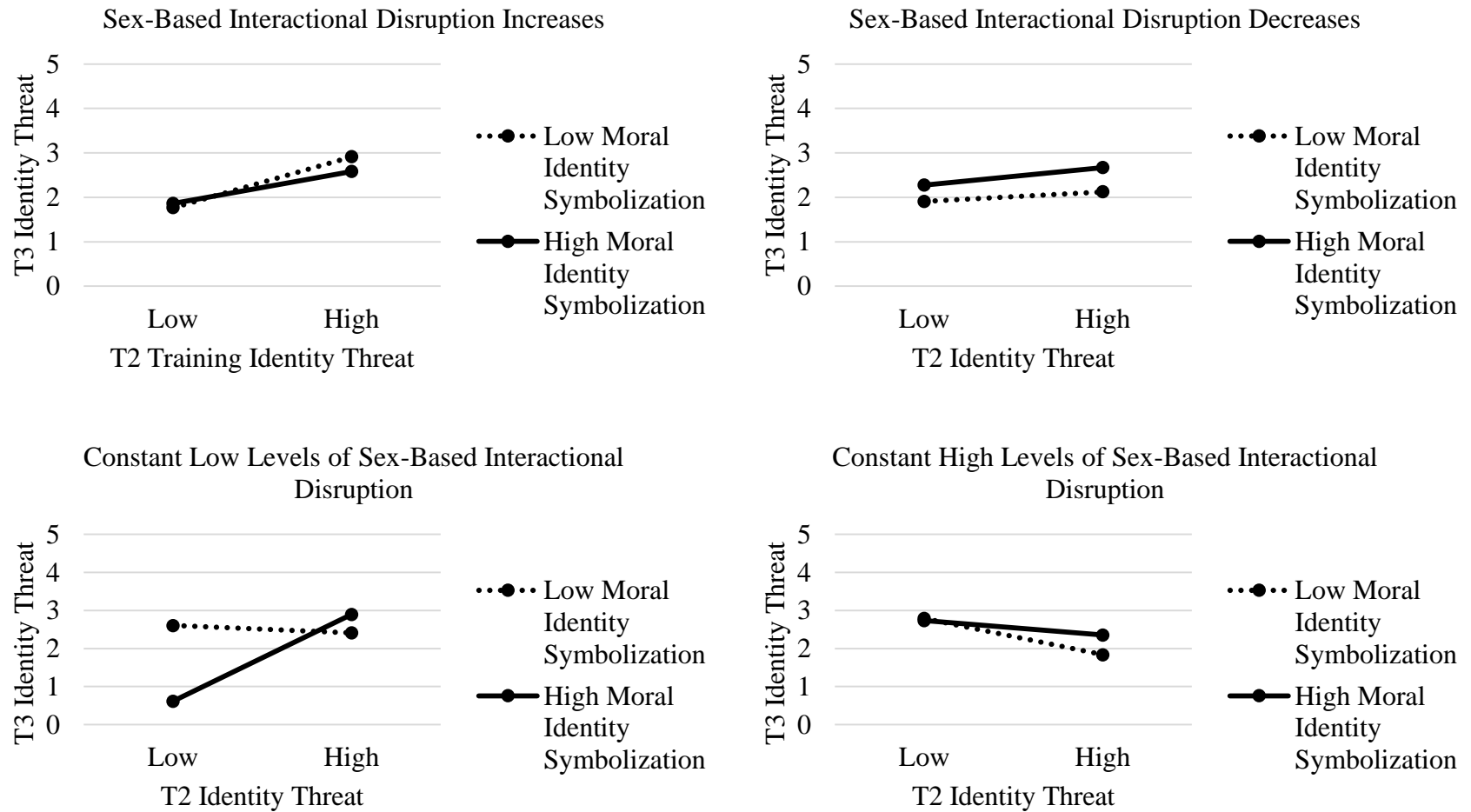
FIGURE 15

Model 2A: The Moderating Effect of Sex-Based Interaction Satisfaction (5-Item Measure) on the Relationship between Sex-Based Interactional Disruption (4-Item Measure) and Initial Identity Threat
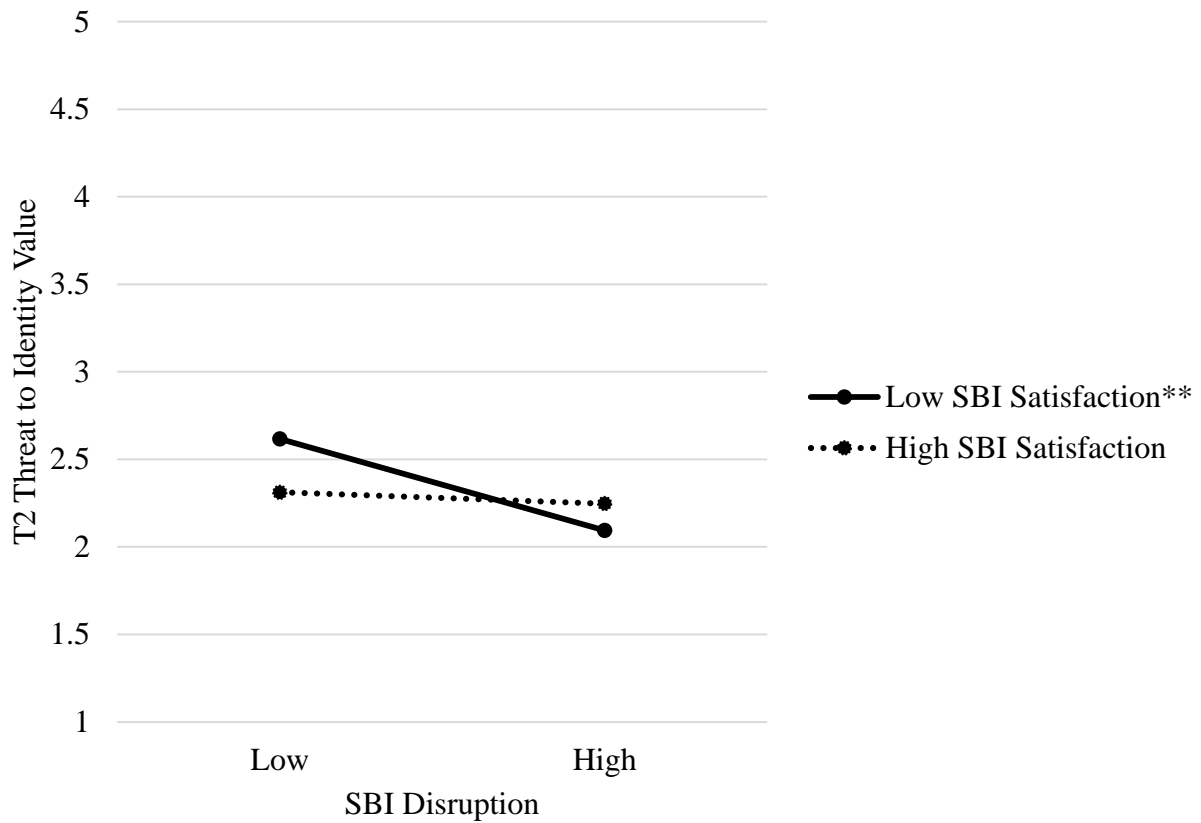
* p < .05; ** p < .01; *** p < .001 for simple slope test

TABLE 1

Summary of Hypotheses

Table 1

	Summary of Hypotheses
Hypothesis 1	Perceptions of future sex-based interactional disruption will be positively related to the intensity of employees' identity threat reactions to the announcement of sexual harassment training.
Hypothesis 2	The frequency of sex-based workplace interactions will moderate the relationship between perceptions of future sex-based interactional disruption and identity threat intensity at the announcement of sexual harassment training such that when sex-based workplace interactions are more frequent identity threats will be more intense.
Hypothesis 3	The extent to which supervisors and subordinates are involved in sex-based workplace interactions with each other will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that as the extent to which sex-based interactions occur among supervisors and subordinates increases identity threats will be more intense.
Hypothesis 4	Employees' initial satisfaction with sex-based workplace interactions will moderate the relationship between perceptions of interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that when initial interactional satisfaction is high, identity threats will be more intense.
Hypothesis 5	Employees' initial satisfaction with sex-based interactional partners will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that when satisfaction with interactional partners is high, identity threats will be more intense.
Hypothesis 6	Previous experience with sexual harassment will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that those with previous sexual harassment experience will have more intense identity threats.
Hypothesis 7	Previous experience with sexual harassment training will moderate the relationship between perceptions of future interactional disruptions and identity threat intensity at the announcement of sexual harassment training, such that those who have had previous sexual harassment training will experience more intense identity threats.

200

TABLE 1 (Cont.)

Summary of Hypotheses

Table 1 (Cont.)

	Summary of Hypotheses
Hypothesis 8	The change in perceptions of future interactional disruption will moderate the relationship between identity threat intensity at the announcement of sexual harassment training and identity threat intensity during the administration of sexual harassment training, such that when perceptions of future interactional disruption decrease, the relationship between the two time periods of identity threat will be negative, but when perceptions of future interactional disruption increase, the relationship between the two time periods of identity threat will be positive.
Hypothesis 9	There will be a three-way interaction between initial identity threat intensity at the announcement of sexual harassment training, changes in perceptions of future sex-based interactional disruption, and biological sex identity centrality such that the two-way interaction between initial identity threat intensity at the announcement of sexual harassment training and changes in perceptions of future sex-based interactional disruption will be of greater magnitude when biological sex identities are more central.
Hypothesis 10	There will be a three-way interaction between initial identity threat intensity at the announcement of sexual harassment training, changes in perceptions of future sex-based interactional disruption, and symbolized moral identity centrality such that the two-way interaction between initial identity threat intensity at the announcement of sexual harassment training and changes in perceptions of future sex-based interactional disruption will be of greater magnitude when symbolized moral identities are more central.
Hypothesis 11	The intensity of identity threats during sexual harassment training will be negatively related to sexual harassment policy knowledge.
Hypothesis 12	The intensity of identity threats during sexual harassment training will be positively related to backlash attitudes towards sexual harassment training.
Hypothesis 13	(a) The intensity of identity threats during sexual harassment training will be negatively related to transfer and (b) this effect will be mediated through decreased sexual harassment policy knowledge and increased backlash attitudes.

TABLE 2

Pretest 2: Means, Standard Deviations, and Cronbach's Alphas

Table 2

Pretest 2: Means, Standard Deviations, and Cronbach's Alphas			
Variable	Mean	SD	α
Threat to Identity Meaning	2.43	.63	.76
Threat to Identity Value	2.42	.71	.88
Threat to Identity Enactment	2.64	.68	.73
Threat to Identity Commitment	2.47	.64	.83
Affect-Based Identity Threat	2.62	.83	.84
SBI Disruption	3.49	.45	.77
Backlash Attitudes	2.46	.46	.79
Motivation for Future Training	3.25	.82	.88
Blame for Men	1.88	.80	.89
Blame for Women	1.84	.70	.78
Intentions to Share Knowledge	3.76	.65	.93
3-Item Potential Harasser Avoidance	-	-	.66
3-Item Potential Victim Avoidance	-	-	.46
2-Item Potential Harasser Avoidance	3.26	.97	.82
2-Item Potential Victim Avoidance	2.80	.92	.88

SBI = Sex-Based Interaction
N = 39

TABLE 3

Pretest 3: Means, Standard Deviations, and Cronbach's Alphas

Table 3

Pretest 3: Means, Standard Deviations, and Cronbach's Alphas			
Variable	Mean	SD	α
Biological Sex Identity Centrality	3.34	.74	.87
SBI Frequency	2.96	.67	.85
Supervisor-Subordinate SBI	2.09	.53	.79
SBI Satisfaction	2.82	.64	.84
15-Item SBI Partner Satisfaction	-	-	.205
10-Item SBI Partner Satisfaction	2.11	.44	.723

SBI = Sex-Based Interaction
N = 15

TABLE 4

Summary of Analytical Models

Table 4

Summary of Analytical Models

Model	Independent Variable	Dependent Variable	Mediator(s)	Moderator(s)	Hypotheses Tested	Analysis
Model 1	T3 Identity Threat	T4 Transfer • Traditional Training Outcomes 　o T4 Knowledge 　o T4 Backlash Attitudes 　o T4 Motivation for Future Training • EEO-Related Outcomes 　o T4 Recognition of Policy Violations 　o T4 Intentions to Report Policy Violations 　o T4 Sex-Based Blaming 　　▪ Blaming Men 　　▪ Blaming Women • Interactional Outcomes 　o T4 Future SBI Intentions 　o T4 Knowledge Sharing 　o T4 Avoidance of Potential Victims 　o T4 Avoidance of Potential Harassers	T3 Knowledge T3 Backlash Attitudes	None	11, 12, 13a, 13b	Process Analysis Template Model # 4

SBI = Sex-Based Interaction; SH = Sexual Harassment; T# = Time #

TABLE 4 (Cont.)

Summary of Analytical Models

Table 4 (Cont.)

Summary of Analytical Models

Model	Independent Variable	Dependent Variable	Mediator(s)	Moderator(s)	Hypotheses Tested	Analysis
Model 2A	T2 SBI Disruptions	T2 Identity Threat	None	T1 SBI Frequency T1 Supervisor-Subordinate SBI T1 SBI Satisfaction T1 SBI Partner Satisfaction	1, 2, 3, 4, 5	Hierarchical Linear Regression
Model 2B	T2 SBI Disruptions	T2 Identity Threat	None	T1 Previous SH Victim Experience T1 Previous SH Harasser Experience T1 Previous SH Training Experience	1, 6, 7	Hierarchical Linear Regression
Model 3A	T2 Identity Threat	T3 Identity Threat	None	T3 Change in SBI Disruption T1 Biological Sex Identity Centrality	8, 9	Polynomial Regression

SBI = Sex-Based Interaction; SH = Sexual Harassment; T# = Time #

TABLE 4 (Cont.)

Summary of Analytical Models

Table 4 (Cont.)

Summary of Analytical Models

Model	Independent Variable	Dependent Variable	Mediator(s)	Moderator(s)	Hypotheses Tested	Analysis
Model 3B	T2 Identity Threat	T3 Identity Threat	None	T3 Change in SBI Disruption T1 Moral Identity Centrality	8, 10	Polynomial Regression
Model 4A	T2 SBI Disruption	T3 Identity Threat	T2 Identity Threat	T1 SBI Frequency T1 Supervisor-Subordinate SBI T1 Biological Sex Identity Centrality	1, 2, 3	Process Analysis Template Model # 23
Model 3B	T2 Identity Threat	T3 Identity Threat	None	T3 Change in SBI Disruption T1 Moral Identity Centrality	8, 10	Polynomial Regression
Model 4B	T2 SBI Disruption	T3 Identity Threat	T2 Identity Threat	T1 Previous SH Victim Experience T1 Biological Sex Identity Centrality	1, 6	Process Analysis Template Model # 22

SBI = Sex-Based Interaction; SH = Sexual Harassment; T# = Time #

TABLE 5

Model 1: Means, Standard Deviations, and Cronbach's Alphas

Table 5

Model 1: Means, Standard Deviations, & Cronbach's Alphas			
Variable	Mean	SD	α
T3 Identity Threat	2.32	.61	.82
Biological Sex	.77	.42	-
T2 Knowledge	55.22	5.25	-
T3 Knowledge	68.32	4.99	-
T4 Knowledge	62.53	5.52	-
T3 Backlash Attitudes	2.28	.46	.79
T4 Backlash Attitudes	2.25	.55	.80
T4 Motivation for Future Training	3.50	.67	.83
T4 Blame for Men	2.10	.84	.78
T4 Blame for Women	2.01	.80	.78
T4 Intentions to Share Knowledge	4.02	.57	.87
T4 Policy Violation Recognition	3.94	.60	.71
T4 Intentions to Report SH	3.39	.85	.84
T4 Potential Harasser Avoidance	3.88	.98	.92
T4 Potential Victim Avoidance	2.83	.84	.78
T4 Future SBI Intentions	1.76	.40	.78

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

TABLE 6

Model 1: Bivariate Correlations

Table 6

Model 1: Bivariate Correlations

Variable	1	2	3	4	5	6	7	8
1 T3 Identity Threat	-							
2 Biological Sex	-.169*	-						
3 T2 Knowledge	-.206*	-.016	-					
4 T3 Knowledge	-.149	.123	.302***	-				
5 T4 Knowledge	-.053	-.017	.508***	.543***	-			
6 T3 Backlash Attitudes	.299***	-.168*	-.121	-.186*	-.192*	-		
7 T4 Backlash Attitudes	.275**	-.023	-.019	-.145	-.154	.815***	-	
8 T4 Motivation for Future Training	-.185*	.042	.027	.097	.125	-.743***	-.762***	-
9 T4 Blame for Men	-.098	-.311***	-.195*	-.147	-.203*	.155	.100	-.022
10 T4 Blame for Women	.002	-.229**	-.226**	-.165*	-.216**	.170*	.153	-.035
11 T4 Intentions to Share Knowledge	-.266**	.007	.296***	.321***	.421**	-.370***	-.423***	.362***
12 T4 Policy Violation Recognition	-.179*	.143	.207*	.371***	.292***	-.146	-.152	.042
13 T4 Intentions to Report SH	-.219**	-.011	.295***	.281**	.370***	-.182*	-.211*	.140
14 T4 Potential Harasser Avoidance	-.228**	.142	.008	.010	.015	-.064	-.045	-.041
15 T4 Potential Victim Avoidance	.162*	.063	-.167*	-.202*	-.148	.247**	.347***	-.237**
16 T4 Future SBI Intentions	.212**	.004	-.158	-.167*	-.187*	.403***	.367***	-.303***

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* p < .05; ** p < .01; *** p < .001

TABLE 6 (Cont.)

Model 1: Bivariate Correlations

Table 6 (Cont.)

Model 1: Bivariate Correlations

Variable	9	10	11	12	13	14	15
9 T4 Blame for Men	-						
10 T4 Blame for Women	.874***	-					
11 T4 Intentions to Share Knowledge	-.002	-.053	-				
12 T4 Policy Violation Recognition	.066	.030	.334***	-			
13 T4 Intentions to Report SH	-.014	-.042	.403***	.680***	-		
14 T4 Potential Harasser Avoidance	.102	.107	.005	.190*	-.060	-	
15 T4 Potential Victim Avoidance	.042	.147	-.269**	-.065	-.236**	.381***	-
16 T4 Future SBI Intentions	.079	.116	-.234**	-.221**	-.190*	-.023	.281**

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* p < .05; ** p < .01; *** p < .001

TABLE 7

Model 1: Parallel Mediation Results from Process Model #4 Analysis

Table 7

Model 1: Parallel Mediation Results from Process Model #4 Analysis		
	Dependent Variable	
	Mediators	
	T3 SH Policy Knowledge	T3 Backlash Attitudes
	Unstandardized b	Unstandardized b
Constant	53.58***	2.27***
Control Variables		
Biological Sex	1.37	-.14
T2 SH Policy Knowledge	.27***	-.01
Predictor		
T3 Identity Threat	-.55	.20**
Mediators		
T3 SH Policy Knowledge	-	-
T3 Backlash Attitudes	-	-
R^2	.11***	.11***

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis

Table 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis									
	Dependent Variable								
	Traditional Training Outcomes								
	T4 SH Policy Knowledge			T4 Backlash Attitudes			T4 Motivation for Future SH Training		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	9.34			-.57			6.62***		
Control Variables									
Biological Sex	-.82			.18**			-.13		
T2 SH Policy Knowledge	.40***			.01*			-.01		
Predictor									
T3 Identity Threat	1.04			.07			.02		
Mediators									
T3 SH Policy Knowledge	.47***			-.00			-.00		
T3 Backlash Attitudes	-1.33			.98***			-1.12***		
R^2	.44***			.70***			.57***		
Indirect Effects of T3 Identity Threat	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.26	-.93	.31	.00	-.00	.03	.00	-.01	.02
T3 Backlash Attitudes	-.27	-.80	.03	.20	.06	.33	-.22	-.37	-.07

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* p < .05; ** p < .01; *** p < .001

TABLE 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis

Table 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis

	Dependent Variable			
	EEO-Related Outcomes			
	T4 Policy Violation Recognition	T4 Intentions to Report SH	T4 Blaming Men for SH	T4 Blaming Women for SH
	Unstandardized b	Unstandardized b	Unstandardized b	Unstandardized b
Constant	.91	.16	5.22***	4.63***
Control Variables				
Biological Sex	.12	-.14	-.65***	-.42**
T2 SH Policy Knowledge	.01	-.03*	-.03**	-.03*
Predictor				
T3 Identity Threat	-.09	-.19	-.35**	-.18
Mediators				
T3 SH Policy Knowledge	.04***	.03*	-.01	-.01
T3 Backlash Attitudes	-.04	-.17	.26	.24
R^2	.17***	.17***	.20***	.13**

Indirect Effects of T3 Identity	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.02	-.08	.02	-.02	-.14	.02	.00	-.01	.05	.01	-.01	.05
T3 Backlash Attitudes	-.01	-.06	.03	-.03	-.12	.02	.05	.00	.15	.05	.00	.14

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* p < .05; ** p < .01; *** p < .001

TABLE 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis

Table 7 (Cont.)

Model 1: Parallel Mediation Results from Process Model #4 Analysis											
	Dependent Variable										
	Interactional Outcomes										
	T4 Intentions to Share Knowledge			T4 Future SBI Intentions			T4 Potential Victim Avoidance			T4 Potential Harasser Avoidance		
	Unstandardized b			Unstandardized b			Unstandardized b			Unstandardized b		
Constant	2.39**			1.58**			3.80**			5.12**		
Control Variables												
Biological Sex	-.12			.08			.25			.26		
T2 SH Policy Knowledge	.02*			-.01			-.01			-.01		
Predictor												
T3 Identity Threat	-.13			.06			.11			-.35*		
Mediators												
T3 SH Policy Knowledge	.03**			-.01			-.02			-.01		
T3 Backlash Attitudes	-.35***			.31***			.38*			.02		
R^2	.27***			.19***			.17***			.06		
Indirect Effects of T3 Identity	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.01	-.06	.01	.00	-.00	.03	.01	-.01	.08	.00	-.01	.06
T3 Backlash Attitudes	-.07	-.14	-.02	.06	.02	.13	.08	.01	.18	.00	-.06	.09

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 8

Model 2A: Means, Standard Deviations, and Cronbach's Alphas

Table 8

Model 2A: Means, Standard Deviations, & Coefficient Alphas			
Variable	Mean	SD	α
T2 Identity Threat	2.34	.59	.85
Biological Sex	.75	.43	-
T2 SBI Disruption	3.85	.44	.75
T1 SBI Frequency	2.43	.50	.78
T1 Supervisor-Subordinate SBIs	2.21	.59	.85
T1 SBI Satisfaction	2.43	.45	.74
T1 SBI Partner Satisfaction	2.13	.43	.79

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period

TABLE 9

Model 2A: Bivariate Correlations

Table 9

	Model 2A: Bivariate Correlations						
	Variable	1	2	3	4	5	6
1	T2 Identity Threat	-					
2	Biological Sex	-.120	-				
3	T2 SBI Disruption	-.283***	.017	-			
4	T1 SBI Frequency	.043	.041	-.175*	-		
5	T1 Supervisor-Subordinate SBIs	.070	.029	-.227**	.729***	-	
6	T1 SBI Satisfaction	.156*	-.025	-.412***	.334***	.300***	-
7	T1 SBI Partner Satisfaction	.257***	.014	-.472***	.398***	.329***	.656***

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; T# = Time Period

* p < .05; ** p < .01; *** p < .001

TABLE 10

Model 2A: Linear Regression Results

Table 10

Model 2A: Linear Regression Results						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.341***	-	2.341***	-	2.378***	-
Control Variable						
Biological Sex	-.165	-.120	-.164	-.119	-.165	-.120
Predictors						
T2 SBI Disruption (SBI-D)			-.282*	-.208*	-.267*	-.197*
T1 SBI Frequency (SBI-F)			-.091	-.076	-.110	-.092
T1 Supervisor-Subordinate SBIs (SS-SBI)			.027	.027	.012	.012
T1 SBI Satisfaction (SBI-S)			-.080	-.060	-.045	-.034
T1 SBI Partner Satisfaction (SBI-PS)			.304*	.221*	.281*	.204*
Interactions						
SBI-D X SBI-F					.532†	.208†
SBI-D X SS-SBI					-.570*	-.267*
SBI-D X SBI-S					.225	.083
SBI-D X SBI-PS					.369	.117
R^2	.015		.119**		.181***	
ΔR^2	-		.105**		.062*	

Dependent Variable: T2 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 190
† $p < .10$; * $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 11

Model 2B: Means, Standard Deviations, and Cronbach's Alphas

Table 11

Model 2B: Means, Standard Deviations, & Coefficient Alphas			
Variable	Mean	SD	α
T2 Identity Threat	2.34	.59	.85
Biological Sex	.75	.43	-
T2 SBI Disruption	3.85	.44	.75
T1 Previous SH Training Experience	.79	.41	-
T1 Previous SH Victim Experience	.35	.48	-
T1 Previous SH Harasser Experience	.02	.14	-

Biological Sex: 0 = Male; 1 = Female

Previous Experiences: 0 = No Previous Experience; 1 = Previous Experience

SBI = Sex-Based Interaction; SH = Sexual Harassment; T# = Time Period

TABLE 12

Model 2B: Bivariate Correlations

Table 12

Model 2B: Bivariate Correlations						
Variable	1	2	3	4	5	6
1 T2 Identity Threat	-					
2 Biological Sex	-.115	-				
3 T2 SBI Disruption	-.285***	.017	-			
4 T1 Previous SH Training Experience	-.019	-.021	.046	-		
5 T1 Previous SH Victim Experience	-.135	.222**	.039	.105	-	
6 T1 Previous SH Harasser Experience	.002	-.085	-.028	-.016	.045	-

Biological Sex: 0 = Male; 1 = Female

T1 Previous Experiences: 0 = No Previous Experience; 1 = Previous Experience

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 13

Model 2B: Hierarchical Linear Regression Results

Table 13

Model 2B: Linear Regression Results						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.348***	-	2.348***	-	2.349***	-
Control Variable						
Biological Sex	-.156	-.115	-.119	-.088	-.112	-.083
Predictors						
T2 SBI Disruption (SBI-D)			-.373***	-.279***	-.312**	-.234**
T1 Previous SH Training (PSHT)			.003	.002	-.007	-.005
T1 Previous SH Victim Experience (PSHV)			-.128	-.104	-.132	-.108
T1 Previous SH Harasser Experience (PSHH)			-.034	-.008	-.243	-.060
Interactions						
SBI-D X PSHT					.216	.070
SBI-D X PSHV					-.648**	-.245**
SBI-D X PSHH					-1.024	.097
R^2	.013		.104**		.166***	
ΔR^2	-		.090**		.062**	

Dependent Variable: T2 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 190
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 14

Model 3A: Means, Standard Deviations, and Cronbach's Alphas

Table 14

Model 3A: Means, Standard Deviations, & Coefficient Alphas			
Variable	Mean	SD	α
T3 Identity Threat	2.32	.61	.82
Biological Sex	.75	.43	-
T2 Identity Threat	2.32	.60	.85
Biological Sex Identity Centrality	3.50	.75	.86
T2 SBI Disruption	3.86	.44	.75
T3 SBI Disruption	3.78	.45	.71

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

TABLE 15

Model 3A: Bivariate Correlations

Table 15

Model 3A: Bivariate Correlations					
Variable	1	2	3	4	5
1 T3 Identity Threat	-				
2 Biological Sex	-.205*	-			
3 T2 Identity Threat	.499***	-.134	-		
4 Biological Sex Identity Centrality	-.028	.211**	-.058	-	
5 T2 SBI Disruption	-.295***	.006	-.287***	.042	-
6 T3 SBI Disruption	-.208**	-.041	-.194*	-.001	.573***

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* p < .05; ** p < .01; *** p < .001

TABLE 16

Model 3A: Polynomial Regression Results

Table 16

Model 3A: Polynomial Regression Results	Step 1	
	b	β
Constant	2.321^{***}	-
Control Variable		
Biological Sex	$-.289^{**}$	$-.205^{**}$
Predictors		
T2 Identity Threat (IDT)		
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
IDT-V X BS-ID		
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	$.042^{**}$	
ΔR^2	-	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* p < .05; ** p < .01; *** p < .001

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results	Step 2	
	b	β
Constant	2.327***	-
Control Variable		
Biological Sex	-.207*	-.147*
Predictors		
T2 Identity Threat (IDT)	.489***	.481***
Biological Sex Identity Centrality (BS-ID)	.025	.031
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
IDT X BS-ID		
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	.269***	
ΔR^2	.227***	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results	Step 3	
	b	β
Constant	2.315***	-
Control Variable		
Biological Sex	-.222*	-.157*
Predictors		
T2 Identity Threat (IDT)	.439***	.431***
Biological Sex Identity Centrality (BS-ID)	.030	.037
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.201	-.143
T2 SBI-D^2	.070	.029
T2 SBI-D X T3 SBI-D	-.087	-.033
T3 SBI-D^2	.036	.016
T3 SBI Disruption (T3 SBI-D)	-.067	-.049
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
IDT X BS-ID		
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	.298***	
ΔR^2	.029	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* p < .05; ** p < .01; *** p < .001

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results	Step 4	
	b	β
Constant	2.278[***]	-
Control Variable		
Biological Sex	-.224[*]	-.158[*]
Predictors		
T2 Identity Threat (IDT)	.498[***]	.490[***]
Biological Sex Identity Centrality (BS-ID)	.019	.023
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.191	-.137
T2 SBI-D^2	.284	.118
T2 SBI-D X T3 SBI-D	-.288	-.108
T3 SBI-D^2	.167	.076
T3 SBI Disruption (T3 SBI-D)	-.113	-.083
Interactions		
T2 SBI-D X IDT	.166	.076
T2 SBI-D^2 X IDT	-.074	-.025
T2 SBI-D X T3 SBI-D X IDT	-.759	-.197
T3 SBI-D^2 X IDT	.186	.062
T3 SBI-D X IDT	-.145	-.066
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
IDT X BS-ID		
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	.322[***]	
ΔR^2	.024	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
[*] $p < .05$; [**] $p < .01$; [***] $p < .001$

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results		
	Step 5	
	b	β
Constant	2.285^{***}	-
Control Variable		
Biological Sex	$-.253^{*}$	$-.179^{*}$
Predictors		
T2 Identity Threat (IDT)	$.534^{***}$	$.525^{***}$
Biological Sex Identity Centrality (BS-ID)	-.142	-.175
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.236	-.169
T2 SBI-D^2	.044	.018
T2 SBI-D X T3 SBI-D	-.226	-.085
T3 SBI-D^2	.368	.168
T3 SBI Disruption (T3 SBI-D)	-.151	-.111
Interactions		
T2 SBI-D X IDT	-.066	-.030
T2 SBI-D^2 X IDT	-.301	-.102
T2 SBI-D X T3 SBI-D X IDT	-.457	-.118
T3 SBI-D^2 X IDT	-.066	-.022
T3 SBI-D X IDT	.104	.047
T2 SBI-D X BS-ID	.257	.157
T2 SBI-D^2 X BS-ID	$.876^{*}$	$.411^{*}$
T2 SBI-D X T3 SBI-D X BS-ID	-1.422^{*}	$-.589^{*}$
T3 SBI-D^2 X BS-ID	$.839^{*}$	$.442^{*}$
T3 SBI-D X BS-ID	-.198	-.127
IDT X BS-ID		
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	$.361^{***}$	
ΔR^2	.039	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* p < .05; ** p < .01; *** p < .001

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results	Step 6	
	b	β
Constant	2.292^{***}	-
Control Variable		
Biological Sex	$-.233^{*}$	$-.165^{*}$
Predictors		
T2 Identity Threat (IDT)	$.603^{***}$	$.593^{***}$
Biological Sex Identity Centrality (BS-ID)	-.132	-.163
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.158	-.113
T2 SBI-D^2	.089	.037
T2 SBI-D X T3 SBI-D	-.339	-.128
T3 SBI-D^2	.375	.171
T3 SBI Disruption (T3 SBI-D)	-.235	-.172
Interactions		
T2 SBI-D X IDT	-.134	-.061
T2 SBI-D^2 X IDT	-.249	-.085
T2 SBI-D X T3 SBI-D X IDT	-.399	-.103
T3 SBI-D^2 X IDT	-.213	-.070
T3 SBI-D X IDT	.217	.099
T2 SBI-D X BS-ID	.174	.107
T2 SBI-D^2 X BS-ID	$.735^{*}$	$.354^{*}$
T2 SBI-D X T3 SBI-D X BS-ID	-1.690^{**}	$-.701^{**}$
T3 SBI-D^2 X BS-ID	1.167^{**}	$.614^{**}$
T3 SBI-D X BS-ID	-.242	-.155
IDT X BS-ID	$-.406^{***}$	$-.329^{***}$
T2 SBI-D X IDT X BS-ID		
T2 SBI-D^2 X IDT X BS-ID		
T2 SBI-D X T3 SBI-D X IDT X BS-ID		
T3 SBI-D^2 X IDT X BS-ID		
T3 SBI-D X IDT X BS-ID		
R^2	$.451^{***}$	
ΔR^2	$.089^{***}$	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* p < .05; ** p < .01; *** p < .001

TABLE 16 (Cont.)

Model 3A: Polynomial Regression Results

Table 16 (Cont.)

Model 3A: Polynomial Regression Results		
	Step 7	
	b	β
Constant	2.294***	-
Control Variable		
Biological Sex	-.237*	-.168*
Predictors		
T2 Identity Threat (IDT)	.587***	.578***
Biological Sex Identity Centrality (BS-ID)	-.128	-.157
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.153	-.109
T2 SBI-D^2	.101	.042
T2 SBI-D X T3 SBI-D	-.323	-.122
T3 SBI-D^2	.340	.155
T3 SBI Disruption (T3 SBI-D)	-.261	-.191
Interactions		
T2 SBI-D X IDT	-.025	-.011
T2 SBI-D^2 X IDT	-.065	-.022
T2 SBI-D X T3 SBI-D X IDT	-.794	-.206
T3 SBI-D^2 X IDT	-.010	-.003
T3 SBI-D X IDT	.146	.066
T2 SBI-D X BS-ID	.122	.075
T2 SBI-D^2 X BS-ID	.638	.299
T2 SBI-D X T3 SBI-D X BS-ID	-1.599**	-.663**
T3 SBI-D^2 X BS-ID	1.014*	.534*
T3 SBI-D X BS-ID	-.114	-.073
IDT X BS-ID	-.312*	-.253*
T2 SBI-D X IDT X BS-ID	.386	.161
T2 SBI-D^2 X IDT X BS-ID	-.429	-.127
T2 SBI-D X T3 SBI-D X IDT X BS-ID	-.338	-.086
T3 SBI-D^2 X IDT X BS-ID	.771	.235
T3 SBI-D X IDT X BS-ID	-.738	-.301
R^2	.466***	
ΔR^2	.015	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* p < .05; ** p < .01; *** p < .001

TABLE 17

Model 3B: Means, Standard Deviations, and Cronbach's Alphas

Table 17

Model 3B: Means, Standard Deviations, & Coefficient Alphas			
Variable	Mean	SD	α
T3 Identity Threat	2.32	.61	.82
Biological Sex	.75	.43	-
Moral Identity Internalization	4.67	.52	.86
T2 Identity Threat	2.32	.60	.85
Moral Identity Symbolization	3.22	.77	.81
T2 SBI Disruption	3.86	.44	.75
T3 SBI Disruption	3.78	.45	.71

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

TABLE 18

Model 3B: Bivariate Correlations

Table 18

Model 3B: Bivariate Correlations						
Variable	1	2	3	4	5	6
1 T3 Identity Threat	-					
2 Biological Sex	-.205*	-				
3 Moral Identity Internalization	-.165*	.119	-			
4 T2 Identity Threat	.499***	-.134	-.050	-		
5 Moral Identity Symbolization	-.233**	.110	.323***	-.147	-	
6 T2 SBI Disruption	-.295***	.006	.037	-.287***	.170*	-
7 T3 SBI Disruption	-.208**	-.041	.026	-.194*	.068	.573***

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* p < .05; ** p < .01; *** p < .001

TABLE 19

Model 3B: Polynomial Regression Results

Table 19

Model 3B: Polynomial Regression Results	Step 1	
	b	β
Constant	2.324^{***}	-
Control Variables		
Biological Sex	$-.259^{**}$	$-.183^{**}$
Moral Identity Internalization	$-.187^{*}$	$-.162^{*}$
Predictors		
T2 Identity Threat (IDT)		
Moral Identity Symbolization (MID-S)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
IDT X MID-S		
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	$.066^{**}$	
ΔR^2	-	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* p < .05; ** p < .01; *** p < .001

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results	Step 2	
	b	β
Constant	2.328***	-
Control Variables		
Biological Sex	-.165	-.116
Moral Identity Internalization	-.113	-.098
Predictors		
T2 Identity Threat (IDT)	.471***	.463***
Moral Identity Symbolization (MID-S)	-.907	-.122
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
IDT X MID-S		
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	.302***	
ΔR^2	.236***	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* p < .05; ** p < .01; *** p < .001

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results		
	Step 3	
	b	β
Constant	2.322^{***}	-
Control Variables		
Biological Sex	-.182	-.128
Moral Identity Internalization	-.112	-.097
Predictors		
T2 Identity Threat (IDT)	$.426^{***}$	$.419^{***}$
Moral Identity Symbolization (MID-S)	-.080	-.101
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.173	-.124
T2 SBI-D^2	.046	.019
T2 SBI-D X T3 SBI-D	-.090	-.034
T3 SBI-D^2	.026	.012
T3 SBI Disruption (T3 SBI-D)	-.073	-.054
Interactions		
T2 SBI-D X IDT		
T2 SBI-D^2 X IDT		
T2 SBI-D X T3 SBI-D X IDT		
T3 SBI-D^2 X IDT		
T3 SBI-D X IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
IDT X MID-S		
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	$.326^{***}$	
ΔR^2	.024	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* p < .05; ** p < .01; *** p < .001

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results	Step 4	
	b	β
Constant	2.289***	-
Control Variables		
Biological Sex	-.180	-.127
Moral Identity Internalization	-.100	-.087
Predictors		
T2 Identity Threat (IDT)	.422***	.415***
Moral Identity Symbolization (MID-S)	-.098	-.123
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.136	-.098
T2 SBI-D^2	.266	.111
T2 SBI-D X T3 SBI-D	-.388	-.148
T3 SBI-D^2	.163	.075
T3 SBI Disruption (T3 SBI-D)	-.116	-.085
Interactions		
T2 SBI-D X IDT	.142	.065
T2 SBI-D^2 X IDT	.143	.049
T2 SBI-D X T3 SBI-D X IDT	-.776	-.204
T3 SBI-D^2 X IDT	.335	.112
T3 SBI-D X IDT	-.196	-.090
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
IDT X MID-S		
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	.349***	
ΔR^2	.023	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results	Step 5	
	b	β
Constant	2.293***	-
Control Variable		
Biological Sex	-.222*	-.157*
Moral Identity Internalization	-.103	-.089
Predictors		
T2 Identity Threat (IDT)	.365**	.359**
Moral Identity Symbolization (MID-S)	-.068	-.085
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.013	-.009
T2 SBI-D^2	.212	-.089
T2 SBI-D X T3 SBI-D	-.371	.141
T3 SBI-D^2	.111	.051
T3 SBI Disruption (T3 SBI-D)	-.151	-.112
Interactions		
T2 SBI-D X IDT	.100	.046
T2 SBI-D^2 X IDT	.840	.288
T2 SBI-D X T3 SBI-D X IDT	-1.314*	-.346*
T3 SBI-D^2 X IDT	.548	.183
T3 SBI-D X IDT	-.171	-.078
T2 SBI-D X MID-S	.121	.072
T2 SBI-D^2 X MID-S	-.867*	-.384*
T2 SBI-D X T3 SBI-D X MID-S	1.203	.446
T3 SBI-D^2 X MID-S	-.242	-.113
T3 SBI-D X MID-S	.168	.098
IDT X MID-S		
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	.388***	
ΔR^2	.039	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results	Step 6	
	b	β
Constant	2.313^{***}	-
Control Variable		
Biological Sex	$-.215^{*}$	$-.152^{*}$
Moral Identity Internalization	-.089	-.078
Predictors		
T2 Identity Threat (IDT)	$.368^{**}$	$.362^{**}$
Moral Identity Symbolization (MID-S)	-.051	-.064
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.006	-.004
T2 SBI-D^2	.119	.050
T2 SBI-D X T3 SBI-D	-.228	-.087
T3 SBI-D^2	.021	.009
T3 SBI Disruption (T3 SBI-D)	-.141	-.104
Interactions		
T2 SBI-D X IDT	.034	.016
T2 SBI-D^2 X IDT	$.925^{*}$	$.317^{*}$
T2 SBI-D X T3 SBI-D X IDT	-1.433^{*}	$-.377^{*}$
T3 SBI-D^2 X IDT	.645	.215
T3 SBI-D X IDT	-.145	-.066
T2 SBI-D X MID-S	.178	.107
T2 SBI-D^2 X MID-S	$-.902^{*}$	$-.399^{*}$
T2 SBI-D X T3 SBI-D X MID-S	1.409^{*}	$.522^{*}$
T3 SBI-D^2 X MID-S	-.376	-.176
T3 SBI-D X MID-S	.218	.128
IDT X MID-S	.139	.128
T2 SBI-D X IDT X MID-S		
T2 SBI-D^2 X IDT X MID-S		
T2 SBI-D X T3 SBI-D X IDT X MID-S		
T3 SBI-D^2 X IDT X MID-S		
T3 SBI-D X IDT X MID-S		
R^2	$.398^{***}$	
ΔR^2	.010	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* p < .05; ** p < .01; *** p < .001

TABLE 19 (Cont.)

Model 3B: Polynomial Regression Results

Table 19 (Cont.)

Model 3B: Polynomial Regression Results	Step 7	
	b	β
Constant	2.355***	-
Control Variable		
Biological Sex	-.173	-.122
Moral Identity Internalization	-.038	-.033
Predictors		
T2 Identity Threat (IDT)	.375**	.369**
Moral Identity Symbolization (MID-S)	-.068	-.086
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.002	.002
T2 SBI-D^2	-.503	-.210
T2 SBI-D X T3 SBI-D	.276	.105
T3 SBI-D^2	.003	.002
T3 SBI Disruption (T3 SBI-D)	-.161	-.118
Interactions		
T2 SBI-D X IDT	-.197	-.090
T2 SBI-D^2 X IDT	.972*	.333*
T2 SBI-D X T3 SBI-D X IDT	-.807	-.212
T3 SBI-D^2 X IDT	.499	.166
T3 SBI-D X IDT	-.085	-.039
T2 SBI-D X MID-S	.422*	.252*
T2 SBI-D^2 X MID-S	-.738	-.327
T2 SBI-D X T3 SBI-D X MID-S	.810	.300
T3 SBI-D^2 X MID-S	.043	.020
T3 SBI-D X MID-S	-.045	-.026
IDT X MID-S	.247	.227
T2 SBI-D X IDT X MID-S	-.927*	-.460*
T2 SBI-D^2 X IDT X MID-S	1.851**	.670**
T2 SBI-D X T3 SBI-D X IDT X MID-S	-1.100	-.301
T3 SBI-D^2 X IDT X MID-S	-1.300*	-.465*
T3 SBI-D X IDT X MID-S	.829*	.400*
R^2	.466***	
ΔR^2	.068**	

Dependent Variable: T3 Identity Threat

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 158
* p < .05; ** p < .01; *** p < .001

TABLE 20

Model 3B: Predicted Identity Threat at Time 3

Table 20

Predicted T3 Identity Threat

Predictors				Dependent Variable
T2 Identity Threat	T2 SBI Disruption	T3 SBI Disruption	Moral Identity Symbolization	T3 Identity Threat
Low	Low	Low	Low	2.606
Low	Low	Low	High	0.616
Low	Low	High	Low	1.765
Low	Low	High	High	1.861
Low	High	Low	Low	1.907
Low	High	Low	High	2.124
Low	High	High	Low	2.793
Low	High	High	High	2.736
High	Low	Low	Low	2.411
High	Low	Low	High	2.899
High	Low	High	Low	2.913
High	Low	High	High	2.580
High	High	Low	Low	2.275
High	High	Low	High	2.667
High	High	High	Low	1.838
High	High	High	High	2.356

SBI = Sex-Based Interactions

TABLE 21

Model 4A: Means, Standard Deviations, & Coefficient Alphas

Table 21

Model 4A: Means, Standard Deviations, & Coefficient Alphas			
Variable	Mean	SD	α
T3 Identity Threat	2.33	.61	.82
Biological Sex	.75	.43	-
SBI Satisfaction	2.46	.44	.74
SBI Partner Satisfaction	2.15	.43	.79
T3 SBI Disruption	3.77	.44	.71
Moral Identity Internalization	4.66	.52	.86
Moral Identity Symbolization	3.23	.76	.81
T2 SBI Disruption	3.86	.44	.75
SBI Frequency	2.45	.51	.78
Supervisor-Subordinate SBI	2.22	.58	.85
T2 Identity Threat	2.33	.59	.85
Biological Sex Identity Centrality	3.50	.76	.86

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

TABLE 22

Model 4A: Bivariate Correlations

Table 22

Model 4A: Bivariate Correlations								
Variable	1	2	3	4	5	6	7	8
1 T3 Identity Threat	-							
2 Biological Sex	$-.201^*$	-						
3 SBI Satisfaction	.151	-.026	-					
4 SBI Partner Satisfaction	$.253^{**}$	.009	$.637^{***}$	-				
5 T3 SBI Disruption	$-.194^*$	-.048	$-.343^{***}$	$-.356^{***}$	-			
6 Moral Identity Internalization	$-.161^*$	.117	-.098	-.098	.018	-		
7 Moral Identity Symbolization	$-.260^{**}$	.120	$-.190^*$	$-.190^*$	.098	$.338^{***}$	-	
8 T2 SBI Disruption	$-.296^{***}$	.005	$-.441^{***}$	$-.488^{***}$	$.578^{***}$	.037	$.175^*$	-
9 SBI Frequency	-.035	-.005	$.336^{***}$	$.432^{***}$	$-.194^*$	-.043	-.005	$-.178^*$
10 Supervisor-Subordinate SBI	.013	.003	$.300^{***}$	$.353^{***}$	$-.293^{***}$	-.130	-.057	$-.263^{**}$
11 T2 Identity Threat	$.489^{***}$	-.128	$.159^*$	$.279^{***}$	$-.172^*$	-.041	$-.184^*$	$-.290^{***}$
12 Biological Sex Identity Centrality	-.030	$.212^{**}$	-.009	-.037	.003	-.035	.027	.042

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

N = 156

* p < .05; ** p < .01; *** p < .001

TABLE 22 (Cont.)

Model 4A: Bivariate Correlations

Table 22 (Cont.)

Model 4A: Bivariate Correlations			
Variable	9	10	11
9 SBI Frequency	-		
10 Supervisor-Subordinate SBI	.714***	-	
11 T2 Identity Threat	.045	.083	-
12 Biological Sex Identity Centrality	-.014	-.076	-.063

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

N = 156

*p < .05; **p < .01; ***p < .001

TABLE 23

Model 4A: Moderated Mediation Process Model 23 Results

Table 23

Model 3A: Moderated Mediation Process Model 23 Results		
	Dependent Variable	
	T2 Identity Threat	T3 Identity Threat
	b	b
Constant	-.511	3.421***
Controls		
Biological Sex	-.179	-.171
SBI Satisfaction	.004	-.086
SBI Partner Satisfaction	.300*	.052
T3 SBI Disruption	.001	-.128
Moral Identity Internalization	.024	-.002
Moral Identity Symbolization	-.046	-.122*
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.252	-.151
Moderators		
SBI Frequency (SBI-F)	-.098	-
Supervisor-Subordinate SBI (SS-SBI)	-.016	-
Interactions		
T2 SBI-D X SBI-F	.860**	-
T2 SBI-D X SS-SBI	-.893**	-
Mediator		
T2 Identity Threat (T2 IDT)		.467***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.037
Interaction		
T2 IDT X BS-ID		-.395***
R^2	.202***	.415***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; T# = Time Period
N = 157
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 24

Model 4A: Conditional Indirect Effects of Time 2 Sex-Based Interactional Disruption on Time 3 Identity Threat

Table 24

	Moderator			
SBI Frequency	Supervisor-Subordinate SBI	Biological Sex Identity Centrality	Effect	CI
Low	Low	Low	-.128	[-.363, .098]
Low	Low	High	-.028	[-.126, .016]
Low	High	Low	**-.920**	**[-1.553, -.461]**
Low	High	High	-.204	[-.530, .034]
High	Low	Low	**.535**	**[.069, 1.070]**
High	Low	High	.119	[-.018, .385]
High	High	Low	**-.256**	**[-.567, -.009]**
High	High	High	-.057	[-.201, .008]

Mediator: T2 Identity Threat

SBI = Sex-Based Interactions

TABLE 25

Model 4B: Means, Standard Deviations, & Cronbach's Alphas

Table 25

Model 4B: Means, Standard Deviations, & Cronbach's Alphas			
Variable	Mean	SD	α
T3 Identity Threat	2.33	.61	.82
Biological Sex	.75	.43	-
Previous SH Training Experience	.80	.40	-
Previous SH Harasser Experience	.03	.16	-
T3 SBI Disruption	3.77	.44	.71
Moral Identity Internalization	4.66	.52	.86
Moral Identity Symbolization	3.23	.76	.81
T2 SBI Disruption	3.86	.44	.75
Previous SH Victim Experience	.35	.48	-
T2 Identity Threat	2.33	.59	.85
Biological Sex Identity Centrality	3.50	.76	.86

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

TABLE 26

Model 4B: Bivariate Correlations

Table 26

Model 4B: Bivariate Correlations								
Variable	1	2	3	4	5	6	7	8
1 T3 Identity Threat	-							
2 Biological Sex	-.201[*]	-						
3 Previous SH Training Experience	-.015	-.028	-					
4 Previous SH Harasser Experience	-.011	-.094	-.021	-				
5 T3 SBI Disruption	-.194[*]	-.048	.022	-.023	-			
6 Moral Identity Internalization	-.161[*]	.117	.010	-.094	.018	-		
7 Moral Identity Symbolization	-.260[**]	.120	.007	-.074	.098	.338[***]	-	
8 T2 SBI Disruption	-.296[***]	.005	.073	-.033	.578[***]	.037	.175[*]	-
9 Previous SH Victim Experience	-.173[*]	.209[**]	.099	.050	.032	.056	.046	.112
10 T2 Identity Threat	.489[***]	-.128	.036	.007	-.172[*]	-.041	-.184[*]	-.290[***]
11 Biological Sex Identity Centrality	-.030	.212[**]	-.081	.023	.003	-.035	.027	.042

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

N = 156

[*] p < .05; [**] p < .01; [***] p < .001

Table 26 (Cont.)

Model 4B: Bivariate Correlations		
Variable	9	10
9 Previous SH Victim Experience	-	
10 T2 Identity Threat	-.169*	-
11 Biological Sex Identity Centrality	.141	-.063

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

N = 156

* p < .05; ** p < .01; *** p < .001

TABLE 27

Model 4B: Moderated Mediation Process Model 21 Results

Table 27

Model 4B: Moderated Mediation Process Model 21 Results		
	Dependent Variable	
	T2 Identity Threat	T3 Identity Threat
	b	b
Constant	-.655	3.291***
Controls		
Biological Sex	-.092	-.174
Previous SH Training Experience	.050	.014
Previous SH Harasser Experience	-.234	-.255
T3 SBI Disruption	-.012	-.114
Moral Identity Internalization	-.031	.000
Moral Identity Symbolization	-.127*	-.131*
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.263*	-.149
Moderator		
Previous SH Victim Experience (PSHVX)	-.127	-
Interaction		
T2 SBI-D X PSHVX	-.904***	-
Mediator		
T2 Identity Threat (T2 IDT)		.462***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.035
Interaction		
T2 IDT X BS-ID		-.398***
R^2	.232***	.409***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment T# = Time Period
N = 156
* $p < .05$; ** $p < .01$; *** $p < .001$

TABLE 28

Model 4B: Conditional Indirect Effects of Time 2 Sex-Based Interactional Disruption on Time 3 Identity Threat

Table 28

Conditional Indirect Effects of T2 SBI Disruption on T3 Identity Threat			
Moderator			
Previous SH Victim Experience	Biological Sex Identity Centrality	Effect	CI
No	Low	.043	[-.210, .242]
No	High	.009	[-.037, .095]
Yes	Low	**-.646**	**[-1.014, -.347]**
Yes	High	-.137	[-.355, .059]

Mediator: T2 Identity Threat

SBI = Sex-Based Interactions; SH = Sexual Harassment

APPENDICES

APPENDIX A

Interview Protocol for Subject Matter Experts

1. Please briefly describe your experience with designing and conducting sexual harassment training.

2. What are the main learning objectives of sexual harassment training?

3. What KSAs (knowledge, skills and abilities) would you like the trainees to apply in the workplace after they have attended sexual harassment training?

4. What types of comments and questions occur most frequently during sexual harassment training sessions?

5. What are the most common employee reactions to sexual harassment training?

6. Please briefly describe your experience with investigating, managing, and/or resolving harassment and discrimination situations in your organization.

7. What are the most common sexual harassment situations that are encountered by employees?

   a. Without revealing identifying information, could you provide me with some examples?
   b. Do you have any example of "gray areas" where employees have trouble identifying sexual harassment?

8. What are the most common sex discrimination situations that are encountered by employees?

   a. Without revealing identifying information, could you provide me with some examples?
   b. Do you have any example of "gray areas" where employees have trouble identifying sex discrimination?

9. What are the most common gender or sex-based harassment situations that are encountered by employees?

   a. Without revealing identifying information, could you provide me with some examples?
   b. Do you have any example of "gray areas" where employees have trouble identifying gender or sex-based harassment?

10. Is there any other information that you think is relevant to share for the development of learning and transfer assessments for sexual harassment training?

APPENDIX B

**University of Arkansas Office of Research Compliance Institutional Review Board
Approval Letter for Pretest 1 and 2**

UNIVERSITY OF
ARKANSAS

Office of Research Compliance
Institutional Review Board

October 21, 2014

MEMORANDUM

TO: Shannon Rawski
Katherine Sosna
Anne O'Leary-Kelly

FROM: Ro Windwalker
IRB Coordinator

RE: PROJECT MODIFICATION

IRB Protocol #: 14-08-081

Protocol Title: *Understanding Sexual Harassment Training*

Review Type: ☐ EXEMPT ☒ EXPEDITED ☐ FULL IRB

Approved Project Period: Start Date: 10/18/2014 Expiration Date: 09/22/2015

Your request to modify the referenced protocol has been approved by the IRB. **This protocol is currently approved for 900 total participants.** If you wish to make any further modifications in the approved protocol, including enrolling more than this number, you must seek approval *prior to* implementing those changes. All modifications should be requested in writing (email is acceptable) and must provide sufficient detail to assess the impact of the change.

Please note that this approval does not extend the Approved Project Period. Should you wish to extend your project beyond the current expiration date, you must submit a request for continuation using the UAF IRB form "Continuing Review for IRB Approved Projects." The request should be sent to the IRB Coordinator, 210 Administration.

For protocols requiring FULL IRB review, please submit your request at least one month prior to the current expiration date. (High-risk protocols may require even more time for approval.) For protocols requiring an EXPEDITED or EXEMPT review, submit your request at least two weeks prior to the current expiration date. Failure to obtain approval for a continuation *on or prior to* the currently approved expiration date will result in termination of the protocol and you will be required to submit a new protocol to the IRB before continuing the project. Data collected past the protocol expiration date may need to be eliminated from the dataset should you wish to publish. Only data collected under a currently approved protocol can be certified by the IRB for any purpose.

If you have questions or need any assistance from the IRB, please contact me at 210 Administration Building, 5-2208, or irb@uark.edu.

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Voice (479) 575-2208 • Fax (479) 575-3846 • Email irb@uark.edu

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Sexual Harassment Policy Knowledge[1]

Please indicate whether each statement is true or false according to the University's Sexual Harassment Policy and/or State and Federal laws.

1. The laws that prohibit sexual harassment in the workplace only protect women. F

2. Romantic relationships will never give rise to a sexual harassment claim so long as both parties consent to be involved in the relationship. F

3. Sexual harassment can occur outside the worksite.

4. Supervisors must respect an employee's privacy and keep any reports of sexual harassment confidential, if that is the employee's request. F

5. Employees don't have a right to file a sexual harassment claim about sexual jokes if they themselves told sexual jokes at work in the past. F

6. The university policies that prohibit sexual harassment among employees also apply to employee interactions with students.

7. A supervisor that sexually touches an employee only once could still be guilty of sexual harassment.

8. There are two types of sexual harassment, (1) quid pro quo harassment and (2) hostile work environment harassment.

9. Hostile work environment harassment occurs when employment decisions (e.g., hiring, firing, pay, promotions, etc.) are made in exchange for sexual favors. F

10. While the precise legal definition of sexual harassment is much longer, employees should at the very least remember that sexual harassment is unwelcome conduct of a sexual nature.

11. Sexual harassment could come in the form of a behavior, a verbal statement, a written message, or a visual picture or cartoon.

12. The sexual harassment policy at the university does not apply to employees' posts or messages made through private social media accounts. F

---

[1] Items 1, 2, 5, 6, 7, 9, 11, 12, 15, 17, 23, 24, 26, 28, 30 were deleted from the measure for the main study in order to reduce the survey length and prevent survey fatigue.

Sexual Harassment Policy Knowledge

13. Sexual harassment is a form of sex discrimination in the workplace.

14. Title IX legally protects students from sexual violence and sex discrimination at universities.

15. Only employees who work directly with students as part of their job (e.g., professors) are required to report sexual harassment or sexual violence that occurs among students. F

16. If a student who has been sexually assaulted files a police report, then there is no need to report the assault to the university. F

17. Sexual harassment cannot occur between two women. F

18. There is no sense in reporting sexual harassment by third parties (e.g., UPS delivery drivers) because these individuals are not employed by the university. F

19. Public displays of affection by two employees in a consensual relationship could create a hostile work environment for others who witness or are exposed to such conduct.

20. The university's sexual harassment policy can be found in four places: (1) [website], (2) the student handbook, (3) the faculty handbook, and (4) the staff handbook.

21. The Office of Equal Opportunity and Compliance (OEOC) can be found in [Incorrect Building]. F

22. If a situation seems questionable to you, but you cannot be sure that it is sexual harassment, you are required by the university policy to report it anyway so that the situation can be investigated.

23. The university has an obligation to investigate all sexual harassment claims, even those that have very little supporting evidence.

24. An employee who makes a report about sexual harassment can only be protected from retaliation if their report is supported by the evidence. F

25. Employees only need to report sexual harassment to their direct supervisor. It is the supervisor's job to pass the report onto the Office of Equal Opportunity and Compliance (OEOC). F

Sexual Harassment Policy Knowledge

26. Employees who witness someone else being sexually harassed are required to report it, even if the victim doesn't want to report it.

27. Employees who only hear someone else complain that they've been sexually harassed do not have to report it because reports should not be based on hearsay and gossip. F

28. Employees who have experienced sexual harassment are encouraged to report it, even if the harassment occurred over a year ago.

29. If you know for a fact that a sexual comment was meant to be a joke, then you don't need to report it, even if someone else looked a little offended by the comment. R

30. If you are unsure whether a certain behavior is sexual harassment or not, it is best to not engage in that behavior at all.

Intensions to Share Sexual Harassment Policy Knowledge

1. I would feel comfortable sharing what I know about the university's sexual harassment policy with others.

2. If someone told me they were sexually harassed, I would inform them of the university's sexual harassment policy.

3. I don't think I would be able to accurately inform others about the university's sexual harassment policy. R

4. If I saw someone engaging in some inappropriate sexual behaviors at work, I would inform them of the university's sexual harassment policy.

5. I don't think I would feel comfortable sharing information about the university's sexual harassment policy with others. R

6. I know that I understand the university's sexual harassment policy well enough that I could explain it to someone else.

7. I think it is my responsibility to share what I know about the university's sexual harassment policy with other employees who may be uninformed.

Scenarios, Sexual Harassment Policy Violation Recognition, and Reporting Intensions[23]

1. Some coworkers were congregating in the hallway, and a round of joking broke out. At first the jokes seemed harmless, but then one person told a sexual joke. Everyone laughed at the sexual joke, and it was followed by more sexual jokes told by a variety of others in the group. The jokes became more and more profane, but everyone in the hall kept laughing and having a great time. Those who were joking in the hallway may have been unaware that a few people with their office doors open, may have heard all the jokes. Eventually, one person did come out of an office and asked if those in the hallway could keep the noise down because it was disruptive. [Policy Violation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

2. Debbie approached her boss, Mike, to ask for a raise. She made a very compelling argument about her excellent job performance and her seniority in the department. Mike agreed that she may be deserving of a raise, and promised to think the matter over and investigate whether there were funds in the department budget that would allow for a raise. Just as Debbie was about to leave Mike's office, he said, "I've been wanting to ask you out to dinner for a while now, Debbie. Would you like to go out sometime? Maybe we could talk a little more about that raise." Debbie felt flattered and was not necessarily opposed to the dinner invitation, but she did get a sense that if she refused, she would be less likely to get the raise. [Policy Violation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

---

[2] Question (a): Sexual harassment violation recognition; Question (b): Intentions to report sexual harassment policy violations

[3] Scenarios 4 and 9 were not included in the average scores of violation detection and intensions to report for the main study in order to improve internal consistency.

Scenarios, Sexual Harassment Policy Violation Recognition, and Reporting Intensions

3. An undergraduate student, Katie, approached her graduate student instructor, Steve, and asked him to write her a recommendation letter for a scholarship application. The semester was over, and Katie had received an A in Steve's class. Steve said, "Well, I'm really busy with my dissertation right now, so I'm not sure if I have time. You could probably convince me to make time though." When Katie asked how she could convince him, Steve propositioned her for sex. He claimed that since final grades were in and she was no longer his student, it wouldn't be a problem if they slept together. [Policy Violation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

4. During the winter, the grounds keeping crew often has to wake up very early in the morning to shovel snow and ice off the walkways before students arrive. Danielle and Ray are two grounds keeping employees that were asked to come in early to clear away the snow. While they were working, Ray slipped on the ice and fell. On his way down, he instinctively reached out and grabbed Danielle's arm for support. Ray was able to break his fall by holding on to Danielle's arm and avoided serious injury. Ray apologized for grabbing on to Danielle's arm. Danielle responded, "It's OK. It's slippery out here. I'm just glad you're not hurt." [Benign Situation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

Scenarios, Sexual Harassment Policy Violation Recognition, and Reporting Intensions

5. An art professor, Linda, has a poster in her office of a Georgia O'Keeffe painting. Georgia O'Keeffe is a famous artist whose abstract, floral paintings often resemble female genitalia. The poster in Linda's office, while blue and green in color, closely resembles female genitalia. Ken, the janitorial worker who empties the trash can in Linda's office, feels very uncomfortable viewing this poster all the time as he goes about his work. He doesn't see it as art, but finds it pornographic. When Ken asked Linda to take the poster down, she refused, claiming that it was her office and she could hang up any poster she wanted. [Policy Violation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

6. Tom and Mary are two coworkers that just starting dating. Occasionally, they will hold hands, hug, or kiss each other on the cheek at work. Sarah is recently divorced and has made several comments about how upsetting and offensive it is to see Tom and Mary engage in "lovey-dovey" behavior at work. Sarah really wishes that she could make them stop behaving that way in front of her. Sometimes she gets so upset she can't even focus on her work. [Policy Violation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

Scenarios, Sexual Harassment Policy Violation Recognition, and Reporting Intensions

7. Matt filed a sexual harassment claim against his boss. The claim stated that Matt's boss, Clair made negative remarks about his physical appearance during a performance evaluation. Matt claimed that these remarks had a sexual connotation, but Clair claimed that the remarks were about Matt's sloppy style of dress. She informed him that his ill-fitting clothing at times revealed parts of his body that were not appropriate to reveal at work, such as his hairy stomach or the top portion of his buttocks. The university investigated the claim and found that the evidence supported Clair's side of the story that the remarks were more about the professionalism of Matt's work clothing than the sexualization of his body. Once Clair was found not guilty, she started assigning Matt late work shifts and undesirable work tasks. She also ridiculed his work every chance she got. She was angry at him for bringing the unfounded claim against her. Clair wanted to teach him a lesson to not make up phony claims against her again. [Policy Violation]

   a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

   b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

8. Wendy is the only woman on a team of physical therapists that work with student athletes. Because their work is so highly related to sports, there is a lot of "locker room" talk and behavior (e.g., sexual comments and jokes, patting others on the buttocks, etc.) that occurs among her coworkers. At first Wendy, who had played college sports herself, thought it was a fun way to bond with her coworkers. For her first year on the job, she joined her coworkers in telling sexual jokes and often patted her coworkers on the buttocks in a friendly way. Lately however, Wendy has noticed that the sexual comments and jokes have all been about her, and often times the jokes and comments degrade her and compare her to a prostitute. She has also noticed that the friendly pats have turned into grabs at her buttocks. Once Wendy told her male coworkers to "knock it off", and they replied, "Don't dish out what you can't take", referring to all the previous sexual jokes and patting that Wendy herself had engaged in. Wendy still feels very uncomfortable at work, but she thinks it's really all her fault for engaging in that kind of behavior to begin with. [Policy Violation]

   a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

   b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

Scenarios, Sexual Harassment Policy Violation Recognition, and Reporting Intensions

9. Ben and Ashley work the campus security night shift together. They are often alone together in dark sections of campus as they patrol the grounds. Ben and Ashley often pass the time at work by chatting with each other. Over time, Ben and Ashley have become close friends and have shared a lot of personal information with each other. Ashley got a new haircut recently. When they were out patrolling the campus, alone in a dark area between buildings, Ben complimented Ashley's haircut saying, "Your hair looks really nice tonight, Ash." Ashley replied, "Thanks, Ben. I just got it cut." [Benign Situation]

    a. Do you think this situation is a violation of the [Organization]'s anti-sexual harassment policy?

    b. How likely would you be to report this situation to the Office of Equal Opportunity and Compliance?

Measures of Threat to Identity Meaning

Pre-Training Measure of Threat to Identity Meaning

Once my coworkers and I have attended sexual harassment training, I think that some of my actions at work could be …

1. Misinterpreted by other employees

2. Even better understood by other employees R

3. Fairly interpreted by other employees R

4. Misconstrued by other employees

5. Fairly judged by other employees R

6. Misrepresented by other employees

7. Misunderstood by other employees

Post-Training Measure of Threat to Identity Meaning

Now that we've talked so much about sexual harassment in this training session, I think that some of my actions at work could be…

1. Misinterpreted by other employees

2. Even better understood by other employees R

3. Fairly interpreted by other employees R

4. Misconstrued by other employees

5. Fairly judged by other employees R

6. Misrepresented by other employees

7. Misunderstood by other employees

APPENDIX G

Measures of Threat to Identity Value

Pre-Training Measure of Threat to Identity Value

Once my coworkers and I have attended sexual harassment training, I think that the way I like to present myself at work could be …

1. Respected more by other employees R

2. Valued less by other employees

3. Appreciated less by other employees

4. Held in higher regard by other employees R

5. Worth less to other employees

6. Thought less of by other employees

7. Valued more by other employees R

Post-Training Measure of Threat to Identity Value

Now that we've talked so much about sexual harassment in this training session, I think that the person I was at work before the training session could be…

1. Respected more by other employees R

2. Valued less by other employees

3. Appreciated less by other employees

4. Held in higher regard by other employees R

5. Worth less to other employees

6. Thought less of by other employees

7. Valued more by other employees R

Measures of Threat to Identity Enactment

Pre-Training Measure of Threat to Identity Enactment

Once my coworkers and I have attended sexual harassment training, I think that I will probably …

1. Need to be careful how I act around other employees

2. Not need to change anything about my behavior around other employees R

3. Not be able to behave the way I usually do around other employees

4. Have to change how I interact with other employees

5. Be able to say and do things just as I always have around other employees R

6. Need to be cautious about what I say around other employees

7. Have to monitor what I say and do in front of other employees

Post-Training Measure of Threat to Identity Enactment

Now that we've talked so much about sexual harassment in this training session, I think that I will probably…

1. Need to be careful how I act around other employees

2. Not need to change anything about my behavior around other employees R

3. Not be able to behave the way I usually do around other employees

4. Have to change how I interact with other employees

5. Be able to say and do things just as I always have around other employees R

6. Need to be cautious about what I say around other employees

7. Have to monitor what I say and do in front of other employees

APPENDIX I

Measures of Threat to Identity Commitment

Pre-Training Measure of Threat to Identity Commitment

Once my coworkers and I have attended sexual harassment training, I think that I will probably …

1. Have less in common with other employees

2. Still have close relationships with other employees R

3. Continue to have strong ties with other employees R

4. Have weaker relationships with other employees

5. Have difficulty forming bonds with other employees

6. Fit in well with other employees R

7. Belong less with other employees

Post-Training Measure of Threat to Identity Commitment

Now that we've talked so much about sexual harassment in this training session, I think that I could…

1. Have less in common with other employees

2. Still have close relationships with other employees R

3. Continue to have strong ties with other employees R

4. Have weaker relationships with other employees

5. Have difficulty forming bonds with other employees

6. Fit in well with other employees R

7. Belong less with other employees

APPENDIX J

Measures of Affect-Based Identity Threat

Pre-Training Measure of Affect-Based Identity Threat

The announcement that I am required to attend sexual harassment training made me feel...

1. Devalued

2. Appreciated R

3. Respected R

4. Valued R

5. Insignificant

6. Important R

7. Disrespected

Post-Training Measure of Affect-Based Identity Threat

The sexual harassment training session made me feel…

1. Devalued

2. Appreciated R

3. Respected R

4. Valued R

5. Insignificant

6. Important R

7. Disrespected

Measure of Perceptions of Future Sex-Based Interactional Disruption[4]

In the future at work...

1. I will not be able to discuss sexual matters without potentially upsetting other employees.

2. I could offend other employees if I tell a sexual joke.

3. Other employees would not be offended if I gave them a complement about their physical appearance. R

4. I will not be able to flirt without other employees potentially taking it the wrong way.

5. I could hug or kiss another employee without being accused of wrong doing. R

6. Other employees could be upset if I make negative remarks about men or women in general.

7. Someone could get offended if I suggest that work teams be formed based on biological sex.

8. I think other employees would support a work competition between men and women if I suggested it. R

9. An interaction could be tense if I refer to another employee's biological sex while criticizing their work.

10. I would be well received by other employees if I made fun of men or women in general. R

11. Opposite sex employees could be bothered if I engaged them in a personal or intimate conversation.

12. I think employees of the opposite sex might be rude or antagonistic towards me.

13. I am concerned that opposite sex employees could feel uncomfortable if they have to work late at night with me.

14. I will need to be careful about what I say and do around employees of the opposite sex.

15. I worry that opposite sex employees could feel uncomfortable if they have to work alone with me.

---

[4] Items 12 and 13 were deleted from the measure for the main study in order to improve internal consistency.

APPENDIX L

Backlash Attitudes

1. I believe this sexual harassment training session was important to attend. R

2. This sexual harassment training session unnecessarily took up a lot of my time.

3. The scenarios discussed in this sexual harassment training session were ridiculous.

4. I believe a lot of good will come from having attended this sexual harassment training session. R

5. A lot of what was covered in this sexual harassment training session was common sense.

6. This sexual harassment training session was a worthwhile activity for employees to attend. R

7. I bet a lot of people thought this sexual harassment training session was a joke.

8. I think this sexual harassment training session is a legitimate way to prevent sexual harassment. R

APPENDIX M

Motivation to Participate in Future Sexual Harassment Training Sessions

1. I look forward to attending sexual harassment training in the future.

2. I would benefit from attending another sexual harassment training session.

3. I will try to get out of attending sexual harassment training in the future. R

4. If I am asked to attend sexual harassment training again, I will feel annoyed. R

5. I think it is important to attend sexual harassment training at least once every three years.

Sex-Based Blaming for the Occurrence of Sexual Harassment

1. Men create the problem of sexual harassment by being too aggressive. M

2. Women create the problem of sexual harassment by being too sensitive. W

3. Sexual harassment is usually the man's fault. M

4. Sexual harassment is usually the woman's fault. W

5. If men would be a little more considerate, they could stop sexual harassment before it starts. M

6. If women would be a little more assertive, they could stop sexual harassment before it starts. W

Intentions to Avoid Sexual Harassment Roles[5]

1. I intend to stay away from the employees that are likely to accuse others of sexual harassment. V

2. I will likely avoid an oversensitive employee who can't take a joke. V

3. I will keep my distance from employees that cause problems by being over sensitive and complaining too much. V

4. I intend to stay away from employees that are likely to sexually harass others. H

5. I will likely avoid an employee that tells offensive sexual jokes. H

6. I will keep my distance from employees that cause problems by being crude and offensive too often. H

---

[5] Items 3 and 6 were used for the main study only. These items were revised versions of the following items from Pretest 2: "I accept that I must interact with all my coworkers, even those that cause problems by being over sensitive and complaining too much." and "I accept that I must interact with all my coworkers, even those that cause problems by being crude and offensive too often."

Coding Sheet

Date	
Location	
Department	
# of Trainees	
% Previous Training	
# Read Policy	
Appreciation	
Attentiveness	
Bored/Tired/Restless	
Contact Info for OEOC	
Conversations	
Distracted	
Face Reaction	
"Gray"/Gray Areas	
Interruption	
"It Depends"	
"Keep it professional"	
Laughter	
Non-Verbal Reaction	
Physical Interaction	
Response to Question	
Response to Content	
Trainer Comment	
"Unwelcome"	
Writing	
Spontaneous Questions and Comments	

University of Arkansas Office of Research Compliance Institutional Review Board Approval Letter for Pretest 3

UNIVERSITY OF
ARKANSAS

Office of Research Compliance
Institutional Review Board

November 21, 2014

MEMORANDUM

TO: Shannon Rawski
                           Anne O'Leary-Kelly

FROM: Ro Windwalker
                           IRB Coordinator

RE: New Protocol Approval

IRB Protocol #:   14-11-238

Protocol Title: *Workplace Interactions*

Review Type: ☒ EXEMPT   ☐ EXPEDITED   ☐ FULL IRB

Approved Project Period: Start Date: 11/21/2014 Expiration Date: 11/20/2015

Your protocol has been approved by the IRB. Protocols are approved for a maximum period of one year. If you wish to continue the project past the approved project period (see above), you must submit a request, using the form *Continuing Review for IRB Approved Projects*, prior to the expiration date. This form is available from the IRB Coordinator or on the Research Compliance website (https://vpred.uark.edu/units/rscp/index.php). As a courtesy, you will be sent a reminder two months in advance of that date. However, failure to receive a reminder does not negate your obligation to make the request in sufficient time for review and approval. Federal regulations prohibit retroactive approval of continuation. Failure to receive approval to continue the project prior to the expiration date will result in Termination of the protocol approval. The IRB Coordinator can give you guidance on submission times.

This protocol has been approved for 200 participants. If you wish to make *any* modifications in the approved protocol, including enrolling more than this number, you must seek approval *prior to* implementing those changes. All modifications should be requested in writing (email is acceptable) and must provide sufficient detail to assess the impact of the change.

If you have questions or need any assistance from the IRB, please contact me at 210 Administration Building, 5-2208, or irb@uark.edu.

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APPENDIX R

Biological Sex Identity Centrality

1. I often think about the fact that I am a [man/woman].

2. Overall, being a [man/woman] has very little to do with how I feel about myself. (R)

3. In general, being a [man/woman] is an important part of my self-image.

4. The fact that I am a [man/woman] rarely enters my mind. (R)

5. I am not usually conscious of the fact that I am a [man/woman]. (R)

6. Being a [man/woman] is an important reflection of who I am.

7. In my everyday life, I often think about what it means to be a [man/woman].

APPENDIX S

Sex-Based Interaction Frequency

To the best of my knowledge, in my workgroup…

1. Male and female employees frequently have personal or intimate conversations with each other.

2. Employees will often change their words and actions when an employee of the opposite sex is present.

3. Male and female employees almost never work late at night together. R

4. Among employees in my workgroup, men and women behave rudely or antagonistically toward each other a lot of the time.

5. Male and female employees rarely work alone with each other. R

6. Employees frequently make fun of men or women.

7. Employees often mention biological sex while criticizing each other's work.

8. Male and female employees almost never compete against each other at work. R

9. Employees quite frequently make negative remarks about men and women in general.

10. Employees rarely form teams based on biological sex. R

11. Some employees flirt with each other a lot of the time.

12. Some employees often hug or kiss each other.

13. Employees almost never engage in discussions of sexual matters with each other. R

14. Some employees tell sexual jokes to each other quite frequently.

15. Employees rarely compliment each other's physical appearance. R

Supervisor-Subordinate Sex-Based Interactions

To the best of my knowledge, in my workgroup…

1. Opposite sex supervisors and subordinates have had personal or intimate conversations with each other.

2. Supervisors have changed their words and actions when a subordinate of the opposite sex is present.

3. Opposite sex supervisors and subordinates never work late at night together. R

4. Supervisors have behaved rudely or antagonistically toward opposite sex subordinates.

5. Supervisors never work alone with their opposite sex subordinates. R

6. Supervisors have made fun of men or women in front of their subordinates.

7. Supervisors have mentioned biological sex while criticizing their subordinates' work.

8. Supervisors seem to make work into a competition between their male and female subordinates.

9. Supervisors have made negative remarks about men and women to their subordinates.

10. Supervisors do not form teams of their subordinates based on biological sex. R

11. Supervisors and subordinates have flirted with each other.

12. Supervisors and subordinates have hugged or kissed each other.

13. Supervisors and subordinates have never engaged in discussions of sexual matters. R

14. Supervisors and subordinates have told sexual jokes to each other.

15. Supervisors do not compliment the physical appearance of their subordinates. R

Sex-Based Interaction Satisfaction

In my workgroup…

1. I enjoy having personal or intimate conversations with opposite sex employees.

2. Sometimes I like to say and do things around same sex employees that I would never say or do around opposite sex employees.

3. I would not like to work late at night with a member of the opposite sex. R

4. Sometimes it's funny when men and women behave rudely or antagonistically toward each other.

5. I would feel uncomfortable working alone with a member of the opposite sex. R

6. When someone makes fun of men or women it's usually funny.

7. It would bother me if someone mentioned my biological sex while criticizing my work. R

8. When men and women compete against each other at work, it's all in good fun.

9. I am usually offended when employees make negative remarks about men and women in general. R

10. I typically enjoy working on teams that are formed based on biological sex.

11. Flirting at work is usually fun.

12. I don't mind if two employees hug or kiss.

13. I'm bothered when employees engage in discussions of sexual matters. R

14. Most of the time when employees tell sexual jokes, they are quite funny.

15. I would not enjoy it if another employee complimented me on my physical appearance.

APPENDIX V

Sex-Based Interactional Partner Satisfaction

In my workgroup…

1. If an employee tried to engage opposite sex coworkers in personal or intimate conversations, I would like that employee more.

2. If an employee changed his/her words and actions when opposite sex coworkers were around, I would like that employee more.

3. If an employee was always trying to work late at night with opposite sex coworkers, I would think that employee was creepy. R

4. I would think less of employees that behaved rudely or antagonistically toward opposite sex coworkers. R

5. If an employee was constantly trying to work alone with opposite sex coworkers, I would dislike that employee. R

6. I think it's fun to be around the employees who make fun of men or women.

7. The employees that mention biological sex while criticizing another's work are rude. R

8. I dislike the employees that seem to make work into a competition between men and women.

9. I don't enjoy interacting with employees that make negative remarks about men and women in general. R

10. I dislike the employees that like to form teams based on biological sex. R

11. Employees who flirt with each other are unpleasant to be around. R

12. I am not bothered by employees who like to hug or kiss each other.

13. I dislike employees that engage in discussions of sexual matters. R

14. I think that the employees who tell sexual jokes are fun to be around.

15. If an employee gave a coworker a compliment to their physical appearance, I would think that employee was friendly.

APPENDIX W

University of Arkansas Office of Research Compliance Institutional Review Board Approval Letter for the Main Study

UNIVERSITY OF ARKANSAS

Office of Research Compliance
Institutional Review Board

December 1, 2014

MEMORANDUM

TO: Shannon Rawski
                       Katherine Sosna
                       Anne O'Leary-Kelly

FROM: Ro Windwalker
                       IRB Coordinator

RE: New Protocol Approval

IRB Protocol #:   14-11-278

Protocol Title: *Employee Reactions to Training*

Review Type: ☒ EXEMPT   ☐ EXPEDITED   ☐ FULL IRB

Approved Project Period: Start Date: 12/01/2014 Expiration Date: 11/30/2015

Your protocol has been approved by the IRB. Protocols are approved for a maximum period of one year. If you wish to continue the project past the approved project period (see above), you must submit a request, using the form *Continuing Review for IRB Approved Projects*, prior to the expiration date. This form is available from the IRB Coordinator or on the Research Compliance website (https://vpred.uark.edu/units/rscp/index.php). As a courtesy, you will be sent a reminder two months in advance of that date. However, failure to receive a reminder does not negate your obligation to make the request in sufficient time for review and approval. Federal regulations prohibit retroactive approval of continuation. Failure to receive approval to continue the project prior to the expiration date will result in Termination of the protocol approval. The IRB Coordinator can give you guidance on submission times.

This protocol has been approved for 2,000 participants. If you wish to make *any* modifications in the approved protocol, including enrolling more than this number, you must seek approval *prior to* implementing those changes. All modifications should be requested in writing (email is acceptable) and must provide sufficient detail to assess the impact of the change.

If you have questions or need any assistance from the IRB, please contact me at 210 Administration Building, 5-2208, or irb@uark.edu.

210 Administration Building • 1 University of Arkansas • Fayetteville, AR 72701
Voice (479) 575-2208 • Fax (479) 575-3846 • Email irb@uark.edu

The University of Arkansas is an equal opportunity/affirmative action institution.

APPENDIX X

Previous Workplace Experiences

Below is a list of workplace experiences. Consider your entire life time work experience and whether you have experienced any of these events either at your current job or at a previous job.

Please indicate whether you have experienced each workplace event below.

1. Been gossiped about [Distractor Item]
2. Overheard gossip about another employee [Distractor Item]
3. **Been sexually harassed**
4. Witnessed another employee be sexually harassed [Supplemental Item]
5. **Been accused of sexual harassment**
6. Witnessed another employee be accused of sexual harassment [Supplemental Item]
7. Been reprimanded by my boss [Distractor Item]
8. Been reprimanded by a coworker [Distractor Item]

Scale: 0 = No, I have not experienced this; 1 = Yes, I have experienced this

Pervious Trainings Experienced

In the next section is a list of organizational training programs. Please indicate the following:

a. Whether you have received each type of training
b. Whether you have received each type of training from a former or current organization
c. How many times you have received each type of training

1. Leadership training [Distractor Question]
   ____ I have NOT received this training.
   ____ I HAVE received this training from a FORMER organization(s).
      Please indicate how many times you have received this training from former organizations. _____
   ____ I HAVE received this training from my CURRENT organization.
      Please indicate how many times you have received this training from your current organization. _____

2. Job skills training [Distractor Question]
   ____ I have NOT received this training.
   ____ I HAVE received this training from a FORMER organization(s).
   Please indicate how many times you have received this training from former organizations. _____
   ____ I HAVE received this training from my CURRENT organization.
   Please indicate how many times you have received this training from your current organization. _____

3. **Sexual harassment training**
   ____ **I have NOT received this training.**
   ____ **I HAVE received this training from a FORMER organization(s).**
   Please indicate how many times you have received this training from former organizations. _____
   ____ **I HAVE received this training from my CURRENT organization.**
   Please indicate how many times you have received this training from your current organization. _____

Demographics

1. Please indicate your biological sex.
    _____ Male
    _____ Female

2. How men and women are in your immediate work group?
    Number of men _____
    Number of Women _____

3. Is your direct supervisor a man or a woman?
    _____ Man
    _____ Woman

4. What is your age in years?
    _____ Years

5. Ethnicity describes your feeling of belonging and attachment to a distinct group of a
    larger population that shares their ancestry, color, language, or religion.
    Please indicate your ethnicity. Choose all that apply.

    _____American
    _____Black – Native African/African Descent
    _____Black – Native Caribbean/Caribbean Descent
    _____Caucasian/White/European Descent
    _____Hispanic/Latino/Latina
    _____East Asian
    _____Middle Eastern/Arab
    _____Native America/Native Alaskan
    _____Native Hawaiian/Pacific Islander
    _____South Asian/Indian
    _____Other _____

6. Please indicate your current employment status:
    _____ Part-time Staff
    _____ Full-time Staff
    _____ Professional (e.g., Lawyer, Medical Doctor)
    _____ Undergraduate Student Employee
    _____ Graduate Student Employee
    _____ Adjunct or Clinical Faculty
    _____ Tenure-Track Faculty
    _____ Tenured Faculty
    _____ University Administrator

Demographics

7. How many years of work experience do you have?
   _____Years

8. Do you supervise other employees as part of your current job?
   _____ Yes
   _____ No

9. Do you supervise students as part of your current job?
   _____ Yes
   _____ No

10. How many years of managerial experience do you have?
    _____Years

11. What University Department do you work for? _____

APPENDIX AA

Moral Identity Centrality

Listed below are some characteristics that may describe a person:

Caring, Compassionate, Fair, Friendly, Generous, Hardworking, Helpful, Honest, Kind

The person with these characteristics could be you or it could be someone else. For a moment, visualize in your mind the kind of person who has these characteristics. Imagine how that person would think, feel, and act. When you have a clear image of what this person would be like, answer the following questions:

1. It would make me feel good to be a person who has these characteristics. (I)

2. Being someone who has these characteristics is an important part of who I am. (I)

3. I strongly desire to have these characteristics (I)

4. I would be ashamed to be a person who has these characteristics. (I-R)

5. Having these characteristics is not really important to me. (I-R).

6. The fact that I have these characteristics is communicated to others by my membership in certain organizations. (S)

7. I often wear clothes that identify me as having these characteristics. (S)

8. The types of things I do in my spare time (i.e. hobbies) clearly identify me as having these characteristics. (S)

9. I am actively involved in activities that communicate to others that I have these characteristics. (S)

10. The kinds of books and magazines that I read identify me as having these characteristics. (S)

APPENDIX AB

Intentions to Engage in sex-Based Interactions in the Future

1. Have a personal or intimate conversation with an opposite sex coworker.

2. Change my words or behaviors when a coworker of the opposite sex is present.

3. Work late at night with a coworker of the opposite sex.

4. Behave rudely or antagonistically towards an opposite sex coworker.

5. Work alone with a coworker of the opposite sex.

6. Make fun of men or women in front of my coworkers.

7. Refer to a coworker's biological sex while criticizing his/her work.

8. Suggest that men and women compete at work.

9. Make negative remarks about men or women in general in front of my coworkers.

10. Form work teams based on biological sex.

11. Flirt with my coworkers.

12. Hug or kiss my coworkers.

13. Discuss sexual matters with my coworkers.

14. Tell sexual jokes to my coworkers.

15. Compliment a coworker on his/her physical appearance.

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 29

Model 1: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat

Table 29

Model 1: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat			
Variable	Mean	SD	α
T3 Threat to Identity Meaning	2.20	.65	.78
T3 Threat to Identity Enactment	2.29	.69	.80
T3 Threat to Identity Commitment	1.87	.55	.87
T3 Affect-Based Identity Threat	2.54	.68	.81

T# = Time Period
N = 147

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 30

Model 1: Bivariate Correlations for Alternative Measures of Identity Threat

Table 30

	Model 1: Bivariate Correlations for Alternative Measures of Identity Threat				
	Variable	1	2	3	4
1	T3 Threat to Identity Meaning	-			
2	T3 Threat to Identity Enactment	.334***	-		
3	T3 Threat to Identity Commitment	.450***	.387***	-	
4	T3 Affect-Based Identity Threat	.321***	-.010	.224**	-
5	Biological Sex	-.175*	-.123	-.203*	-.177*
6	T2 Knowledge	-.065	-.131	-.197*	-.091
7	T3 Knowledge	-.123	-.097	-.272**	-.060
8	T4 Knowledge	-.033	-.104	-.253**	-.041
9	T3 Backlash Attitudes	.265**	.165*	.318***	.342***
10	T4 Backlash Attitudes	.203*	.179*	.369***	.379***
11	T4 Motivation for Future Training	-.098	-.050	-.258***	-.364***
12	T4 Blame for Men	.098	.074	.245**	.016
13	T4 Blame for Women	.121	.152	.322***	.027
14	T4 Intentions to Share Knowledge	-.103	-.151	-.271**	-.299***
15	T4 Policy Violation Recognition	-.184*	-.027	-.138	-.175*
16	T4 Intentions to Report SH	-.189*	.030	-.149	-.184*
17	T4 Potential Harasser Avoidance	-.162	-.014	-.101	-.101
18	T4 Potential Victim Avoidance	.142	.123	.201*	.145
19	T4 Future SBI Intentions	.211*	.247**	.179*	.149

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 31

Model 1: Parallel Mediation Results for Threat to Identity Meaning

Table 31

Model 1: Parallel Mediation Results for Threat to Identity Meaning			
	Dependent Variable		
	T3 SH Policy	T3 Backlash	T4 SH Policy
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	53.27***	2.63***	11.24
Control Variables			
Biological Sex	1.32	-.13	-.94
T2 SH Policy Knowledge	.28***	-.01	.39***
Predictor			
T3 Threat to Identity Meaning	-.66	.16**	.45
Mediators			
T3 SH Policy Knowledge	-	-	.47***
T3 Backlash Attitudes	-	-	-1.10
R^2	.11***	.44***	.44***

Indirect Effects of T3 Threat to Identity Meaning	Effect	LCI	UCI
T3 SH Policy Knowledge	-.31	-1.04	.27
T3 Backlash Attitudes	-.18	-.68	.06

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* $p < .05$; ** $p < .01$; *** $p < .001$

APPENDIX AC (Cont.)

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning

Table 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning									
	Dependent Variable								
	T4 Backlash			T4 Motivation for			T4 Blame for Men		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.38			6.53***			4.17		
Control Variables									
Biological Sex	.16*			-.12			-.58***		
T2 SH Policy Knowledge	.01			-.01			-.03*		
Predictor									
T3 Threat to Identity Meaning	.00			.10			.02		
Mediators									
T3 SH Policy Knowledge	-.00			-.00			-.01		
T3 Backlash Attitudes	1.00***			-1.16***			.13		
R^2	.67***			.58***			.14***		
Indirect Effects of T3 Threat to Identity Meaning	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.00	.03	.00	-.01	.02	.00	-.01	.05
T3 Backlash Attitudes	.17	.03	.31	-.19	-.35	-.03	.02	-.02	.10

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning

Table 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning									
	Dependent Variable								
	T4 Blame for			T4 Intentions to			T4 Policy Violation		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	4.00***			1.95*			.82		
Control Variables									
Biological Sex	-.37*			-.09			.11		
T2 SH Policy Knowledge	-.03*			.02**			.01		
Predictor									
T3 Threat to Identity Meaning	.06			.01			-.11		
Mediators									
T3 SH Policy Knowledge	-.01			.03**			.04***		
T3 Backlash Attitudes	.16			-.39***			-.03		
R^2	.12**			.25***			.18***		

Indirect Effects of T3 Threat to Identity Meaning	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.01	-.01	.10	-.02	-.06	.01	-.03	-.09	.02
T3 Backlash Attitudes	.03	-.10	.09	-.06	-.15	-.01	-.00	-.06	.02

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning

Table 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning									
	Dependent Variable								
	T4 Intentions to			T4 Potential			T4 Potential Victim		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.07			4.48**			3.85**		
Control Variables									
Biological Sex	-.15			.27			.25		
T2 SH Policy Knowledge	.04**			.00			-.01		
Predictor									
T3 Threat to Identity Meaning	-.18			-.22			.11		
Mediators									
T3 SH Policy Knowledge	.03*			-.01			-.02		
T3 Backlash Attitudes	-.16			-.01			.39*		
R^2	.17***			.04			.11**		
Indirect Effects of T3 Threat to Identity Meaning	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.02	-.09	.02	.00	-.01	.06	.02	-.01	.08
T3 Backlash Attitudes	-.03	-.12	.01	-.00	-.07	.07	.06	.01	.17

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning

Table 31 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Meaning	
	Dependent Variable
	T4 Future SBI
	Unstandardized b
Constant	1.57**
Control Variables	
Biological Sex	.09
T2 SH Policy Knowledge	-.01
Predictor	
T3 Threat to Identity Meaning	.07
Mediators	
T3 SH Policy Knowledge	-.01
T3 Backlash Attitudes	.32***
R^2	.20***

Indirect Effects of T3 Threat to Identity Meaning	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.00	.03
T3 Backlash Attitudes	.05	.01	.13

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 32

Model 1: Parallel Mediation Results for Threat to Identity Enactment

Table 32

Model 1: Parallel Mediation Results for Threat to Identity Enactment			
	Dependent Variable		
	T3 SH Policy	T3 Backlash	T4 SH Policy
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	52.38***	2.73***	12.58*
Control Variables			
Biological Sex	1.46	-.17	-1.01
T2 SH Policy Knowledge	.28***	-.01	.38***
Predictor			
T3 Threat to Identity Enactment	-.28	.09	-.03
Mediators			
T3 SH Policy Knowledge	-	-	.47***
T3 Backlash Attitudes	-	-	-.98
R^2	.11**	.06*	.43***

Indirect Effects of T3 Threat to Identity Enactment	Effect	LCI	UCI
T3 SH Policy Knowledge	-.13	-.73	.38
T3 Backlash Attitudes	-.09	-.38	.04

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment

Table 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment									
	Dependent Variable								
	T4 Backlash			T4 Motivation for			T4 Blame for Men		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.56			6.52***			4.22***		
Control Variables									
Biological Sex	.17**			-.13			-.59***		
T2 SH Policy Knowledge	.01			-.01			-.03*		
Predictor									
T3 Threat to Identity Enactment	.07			.05			-.02		
Mediators									
T3 SH Policy Knowledge	-.00			-.00			-.01		
T3 Backlash Attitudes	.99***			-1.12***			.15		
R^2	.70***			.57***			.14***		
Indirect Effects of T3 Threat to Identity Enactment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.00	.02	.00	-.01	.02	.00	-.01	.03
T3 Backlash Attitudes	.09	-.02	.20	-.10	-.22	.02	.01	-.01	.06

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment

Table 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment

	Dependent Variable		
	T4 Blame for	T4 Intentions to	T4 Policy Violation
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	3.86***	2.20**	.55
Control Variables			
Biological Sex	-.38*	-.11	.14
T2 SH Policy Knowledge	-.03*	.02*	.01
Predictor			
T3 Threat to Identity Enactment	.08	-.07	.03
Mediators			
T3 SH Policy Knowledge	-.01	.03	.04***
T3 Backlash Attitudes	.16	-.38***	-.08
R^2	.12**	.26***	.17***

Indirect Effects of T3 Threat to Identity Enactment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.01	.04	-.01	-.04	.02	-.01	-.07	.03
T3 Backlash Attitudes	.01	-.00	.06	-.03	-.09	.00	-.01	-.04	.01

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment

Table 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment								
	Dependent Variable							
	T4 Intentions to			T4 Potential			T4 Potential Victim		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.73			3.98**			3.88**		
Control Variables									
Biological Sex	-.09			.32			.25		
T2 SH Policy Knowledge	.04**			.00			-.01		
Predictor									
T3 Threat to Identity Enactment	.10			.02			.09		
Mediators									
T3 SH Policy Knowledge	.04*			-.00			-.02		
T3 Backlash Attitudes	-.25			-.10			.40**		
R^2	.16***			.02			.11**		

Indirect Effects of T3 Threat to Identity Enactment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.01	-.07	.02	.00	-.01	.04	.01	-.02	.06
T3 Backlash Attitudes	-.02	-.08	.00	-.01	-.06	.01	.04	-.00	.11

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment

Table 32 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Enactment (Cont.)

	Dependent Variable
	T4 Future SBI
	Unstandardized b
Constant	1.45**
Control Variables	
Biological Sex	.09
T2 SH Policy Knowledge	-.01
Predictor	
T3 Threat to Identity Enactment	.11*
Mediators	
T3 SH Policy Knowledge	-.01
T3 Backlash Attitudes	. 31***
R^2	.22***

Indirect Effects of T3 Threat to Identity Enactment	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.00	.02
T3 Backlash Attitudes	.03	-.00	.07

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 33

Model 1: Parallel Mediation Results for Threat to Identity Commitment

Table 33

Model 1: Parallel Mediation Results for Threat to Identity Commitment	Dependent Variable		
	T3 SH Policy	T3 Backlash	T4 SH Policy
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	56.72***	2.27***	14.73*
Control Variables			
Biological Sex	.97	-.12	-1.14
T2 SH Policy Knowledge	.26***	-.01	.38***
Predictor			
T3 Threat to Identity Commitment	-1.84*	.24***	-.67
Mediators			
T3 SH Policy Knowledge	-	-	.45***
T3 Backlash Attitudes	-	-	-.79
R^2	.15***	.12***	.44***

Indirect Effects of T3 Threat to Identity Commitment	Effect	LCI	UCI
T3 SH Policy Knowledge	-.83	-1.78	-.10
T3 Backlash Attitudes	-.19	-.65	.23

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment

Table 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment	Dependent Variable		
	T4 Backlash	T4 Motivation for	T4 Blame for Men
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	-.92*	6.90***	3.45**
Control Variables			
Biological Sex	.19**	-.16	-.55***
T2 SH Policy Knowledge	.01*	-.01	-.03*
Predictor			
T3 Threat to Identity Commitment	.17***	-.07	.22
Mediators			
T3 SH Policy Knowledge	-.00	-.00	.00
T3 Backlash Attitudes	.95***	-1.09***	.08
R^2	.72***	.57***	.16***

Indirect Effects of T3 Threat to Identity Commitment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.01	.04	.01	-.02	.05	.00	-.05	.06
T3 Backlash Attitudes	.23	.09	.37	-.26	-.43	-.11	.02	-.04	.11

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment

Table 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment	Dependent Variable		
	T4 Blame for	T4 Intentions to	T4 Policy Violation
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	2.96*	2.37**	.60
Control Variables			
Biological Sex	-.32*	-.12	.14
T2 SH Policy Knowledge	-.03*	.02*	.01
Predictor			
T3 Threat to Identity Commitment	.34**	-.11	.01
Mediators			
T3 SH Policy Knowledge	.00	.02*	.60***
T3 Backlash Attitudes	.08	-.36***	-.08
R^2	.17***	.27***	.17***

Indirect Effects of T3 Threat to Identity Commitment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.04	.05	-.04	-.11	-.00	-.07	-.18	-.00
T3 Backlash Attitudes	.02	-.03	.10	-.09	-.17	-.03	-.02	-.08	.03

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment

Table 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment	Dependent Variable		
	T4 Intentions to	T4 Potential	T4 Potential Victim
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	-.28	4.50**	3.61**
Control Variables			
Biological Sex	-.12	.29	.25
T2 SH Policy Knowledge	.03**	.00	-.01
Predictor			
T3 Threat to Identity Commitment	-.04	-.14	.16
Mediators			
T3 SH Policy Knowledge	.03*	-.01	-.03
T3 Backlash Attitudes	-.22	-.05	.37*
R^2	.16***	.03	.12**

Indirect Effects of T3 Threat to Identity Commitment	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.06	-.16	-.00	.01	-.04	.10	.05	-.00	.15
T3 Backlash Attitudes	-.05	-.15	.02	-.01	-.09	.07	.09	.02	.20

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment

Table 33 (Cont.)

Model 1: Parallel Mediation Results for Threat to Identity Commitment	
	Dependent Variable
	T4 Future SBI
	Unstandardized b
Constant	1.68^{**}
Control Variables	
Biological Sex	.08
T2 SH Policy Knowledge	-.01
Predictor	
T3 Threat to Identity Commitment	.03
Mediators	
T3 SH Policy Knowledge	-.01
T3 Backlash Attitudes	$.32^{***}$
R^2	$.19^{***}$

Indirect Effects of T3 Threat to Identity Commitment	Effect	LCI	UCI
T3 SH Policy Knowledge	.01	-.01	.06
T3 Backlash Attitudes	.08	.03	.15

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 34

Model 1: Parallel Mediation Results for Affect-Based Identity Threat

Table 34

Model 1: Parallel Mediation Results for Affect-Based Identity Threat			
	Dependent Variable		
	T3 SH Policy	T3 Backlash	T4 SH Policy
	Unstandardized b	Unstandardized b	Unstandardized b
Constant	51.69***	2.31***	11.95
Control Variables			
Biological Sex	1.49	-.13	-.95
T2 SH Policy Knowledge	.28***	-.01	.39***
Predictor			
T3 Affect-Based Identity Threat	-.07	.21***	.31
Mediators			
T3 SH Policy Knowledge	-	-	.47***
T3 Backlash Attitudes	-	-	-1.13
R^2	.11**	.14***	.43***

Indirect Effects of T3 Affect-Based Identity Threat	Effect	LCI	UCI
T3 SH Policy Knowledge	-.03	-.57	.55
T3 Backlash Attitudes	-.24	-.70	.08

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat

Table 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat									
	Dependent Variable								
	T4 Backlash			T4 Motivation for			T4 Blame for Men		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.57			6.91***			4.37***		
Control Variables									
Biological Sex	.19**			-.17			-.62***		
T2 SH Policy Knowledge	.01*			-.01			-.03*		
Predictor									
T3 Affect-Based Identity Threat	.11**			-.14*			-.12		
Mediators									
T3 SH Policy Knowledge	-.00			-.00			-.01		
T3 Backlash Attitudes	.95***			-1.05***			.20		
R^2	.71***			.58***			.15***		
Indirect Effects of T3 Affect-Based Identity Threat	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.01	.01	.00	-.01	.01	.00	-.02	.02
T3 Backlash Attitudes	.20	.09	.32	-.22	-.34	-.11	.04	-.01	.14

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat

Table 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat									
	Dependent Variable								
	T4 Blame for			T4 Intentions to			T4 Policy Violation		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	4.25***			2.30**			.83		
Control Variables									
Biological Sex	-.41**			-.13			.11		
T2 SH Policy Knowledge	-.03*			.02*			.01		
Predictor									
T3 Affect-Based Identity Threat	-.09			-.17**			-.11		
Mediators									
T3 SH Policy Knowledge	-.01			.03**			.04***		
T3 Backlash Attitudes	.22			-.31**			-.02		
R^2	.12**			.29***			.18***		
Indirect Effects of T3 Affect-Based Identity Threat	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.01	.02	-.00	-.04	.03	-.00	-.06	.04
T3 Backlash Attitudes	.05	-.00	.13	-.07	-.14	-.02	-.00	-.05	.04

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat

Table 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat									
	Dependent Variable								
	T4 Intentions to			T4 Potential			T4 Potential Victim		
	Unstandardized b			Unstandardized b			Unstandardized b		
Constant	-.13			4.22**			3.97***		
Control Variables									
Biological Sex	-.14			.30			.25		
T2 SH Policy Knowledge	.04**			.00			-.01		
Predictor									
T3 Affect-Based Identity Threat	-.17			-.10			.10		
Mediators									
T3 SH Policy Knowledge	.04*			-.00			-.02		
T3 Backlash Attitudes	-.15			-.05			.37*		
R^2	.17***			.03			.11**		
Indirect Effects of T3 Affect-Based Identity Threat	Effect	LCI	UCI	Effect	LCI	UCI	Effect	LCI	UCI
T3 SH Policy Knowledge	-.00	-.05	.04	.00	-.02	.03	.00	-.03	.04
T3 Backlash Attitudes	-.03	-.12	.03	-.01	-.08	.07	.08	.01	.18

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;

N = 147

* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat

Table 34 (Cont.)

Model 1: Parallel Mediation Results for Affect-Based Identity Threat	Dependent Variable
	T4 Future SBI
	Unstandardized b
Constant	1.75**
Control Variables	
Biological Sex	.08
T2 SH Policy Knowledge	-.01
Predictor	
T3 Affect-Based Identity Threat	.01
Mediators	
T3 SH Policy Knowledge	-.01
T3 Backlash Attitudes	.33***
R^2	.19***

Indirect Effects of T3 Affect-Based Identity Threat	Effect	LCI	UCI
T3 SH Policy Knowledge	.00	-.01	.02
T3 Backlash Attitudes	.07	.03	.14

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period;
N = 147
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 35

Model 2: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat

Table 35

Model 2: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat			
Variable	Mean	SD	α
T2 Threat to Identity Meaning	2.43	.59	.75
T2 Threat to Identity Enactment	2.33	.63	.81
T2 Threat to Identity Commitment	1.97	.54	.90
T2 Affect-Based Identity Threat	2.93	.69	.83

T# = Time Period
N = 190

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 36

Model 2: Bivariate Correlations for Alternative Measures of Identity Threat

Table 36

	Model 2: Bivariate Correlations for Alternative Measures of Identity Threat				
	Variable	1	2	3	4
1	T2 Threat to Identity Meaning	-			
2	T2 Threat to Identity Enactment	.337***	-		
3	T2 Threat to Identity Commitment	.346***	.450***	-	
4	T2 Affect-Based Identity Threat	.239**	.015	.141	-
5	Biological Sex	-.109	-.057	-.168*	-.121
6	T2 SBI Disruption	-.108	.016	-.176*	-.094
7	T1 SBI Frequency	.048	.086	.245**	.086
8	T1 Supervisor-Subordinate SBIs	.042	.150*	.257***	.032
9	T1 SBI Satisfaction	.096	.155*	.150*	.059
10	T1 SBI Partner Satisfaction	.169*	.233**	.328***	.117
11	T1 Previous SH Training Experience	-.074	-.101	.000	-.045
12	T1 Previous SH Victim Experience	-.073	-.075	-.041	-.135
13	T1 Previous SH Harasser Experience	-.017	.081	.020	-.031

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; T# = Time Period
N = 190
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 37

Model 2A: Linear Regression Results for Threat to Identity Meaning

Table 37

Model 2A: Linear Regression Results for Identity Threat to Meaning						
	Step 1		Step 2		Step 3	
	B	β	b	β	b	β
Constant	2.429***	-	2.429***	-	2.441***	-
Control Variable						
Biological Sex	-.149	-.109	-.152	-.112	-.116	-.085
Predictors						
T2 SBI Disruption (SBI-D)			-.052	-.038	-.093	-.069
T1 SBI Frequency (SBI-F)			-.015	-.012	-.032	-.027
T1 Supervisor-Subordinate SBIs (SS-SBI)			-.003	-003	.017	.017
T1 SBI Satisfaction (SBI-S)			-.050	-.038	-.032	-.024
T1 SBI Partner Satisfaction (SBI-PS)			.250	.183	.222	.162
Interactions						
SBI-D X SBI-F					.045	.018
SBI-D X SS-SBI					-.247	-.116
SBI-D X SBI-S					-.534*	-.198*
SBI-D X SBI-PS					.766*	.244*
R^2	.012		.043		.087	
ΔR^2	-		.031		.044	

Dependent Variable: T2 Threat to Identity Meaning

N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period

* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 38

Model 2A: Linear Regression Results for Threat to Identity Enactment

Table 38

Model 2A: Linear Regression Results for Threat to Identity Enactment						
	Step 1		Step 2		Step 3	
	B	β	b	β	b	β
Constant	2.333***	-	2.333***	-	2.334***	-
Control Variable						
Biological Sex	-.082	-.057	-.092	-.063	-.088	-.061
Predictors						
T2 SBI Disruption (SBI-D)			.268*	.188*	.266*	.186*
T1 SBI Frequency (SBI-F)			-.192	-.152	-.197	-.156
T1 Supervisor-Subordinate SBIs (SS-SBI)			.211	.199	.217	.205
T1 SBI Satisfaction (SBI-S)			.035	.025	.033	.023
T1 SBI Partner Satisfaction (SBI-PS)			.436**	.301*	.436**	.301*
Interactions						
SBI-D X SBI-F					-.020	-.007
SBI-D X SS-SBI					.029	.013
SBI-D X SBI-S					-.104	-.036
SBI-D X SBI-PS					.088	.027
R^2	.003		.097**		.098*	
ΔR^2	-		.094**		.001	

Dependent Variable: T2 Threat to Identity Enactment

N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period

* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 39

Model 2A: Linear Regression Results for Threat to Identity Commitment

Table 39

Model 2A: Linear Regression Results for Threat to Identity Commitment						
	Step 1		Step 2		Step 3	
	B	β	b	β	b	β
Constant	1.966***	-	1.966***	-	2.008***	-
Control Variable						
Biological Sex	-.211*	-.168*	-.229**	-.182**	-.232**	-.185**
Predictors						
T2 SBI Disruption (SBI-D)			-.036	-.029	-.039	-.032
T1 SBI Frequency (SBI-F)			.056	.051	.054	.050
T1 Supervisor-Subordinate SBIs (SS-SBI)			.138	.151	.120	.131
T1 SBI Satisfaction (SBI-S)			-.195	-.160	-.183	-.150
T1 SBI Partner Satisfaction (SBI-PS)			.444***	.352***	.432***	.343***
Interactions						
SBI-D X SBI-F					.081	.034
SBI-D X SS-SBI					-.270	-.139
SBI-D X SBI-S					.278	.112
SBI-D X SBI-PS					.360	.125
R^2	.028*		.179***		.227***	
ΔR^2	-		.151***		.048*	

Dependent Variable: T2 Threat to Identity Commitment

N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period

* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 40

Model 2A: Linear Regression Results for Affect-Based Identity Threat

Table 40

Model 2A: Linear Regression Results for Affect-Based Identity Threat						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.928***	-	2.928***	-	2.947***	-
Control Variable						
Biological Sex	-.193	-.121	-.199	-.125	-.188	-.117
Predictors						
T2 SBI Disruption (SBI-D)			-.099	-.063	-.155	-.099
T1 SBI Frequency (SBI-F)			.161	.115	.196	.141
T1 Supervisor-Subordinate SBIs (SS-SBI)			-.095	-.081	-.100	-.086
T1 SBI Satisfaction (SBI-S)			-.081	-.052	-.119	-.077
T1 SBI Partner Satisfaction (SBI-PS)			.168	.105	.174	.109
Interactions						
SBI-D X SBI-F					-.921*	-.309*
SBI-D X SS-SBI					.454	.183
SBI-D X SBI-S					-.001	.000
SBI-D X SBI-PS					.312	.085
R^2	.015		.037		.073	
ΔR^2	-		.023		.036	

Dependent Variable: T2 Affect-Based Identity Threat
N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 41

Model 2B: Linear Regression Results for Threat to Identity Meaning

Table 41

Model 2B: Linear Regression Results						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.427***	-	2.427***	-	2.424***	-
Control Variable						
Biological Sex	-.152	-.111	-.143	-.105	-.140	-.102
Predictors						
T2 SBI Disruption (SBI-D)			-.139	-.103	-.079	-.058
T1 Previous SH Training Experience (PSHT)			-.099	-.068	-.089	-.061
T1 Previous SH Victim Experience (PSHV)			-.046	-.037	-.048	-.039
T1 Previous SH Harasser Experience (PSHH)			-.118	-.029	-.361	-.088
Interactions						
SBI-D X PSHT					.628**	.201**
SBI-D X PSHV					-.501*	-.188*
SBI-D X PSHH					-1.384	-.131
R^2	.012		.031		.101*	
ΔR^2	-		.019		.070**	

Dependent Variable: T2 Threat to Identity Meaning
N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 42

Model 2B: Linear Regression Results for Threat to Identity Enactment

Table 42

Model 2B: Linear Regression Results for Threat to Identity Enactment						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.338***	-	2.338***	-	2.334***	-
Control Variable						
Biological Sex	-.076	-.053	-.050	-.035	-.056	-.039
Predictors						
T2 SBI Disruption (SBI-D)			.039	.027	.020	.014
T1 Previous SH Training Experience (PSHT)			-.147	-.096	-.130	-.085
T1 Previous SH Victim Experience (PSHV)			-.080	-.062	-.081	-.062
T1 Previous SH Harasser Experience (PSHH)			.344	.080	.361	.084
Interactions						
SBI-D X PSHT					.187	.057
SBI-D X PSHV					.264	.094
SBI-D X PSHH					-.166	-.015
R^2	.003		.023		.037	
ΔR^2	-		.020		.014	

Dependent Variable: T2 Threat to Identity Enactment
N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 43

Model 2B: Linear Regression Results for Threat to Identity Commitment

Table 43

Model 2B: Linear Regression Results for Threat to Identity Commitment						
	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	1.964***	-	1.964***	-	1.963***	-
Control Variable						
Biological Sex	-.214*	-.171*	-.211*	-.168*	-.212*	-.169*
Predictors						
T2 SBI Disruption (SBI-D)			-.216*	-.174*	-.219*	-.177*
T1 Previous SH Training Experience (PSHT)			.006	.004	.010	.007
T1 Previous SH Victim Experience (PSHV)			.003	.003	.006	.005
T1 Previous SH Harasser Experience (PSHH)			.000	.000	.015	.004
Interactions						
SBI-D X PSHT					.084	.029
SBI-D X PSHV					.071	.029
SBI-D X PSHH					.103	.011
R^2	.029*		.059*		.062	
ΔR^2	-		.030		.002	

Dependent Variable: T2 Threat to Identity Commitment
N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 44

Model 2B: Linear Regression Results for Affect-Based Identity Threat

Table 44

Model 2B: Linear Regression Results for Affect-Based Identity Threat	Step 1		Step 2		Step 3	
	b	β	b	β	b	β
Constant	2.932***	-	2.932***	-	2.933***	-
Control Variable						
Biological Sex	-.188	-.118	-.154	-.097	-.151	-.095
Predictors						
T2 SBI Disruption (SBI-D)			-.137	-.114	-.132	-.084
T1 Previous SH Training Experience (PSHT)			-.055	-.125	-.063	-.037
T1 Previous SH Victim Experience (PSHV)			-.152	-.108	-.142	-.099
T1 Previous SH Harasser Experience (PSHH)			-.181	-.350	-.131	-.027
Interactions						
SBI-D X PSHT					-.002	-.001
SBI-D X PSHV					-.016	-.005
SBI-D X PSHH					.642	.052
R^2	.014		.037		.039	
ΔR^2	-		.023		.003	

Dependent Variable: T2 Affect-Based Identity Threat
N = 190; Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction; T# = Time Period
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 45

Model 3: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of

Identity Threat

Table 45

Model 3: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of
Identity Threat

Variable	Mean	SD	α
T3 Threat to Identity Meaning	2.22	.65	.78
T3 Threat to Identity Enactment	2.30	.68	.80
T3 Threat to Identity Commitment	1.90	.56	.87
T3 Affect-Based Identity Threat	2.56	.68	.81
T2 Threat to Identity Meaning	2.42	.60	.75
T2 Threat to Identity Enactment	2.37	.60	.81
T2 Threat to Identity Commitment	1.96	.54	.90
T2 Affect-Based Identity Threat	2.89	.65	.83

T# = Time Period

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 46

Model 3: Bivariate Correlations for Alternative Measures of Identity Threat

Table 46

Model 3: Bivariate Correlations for Alternative Measures of Identity Threat								
Variable	1	2	3	4	5	6	7	8
1 T3 Threat to Identity Meaning	-							
2 T3 Threat to Identity Enactment	.339**	-						
3 T3 Threat to Identity Commitment	.448**	.401**	-					
4 T3 Affect-Based Identity Threat	.306**	-.011	.227**	-				
5 T2 Threat to Identity Meaning	.518**	.214**	.407**	.294**	-			
6 T2 Threat to Identity Enactment	.272**	.577**	.279**	.103	.339**	-		
7 T2 Threat to Identity Commitment	0177*	.197*	.583**	.204*	.371**	.366**	-	
8 T2 Affect-Based Identity Threat	.179*	.152	.233**	.622**	.293**	.117	.229**	-
9 Biological Sex	-.193*	-.166*	-.264**	-.254**	-.094	-.077	-.220**	-.202*
10 Moral Identity Internalization	-.158*	-.123	-.277**	-.127	-.194*	-.185*	-.170*	-.152
11 Moral Identity Symbolization	-.197*	-.089	-.152	-.243**	-.091	-.165*	-.147	-.208**
12 Biological Sex Identity Centrality	-.010	.071	.031	-.077	.136	.015	.035	.087
13 T2 SBI Disruption	-.200*	.134	-.158*	-.188*	-.127	.061	-.147	-.069
14 T3 SBI Disruption	-.164*	-.011	-.273**	-.113	-.028	-.028	-.250**	.007

Biological Sex: 0 = Male; 1 = Female

SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period

* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 1	
	b	β
Constant	2.221***	-
Control Variable		
Biological Sex	-.287*	-.193*
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)		
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D^2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D^2 X T2 IDT-M		
T3 SBI-D X I T2 IDT-M		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-M X BS-ID		
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D^2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D^2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R^2	.037*	
ΔR^2	-	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 2	
	b	β
Constant	2.227***	-
Control Variable		
Biological Sex	-.202	-.136
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.554***	.513***
Biological Sex Identity Centrality (BS-ID)	-.045	-.052
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D2 X T2 IDT-M		
T3 SBI-D X I T2 IDT-M		
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-M X BS-ID		
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R2	.292***	
ΔR2	.255***	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 3	
	b	β
Constant	2.172***	-
Control Variable		
Biological Sex	-.211	-.142
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.540***	-.142***
Biological Sex Identity Centrality (BS-ID)	-.030	-.035
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.096	-.064
T2 SBI-D2	.234	.091
T2 SBI-D X T3 SBI-D	-.535	-.186
T3 SBI-D2	.359	.151
T3 SBI Disruption (T3 SBI-D)	-.183	-.125
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D2 X T2 IDT-M		
T3 SBI-D X I T2 IDT-M		
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-M X BS-ID		
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R2	.335***	
ΔR2	.043	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 4	
	b	β
Constant	2.134^{***}	-
Control Variable		
Biological Sex	$-.216^{*}$	$-.146^{*}$
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.598	.554
Biological Sex Identity Centrality (BS-ID)	-.049	-.057
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.076	-.051
T2 SBI-D2	.433	.168
T2 SBI-D X T3 SBI-D	$-.869^{*}$	-302^{*}
T3 SBI-D2	$.561^{*}$	$.236^{*}$
T3 SBI Disruption (T3 SBI-D)	-.165	-.113
Interactions		
T2 SBI-D X T2 IDT-M	-.239	-.107
T2 SBI-D2 X T2 IDT-M	.366	.118
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.576	.473
T3 SBI-D2 X T2 IDT-M	.031	.011
T3 SBI-D X I T2 IDT-M	-.168	.074
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-M X BS-ID		
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R2	$.371^{***}$	
ΔR2	.037	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 5	
	b	β
Constant	2.151***	-
Control Variable		
Biological Sex	-.226*	-.153*
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.645***	.598***
Biological Sex Identity Centrality (BS-ID)	-.134	-.156
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.134	-.156
T2 SBI-D2	.273	.106
T2 SBI-D X T3 SBI-D	-.769	-.267
T3 SBI-D2	.592*	.249*
T3 SBI Disruption (T3 SBI-D)	-.203	-.138
Interactions		
T2 SBI-D X T2 IDT-M	-.355	.239
T2 SBI-D2 X T2 IDT-M	.019	-.006
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.317	-.089
T3 SBI-D2 X T2 IDT-M	.080	-.027
T3 SBI-D X I T2 IDT-M	-.048	-.021
T2 SBI-D X BS-ID	-.045	-.026
T2 SBI-D2 X BS-ID	.826*	.364*
T2 SBI-D X T3 SBI-D X BS-ID	-1.593*	-.621*
T3 SBI-D2 X BS-ID	.704	.351
T3 SBI-D X BS-ID	-.042	-.026
T2 IDT-M X BS-ID		
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R2	.408***	
ΔR2	.036	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 6	
	b	β
Constant	2.153***	-
Control Variable		
Biological Sex	-.220*	-.149***
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.651***	.603***
Biological Sex Identity Centrality (BS-ID)	-.139	-.162
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.100	-.067
T2 SBI-D2	.277	.108
T2 SBI-D X T3 SBI-D	-.766	-.266
T3 SBI-D2	.598*	.252*
T3 SBI Disruption (T3 SBI-D)	-.203	-.139
Interactions		
T2 SBI-D X T2 IDT-M	-.354	-.159
T2 SBI-D2 X T2 IDT-M	-.017	-.005
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.310	-.086
T3 SBI-D2 X T2 IDT-M	-.117	-.040
T3 SBI-D X I T2 IDT-M	-.048	-.021
T2 SBI-D X BS-ID	-.048	-.028
T2 SBI-D2 X BS-ID	.824*	.363*
T2 SBI-D X T3 SBI-D X BS-ID	-1.587*	-.618*
T3 SBI-D2 X BS-ID	.725	.362
T3 SBI-D X BS-ID	-.045	-.027
T2 IDT-M X BS-ID	-.034	-.025
T2 SBI-D X T2 IDT-M X BS-ID		
T2 SBI-D2 X T2 IDT-M X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID		
T3 SBI-D2 X T2 IDT-M X BS-ID		
T3 SBI-D X T2 IDT-M X BS-ID		
R2	.408***	
ΔR2	.000	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning

Table 47 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Meaning		
	Step 7	
	B	B
Constant	2.126***	-
Control Variable		
Biological Sex	-.233*	-.157*
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.669***	.620***
Biological Sex Identity Centrality (BS-ID)	-.178	-.208
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.039	-.026
T2 SBI-D2	.428	.166
T2 SBI-D X T3 SBI-D	-.994*	-.345*
T3 SBI-D2	.786**	.335**
T3 SBI Disruption (T3 SBI-D)	-.325*	-.222*
Interactions		
T2 SBI-D X T2 IDT-M	-.547*	-.246*
T2 SBI-D2 X T2 IDT-M	-.143	-.046
T2 SBI-D X T3 SBI-D X T2 IDT-M	.305	.085
T3 SBI-D2 X T2 IDT-M	-.510	-.174
T3 SBI-D X I T2 IDT-M	.071	.031
T2 SBI-D X BS-ID	.001	.000
T2 SBI-D2 X BS-ID	1.031*	.454*
T2 SBI-D X T3 SBI-D X BS-ID	-1.719*	-.670*
T3 SBI-D2 X BS-ID	.977*	.488*
T3 SBI-D X BS-ID	-.158	-.096
T2 IDT-M X BS-ID	-.008	-.006
T2 SBI-D X T2 IDT-M X BS-ID	-.550	-.236
T2 SBI-D2 X T2 IDT-M X BS-ID	.023	.007
T2 SBI-D X T3 SBI-D X T2 IDT-M X BS-ID	1.241	.419
T3 SBI-D2 X T2 IDT-M X BS-ID	-1.623	-.708
T3 SBI-D X T2 IDT-M X BS-ID	.965*	.459*
R2	.432***	
ΔR2	.024	

Dependent Variable: T3 Threat to Identity Meaning
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 155; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48

Model 3A: Polynomial Regression Results for Threat to Identity Enactment	Step 1	
	B	B
Constant	2.303^{***}	-
Control Variable		
Biological Sex	$-.259^{*}$	$-.166^{*}$
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)		
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X I T2 IDT-E		
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-E X BS-ID		
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	$.028^{*}$	
ΔR2	-	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment	Step 2	
	B	β
Constant	2.287***	-
Control Variable		
Biological Sex	-.221*	-.142*
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.633***	.564***
Biological Sex Identity Centrality (BS-ID)	.083	.092
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X I T2 IDT-E		
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-E X BS-ID		
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	.356***	
ΔR2	.328***	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment		
	Step 3	
	b	β
Constant	2.249***	-
Control Variable		
Biological Sex	-.240*	-.153*
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.633***	.564***
Biological Sex Identity Centrality (BS-ID)	.087	.097
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.263*	.169*
T2 SBI-D2	.288	.108
T2 SBI-D X T3 SBI-D	-.694*	-.236*
T3 SBI-D2	.309	.127
T3 SBI Disruption (T3 SBI-D)	-.186	-.123
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X I T2 IDT-E		
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-E X BS-ID		
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	.393***	
ΔR2	.038	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment		
	Step 4	
	b	β
Constant	2.259***	-
Control Variable		
Biological Sex	-.255*	-.163*
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.627***	.559***
Biological Sex Identity Centrality (BS-ID)	.084	.093
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.239*	.154*
T2 SBI-D2	.196	.074
T2 SBI-D X T3 SBI-D	-.552	-.188
T3 SBI-D2	.272	.112
T3 SBI Disruption (T3 SBI-D)	-.172	-.114
Interactions		
T2 SBI-D X T2 IDT-E	.139	.059
T2 SBI-D2 X T2 IDT-E	.186	.064
T2 SBI-D X T3 SBI-D X T2 IDT-E	-1.078*	-.252*
T3 SBI-D2 X T2 IDT-E	.482	.138
T3 SBI-D X I T2 IDT-E	-.283	-.107
T2 SBI-D X BS-ID		
T2 SBI-D2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-E X BS-ID		
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	.413***	
ΔR2	.019	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment		
	Step 5	
	b	B
Constant	2.260^{***}	-
Control Variable		
Biological Sex	$-.245^{*}$	$-.157^{*}$
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	$.629^{***}$	$.560^{***}$
Biological Sex Identity Centrality (BS-ID)	.035	.039
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.171	.110
T2 SBI-D2	.282	.106
T2 SBI-D X T3 SBI-D	-.429	-.146
T3 SBI-D2	.132	.054
T3 SBI Disruption (T3 SBI-D)	-.117	-.078
Interactions		
T2 SBI-D X T2 IDT-E	.103	.044
T2 SBI-D2 X T2 IDT-E	.305	.106
T2 SBI-D X T3 SBI-D X T2 IDT-E	-1.306^{*}	$-.306^{*}$
T3 SBI-D2 X T2 IDT-E	.561	.161
T3 SBI-D X I T2 IDT-E	-.257	-.098
T2 SBI-D X BS-ID	$-.356^{*}$	$-.198^{*}$
T2 SBI-D2 X BS-ID	.379	.161
T2 SBI-D X T3 SBI-D X BS-ID	-.220	-.083
T3 SBI-D2 X BS-ID	-.056	-.027
T3 SBI-D X BS-ID	.285	.166
T2 IDT-E X BS-ID		
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	$.434^{***}$	
ΔR2	-	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment		
	Step 6	
	b	B
Constant	2.262^{***}	-
Control Variable		
Biological Sex	$-.220^{*}$	$-.141^{*}$
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	$.645^{***}$	$.574^{***}$
Biological Sex Identity Centrality (BS-ID)	.030	.033
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.194	.125
T2 SBI-D2	.265	.100
T2 SBI-D X T3 SBI-D	-.452	-.154
T3 SBI-D2	.158	.065
T3 SBI Disruption (T3 SBI-D)	-.128	-.085
Interactions		
T2 SBI-D X T2 IDT-E	.073	.031
T2 SBI-D2 X T2 IDT-E	.236	.082
T2 SBI-D X T3 SBI-D X T2 IDT-E	-1.135	-.266
T3 SBI-D2 X T2 IDT-E	.529	.152
T3 SBI-D X I T2 IDT-E	-.253	-.096
T2 SBI-D X BS-ID	-.330	-.183
T2 SBI-D2 X BS-ID	.374	.159
T2 SBI-D X T3 SBI-D X BS-ID	-.231	-.087
T3 SBI-D2 X BS-ID	-.013	-.006
T3 SBI-D X BS-ID	.291	.170
T2 IDT-E X BS-ID	-.136	-.090
T2 SBI-D X T2 IDT-E X BS-ID		
T2 SBI-D2 X T2 IDT-E X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID		
T3 SBI-D2 X T2 IDT-E X BS-ID		
T3 SBI-D X T2 IDT-E X BS-ID		
R2	$.441^{***}$	
ΔR2	.007	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment

Table 48 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Enactment		
	Step 7	
	b	β
Constant	2.272***	-
Control Variable		
Biological Sex	-.237*	-.152*
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.637***	.568***
Biological Sex Identity Centrality (BS-ID)	.021	.023
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.163	.105
T2 SBI-D2	.284	.107
T2 SBI-D X T3 SBI-D	-.383	-.130
T3 SBI-D2	.100	.041
T3 SBI Disruption (T3 SBI-D)	-.122	-.081
Interactions		
T2 SBI-D X T2 IDT-E	.072	.031
T2 SBI-D2 X T2 IDT-E	.296	.103
T2 SBI-D X T3 SBI-D X T2 IDT-E	-1.161	-.272
T3 SBI-D2 X T2 IDT-E	.309	.089
T3 SBI-D X I T2 IDT-E	-.092	-.035
T2 SBI-D X BS-ID	-.329	-.183
T2 SBI-D2 X BS-ID	.592	.251
T2 SBI-D X T3 SBI-D X BS-ID	-.427	-.160
T3 SBI-D2 X BS-ID	.016	.008
T3 SBI-D X BS-ID	.284	.165
T2 IDT-E X BS-ID	-.233	-.155
T2 SBI-D X T2 IDT-E X BS-ID	-.651	-.212
T2 SBI-D2 X T2 IDT-E X BS-ID	.102	.026
T2 SBI-D X T3 SBI-D X T2 IDT-E X BS-ID	.686	.173
T3 SBI-D2 X T2 IDT-E X BS-ID	-.355	-.108
T3 SBI-D X T2 IDT-E X BS-ID	.362	.127
R2	.458***	
ΔR2	.018	

Dependent Variable: T3 Threat to Identity Enactment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 1	
	b	β
Constant	1.895	-
Control Variable		
Biological Sex	-.339 **	-.264 **
Predictors		
T2 Identity Threat to M Commitment (T2 IDT-C)		
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X I T2 IDT-C		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-C X BS-ID		
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.070**	
ΔR^2	-	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 2	
	b	β
Constant	1.897	-
Control Variable		
Biological Sex	-.200*	-.155*
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.574***	.548***
Biological Sex Identity Centrality (BS-ID)	.034	.046
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X I T2 IDT-C		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-C X BS-ID		
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.361***	
ΔR^2	.292***	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 3	
	b	β
Constant	1.953	-
Control Variable		
Biological Sex	-.228[*]	-.177[*]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.505[***]	.481[***]
Biological Sex Identity Centrality (BS-ID)	.032	.043
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.011	-.008
T2 SBI-D^2	-.209	-.096
T2 SBI-D X T3 SBI-D	.152	.063
T3 SBI-D^2	-.158	-.078
T3 SBI Disruption (T3 SBI-D)	-.173	-.137
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X I T2 IDT-C		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-C X BS-ID		
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.389[***]	
ΔR^2	.027	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; [*] p < .05; [**] p < .01; [***] p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 4	
	b	β
Constant	1.943	-
Control Variable		
Biological Sex	-.228[*]	-.177[*]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.491[***]	.468[***]
Biological Sex Identity Centrality (BS-ID)	.033	.045
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.004	.003
T2 SBI-D^2	-.034	-.016
T2 SBI-D X T3 SBI-D	.081	.033
T3 SBI-D^2	-.172	-.085
T3 SBI Disruption (T3 SBI-D)	-.200	-.159
Interactions		
T2 SBI-D X T2 IDT-C	.110	.051
T2 SBI-D^2 X T2 IDT-C	.441	.157
T2 SBI-D X T3 SBI-D X T2 IDT-C	.234	.058
T3 SBI-D^2 X T2 IDT-C	-.516	-.156
T3 SBI-D X I T2 IDT-C	-.039	-.016
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 IDT-C X BS-ID		
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.405[***]	
ΔR^2	.016	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; [*] p < .05; [**] p < .01; [***] p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 5	
	b	β
Constant	1.952	-
Control Variable		
Biological Sex	-.212*	-.165*
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.517***	.493***
Biological Sex Identity Centrality (BS-ID)	.013	.018
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.037	-.029
T2 SBI-D^2	-.102	-.047
T2 SBI-D X T3 SBI-D	.092	.038
T3 SBI-D^2	-.177	-.087
T3 SBI Disruption (T3 SBI-D)	-.239*	-.189*
Interactions		
T2 SBI-D X T2 IDT-C	.085	.039
T2 SBI-D^2 X T2 IDT-C	.377	.135
T2 SBI-D X T3 SBI-D X T2 IDT-C	.273	.068
T3 SBI-D^2 X T2 IDT-C	-.632	-.191
T3 SBI-D X I T2 IDT-C	.065	.027
T2 SBI-D X BS-ID	.134	.090
T2 SBI-D^2 X BS-ID	.518	.267
T2 SBI-D X T3 SBI-D X BS-ID	-.482	-.220
T3 SBI-D^2 X BS-ID	-.059	-.034
T3 SBI-D X BS-ID	-.147	-.104
T2 IDT-C X BS-ID		
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.434***	
ΔR^2	.029	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment	Step 6	
	b	β
Constant	1.955	-
Control Variable		
Biological Sex	-.200[*]	-.155[*]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.528[***]	.503[***]
Biological Sex Identity Centrality (BS-ID)	.006	.008
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.029	-.023
T2 SBI-D^2	-.128	-.058
T2 SBI-D X T3 SBI-D	.116	.048
T3 SBI-D^2	-.189	-.093
T3 SBI Disruption (T3 SBI-D)	-.242[*]	-.192[*]
Interactions		
T2 SBI-D X T2 IDT-C	.082	.038
T2 SBI-D^2 X T2 IDT-C	.334	.119
T2 SBI-D X T3 SBI-D X T2 IDT-C	.301	.075
T3 SBI-D^2 X T2 IDT-C	-.676	-.204
T3 SBI-D X I T2 IDT-C	.055	.022
T2 SBI-D X BS-ID	.150	.101
T2 SBI-D^2 X BS-ID	.435	.224
T2 SBI-D X T3 SBI-D X BS-ID	-.425	-.194
T3 SBI-D^2 X BS-ID	-.061	-.035
T3 SBI-D X BS-ID	-.195	-.137
T2 IDT-C X BS-ID	-.112	-.079
T2 SBI-D X T2 IDT-C X BS-ID		
T2 SBI-D^2 X T2 IDT-C X BS-ID		
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID		
T3 SBI-D^2 X T2 IDT-C X BS-ID		
T3 SBI-D X T2 IDT-C X BS-ID		
R^2	.438[***]	
ΔR^2	.004	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; [*] p < .05; [**] p < .01; [***] p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment

Table 49 (Cont.)

Model 3A: Polynomial Regression Results for Threat to Identity Commitment		
	Step 7	
	b	β
Constant	1.961	-
Control Variable		
Biological Sex	-.212[*]	-.165[*]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.522[***]	.497[***]
Biological Sex Identity Centrality (BS-ID)	-.062	-.084
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.071	-.056
T2 SBI-D^2	-.125	-.057
T2 SBI-D X T3 SBI-D	-.042	-.017
T3 SBI-D^2	-.120	-.059
T3 SBI Disruption (T3 SBI-D)	-.231	-.183
Interactions		
T2 SBI-D X T2 IDT-C	.098	.045
T2 SBI-D^2 X T2 IDT-C	.416	.149
T2 SBI-D X T3 SBI-D X T2 IDT-C	.056	.014
T3 SBI-D^2 X T2 IDT-C	-.552	-.166
T3 SBI-D X I T2 IDT-C	-.064	-.281
T2 SBI-D X BS-ID	.250	.168
T2 SBI-D^2 X BS-ID	1.295[*]	.668[*]
T2 SBI-D X T3 SBI-D X BS-ID	-1.443	-.658
T3 SBI-D^2 X BS-ID	.228	.132
T3 SBI-D X BS-ID	-.311	-.220
T2 IDT-C X BS-ID	-.188	-.132
T2 SBI-D X T2 IDT-C X BS-ID	.232	.092
T2 SBI-D^2 X T2 IDT-C X BS-ID	1.288	.407
T2 SBI-D X T3 SBI-D X T2 IDT-C X BS-ID	-1.434	-.344
T3 SBI-D^2 X T2 IDT-C X BS-ID	.267	.076
T3 SBI-D X T2 IDT-C X BS-ID	-.270	-.607
R^2	.455[***]	
ΔR^2	.016	

Dependent Variable: T3 Threat to Identity Commitment
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; [*] p < .05; [**] p < .01; [***] p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 1	
	b	β
Constant	2.556	-
Control Variable		
Biological Sex	-.401**	-.254**
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)		
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X I T2 A-IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 A-IDT X BS-ID		
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2	.064**	
ΔR^2	-	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 2	
	b	β
Constant	2.571	-
Control Variable		
Biological Sex	-.170	-.108
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.639***	.609***
Biological Sex Identity Centrality (BS-ID)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X I T2 A-IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 A-IDT X BS-ID		
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2	.414***	
ΔR^2	.350***	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 3	
	b	β
Constant	2.571	-
Control Variable		
Biological Sex	-.171	-.108
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.631***	.602***
Biological Sex Identity Centrality (BS-ID)	-.089	-.098
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.168	-.107
T2 SBI-D^2	-.120	-.045
T2 SBI-D X T3 SBI-D	.018	.006
T3 SBI-D^2	.053	.022
T3 SBI Disruption (T3 SBI-D)	-.092	-.060
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X I T2 A-IDT		
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 A-IDT X BS-ID		
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2		.438***
ΔR^2		.024

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat	Step 4	
	b	β
Constant	2.576	-
Control Variable		
Biological Sex	-.129	-.082
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.622***	.593***
Biological Sex Identity Centrality (BS-ID)	-.090	-.099
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.226	-.144
T2 SBI-D^2	-.112	-.042
T2 SBI-D X T3 SBI-D	-.302	-.102
T3 SBI-D^2	.211	.086
T3 SBI Disruption (T3 SBI-D)	-.124	-.081
Interactions		
T2 SBI-D X T2 A-IDT	-.088	-.037
T2 SBI-D^2 X T2 A-IDT	-.518	-.146
T2 SBI-D X T3 SBI-D X T2 A-IDT	1.317	.222
T3 SBI-D^2 X T2 A-IDT	.089	.021
T3 SBI-D X I T2 A-IDT	.070	.025
T2 SBI-D X BS-ID		
T2 SBI-D^2 X BS-ID		
T2 SBI-D X T3 SBI-D X BS-ID		
T3 SBI-D^2 X BS-ID		
T3 SBI-D X BS-ID		
T2 A-IDT X BS-ID		
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2	.465***	
ΔR^2	.027	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat	Step 5	
	b	β
Constant	2.575	-
Control Variable		
Biological Sex	-.148	-.094
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.609***	.580***
Biological Sex Identity Centrality (BS-ID)	-.195*	-.214*
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.215	-.137
T2 SBI-D^2	-.192	-.072
T2 SBI-D X T3 SBI-D	-.261	-.088
T3 SBI-D^2	.303	.124
T3 SBI Disruption (T3 SBI-D)	-.124	-.081
Interactions		
T2 SBI-D X T2 A-IDT	-.107	-.046
T2 SBI-D^2 X T2 A-IDT	-.312	-.088
T2 SBI-D X T3 SBI-D X T2 A-IDT	.981	.165
T3 SBI-D^2 X T2 A-IDT	.190	.045
T3 SBI-D X I T2 A-IDT	.080	.029
T2 SBI-D X BS-ID	.226	.124
T2 SBI-D^2 X BS-ID	.195	.082
T2 SBI-D X T3 SBI-D X BS-ID	-.073	-.027
T3 SBI-D^2 X BS-ID	.276	.131
T3 SBI-D X BS-ID	-.131	-.075
T2 A-IDT X BS-ID		
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2	.484***	
ΔR^2	.019	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 6	
	b	β
Constant	2.573	-
Control Variable		
Biological Sex	-.149	-.094
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.608***	.579***
Biological Sex Identity Centrality (BS-ID)	-.194*	-.213*
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.212	-.136
T2 SBI-D^2	-.195	-.073
T2 SBI-D X T3 SBI-D	-.271	-.091
T3 SBI-D^2	.313	.128
T3 SBI Disruption (T3 SBI-D)	-.125	-.082
Interactions		
T2 SBI-D X T2 A-IDT	-.103	-.044
T2 SBI-D^2 X T2 A-IDT	-.304	-.086
T2 SBI-D X T3 SBI-D X T2 A-IDT	.966	.163
T3 SBI-D^2 X T2 A-IDT	.203	.048
T3 SBI-D X I T2 A-IDT	.069	.025
T2 SBI-D X BS-ID	.239	.131
T2 SBI-D^2 X BS-ID	.217	.091
T2 SBI-D X T3 SBI-D X BS-ID	-.111	-.041
T3 SBI-D^2 X BS-ID	.286	.135
T3 SBI-D X BS-ID	-.142	-.081
T2 A-IDT X BS-ID	.023	.018
T2 SBI-D X T2 A-IDT X BS-ID		
T2 SBI-D^2 X T2 A-IDT X BS-ID		
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID		
T3 SBI-D^2 X T2 A-IDT X BS-ID		
T3 SBI-D X T2 A-IDT X BS-ID		
R^2	.485***	
ΔR^2	.000	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat

Table 50 (Cont.)

Model 3A: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 7	
	b	β
Constant	2.540	-
Control Variable		
Biological Sex	-.127	-.080
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.722***	.689***
Biological Sex Identity Centrality (BS-ID)	-.174	-.192
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.210	-.134
T2 SBI-D^2	.062	.023
T2 SBI-D X T3 SBI-D	-.430	-.145
T3 SBI-D^2	.391	.160
T3 SBI Disruption (T3 SBI-D)	-.108	-.071
Interactions		
T2 SBI-D X T2 A-IDT	.030	.013
T2 SBI-D^2 X T2 A-IDT	-.807	-.227
T2 SBI-D X T3 SBI-D X T2 A-IDT	.768	.129
T3 SBI-D^2 X T2 A-IDT	.321	.076
T3 SBI-D X I T2 A-IDT	-.105	-.038
T2 SBI-D X BS-ID	.318	.175
T2 SBI-D^2 X BS-ID	.101	.043
T2 SBI-D X T3 SBI-D X BS-ID	.043	.016
T3 SBI-D^2 X BS-ID	.398	.188
T3 SBI-D X BS-ID	-.202	-.116
T2 A-IDT X BS-ID	.080	.065
T2 SBI-D X T2 A-IDT X BS-ID	.302	.119
T2 SBI-D^2 X T2 A-IDT X BS-ID	.036	.010
T2 SBI-D X T3 SBI-D X T2 A-IDT X BS-ID	-2.222*	-.344*
T3 SBI-D^2 X T2 A-IDT X BS-ID	1.154	1.449
T3 SBI-D X T2 A-IDT X BS-ID	-.507	-.145
R^2	.516***	
ΔR^2	.031	

Dependent Variable: T3 Affect-Based Identity Threat
Biological Sex: 0 = Male; 1 = Female; SBI = Sex-Based Interaction;
T# = Time Period; N = 157; * p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 1	
	b	β
Constant	2.226[***]	-
Control Variable		
Biological Sex	-.251[*]	-.168[*]
Moral Identity Internalization	-.197[*]	-.162[*]
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)		
Moral Identity Symbolization (MID-S)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D2 X T2 IDT-M		
T3 SBI-D X T2 IDT-M		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-M X MID-S		
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R2	.061[**]	
ΔR2	-	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning	Step 2	
	b	β
Constant	2.232***	-
Control Variable		
Biological Sex	-.189	-.126
Moral Identity Internalization	-.027	-.022
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.533***	.491***
Moral Identity Symbolization (MID-S)	-.112	-.133
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D2 X T2 IDT-M		
T3 SBI-D X T2 IDT-M		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-M X MID-S		
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R^2	.309***	
ΔR^2	.248***	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 3	
	b	β
Constant	2.171***	-
Control Variable		
Biological Sex	-.194	-.130
Moral Identity Internalization	-.027	-.022
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.522***	.480***
Moral Identity Symbolization (MID-S)	-.089	-.106
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.079	-.053
T2 SBI-D2	.219	.085
T2 SBI-D X T3 SBI-D	-.487	-.170
T3 SBI-D2	.373	.157
T3 SBI Disruption (T3 SBI-D)	-.192	-.131
Interactions		
T2 SBI-D X T2 IDT-M		
T2 SBI-D2 X T2 IDT-M		
T2 SBI-D X T3 SBI-D X T2 IDT-M		
T3 SBI-D2 X T2 IDT-M		
T3 SBI-D X T2 IDT-M		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-M X MID-S		
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R2	.349***	
ΔR2	.041	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 4	
	b	β
Constant	2.129^{***}	-
Control Variable		
Biological Sex	$-.204^{*}$	$-.137^{*}$
Moral Identity Internalization	-.019	-.015
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	$.554^{***}$	$.510^{***}$
Moral Identity Symbolization (MID-S)	-.094	-.112
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.051	-.034
T2 SBI-D2	.438	.170
T2 SBI-D X T3 SBI-D	$-.880^{*}$	$-.308^{*}$
T3 SBI-D2	$.592^{*}$	$.249^{*}$
T3 SBI Disruption (T3 SBI-D)	-.188	-.128
Interactions		
T2 SBI-D X T2 IDT-M	-.230	-.103
T2 SBI-D2 X T2 IDT-M	.382	.122
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.662	-.184
T3 SBI-D2 X T2 IDT-M	.177	.060
T3 SBI-D X T2 IDT-M	-.181	-.079
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-M X MID-S		
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R2	$.384^{***}$	
ΔR2	.035	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 5	
	b	β
Constant	2.113***	-
Control Variable		
Biological Sex	-.228*	-.153*
Moral Identity Internalization	-.060	-.049
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.535***	.493***
Moral Identity Symbolization (MID-S)	-.145	-.173
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.043	-.029
T2 SBI-D2	.375	.146
T2 SBI-D X T3 SBI-D	-.841*	-.295*
T3 SBI-D2	.610*	.257*
T3 SBI Disruption (T3 SBI-D)	-.185	-.127
Interactions		
T2 SBI-D X T2 IDT-M	-.179	-.080
T2 SBI-D2 X T2 IDT-M	.349	.112
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.634	-.176
T3 SBI-D2 X T2 IDT-M	.227	.077
T3 SBI-D X T2 IDT-M	-.238	-.104
T2 SBI-D X MID-S	.203	.115
T2 SBI-D2 X MID-S	.060	.025
T2 SBI-D X T3 SBI-D X MID-S	.394	.138
T3 SBI-D2 X MID-S	-.160	-.070
T3 SBI-D X MID-S	.154	.085
T2 IDT-M X MID-S		
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R2	.417***	
ΔR2	.032	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 6	
	b	β
Constant	2.109***	-
Control Variable		
Biological Sex	-.233*	-.156*
Moral Identity Internalization	-.061	-.050
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	.534***	.492***
Moral Identity Symbolization (MID-S)	-.150	-.178
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.041	-.027
T2 SBI-D2	.382	.149
T2 SBI-D X T3 SBI-D	-.855*	-.300*
T3 SBI-D2	.626*	.264*
T3 SBI Disruption (T3 SBI-D)	-.185	-.127
Interactions		
T2 SBI-D X T2 IDT-M	-.165	-.074
T2 SBI-D2 X T2 IDT-M	.350	.112
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.596	-.166
T3 SBI-D2 X T2 IDT-M	.180	.061
T3 SBI-D X T2 IDT-M	-.228	-.100
T2 SBI-D X MID-S	.207	.117
T2 SBI-D2 X MID-S	.061	.025
T2 SBI-D X T3 SBI-D X MID-S	.404	.141
T3 SBI-D2 X MID-S	-.141	-.062
T3 SBI-D X MID-S	.146	.081
T2 IDT-M X MID-S	.053	-.037
T2 SBI-D X T2 IDT-M X MID-S		
T2 SBI-D2 X T2 IDT-M X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S		
T3 SBI-D2 X T2 IDT-M X MID-S		
T3 SBI-D X T2 IDT-M X MID-S		
R2	.418***	
ΔR2	.001	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning

Table 51 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Meaning		
	Step 7	
	b	β
Constant	2.116^{***}	-
Control Variable		
Biological Sex	$-.217^*$	$-.146^*$
Moral Identity Internalization	-.069	-.057
Predictors		
T2 Identity Threat to Meaning (T2 IDT-M)	$.520^{***}$	$.479^{***}$
Moral Identity Symbolization (MID-S)	-.163	-.193
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.039	-.026
T2 SBI-D2	.425	.166
T2 SBI-D X T3 SBI-D	$-.949^*$	$-.332^*$
T3 SBI-D2	$.695^*$	$.293^*$
T3 SBI Disruption (T3 SBI-D)	-.188	-.128
Interactions		
T2 SBI-D X T2 IDT-M	-.339	-.151
T2 SBI-D2 X T2 IDT-M	.241	.077
T2 SBI-D X T3 SBI-D X T2 IDT-M	-.133	-.037
T3 SBI-D2 X T2 IDT-M	-.037	-.013
T3 SBI-D X T2 IDT-M	-.180	-.079
T2 SBI-D X MID-S	.181	.103
T2 SBI-D2 X MID-S	.108	.045
T2 SBI-D X T3 SBI-D X MID-S	.486	.170
T3 SBI-D2 X MID-S	.009	.004
T3 SBI-D X MID-S	.151	.084
T2 IDT-M X MID-S	.057	.040
T2 SBI-D X T2 IDT-M X MID-S	-.162	-.054
T2 SBI-D2 X T2 IDT-M X MID-S	.484	.116
T2 SBI-D X T3 SBI-D X T2 IDT-M X MID-S	.748	.147
T3 SBI-D2 X T2 IDT-M X MID-S	-1.850^*	$-.434^*$
T3 SBI-D X T2 IDT-M X MID-S	.514	.171
R2	$.442^{***}$	
ΔR2	.024	

Dependent Variable: T3 Threat to Identity Meaning; Biological Sex: 0 = M; 1 = F
SBI=Sex-Based Interaction; T#=Time Period; N=166; $^*p<.05$; $^{**}p<.01$; $^{***}p<.001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 1	
	b	β
Constant	2.306***	-
Control Variable		
Biological Sex	-.233	-.149
Moral Identity Internalization	-.157	-.124
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)		
Moral Identity Symbolization (MID-S)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X T2 IDT-E		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-E X MID-S		
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	.041*	
ΔR2	-	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 2	
	b	β
Constant	2.289***	-
Control Variable		
Biological Sex	-.188	.103
Moral Identity Internalization	-.025	.089
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.640***	.075***
Moral Identity Symbolization (MID-S)	.021	.061
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X T2 IDT-E		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-E X MID-S		
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	.351***	
ΔR2	.310***	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 3	
	b	β
Constant	2.256***	-
Control Variable		
Biological Sex	-.203	-.130
Moral Identity Internalization	-.050	-.040
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.636***	.567***
Moral Identity Symbolization (MID-S)	.016	.018
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.258*	.168*
T2 SBI-D2	.295	.112
T2 SBI-D X T3 SBI-D	-.660*	-.227*
T3 SBI-D2	.261	.108
T3 SBI Disruption (T3 SBI-D)	-.192	-.128
Interactions		
T2 SBI-D X T2 IDT-E		
T2 SBI-D2 X T2 IDT-E		
T2 SBI-D X T3 SBI-D X T2 IDT-E		
T3 SBI-D2 X T2 IDT-E		
T3 SBI-D X T2 IDT-E		
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-E X MID-S		
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	.387***	
ΔR2	.036	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 4	
	b	β
Constant	2.266***	-
Control Variable		
Biological Sex	-.222*	-.142*
Moral Identity Internalization	-.067	-.052
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.637***	.568***
Moral Identity Symbolization (MID-S)	.027	.030
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.231	.150
T2 SBI-D2	.207	.078
T2 SBI-D X T3 SBI-D	-.530	-.182
T3 SBI-D2	.227	.094
T3 SBI Disruption (T3 SBI-D)	-.177	-.118
Interactions		
T2 SBI-D X T2 IDT-E	.157	.068
T2 SBI-D2 X T2 IDT-E	.192	.067
T2 SBI-D X T3 SBI-D X T2 IDT-E	-1.024	-.244
T3 SBI-D2 X T2 IDT-E	.410	.118
T3 SBI-D X T2 IDT-E	-.313	-.120
T2 SBI-D X MID-S		
T2 SBI-D2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-E X MID-S		
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	.407***	
ΔR2	.020	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment	Step 5	
	b	B
Constant	2.290^{***}	-
Control Variable		
Biological Sex	$-.235^{*}$	$-.150^{*}$
Moral Identity Internalization	-.083	-.065
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	$.622^{***}$	$.555^{***}$
Moral Identity Symbolization (MID-S)	.022	.025
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.191	.124
T2 SBI-D2	.163	.062
T2 SBI-D X T3 SBI-D	-.247	-.085
T3 SBI-D2	-.001	.000
T3 SBI Disruption (T3 SBI-D)	-.148	-.099
Interactions		
T2 SBI-D X T2 IDT-E	.036	.015
T2 SBI-D2 X T2 IDT-E	.134	.047
T2 SBI-D X T3 SBI-D X T2 IDT-E	-.779	-.185
T3 SBI-D2 X T2 IDT-E	.351	.102
T3 SBI-D X T2 IDT-E	-.200	-.077
T2 SBI-D X MID-S	-.176	-.095
T2 SBI-D2 X MID-S	-.075	-.030
T2 SBI-D X T3 SBI-D X MID-S	.926	.310
T3 SBI-D2 X MID-S	-.533	-.225
T3 SBI-D X MID-S	.185	.098
T2 IDT-E X MID-S		
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	$.425^{***}$	
ΔR2	.018	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; $^{*}p<.05$; $^{**}p<.01$; $^{***}p<.001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 6	
	b	β
Constant	2.292***	-
Control Variable		
Biological Sex	-.235*	-.150*
Moral Identity Internalization	-.084	-.066
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.626***	.558***
Moral Identity Symbolization (MID-S)	.018	.020
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.197	.128
T2 SBI-D2	.167	.063
T2 SBI-D X T3 SBI-D	-.249	-.086
T3 SBI-D2	-.001	.000
T3 SBI Disruption (T3 SBI-D)	-.156	-.104
Interactions		
T2 SBI-D X T2 IDT-E	.012	.005
T2 SBI-D2 X T2 IDT-E	.105	.036
T2 SBI-D X T3 SBI-D X T2 IDT-E	-.781	-.186
T3 SBI-D2 X T2 IDT-E	.358	.104
T3 SBI-D X T2 IDT-E	-.193	-.074
T2 SBI-D X MID-S	-.183	-.099
T2 SBI-D2 X MID-S	-.080	-.032
T2 SBI-D X T3 SBI-D X MID-S	.912	.305
T3 SBI-D2 X MID-S	-.513	-.217
T3 SBI-D X MID-S	.199	.106
T2 IDT-E X MID-S	.042	.029
T2 SBI-D X T2 IDT-E X MID-S		
T2 SBI-D2 X T2 IDT-E X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S		
T3 SBI-D2 X T2 IDT-E X MID-S		
T3 SBI-D X T2 IDT-E X MID-S		
R2	.426***	
ΔR2	.001	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment

Table 52 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Enactment		
	Step 7	
	b	β
Constant	2.271***	-
Control Variable		
Biological Sex	-.201	-.129
Moral Identity Internalization	-.089	-.070
Predictors		
T2 Identity Threat to Enactment (T2 IDT-E)	.655***	.584***
Moral Identity Symbolization (MID-S)	.023	.026
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.128	.083
T2 SBI-D2	.175	.066
T2 SBI-D X T3 SBI-D	-.159	-.055
T3 SBI-D2	.061	.025
T3 SBI Disruption (T3 SBI-D)	-.134	-.089
Interactions		
T2 SBI-D X T2 IDT-E	.035	.015
T2 SBI-D2 X T2 IDT-E	.155	.054
T2 SBI-D X T3 SBI-D X T2 IDT-E	-.701	-.167
T3 SBI-D2 X T2 IDT-E	.109	.031
T3 SBI-D X T2 IDT-E	-.212	-.081
T2 SBI-D X MID-S	-.098	-.053
T2 SBI-D2 X MID-S	-.057	-.023
T2 SBI-D X T3 SBI-D X MID-S	.912	.305
T3 SBI-D2 X MID-S	-.632	-267
T3 SBI-D X MID-S	.147	.078
T2 IDT-E X MID-S	.014	.010
T2 SBI-D X T2 IDT-E X MID-S	-.087	-.030
T2 SBI-D2 X T2 IDT-E X MID-S	-.090	-.023
T2 SBI-D X T3 SBI-D X T2 IDT-E X MID-S	.799	.174
T3 SBI-D2 X T2 IDT-E X MID-S	-.387	-.104
T3 SBI-D X T2 IDT-E X MID-S	-.140	-.047
R2	.437***	
ΔR2	.012	

Dependent Variable: T3 Threat to Identity Enactment; Biological Sex: 0=M; 1=F
SBI=Sex-Based Interaction; T#=Time Period; N=158; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53

Model 3B: Polynomial Regression Results for Threat to Identity Commitment	Step 1	
	b	β
Constant	1.899	-
Control Variable		
Biological Sex	-.292	-.224
Moral Identity Internalization	-.297	-.281
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)		
Moral Identity Symbolization (MID-S)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X T2 IDT-C		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-C X MID-S		
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.076[***]	
ΔR^2	-	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 2	
	b	β
Constant	1.898	-
Control Variable		
Biological Sex	-.163	-.125
Moral Identity Internalization	-.199**	-.188**
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.557***	.530***
Moral Identity Symbolization (MID-S)	.002	.003
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X T2 IDT-C		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-C X MID-S		
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.142***	
ΔR^2	.260	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 3	
	b	β
Constant	1.965	-
Control Variable		
Biological Sex	-.194[*]	-.149[*]
Moral Identity Internalization	-.221[**]	-.209[**]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.481[***]	.458[***]
Moral Identity Symbolization (MID-S)	.007	.009
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.007	-.005
T2 SBI-D^2	-.231	-.105
T2 SBI-D X T3 SBI-D	.106	.044
T3 SBI-D^2	-.168	-.082
T3 SBI Disruption (T3 SBI-D)	-.180	-.142
Interactions		
T2 SBI-D X T2 IDT-C		
T2 SBI-D^2 X T2 IDT-C		
T2 SBI-D X T3 SBI-D X T2 IDT-C		
T3 SBI-D^2 X T2 IDT-C		
T3 SBI-D X T2 IDT-C		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-C X MID-S		
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.435[***]	
ΔR^2	.032	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 4	
	b	β
Constant	1.957	-
Control Variable		
Biological Sex	-1.95[*]	-.150[*]
Moral Identity Internalization	-.219[**]	-.207[**]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.469[***]	.447[***]
Moral Identity Symbolization (MID-S)	.009	.012
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.005	.004
T2 SBI-D^2	-.073	-.033
T2 SBI-D X T3 SBI-D	.060	.025
T3 SBI-D^2	-.196	-.096
T3 SBI Disruption (T3 SBI-D)	-.202	-.160
Interactions		
T2 SBI-D X T2 IDT-C	.093	.044
T2 SBI-D^2 X T2 IDT-C	.422	.154
T2 SBI-D X T3 SBI-D X T2 IDT-C	.304	.079
T3 SBI-D^2 X T2 IDT-C	-.553	-.172
T3 SBI-D X T2 IDT-C	-.023	-.010
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 IDT-C X MID-S		
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.452[***]	
ΔR^2	.016	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 5	
	b	β
Constant	1.964	-
Control Variable		
Biological Sex	-.171	-.131
Moral Identity Internalization	-.238[*]	-.225[*]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.486[***]	.463[***]
Moral Identity Symbolization (MID-S)	-.045	-.061
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.003	.002
T2 SBI-D^2	-.095	-.043
T2 SBI-D X T3 SBI-D	.032	.013
T3 SBI-D^2	-.175	-.085
T3 SBI Disruption (T3 SBI-D)	-.206	-.163
Interactions		
T2 SBI-D X T2 IDT-C	.071	.033
T2 SBI-D^2 X T2 IDT-C	.287	.105
T2 SBI-D X T3 SBI-D X T2 IDT-C	.662	.172
T3 SBI-D^2 X T2 IDT-C	-.836	-.259
T3 SBI-D X T2 IDT-C	.009	-.004
T2 SBI-D X MID-S	-.056	-.036
T2 SBI-D^2 X MID-S	.461	.222
T2 SBI-D X T3 SBI-D X MID-S	-.596	-.240
T3 SBI-D^2 X MID-S	.214	.108
T3 SBI-D X MID-S	-.078	-.050
T2 IDT-C X MID-S		
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.467[***]	
ΔR^2	.016	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 6	
	b	β
Constant	1.956	-
Control Variable		
Biological Sex	-.195[*]	-.150[*]
Moral Identity Internalization	-.243[**]	-.230[**]
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.500[***]	.476[***]
Moral Identity Symbolization (MID-S)	-.032	-.044
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	.007	.005
T2 SBI-D^2	-.100	-.347
T2 SBI-D X T3 SBI-D	.051	.021
T3 SBI-D^2	-.206	-.101
T3 SBI Disruption (T3 SBI-D)	-.244[*]	-.193[*]
Interactions		
T2 SBI-D X T2 IDT-C	.121	.057
T2 SBI-D^2 X T2 IDT-C	.232	.085
T2 SBI-D X T3 SBI-D X T2 IDT-C	.920	.239
T3 SBI-D^2 X T2 IDT-C	-1.038[*]	-2.410[*]
T3 SBI-D X T2 IDT-C	.037	.015
T2 SBI-D X MID-S	-.015	-.010
T2 SBI-D^2 X MID-S	.385	.186
T2 SBI-D X T3 SBI-D X MID-S	-.576	-.232
T3 SBI-D^2 X MID-S	.230	.116
T3 SBI-D X MID-S	-.236	-.151
T2 IDT-C X MID-S	-.260[*]	-.186[*]
T2 SBI-D X T2 IDT-C X MID-S		
T2 SBI-D^2 X T2 IDT-C X MID-S		
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S		
T3 SBI-D^2 X T2 IDT-C X MID-S		
T3 SBI-D X T2 IDT-C X MID-S		
R^2	.491[***]	
ΔR^2	.024	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; [*]p<.05; [**]p<.01; [***]p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment

Table 53 (Cont.)

Model 3B: Polynomial Regression Results for Threat to Identity Commitment		
	Step 7	
	b	β
Constant	1.936	-
Control Variable		
Biological Sex	-.151	-.116
Moral Identity Internalization	-.240**	-.227**
Predictors		
T2 Identity Threat to Commitment (T2 IDT-C)	.542***	.516***
Moral Identity Symbolization (MID-S)	-.052	-.071
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.003	-.002
T2 SBI-D^2	-.018	-.008
T2 SBI-D X T3 SBI-D	-.054	-.022
T3 SBI-D^2	-.124	-.060
T3 SBI Disruption (T3 SBI-D)	-.264*	-.209*
Interactions		
T2 SBI-D X T2 IDT-C	.006	.003
T2 SBI-D^2 X T2 IDT-C	.318	.116
T2 SBI-D X T3 SBI-D X T2 IDT-C	.962	.250
T3 SBI-D^2 X T2 IDT-C	-1.209*	-2.557*
T3 SBI-D X T2 IDT-C	.143	.060
T2 SBI-D X MID-S	-.038	-.025
T2 SBI-D^2 X MID-S	.617	.298
T2 SBI-D X T3 SBI-D X MID-S	-1.054	-.425
T3 SBI-D^2 X MID-S	.301	.152
T3 SBI-D X MID-S	-.178	-.113
T2 IDT-C X MID-S	-.299	-.215
T2 SBI-D X T2 IDT-C X MID-S	-.435	-.150
T2 SBI-D^2 X T2 IDT-C X MID-S	.620	.159
T2 SBI-D X T3 SBI-D X T2 IDT-C X MID-S	.088	.018
T3 SBI-D^2 X T2 IDT-C X MID-S	-.150	-.231
T3 SBI-D X T2 IDT-C X MID-S	.031	.012
R^2	.510***	
ΔR^2	.020	

Dependent Variable:T3 Threat to Identity Commitment; Biological Sex:0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 1	
	b	β
Constant	2.560	-
Control Variable		
Biological Sex	-.374**	-.236**
Moral Identity Internalization	-.153	-.119
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)		
Moral Identity Symbolization (MID-S)		
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X T2 A-IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 A-IDT X MID-S		
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.076**	
ΔR^2	-	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat	Step 2	
	b	β
Constant	2.572	-
Control Variable		
Biological Sex	-.197	-.124
Moral Identity Internalization	.009	.007
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.605***	.579***
Moral Identity Symbolization (MID-S)	-.099	-.111
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)		
T2 SBI-D^2		
T2 SBI-D X T3 SBI-D		
T3 SBI-D^2		
T3 SBI Disruption (T3 SBI-D)		
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X T2 A-IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 A-IDT X MID-S		
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.419***	
ΔR^2	.343	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

	Step 3	
	b	β
Constant	2.575	-
Control Variable		
Biological Sex	-.194	-.123
Moral Identity Internalization		
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.013	.010
Moral Identity Symbolization (MID-S)	.601***	.575***
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.083	-.093
T2 SBI-D^2	-.153	-.098
T2 SBI-D X T3 SBI-D	-.135	-.050
T3 SBI-D^2	.019	.006
T3 SBI Disruption (T3 SBI-D)	.098	.040
Interactions		
T2 SBI-D X T2 A-IDT		
T2 SBI-D^2 X T2 A-IDT		
T2 SBI-D X T3 SBI-D X T2 A-IDT		
T3 SBI-D^2 X T2 A-IDT		
T3 SBI-D X T2 A-IDT		
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 A-IDT X MID-S		
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.441***	
ΔR^2	.022	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 4	
	b	β
Constant	2.575	-
Control Variable		
Biological Sex	-.152	-.096
Moral Identity Internalization	.016	.012
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.582***	.556***
Moral Identity Symbolization (MID-S)	-.103	-.115
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.208	-.134
T2 SBI-D^2	-.158	-.059
T2 SBI-D X T3 SBI-D	-.282	-.096
T3 SBI-D^2	.239	.098
T3 SBI Disruption (T3 SBI-D)	-.110	-.072
Interactions		
T2 SBI-D X T2 A-IDT	-.100	-.043
T2 SBI-D^2 X T2 A-IDT	-.526	-.152
T2 SBI-D X T3 SBI-D X T2 A-IDT	1.094	.197
T3 SBI-D^2 X T2 A-IDT	.218	.053
T3 SBI-D X T2 A-IDT	.186	.068
T2 SBI-D X MID-S		
T2 SBI-D^2 X MID-S		
T2 SBI-D X T3 SBI-D X MID-S		
T3 SBI-D^2 X MID-S		
T3 SBI-D X MID-S		
T2 A-IDT X MID-S		
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.470***	
ΔR^2	.029	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 5	
	b	β
Constant	2.569	-
Control Variable		
Biological Sex	-.152	-.096
Moral Identity Internalization	-.011	-.009
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.538***	.514***
Moral Identity Symbolization (MID-S)	-.167	-.187
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.166	-.106
T2 SBI-D^2	-.136	-.051
T2 SBI-D X T3 SBI-D	-.419	-.142
T3 SBI-D^2	.302	.124
T3 SBI Disruption (T3 SBI-D)	-.125	-.082
Interactions		
T2 SBI-D X T2 A-IDT	-.025	-.011
T2 SBI-D^2 X T2 A-IDT	-.250	-.072
T2 SBI-D X T3 SBI-D X T2 A-IDT	.711	.128
T3 SBI-D^2 X T2 A-IDT	.434	.106
T3 SBI-D X T2 A-IDT	.117	.043
T2 SBI-D X MID-S	.197	.105
T2 SBI-D^2 X MID-S	.233	.092
T2 SBI-D X T3 SBI-D X MID-S	-.357	-.118
T3 SBI-D^2 X MID-S	.325	.136
T3 SBI-D X MID-S	-.103	-.054
T2 A-IDT X MID-S		
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.477***	
ΔR^2	.008	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 6	
	b	β
Constant	2.570	-
Control Variable		
Biological Sex	-.154	-.097
Moral Identity Internalization	-.011	-.009
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.537***	.513***
Moral Identity Symbolization (MID-S)	-.166	-.186
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.161	-.104
T2 SBI-D^2	-.133	-.050
T2 SBI-D X T3 SBI-D	-.425	-.144
T3 SBI-D^2	.302	.124
T3 SBI Disruption (T3 SBI-D)	-.129	-.085
Interactions		
T2 SBI-D X T2 A-IDT	-.036	-.015
T2 SBI-D^2 X T2 A-IDT	-.252	-.073
T2 SBI-D X T3 SBI-D X T2 A-IDT	.722	.130
T3 SBI-D^2 X T2 A-IDT	.433	.106
T3 SBI-D X T2 A-IDT	.125	.046
T2 SBI-D X MID-S	.198	.106
T2 SBI-D^2 X MID-S	.224	.089
T2 SBI-D X T3 SBI-D X MID-S	-.365	-.121
T3 SBI-D^2 X MID-S	.336	.140
T3 SBI-D X MID-S	-.104	-.520
T2 A-IDT X MID-S	.016	.011
T2 SBI-D X T2 A-IDT X MID-S		
T2 SBI-D^2 X T2 A-IDT X MID-S		
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S		
T3 SBI-D^2 X T2 A-IDT X MID-S		
T3 SBI-D X T2 A-IDT X MID-S		
R^2	.477***	
ΔR^2	.000	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat

Table 54 (Cont.)

Model 3B: Polynomial Regression Results for Affect-Based Identity Threat		
	Step 7	
	b	β
Constant	2.535	-
Control Variable		
Biological Sex	-.124	-.078
Moral Identity Internalization	-.003	-.003
Predictors		
T2 Affect-Based Identity Threat (T2 A-IDT)	.564***	.539***
Moral Identity Symbolization (MID-S)	-.161	-.180
Polynomial Predictors		
T2 SBI Disruption (T2 SBI-D)	-.156	-.101
T2 SBI-D^2	-.092	-.034
T2 SBI-D X T3 SBI-D	-.423	-.144
T3 SBI-D^2	.315	.129
T3 SBI Disruption (T3 SBI-D)	-.113	-.836
Interactions		
T2 SBI-D X T2 A-IDT	-.015	.006
T2 SBI-D^2 X T2 A-IDT	-.316	-.091
T2 SBI-D X T3 SBI-D X T2 A-IDT	.349	.063
T3 SBI-D^2 X T2 A-IDT	.905	.221
T3 SBI-D X T2 A-IDT	.088	.032
T2 SBI-D X MID-S	.162	.087
T2 SBI-D^2 X MID-S	.169	.067
T2 SBI-D X T3 SBI-D X MID-S	-.617	-.204
T3 SBI-D^2 X MID-S	.497	.208
T3 SBI-D X MID-S	-.118	-.179
T2 A-IDT X MID-S	-.255	-.179
T2 SBI-D X T2 A-IDT X MID-S	-.364	-.115
T2 SBI-D^2 X T2 A-IDT X MID-S	.910	.203
T2 SBI-D X T3 SBI-D X T2 A-IDT X MID-S	-.282	-.037
T3 SBI-D^2 X T2 A-IDT X MID-S	.269	.058
T3 SBI-D X T2 A-IDT X MID-S	.741*	.232*
R^2	.507***	
ΔR^2	.030	

Dependent Variable: T3 Affect-Based Identity Threat; Biological Sex: 0=M;1=F
SBI=Sex-Based Interaction; T#=Time Period; N=157; *p<.05; **p<.01; ***p<.001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 55

Model 4: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat

Table 55

Model 4: Means, Standard Deviations, & Cronbach's Alphas for Alternative Measures of Identity Threat			
Variable	Mean	SD	α
T3 Threat to Identity Meaning	2.22	.65	.78
T3 Threat to Identity Enactment	2.31	.68	.80
T3 Threat to Identity Commitment	1.90	.56	.87
T3 Affect-Based Identity Threat	2.56	.69	.81
T2 Threat to Identity Meaning	2.42	.60	.75
T2 Threat to Identity Enactment	2.37	.60	.81
T2 Threat to Identity Commitment	1.96	.54	.90
T2 Affect-Based Identity Threat	2.90	.65	.83

T# = Time Period
N = 154

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 56

Model 4: Bivariate Correlations for Alternative Measures of Identity Threat

Table 56

Model 4: Bivariate Correlations for Alternative Measures of Identity Threat

Variable	1	2	3	4	5	6	7	8
1 T3 Threat to Identity Meaning	-							
2 T3 Threat to Identity Enactment	.339**	-						
3 T3 Threat to Identity Commitment	.448**	.399**	-					
4 T3 Affect-Based Identity Threat	.306**	-.014	.224**	-				
5 T2 Threat to Identity Meaning	-.193*	-.164*	-.261**	-.252**	-			
6 T2 Threat to Identity Enactment	.207**	.161*	.179*	.100	-.026	-		
7 T2 Threat to Identity Commitment	.244**	.153	.305**	.210**	.009	.637**	-	
8 T2 Affect-Based Identity Threat	-.161*	-.002	.037	-.093	-.028	-.034	-.003	-
9 Biological Sex	.034	.106	.123	.020	-.094	.044	.096	-.021
10 SBI Satisfaction	-.165*	-.004	-.266**	-.107	-048	-.343**	-.356**	.022
11 SBI Partner Satisfaction	-.158	-.120	-.275**	-.124	.117	-.098	-.098	.010
12 Previous SH Training Experience	-.202*	-.101	-.167*	-.256**	.120	-.140	-.190*	.007
13 Previous SH Harasser Experience	-.200*	.135	-.157	-.188*	.005	-.441**	-.488**	.073
14 T3 SBI Disruption	.104	.029	.299**	.091	-.005	.336**	.432**	.063
15 Moral Identity Internalization	.113	.054	.242**	.188*	.003	.300**	.353**	.030
16 Moral Identity Symbolization	-.145	.004	-.103	-.059	.209**	-.099	-.106	.099
17 T2 SBI Disruption	.519**	.216**	.411**	.297**	-.096	.165*	.213**	-.075

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 154
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 56 (Cont.)

Model 4: Bivariate Correlations for Alternative Measures of Identity Threat

Table 56

Model 4: Bivariate Correlations for Alternative Measures of Identity Threat

Variable	1	2	3	4	5	6	7	8
1 T3 Threat to Identity Meaning	-							
2 T3 Threat to Identity Enactment	.339**	-						
3 T3 Threat to Identity Commitment	.448**	.399**	-					
4 T3 Affect-Based Identity Threat	.306**	-.014	.224**	-				
5 T2 Threat to Identity Meaning	-.193*	-.164*	-.261**	-.252**	-			
6 T2 Threat to Identity Enactment	.207**	.161*	.179*	.100	-.026	-		
7 T2 Threat to Identity Commitment	.244**	.153	.305**	.210**	.009	.637**	-	
8 T2 Affect-Based Identity Threat	-.161*	-.002	.037	-.093	-.028	-.034	-.003	-
18 SBI Frequency	.273**	.576**	.274**	.098	-.072	.090	.177*	-.086
19 Supervisor-Subordinate SBI	.178*	.201*	.590**	.208**	-.224**	.099	.298**	.051
20 Previous SH Victim Experience	.179*	.148	.228**	.620**	-.199*	.101	.183*	-.044
21 Biological Sex Identity Centrality	-.010	.070	.029	-.078	.212**	-.009	-.037	-.081

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 154
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 57

Model 4A: Moderated Mediation Process Model 23 Results for Threat to Identity Meaning

Table 57

Model 4A: Moderated Mediation Process Model 23 Results		
	Dependent Variable	
	T2 Threat to Identity Meaning	T3 Threat to Identity Meaning
	b	b
Constant	-.238	2.908***
Controls		
Biological Sex	-.080	-.205
SBI Satisfaction	.069	.047
SBI Partner Satisfaction	.221	.087
T3 SBI Disruption	.121	-.150
Moral Identity Internalization	-.194	.009
Moral Identity Symbolization	.027	-.095
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.145	-.024
Moderators		
SBI Frequency (SBI-F)	.003	-
Supervisor-Subordinate SBI (SS-SBI)	-.020	-
Interactions		
T2 SBI-D X SBI-F	.119	-
T2 SBI-D X SS-SBI	-.342	-
Mediator		
T2 Threat to Identity Meaning (T2 IDT-M)		.520***
Moderator		
Biological Sex Identity Centrality (BS-ID)		-.040
Interaction		
T2 IDT-M X BS-ID		.037
R^2	.102	.338***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; T# = Time Period
N = 155
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 58

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Meaning

Table 58

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Meaning				
	Moderator			
SBI Frequency	Supervisor-Subordinate SBI	Biological Sex Identity Centrality	Effect	CI
Low	Low	Low	-.004	[-.209, .181]
Low	Low	High	-.004	[-.228, .193]
Low	High	Low	-.197	[-.635, .130]
Low	High	High	-.208	[-.625, .144]
High	Low	Low	.055	[-.355, .471]
High	Low	High	.061	[-.378, .509]
High	High	Low	-.138	[-.416, .062]
High	High	High	-.154	[-.466, .059]

Mediator: T2 Threat to Identity Meaning

SBI = Sex-Based Interaction
N = 155

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 59

Model 4A: Moderated Mediation Process Model 23 Results for Treat to Identity Enactment

Table 59

Model 4A: Moderated Mediation Process Model 23 Results for Threat to Identity Enactment		
	Dependent Variable	
	T2 Threat to Identity Enactment	T3 Threat to Identity Enactment
	b	B
Constant	.155	2.167**
Controls		
Biological Sex	-.080	-.202
SBI Satisfaction	.012	.210
SBI Partner Satisfaction	.382*	.080
T3 SBI Disruption	-.014	-.143
Moral Identity Internalization	-.135	.031
Moral Identity Symbolization	-.081	-.002
Predictor		
T2 SBI Disruption (T2 SBI-D)	.3260*	.378**
Moderators		
SBI Frequency (SBI-F)	-.153	-
Supervisor-Subordinate SBI (SS-SBI)	.127	-
Interactions		
T2 SBI-D X SBI-F	-.021	-
T2 SBI-D X SS-SBI	.021	-
Mediator		
T2 Threat to Identity Enactment (T2 IDT-E)		.613***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.079
Interaction		
T2 IDT-E X BS-ID		-.157
R^2	.114	.409***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interaction; T# = Time Period
N = 157
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 60

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Enactment

Table 60

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Enactment				
	Moderator			
SBI Frequency	Supervisor-Subordinate SBI	Biological Sex Identity Centrality	Effect	CI
Low	Low	Low	.237	[-.053, .544]
Low	Low	High	.161	[-.107, .389]
Low	High	Low	.256	[-.250, .865]
Low	High	High	.173	[-.183, .616]
High	Low	Low	.222	[-.261, .759]
High	Low	High	.150	[-.224, .519]
High	High	Low	240	[-.105, .646]
High	High	High	162	[-.076, .471]

Mediator: T2 Threat to Identity Enactment

SBI = Sex-Based Interactions
N = 157

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 61

Model 4A: Moderated Mediation Process Model 23 Results for Threat to Identity Commitment

Table 61

Model 4A: Moderated Mediation Process Model 23 Results for Threat to Identity Commitment		
	Dependent Variable	
	T2 Threat to Identity Commitment	T3 Threat to Identity Commitment
	b	b
Constant	1.623	3.047
Controls		
Biological Sex	-.264**	-.201*
SBI Satisfaction	-.230	.005
SBI Partner Satisfaction	.358**	.184
T3 SBI Disruption	-.294**	-.155
Moral Identity Internalization	-.083	-.182*
Moral Identity Symbolization	-.0434	.009
Predictor		
T2 SBI Disruption (T2 SBI-D)	.128	.074
Moderators		
SBI Frequency (SBI-F)	.038	-
Supervisor-Subordinate SBI (SS-SBI)	-.230	-
Interactions		
T2 SBI-D X SBI-F	.276	-
T2 SBI-D X SS-SBI	-.317	-
Mediator		
T2 Threat to Identity Commitment (T2 IDT-C)		.472***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.019
Interaction		
T2 IDT-C X BS-ID		-.080
R^2	.247***	.426***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; T# = Time Period
N =156
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 62

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Commitment

Table 62

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Commitment				
	Moderator			
SBI Frequency	Supervisor-Subordinate SBI	Biological Sex Identity Centrality	Effect	CI
Low	Low	Low	.092	[-.064, .300]
Low	Low	High	.071	[-.048, .235]
Low	High	Low	-.005	[-.164, .164]
Low	High	High	-.080	[-.348, .164]
High	Low	Low	.241	[-.071, .652]
High	Low	High	.186	[-.066, .518]
High	High	Low	-.755	[-.137, .237]
High	High	High	.035	[-.111, .192]

Mediator: T2 Threat to Identity Commitment

SBI = Sex-Based Interactions
N = 156

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 63

Model 4A: Moderated Mediation Model 23 Results for Affect-Based Identity Threat

Table #

Model 4A: Moderated Mediation Process Model 23 Results		
	Dependent Variable	
	T2 Affect-Based Identity Threat	T3 Affect-Based Identity Threat
	b	b
Constant	.325	3.376
Controls		
Biological Sex	-.265*	-.176
SBI Satisfaction	-.083	-.124
SBI Partner Satisfaction	.290	.110
T3 SBI Disruption	.071	-.102
Moral Identity Internalization	-.088	.003
Moral Identity Symbolization	-.083	-.077
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.018	-.147
Moderators		
SBI Frequency (SBI-F)	.099	-
Supervisor-Subordinate SBI (SS-SBI)	-.023	-
Interactions		
T2 SBI-D X SBI-F	-.676	-
T2 SBI-D X SS-SBI	.551	-
Mediator		
T2 Affect-Based Identity Threat (T2 A-IDT)		.607***
Moderator		
Biological Sex Identity Centrality (BS-ID)		-.087
Interaction		
T2 A-IDT X BS-ID		.016
R^2	.137*	.448***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; T# = Time Period
N = 157
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 64

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Affect-Based Identity Threat

Table 64

Model 4A: Conditional Indirect Effects of T2 SBI Disruption on T3 Affect-Based Identity Threat				
	Moderator			
SBI Frequency	Supervisor-Subordinate SBI	Biological Sex Identity Centrality	Effect	CI
Low	Low	Low	.002	[-.272, .228]
Low	Low	High	.002	[-.244, .248]
Low	High	Low	**.398**	**[.069, .974]**
Low	High	High	.246	[-.074, .898]
High	Low	Low	-.420	[-1.139, .041]
High	Low	High	-.404	[-.998, .057]
High	High	Low	-.024	**[-**.305, .261]
High	High	High	-.023	[-.293, .262]

Mediator: T2 Affect-Based Identity Threat

SBI = Sex-Based Interactions
N = 157

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 65

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Meaning

Table 65

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Meaning	Dependent Variable	
	T2 Threat to Identity Meaning	T3 Threat to Identity Meaning
	b	b
Constant	1.261	3.447***
Controls		
Biological Sex	-.081	-.200
Previous SH Training Experience	-.125	-.207
Previous SH Harasser Experience	-.317	.079
T3 SBI Disruption	.053	-.164
Moral Identity Internalization	-.272	-.012
Moral Identity Symbolization	-.004	-.108
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.145	-.058
Moderator		
Previous SH Victim Experience (PSHVX)	.021	-
Interaction		
T2 SBI-D X PSHVX	-.636**	-
Mediator		
T2 Threat to Identity Meaning (T2 IDT-M)		.529***
Moderator		
Biological Sex Identity Centrality (BS-ID)		-.052
Interaction		
T2 IDT-M X BS-ID		
R^2	.115*	.351***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 154
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 66

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Meaning

Table 66

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Meaning			
Moderator			
Previous SH Victim Experience	Biological Sex Identity Centrality	Effect	CI
No	Low	.037	[-.154, .210]
No	High	.041	[-.175, .223]
Yes	Low	**-.757**	**[-.592, -.058]**
Yes	High	**-.313**	**[-.656, -.078]**

Mediator: T2 Threat to Identity Meaning

SBI = Sex-Based Interactions; SH = Sexual Harassment
N = 154

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 67

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Enactment

Table 67

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Enactment		
	Dependent Variable	
	T2 Threat to Identity Enactment	T3 Threat to Identity Enactment
	b	b
Constant	1.239	2.99***
Controls		
Biological Sex	-.032	-.193
Previous SH Training Experience	-.120	.086
Previous SH Harasser Experience	.265	.228
T3 SBI Disruption	-.034	-.196
Moral Identity Internalization	-.128	.022
Moral Identity Symbolization	-.125	.008
Predictor		
T2 SBI Disruption (T2 SBI-D)	.166	.269*
Moderator		
Previous SH Victim Experience (PSHVX)	-.104	-
Interaction		
T2 SBI-D X PSHVX	.102	-
Mediator		
T2 Threat to Identity Enactment (T2 IDT-E)		.657***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.081
Interaction		
T2 IDT-E X BS-ID		
R^2	.082	.393***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 156
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 68

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Enactment

Table 68

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Enactment			
Moderator			
Previous SH Victim Experience	Biological Sex Identity Centrality	Effect	CI
No	Low	.105	[-.208, .397]
No	High	.066	[-.145, .251]
Yes	Low	.187	[-.138, .510]
Yes	High	.118	[-.086, .365]

Mediator: T2 Threat to Identity Enactment

SBI = Sex-Based Interactions; SH = Sexual Harassment
N = 156

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 69

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Commitment

Table 69

Model 4B: Moderated Mediation Process Model 21 Results for Threat to Identity Commitment		
	Dependent Variable	
	T2 Threat to Identity Commitment	T3 Threat to Identity Commitment
	b	b
Constant	2.349	3.355
Controls		
Biological Sex	-.260**	-.166
Previous SH Training Experience	.072	.033
Previous SH Harasser Experience	-.076	.290
T3 SBI Disruption	-.391**	-.143
Moral Identity Internalization	-.128	-.172*
Moral Identity Symbolization	-.042	-.006
Predictor		
T2 SBI Disruption (T2 SBI-D)	.066**	-.143
Moderator		
Previous SH Victim Experience (PSHVX)	.007	-
Interaction		
T2 SBI-D X PSHVX	-.058	-
Mediator		
T2 Threat to Identity Commitment (T2 IDT-C)		.514***
Moderator		
Biological Sex Identity Centrality (BS-ID)		.009
Interaction		
T2 IDT-C X BS-ID		-.0100
R^2	.165**	.420***

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 155
* $p < .05$; ** $p < .01$; *** $p < .001$

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 70

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Commitment

Table 70

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Threat to Identity Commitment			
Moderator			
Previous SH Victim Experience	Biological Sex Identity Centrality	Effect	CI
No	Low	.051	[-.148, .255]
No	High	.038	[-.115, .197]
Yes	Low	.016	[-.206, .243]
Yes	High	.012	[-.154, .186]

Mediator: T2 Threat to Identity Commitment

SBI = Sex-Based Interactions; SH = Sexual Harassment
N = 155

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 71

Model 4B: Moderated Mediation Process Model 21 Results for Affect-Based Identity Threat

Table 71

Model 4B: Moderated Mediation Process Model 21 Results for Affect-Based Identity Threat		
	Dependent Variable	
	T2 Affect-Based Identity Threat	T3 Affect-Based Identity Threat
	b	b
Constant	.738	.669
Controls		
Biological Sex	-.235	-.168
Previous SH Training Experience	-.060	-.121
Previous SH Harasser Experience	-.244	.069
T3 SBI Disruption	.105	-.101
Moral Identity Internalization	-.085	.007
Moral Identity Symbolization	-.158[*]	-.079
Predictor		
T2 SBI Disruption (T2 SBI-D)	-.0970	-.135[***]
Moderator		
Previous SH Victim Experience (PSHVX)	-.105	-
Interaction		
T2 SBI-D X PSHVX	.010	-
Mediator		
T2 Affect-Based Identity Threat (T2 A-IDT)		.612[***]
Moderator		
Biological Sex Identity Centrality (BS-ID)		-.096
Interaction		
T2 A-IDT X BS-ID		-.0178
R^2	.103	.448[***]

Biological Sex: 0 = Male; 1 = Female
SBI = Sex-Based Interactions; SH = Sexual Harassment; T# = Time Period
N = 156
* p < .05; ** p < .01; *** p < .001

Model 1 – 4 Results for Alternative Measures of Identity Threat

TABLE 72

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Affect-Based Identity Threat

Table 72

Model 4B: Conditional Indirect Effects of T2 SBI Disruption on T3 Affect-Based Identity Threat			
Moderator			
Previous SH Victim Experience	Biological Sex Identity Centrality	Effect	CI
No	Low	-.063	[-.314, .168]
No	High	-.060	[-.266, .200]
Yes	Low	-.056	[-.378, .206]
Yes	High	-.054	[-.347, .211]

Mediator: T2 Affect-Based Identity Threat

SBI = Sex-Based Interactions; SH = Sexual Harassment
N = 156