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Perceptions of Uncivil and Sexual Harassment Perceptions by Gender, Employment Status, and Likelihood to Sexually Harass

John Schroader
Western Kentucky University, jschroader@gmail.com

PERCEPTIONS OF UNCIVIL AND SEXUAL HARASSMENT WORKPLACE BEHAVIORS BY GENDER, EMPLOYMENT STATUS, AND LIKELIHOOD TO SEXUALLY HARASS

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Dr. Elizabeth Shoenfelt, Thesis Advisor

Dr. Reagan Brown

Dr. Aaron Wichman

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Directed by: Betsy Shoenfelt, Reagan Brown, and Aaron Wichman

Department of Psychological Sciences Western Kentucky University

This research examined gender and employment status (full-time worker or student) differences in perceptions of workplace sexual harassment and incivility. Previous and recent meta-analyses suggested small effects by gender. The current research introduced a method of measuring perceptions by forcing a choice of identifying a behavior as sexual harassment, incivility, or neither. The instrument was designed in this way to determine if small effects existed because males tended to have overlapping definitions of sexual harassment and incivility. Propensity to sexually harass was also measured. Results suggest no gender or employment status effects on the method, but propensity to sexually harass effects were found.

Introduction

The present study is concerned with potential overlap in perceptions of the constructs of sexual harassment and incivility. This research addresses four questions. Do perceptions of workplace sexual harassment vary by gender? Do perceptions of workplace incivility vary by gender? Do perceptions of workplace sexual harassment vary by employment status? And, do perceptions of workplace incivility vary by employment status?

The U.S. Equal Employment Opportunity Commission (EEOC, 2011) defines sexual harassment in the workplace as a behavior with three key features. First, the behavior must be unwelcome. The employee experiencing sexual harassment must not have solicited the behavior and must regard the behavior as "undesirable and offensive." Second, the behavior must be sexual in nature. Finally, the conduct must be a term or condition of employment, such as a job requirement. An example of a term or condition of employment would be the victim having to work on a project with the harasser. The EEOC guidelines designate two forms of sexual harassment: hostile work environment and *quid pro quo.* Hostile environment is sexual harassment that interferes with an employee's job performance or work tasks. Hostile environment harassment tends to be patterned behavior, or occurs repeatedly, unless the behavior is "severe or pervasive" (EEOC, 2011) and is often considered less severe than *quid pro quo* harassment. *Quid pro quo*, or "this for that," is sexual harassment that results in a tangible employment action in exchange for submission to or rejection of sexual favors. Tangible employment actions include employment and selection decisions, such as raises, promotions, hiring, and termination. One way of describing *quid pro quo* is as an exchange initiated by a

supervisor who provides a subordinate favorable employment treatment in return for sexual favors, or adverse actions for refusal to provide sexual favors. Despite the policies in place, approximately one-third of all EEOC charges in 2015 were for sexual harassment (2016).

Women are more often the victims of sexual harassment and report it more than do men (Quick and McFadyen, 2017). Men are also more often the perpetrators of sexual harassment. These findings have serious implications. Men and women differ in their engagement in sexual harassment. Women are rarely the perpetrator. But men and women may differ in their perceptions of what constitutes sexual harassment. Males tend to engage more often, but this could be due to a difference in tolerance for sexual harassment. Males may be more tolerant of sexual harassment than females and, in turn, may be less likely to report violations of workplace sexual harassment policies. Research has investigated this issue, hypothesizing that females tend to be less tolerant towards sexual harassment behaviors (Blumenthal, 1998; O'Connor, 1998; Rotundo, Nguyen, & Sackett, 2001).

Research examining gender differences in workplace sexual harassment perceptions was conducted frequently in the late twentieth century to the point that multiple meta-analyses could be conducted on the matter. O'Connor (1998) conducted a meta-analysis examining if females had a broader definition of sexual harassment. She found a small effect, $r = .16$, supporting her claim. At the same time, Blumenthal (1998) conducted a very similar meta-analysis examining gender differences in sexual harassment perceptions. His result was similar to O'Connor's, $r = .17$, $p = .06$. One meta-analysis conducted later found slightly different results. Rotundo, Nguyen, and Sackett

(2001) conducted their meta-analysis focusing on a broad range of behaviors that constituted sexual harassment, and found that females were less tolerant of those behaviors. The effect size, however, was not large, d = .30, 90% credibility interval [0.04, 0.57]. The credibility interval, though it did not include zero, had a spread with the upper bound indicating a moderate effect and a lower bound close to zero. It should be noted that zero may have been included in the credibility interval had a 95% credible region been used. These meta-analyses support that females do tend to be less tolerant of workplace sexual harassment behaviors overall, but the differences between females and males is not considerably large and could be due to chance (Cohen, 1992).

The lack of large differences in the findings did not change the stance of some courts on the "reasonable woman" standard. This standard has replaced the EEOC's "reasonable person" standard in some courts addressing workplace sexual harassment (Shoenfelt, Maue, & Nelson, 2002). The EEOC's "reasonable person" standard is used in court cases to determine if sexual harassment has occurred (1990). The guidance states that the behavior being questioned as sexual harassment should be evaluated from the standpoint of a "reasonable person," rather than just the opinion of the complainant. The underlying question for the court is: would a reasonable person in a similar situation find this behavior to be sexual harassment? This standard, originating from the EEOC, has been widely accepted, but some have complained that the standard may not be most appropriate. The "reasonable woman" standard arose as the alternative (Shoenfelt et al., 2002). This standard recognized that men and women differ on their perceptions of what constitutes as sexual harassment. The only difference this standard has with the "reasonable person" standard is that the standpoint is that of a female. This standard has

been used in some courts before and after (Shoenfelt et al., 2002) the aforementioned meta-analyses, despite small effects and some insignificant relationships. Many still think that there are differences between men's and women's understanding of what constitutes as sexual harassment.

This inconsistency, that many accept that men and women differ on sexual harassment perceptions despite a lack of strong evidence supporting major differences, is the basis for this research. This research seeks to understand if there is another way to explain how men and women differ on perceptions of sexual harassment despite weak meta-analytical evidence. This research proposes that perceptions of sexual harassment may overlap with perceptions of another workplace counterproductive behavior, incivility. Workplace incivility, or uncivil behavior, has been regarded as "low intensity deviant behavior with ambiguous intent to harm the target, in violation of workplace norms for mutual respect" and is typically representative of behaviors that are "rude and discourteous, displaying a lack of regard for others" (Andersson & Pearson, 1999) separate from physical aggression. An example of incivility would be calling a co-worker a rude name. Incivility has been defined as excluding low base rate behaviors such as physical aggression or assault, as well as sexual harassment (Pearson, Andersson, & Porath, 2005). Exclusion of sexual harassment from the definition of incivility may be in the literature, but this does not mean that the general population shares this definition. The average person may consider sexual harassment to be both *rude* and *discourteous*, with a *lack of regard for others*. An average person may consider sexual harassment to be an example of an uncivil behavior. With this in mind, gender perceptions of incivility need to be investigated.

A recent meta-analysis was published that investigated gender differences on mistreatment perceptions (McCord, Joseph, Dhanani & Beus, 2017). The authors defined mistreatment as "specific, antisocial variety of organizational deviance, involving a situation in which at least one individual takes counter-normative negative actions, or terminates normative positive actions, against another member" (McCord et al.). This definition of "mistreatment" is similar to incivility, however, given the definition of mistreatment, it can be definitive of a wider range of behaviors than can incivility. Incivility, thus, can be considered a type of mistreatment as can sexual harassment. The authors, in their meta-analysis, considered both incivility and sexual harassment as types of mistreatment. The authors provided effect sizes for overall mistreatment as well as for each type of mistreatment in regard to gender perceptions. The authors found that women perceived more overall mistreatment than did men, d = .13, 95% CI [.10, .17]. The effect size for gender differences on incivility perceptions was d = .06, 95% CI [.00, .13]. The effect size for gender differences on sexual harassment perceptions was d = .34, 95% CI [.28, .46]. The effect size for sexual harassment perceptions was small, but it is comparable to the earlier meta-analysis results from Rotundo et al. (2001). The results of McCord et al.'s incivility perceptions analysis were inconclusive. McCord et al.'s results suggest that even years after Rotundo et al.'s findings, gender differences in sexual harassment have not changed much. The results also suggest there is no difference between men and women in perceptions of incivility.

McCord et al., however, did not consider that incivility and sexual harassment may overlap, in the perception of an average person. The other research discussed (Blumenthal, 1998; Rotundo, Nguyen, & Sackett, 2001; O'Connor, 1998) focused on

perceptions of a specific mistreatment type. McCord et al.'s research focuses on multiple types of mistreatment, but many types are related, such as "incivility" and "bullying," or "sex," "age," "race," and "other discrimination." No studies were found to directly measure perceptual differences between incivility and sexual harassment. The present research seeks to do so.

The current research seeks to investigate perceptual differences by gender in sexual harassment and incivility. This research seeks to do this by slightly changing how sexual harassment and incivility perceptions are measured. This research will provide participants with a workplace behavior that they must decide is either incivility or sexual harassment. By forcing a choice of mistreatment type, the researcher can observe how each gender differs in their definition of sexual harassment and incivility. Forcing a choice between sexual harassment and incivility allows for a situation in which one gender may have a higher tolerance for sexual harassment behaviors and, due to their tolerance and their own perceptions, will identify the sexual harassment behavior as incivility instead. This classification tendency would provide an explanation of how and why the genders differ on sexual harassment perceptions. Participants also will have a third option in which they can identify the workplace behavior as neither sexual harassment nor incivility. Those who have a high tolerance for both sexual harassment and incivility would be expected to identify the behavior as being neither. McCord et al. (2017) suggested that males are more likely to have high tolerance for sexual harassment. The research (McCord et al., 2017; Rotundo et al., 2001) suggests that females are more likely to have a lower tolerance of sexual harassment. Based on these findings the present research thus hypothesizes:

H1a: Females will correctly identify more behaviors as sexual harassment than will males.

H1b: Females will correctly identify more behaviors as uncivil than will males.

This research also will investigate differences between students and full-time workers in perceptions of the same behavioral mistreatment types. Industrial-Organizational (IO) Psychologists typically work more with employees of organizations than with students. This research addressing workplace sexual harassment and incivility will likely be of interest to many practicing IO Psychologists. A considerable amount of psychological research, however, is conducted with student participants. Student only participants potentially limit generalizability of many findings to only undergraduate students. The current research, by analyzing differences between students and full-time workers (currently working 35+ hours per week), will be able to draw conclusions about whether convenience student samples differ significantly from the typical IO Psychologist client in perceptions of sexual harassment and incivility.

Research (Hendrix, Rueb & Steel, 1998; Terpstra & Baker, 1987; Ohse & Stockdale, 2008) exists on comparisons between students and full-time workers on sexual harassment, though much of it is quite dated. Hendrix, Rueb, and Steel (1998) found that full-time employees were more likely to perceive sexual harassment behaviors than were students. Terpstra and Baker (1987) found similarly that full-time female workers were less tolerant of sexual harassment than were female students. Ohse and Stockdale (2008) suggested that the differences between students and full-time workers in sexual

harassment perceptions are not due to age differences, further establishing employment status as a factor. The findings of these three studies are the basis for the next hypothesis.

H2a: Full-time workers will correctly identify more behaviors as sexual harassment behaviors than will students.

Research could not be found on comparisons between students and full-time workers on incivility. A difference may, however, exist. This research hypothesizes a direction.

H2b: Students will correctly identify more behaviors as uncivil behaviors than will full-time workers.

This directional hypothesis is based on an assumption that undergraduate students tend to have less workplace experience than full-time workers and, as such, have not been "numbed," so to speak, to the discourteous behaviors of others.

This research will examine different occupation gender distributions of full-time workers. Maeder, Wiener, and Winter (2007) analyzed gender differences in sexual harassment between traditionally male occupations, traditionally female occupations, and gender-neutral occupations. The workers in traditionally female occupations were found to be less tolerant of sexual harassment than were the other two. The present study will test for the same differences in a different manner. The present study will consider the current gender composition of a full-time worker's occupation, rather than relying on what has been "traditionally" labeled as male or female occupations. Instead of evaluating participants from pre-identified occupations, participants from multiple occupations will participate and will self-report gender distribution of their occupation as

either predominately-male, predominately-female, or equal gender distribution. The following hypothesis is offered:

> **H3a:** Workers in predominately-female occupations will correctly identify more behaviors as sexual harassment than will those in predominately-male occupations, in equal gender distribution occupations, and students.

A similar hypothesis will be analyzed for incivility. No research was found examining occupational differences on incivility. Wagner (2015) conducted related research analyzing whether student perceptions on types of incivility varied by academic discipline. The disciplines Wagner utilized were Education, Nursing, and Business. Education was mostly composed of female students, Business was mostly males, and Nursing was near equal distribution with slightly more females than males. Wagner found that across academic disciplines students did not significantly differ in incivility perceptions. There are several differences between Wagner's research and the present research. First, the current study seeks to discover occupational differences. Wagner sought academic differences. Her study did include academic disciplines that are aligned with specific work industries, but different industries are composed of various occupations, each of which may vary in gender distribution. Second, her study differs from the present study in that she evaluated student differences rather than full-time worker differences. Wagner's study, despite the differences from the current study, is the study most related to analyzing occupational differences on incivility. The hypothesized direction of differences was determined by logical consistency with prior assumptions: that females are low-tolerant of both sexual harassment and incivility, and that

predominately-female occupations are likely to identify more sexual harassment behaviors than predominately-male or gender-neutral occupations. Therefore:

H3b: Workers in predominately-female occupations will correctly identify more behaviors as incivility than will those in predominately-male occupations, in equal gender distribution occupations, and students.

This study also compares the differences in sexual harassment perceptions of those who are more likely to sexually harass to those who are less likely. Those likely to sexually harass are expected to identify fewer sexual harassment behaviors than those less likely to sexually harass, and similarly for incivility. The next hypothesis will address the participant's classification of the behavior as sexual harassment and incivility.

H4a: Participants who are more likely to sexually harass will be less likely to correctly identify behaviors as sexual harassment than those who are less likely to sexually harass.

H4b: Participants who are more likely to sexually harass will be less likely to correctly identify behaviors as incivility than those who are less likely to sexually harass.

This research also will address behavioral violation severity ratings across groupings. There has been research on gender differences on incivility over the years. Findings from multiple studies suggest that females experience incivility more often than males do (Cortina, Magley & Williams, 2001; Giumetti, McKibben, Hatfield, Schroeder & Kowalski, 2012; Giumetti et al., 2013) and these findings are similar to the findings that females experience sexual harassment more frequently (Quick & McFadyen, 2017). The finding that females have a lower tolerance for different kinds of workplace

mistreatment suggests that females would be likely to consider mistreatment behaviors to be more severe than males would. This reasoning that females would likely rate mistreatment behaviors more severely is the basis for the next hypothesis.

H5a: Females will rate uncivil behaviors as more severe than will males.

Uncivil behavior severity ratings also will be analyzed for differences in participant employment status. The hypothesized direction is based on hypothesis 2b, that students will categorize more behaviors as uncivil than will full-time workers and, as such, rate them more severely.

H5b: Students will rate uncivil behaviors as more severe than will full-time workers.

H5c: Students will rate uncivil behaviors as more severe than will those in predominately-female occupations, predominately-male occupations, and those in equal gender distribution occupations.

Incivility severity ratings will then be analyzed for differences by likelihood to sexually harass. Those likely to harass are expected to be more tolerant of uncivil behaviors and, as such, are expected to be similarly rate uncivil behaviors less severely.

H5d: Participants who are more likely to sexually harass will rate uncivil behaviors less severely than will those who are less likely to sexually harass.

This study will evaluate the severity of sexual harassment ratings. It is expected that more tolerant groups will rate sexual harassment behaviors with low severity. The direction for Hypotheses 6a is based on Hypothesis 1a, that females will identify more behaviors as sexual harassment and, as such, will rate them more severely. The direction

for hypothesis 6b will be based on hypothesis 2a, that full-time workers will identify more behaviors as sexual harassment and, as such, will rate them more severely. Direction for Hypothesis 6c is based on Hypothesis 3a, that workers in predominately female occupations will identify more behaviors as sexual harassment and, as such, will rate them more severely. Direction for Hypothesis 6d is based on Hypothesis 4a, that those likely to sexually harass will identify fewer behaviors as sexual harassment and, as such, will rate them more severely.

H6a: Females will rate sexual harassment behaviors as more severe than will males.

H6b: Full-time workers will rate sexual harassment behaviors as more severe than will students.

H6c: Workers in predominately-female occupations will rate sexual harassment behaviors as more severe than will workers from predominately-male occupations, equal gender distribution occupations, and students.

H6d: Participants who are more likely to sexually harass will rate sexual harassment behaviors less severely than will those who are less likely to sexually harass.

Two additional groups will be analyzed on sexual harassment severity ratings. People with formal sexual harassment training (Rawski, 2017) or people who have experienced sexual harassment first-hand (Lytell, 2010) are both expected to be less tolerant of sexual harassment behavior. The following hypotheses are based on this expectation:

H6e: Those who have had sexual harassment training will rate sexual harassment behaviors more severely than will those who have not had sexual harassment training.

H6f: Those who have experienced sexual harassment at work will rate sexual harassment behaviors more severely than will those who have not experienced sexual harassment at work.

Method

Sample

The sample consisted of 373 participants who completed the study online. There were 95 undergraduate student participants from a university provided "study board" program, which encourages undergraduate students to participate in research being conducted at the university. There were 278 participants who were full-time U.S. workers from various occupations selected through Amazon Mechanical Turk. Self-employed workers who work with fewer than three coworkers were excluded from analysis as this research is interested in social dynamics at work requiring multiple human interactions. There were 193 female participants and 180 males, with 78.0% White, 7.0% Black/African-American, 5.6% Hispanic, 5.4% Asian, .5% American Indian/Alaskan Native, and 3.5% Two-or-more races. Mean age of participants was $M = 20.15$, $SD = 3.18$ for students, and $M = 36.11$, $SD = 10.33$ for full-time workers.

Design

This research is a non-experiment as this research examines comparisons between pre-existing groups without manipulations. The groups are gender (male, female), employment status (student, full-time worker), and likelihood to sexually harass (likely,

unlikely). A fourth grouping variable, gender composition of workforce, was identified for full-time workers. The workforce was self-reported by participants as predominantly male, predominantly female, or both genders equivalently represented. Group affiliation and further demographic information were collected from the participants simultaneously with the survey data. Undergraduate students with a research participation requirement participated through an online platform. Worker participants were selected through Amazon's Mechanical Turk.

The independent variables are the participant characteristics of gender, employment status, and likelihood to sexually harass. The dependent variable is perception of mistreatment type: sexual harassment (SH), incivility (IC), or neither. For each behavior classified as SH or IC, participants rated the level of severity of the behavior. Each behavior was rated as mild (1), moderate (2), or severe (3). Behavior identified as "neither" was assigned a severity rating of zero.

Materials

Sexual Harassment and Incivility Perceptions (SHIP) Instrument

An instrument was developed for this research. A copy of the instrument may be found in Appendix A. This instrument was used to measure perceptions of workplace SH and IC. Participants first read a definition of SH and IC. Each item in the instrument describes a workplace behavior. For each item, the participant read the behavior and identified it as SH, IC, or neither. For those behaviors classified as SH or IC, the participant rated the severity of the behavior as mild, moderate, or severe.

The instrument consists of 52 items, each containing one behavior. There are 20 items that represent SH, 20 that represent IC, and 12 that represent neither SH or IC

(NA). Initially, 63 potential items were developed by reviewing the literature on SH and IC. Subject matter experts (SMEs) assisted in evaluating the 63 items. The SMEs were trained in the definitions of SH and IC and classified each of the 63 target behaviors as SH, IC, or neither. Inter-rater agreement between the SMEs was used to ensure the accuracy of the items in representing SH, IC, or NA. Of the original 63 items generated, there were 32 items on which the SM's disagreed on the behavior classification. There were 21 items where only one SME disagreed. These 21 items were retained in the instrument. There were nine items where two or more SMEs disagreed; these items were removed from the instrument. The 32 items with consensus were retained. Two additional SH items were removed due to repetitiveness. Analysis of inter-rater agreement resulted in 20 SH specific items, 20 IC items, and 12 items as Neither. Two additional items, items 30 and 47, were included to ensure participant attentiveness. Inattentive participants were informed of their inattentiveness and given the option to exit the survey or start the survey over as long as they remained attentive on the second try. A second failure resulted in removal or that case from analysis. Participant data were used to assess reliability. Cronbach's alpha for all items is .90; for the SH and IC items combined is .89; for the 20 SH items is .89, for the 20 IC items is .83; and, for the 12 Neither items is .82. These coefficient alphas indicate acceptable internal consistency for the scale and for each subscale.

Likelihood to Sexually Harass (LSH) scale

The LSH scale was developed to assess how likely a person would be to engage in workplace sexual harassment (Pryor, 1987). The LSH is found in Appendix B. The scale contains ten scenarios where the participant plays various roles generally involving

employment decisions. Each scenario suggests that the participant in their role is attracted to the candidate. Each scenario asks three questions, of which the first and third are always distractors. The participant, responding to the second question in each scenario, rates how likely they would be to make an offer to the candidate in exchange for sexual favors. An overall score, ranging from 10 to 50, is assigned based on ten ratings. As recommended by Pryor (1987), an overall score of 30 or higher suggests that the participant would be more likely to sexually harass given a similar role in the real world. The scale demonstrated adequate reliability (α = .95); evidence has also been offered in support of the scale's validity for the prediction of sexual harassment workplace behavior (including both hostile work environment and *quid pro quo* sexual harassment) and has been used extensively for research purposes (Bargh et al., 1995; Driscoll, Kelly, & Henderson, 1998; Lee, Gizzarone, Ashton, 2003; Levorato & Chiara, 2000; Perry, Kulik, & Schmidtke, 1998). The LSH scale was originally designed for heterosexual male participants, though it has been revised for use incorporating straight female participants (Isbell, Swedish, & Gazan, 2005; Perry, et al., 1998). The revisions simply change names and pronouns within the scenarios and questions to fit the opposite gender. The female participant version of the LSH can be found in Appendix C. The female version will be assigned to participants who indicate they are sexually attracted to males, with the original version being assigned to participants who indicate they are attracted to females. For this study, I created a gender-neutral version of the questionnaire. This gender-neutral version uses androgynous names and "s/he," "him/her," or "his/her" in place of pronouns. This version is found in Appendix D and will be used by participants who indicate in the demographic questions that they are "bisexual," "don't know," "decline to answer," or

"other." A third attention check item was added to each of the three LSH variants, which can be found under Scenario 7 in each version.

Procedure

Participants were asked demographic information, including their gender, race, and age. The demographic items may be found in Appendix E. Students were asked to list their major or intended major, if they are a full-time or part-time student, and what year they are in school (freshman, sophomore, junior, senior, other). The student specific questions may be found in Appendix F. Full-time workers were asked about their employment industry and occupation, and whether they are self-employed. The workers were asked about the gender distribution in their occupation (predominately-female, predominately-male, or no gender disparity). The full-time worker specific questions can be found in Appendix G. Participants then completed the SHIP instrument. Participants finally completed the LSH scale. The 22 participants who scored equal-to or greater-than 30 were considered more likely to harass, and the 350 scoring lower than 30 were considered less likely to harass. The demographic questions and instruments were administered through an online survey platform.

Results

Hypotheses 1, Hypothesis 2, Hypothesis 3, and Hypothesis 4 each considered groups correctly identifying sexual harassment and uncivil behaviors. Hypothesis 1, Hypothesis 2, and Hypothesis 4 were tested with independent samples *t*-tests comparing group mean scores on correct identification of behavioral violation. Groupings were by gender, employment status, and likelihood to sexually harass. Hypothesis 3, considering occupation gender distribution (OGD), was tested with two one-way ANOVAs.

Descriptive statistics including means and standard deviations may be found in Appendix H.

Hypothesis 1 states females will correctly identify more behaviors as sexual harassment (SH) than will males, and females will correctly identify more behaviors as incivility (IC) than will males. Hypothesis 1 was analyzed with two independent samples *t*-tests. The test measured selected mistreatment type (SH or IC) of the behaviors by gender (male or female). The mean score of females correctly identifying sexual harassment behaviors (16.12) was not significantly different from that of males (15.27), $t(371) = -1.94$, $p > .05$. Females' mean score of identified uncivil behaviors (14.84) was not significantly different from that of males (14.87), $t\ (371) = .07$, $p > .05$. Thus, Hypothesis 1 was not supported.

Hypothesis 2 states that full-time workers will correctly identify more sexual harassment behaviors than will students, and that students will correctly identify more uncivil behaviors than will workers. The mean score of full-time workers correctly identifying sexual harassment behaviors (15.69) was not significantly different from that of students (15.77), $t(371) = .15$, $p > .05$ The mean score of students correctly identifying uncivil behaviors (15.29) was not significantly different from that of full-time workers (14.70), $t(371) = 1.26$, $p > .05$. Thus, Hypothesis 2 was not supported.

Hypothesis 3 states that workers in predominately female occupations (PFO) will correctly identify more sexual harassment and incivility behaviors than will those in predominately male occupations (PMO), those in similar-or-equal gender distributed occupations (EGO), and students. A one-way ANOVA with the four occupational gender distribution (OGD) groups as the IV and correct SH identification as the DV was

conducted to test Hypothesis 3a. The ANOVA indicated that there were no differences among the OGD groups in terms of correct SH identification, $F(20, 352) = 1.51$, $p > .05$. Thus, Hypothesis 3a was not supported. A one-way ANOVA with the four occupational-gender-distribution (OGD) groups as the IV and correct IC identification as the DV was conducted to test Hypothesis 3b. The ANOVA indicated that there were no differences among the OGD groups in terms of correct IC identification, $F(20, 352) = .95$, $p > .05$. Thus, Hypothesis 3b was not supported.

Hypothesis 4 states that those more likely to sexually harass would misidentify more sexual harassment and uncivil behaviors than would those less likely to harass. The mean score of correct identification of sexual harassment behaviors by those likely to sexually harass (10.64) was significantly less than those less likely to sexually harass (16.03), $t(370) = 6.12$, $p < .05$. For accuracy at identifying uncivil behaviors, the mean score of those likely to sexually harass (11.36) was significantly lower than those unlikely to sexually harass (15.07) $t(370) = 1.9$, $p < .05$. Thus, Hypothesis 4 was supported.

Hypotheses 5 and Hypothesis 6 consider the severity rating of SH and IC behavior violations across the four demographic groupings. Descriptive statistics including means and standard deviations may be found in Appendix I.

Hypothesis 5 states that (a) females, rather than males; (b) students, rather than full-time workers; (c) students, rather than those in predominately male, predominately female, or equal gender distribution occupations; and (d) those not likely to sexually harass, rather than those likely to harass, will rate uncivil behaviors more severely than will their comparators. Hypothesis 5a, Hypothesis 5b, and Hypothesis 5d were tested

with independent samples *t*-tests. An independent samples *t*-test to compare gender differences on IC severity ratings indicated there was no significant difference between females (M = 1.59, SD = .40) and males (M = 1.61, SD = .31) on uncivil behavior violation severity rating, $t(371) = .593$, $p > .05$. Hypothesis 5a was not supported.

An independent samples *t*-test comparing differences in employment status on IC severity indicated students (M = 1.62, SD = .33) were not significantly different from workers (M = 1.59, SD = .37) on rating uncivil behavior severity, $t(371) = .752$, $p > .05$. Hypothesis 5b was not supported.

A one-way ANOVA with the four occupational gender groups as the IV and IC severity rating as the DV was conducted to test Hypothesis 5c. The ANOVA indicated students IC severity ratings were not significantly different from workers' OGDs (predominately female, predominately male, and equal-or-similar gender distribution), on IC severity ratings, $F(3,369) = .202$, $p > .05$. Thus, Hypothesis 5c was not supported.

Finally, an independent samples *t*-test was conducted to compare differences by propensity to sexually harass on IC severity. The IC severity ratings of those less likely to harass (M = 1.59, SD = .35) were not greater than the ratings of those more likely to harass (M = 1.81, SD = .40), $t(370) = -2.85$, $p > .05$. Thus, Hypothesis 5d was not supported.

Hypothesis 6 states that (a) females, rather than males; (b) workers, rather than students; (c) workers in predominately female occupations, rather than workers in predominately male and equal gender distribution occupations and students; (d) those less likely to sexually harass, rather than those likely to sexually harass; (e) those who have had formal sexual harassment training, rather than those who have not had training; and

(f) those who have experienced sexual harassment, rather than those who have not experienced sexual harassment, will each have higher mean ratings of SH severity in their respective groups (gender, employment status, OGD, and likelihood to harass) than will their comparators. An independent samples *t*-test was conducted to compare gender differences on SH severity. Females' SH behavior severity ratings (M = 2.20, SD = .36) were not significantly greater than males' (M = 2.18, SD = .34), $t(371) = -.594$, $p > .05$. Thus, Hypothesis 6a was not supported.

An independent samples *t*-test was conducted to compare differences by employment status on SH severity ratings. Workers' SH behavior severity ratings (M = 2.17, SD = .35) were not significantly greater than students' ratings (M = 2.25, SD = .34), $t(371) = 1.86$, $p > .05$. Hypothesis 6b was not supported.

A one-way ANOVA with the four occupational groups as the IV and SH severity ratings as the DV was conducted to test Hypothesis 6c. The ANOVA failed to identify differences among the OGD groups, $F(3,369) = 1.24$, $p > .05$. Hypothesis 6c was not supported.

An independent samples *t*-test was conducted to compare differences by propensity to sexually harass on SH severity. SH severity ratings from those likely to sexually harass (M = 2.18, SD = .41) were not significantly greater than ratings from those not likely to harass (M = 2.20, SD = .41), $t(370) = .273$, $p > .05$. Thus, Hypothesis 6d was not supported.

An independent samples *t*-test was conducted to compare SH severity rating differences between those who had formal SH training and those who had not had SH training. SH severity ratings from those who had SH training (M = 2.20, SD = .35) were

not significantly greater than ratings from those who did not have SH training (M = 2.18, SD = .36), t(371) = .733, p > 05. Hypothesis 6e was not supported.

An independent samples t-test was conducted to compare SH severity ratings between those who have experienced SH at work and those who have not experienced SH at work. SH severity ratings from those who had experienced SH at work (M = 2.15, SD = .34) were not significantly greater for those who had not experienced SH (M = 2.21, SD = .35), t(371) = -1.48, p > .05. Thus, Hypothesis 6f was not supported.

Discussion

This research was interested in discovering what, if any, differences in Sexual Harassment and Incivility perceptions exist between the genders and by employment status. Findings by Rotundo et al. (2001) suggested a gender difference for sexual harassment perceptions. Accordingly, I hypothesized that females would recognize sexual harassment behaviors better than would males, and that males would confuse some SH behaviors as incivility instead. Analysis of group differences suggests otherwise. Results suggest that there are no gender, employment status, or OGD effects on perceptions of sexual harassment and incivility. These findings suggest there is agreement within these groups on both what constitutes sexual harassment and incivility and the severity of a given behavior violation. In other words, most people, regardless of gender and employment experience, are able to distinguish sexual harassment behaviors and uncivil acts.

It was hypothesized that those who had SH training or had experienced SH at work would rate SH behaviors as more severe. Results indicated that perceptions of SH by individuals with SH training or SH experience do not differ from individuals without SH training or who have not experienced SH. This finding suggests that most people consider sexual harassment behaviors equally severe regardless of their personal experience with SH or training on SH.

There were significant findings based on one's likelihood to sexually harass. Those likely to harass correctly identified fewer SH and IC behaviors than did those not likely to harass. Speculation why this finding occurred could be endless. One possible explanation is that those likely to sexually harass are less likely to notice sexual

harassment because of self-serving bias (Arkin, Appelman, & Burger, 1980). If one is likely to sexually harass and knows that engagement in such behavior is unacceptable, in order to perceive him/herself more positively, s/he may not believe the behaviors to be sexual harassment, even though most people do. If this explanation is correct, it would suggest that people likely to sexually harass have distorted cognition about sexual harassment behaviors. Further researchers could investigate whether this cognition is a basis for sexual harassment perceptions among harassers.

Still considering likelihood to harass, those likely to harass rated IC severity higher than did those not likely to harass. In other words, those likely to harass considered incivility to be a greater behavioral violation than did those less likely to harass. However, the mean incivility severity ratings were lower than the mean ratings for sexual harassment severity even by those likely to harass (d = .91). Thus, this finding does not suggest that those likely to harass see rude behaviors, such as "cursing," as a worse behavioral violation than *quid-pro-quo* harassment. A potential reason for this finding also is consistent with the self-serving bias explanation (Arkin, Appelman, & Burger, 1980). If one is likely to harass and has a self-serving bias, to preserve a positive self-image, s/he may consider rude behavior that is not sexual harassment to be more severe than do those not inclined to sexually harass. Future researchers could investigate if this bias exists in known harassers or in those likely to harass.

Limitations

There are limitations to this research, particularly in regard to the sample size of people likely to sexually harass. Of the 373 participants, only 22 were classified as likely to sexually harass (5.9% of the sample), a considerably small sample which limits the

power for detecting effects for likelihood to sexually harass. This limitation can be mitigated by measuring effect size; a large effect size would indicate less sampling bias (Cohen, 1992). An effect size was calculated between those not likely to harass and those likely to harass on IC severity and was found to be large (d = .58). A larger sample should be gathered, however, to confirm the other findings related to likelihood to sexually harass.

The methodology used in this research is unconventional in that it was not found in the literature reporting sexual harassment and incivility perceptions research. The instrument and method in this study were developed to determine if group differences existed where they had not been found before. Specifically, two meta-analyses of sexual harassment perceptions found no significant gender difference (Blumenthal, 1998; O'Connor, 1998), and one found a small difference (Rotundo et al., 2001) though with a credibility interval very close to including zero at a somewhat lenient credible range (90%). Despite these research findings, it is well documented that men engage in sexual harassment more frequently than do women (e.g., Quick & McFadyen, 2017), indicating a behavioral gender difference for engaging in sexual harassment. The method in this study utilized a forced-choice mechanic, which required participants to indicate whether a behavior was sexual harassment, incivility, or neither, rather than indicating the behavior as sexual harassment or not. This research posited that simply classifying a behavior as sexual harassment or not fails to include other possibilities for classifying the behavior. For instance, someone might consider hostile environment sexual harassment as simply rude behavior. For a specific example, an individual may believe that saying someone has a "sexy body" is not sexual harassment, but is incivility. This research failed to find

gender differences in perceptions using the method developed specifically for this study, which could suggest that the method is flawed in some way. There are two reasons this method likely is not flawed. One, the method did find differences for those with a propensity to sexually harass, which is congruent with past findings (e.g., Pryor, 1987). Two, the method found no gender difference, which was congruent with two previous meta-analyses (Blumenthal, 1998; O'Connor, 1998).

Although men are more likely than women to engage in workplace sexual harassment (e.g., Quick & McFadyen, 2017), it is important to note that most men do not engage in sexual harassment. By grouping all male responses together for analyses, aggregate ratings for males obscured the ratings of the smaller percentage of men who are likely to engage in sexual harassment. The analysis by propensity to sexually harass revealed a difference in perceptions with those likely to sexually harass rating harassing behaviors as less severe. This finding suggests that most men may not inherently have different views of sexual harassment than women; however, men are more likely than women to engage in sexual harassment, and those that are likely to harass have different perceptions of sexual harassment behaviors compared to others.

There have been enough studies examining gender differences in sexual harassment perceptions that multiple meta-analyses have been conducted (Blumenthal, 1998; O'Connor, 1998; Rotundo, Nguyen, & Sackett, 2001). It is well documented that men engage in sexual harassment more often than do women (Quick & McFadyen, 2017). It is possible that researchers noted the differing rates of harassing behavior by men and women and assumed gender differences in perceptions of harassment where none exist. This assumption may be based on the tendency to cognitively categorize

humans into groups, often referred to as schemas, which form the basis for stereotypes (Dumont & Fitzpatrick, 2001). It is possible that researchers, including this author, after reading reports of men being more likely to harass, stereotyped men into the cognitive category of sexual harasser. Gender may be a perceived proxy for sexual harassment propensity. Consequently, hypotheses were made for gender differences in perceptions, yet none were found in this study except for males with a propensity to sexually harass. In other words, a subgroup of males appear to differ on sexual harassment perceptions because of their propensity to sexually harass. Because propensity to sexually harass is a better indicator of different sexual harassment perceptions than gender, future researchers studying sexual harassment perceptions should put more emphasis on likelihood to sexually harass.

A final limitation noted with this research is that data were collected at the same time the "Me Too" movement was occurring, when many victims of sexual harassment made public their own experiences, primarily to encourage others to report harassment. It is possible that during this data collection, current events surrounding the "Me Too" movement, were recalled. With negative social views of sexual harassment made salient, males may have chosen to respond to the SHIP and LSH in a more socially desirable way than they would have before the "Me Too" movement. That is, many males may have actually had different perceptions and propensities than what they reported in this study to appear more socially acceptable. Such inconsistencies, if they exist, would have affected the results of this research and limited its accuracy, most notably with correct SH identification by gender considering that the confidence interval was one-hundredth above including zero.

Recommendations for Future Research

This research intended to expand the literature on incivility perceptions, which has gained research interest in recent years (Cortina, Magley & Williams, 2001; Giumetti et al., 2013; McCord, Joseph, Dhanani & Beus, 2017; Wagner, 2015). This current research did not find gender differences for general workplace incivility, though previous research has found that men engage in more direct incivility and women in more indirect incivility (Cortina, Magley & Williams, 2001). The SHIP contains few items addressing indirect incivility workplace behaviors and, perhaps, should be refined to include indirect incivility behaviors.

Additionally, this research intended to explore differences between students and full-time employees. Undergraduate students are often used as participants in research but may not represent the desired population to which the results will be generalized. This research compared students to full-time employees, who are often the population of interest for industrial-organizational psychologists. No differences between students and employees were found for either incivility or sexual harassment perceptions, suggesting that future research on these topics conducted with student participants should generalize to the full-time employee population.

This research considered whether perceptions of harassment and incivility might differ based on the gender distribution of one's workplace. The thought was that both males and females in a more female-distributed occupation would generally have perceptions more consistent with females in general, and vice-versa for a more male-distributed occupation. The gender distribution of one's occupation had no effect on

classification of behavior or severity ratings, suggesting that future research on incivility and sexual harassment topics would not necessarily need to consider OGD.

Future researchers could further investigate gender differences in sexual harassment perceptions using methodologies similar to the method used in this study. The results of this research suggest there are no gender differences, although differences may be discovered with some modifications. Rather than supplying only two behavioral categories, future researchers may consider a wider range of behavior violations. Rather than an all-encompassing "incivility" category, other anti-social behaviors or even romancing behaviors (which would imply no level of discomfort by either party and behaviors not necessarily sexual nature) could be included. Future researchers could investigate behavior in a different setting. This research focused on sexual harassment at work primarily for workplace applications, though harassment can occur outside of the work environment.

Another note concerns the instrument developed for this study. The SHIP instrument may require refinement for future use in measuring SH perceptions. The 20 SH items included in the SHIP can be split into two the categories of *quid pro quo* harassment and behaviors that would contribute to hostile environment sexual harassment. Five of the 20 items (7, 35, 36, 38, and 44) describe *quid pro quo* (QPQ) harassment; the other 15 items describe behavior that would contribute to a hostile work environment (HWE). The five QPQ items have a coefficient alpha of .86; the 15 HWE items have a coefficient alpha of .86. The five QPQ items received higher severity ratings (M = 2.79, SD = .36) than did the HWE items (M = 1.99, SD = .41), d = 2.07. Thus, participants consider QPQ harassment to be a more severe behavioral violation than

HWE. QPQ items were more likely to be correctly identified as SH (M = .92, SD = .19) than were HWE items (M = .74, SD = .24), d = .83. A higher correct classification of QPQ behaviors suggests that there is consensus that QPQ is sexual harassment, perhaps suggesting that measuring QPQ perceptions may be unnecessary because there is very little variance in classifying QPQ behavior. There is less agreement on HWE behaviors constituting sexual harassment, suggesting that gender, employment status, or other group differences may exist. Future researchers investigating gender or employment status differences on sexual harassment perceptions should consider a similar instrument to the SHIP, but separate QPQ and HWE behaviors with an equal number of items representing each type.

Additional analyses were performed to determine if results for these two new composite variables, QPQ and HWE, would be the same as the results found in testing the original hypotheses. To address this question, 2 (Gender) x 2 (LSH) x 4 (OGD) ANOVAs were conducted for the QPQ composite and the HWE composite dependent variables. ANOVA tables may be found in Appendix J and Appendix K for HWE and QPQ respectively. There were no significant effects for the HWE analysis. For the QPQ analysis, there was a significant main effect for likelihood to sexually harass and significant interactions for Gender x OGD and LSH x Gender x OGD. Each of these significant effects, however, explained little variance (.02, .04, .05, respectively) and, as such, have little practical significance. It should be noted that the 3-way interaction is uninterpretable because there were only five females in the LSH category and these were not equally distributed across OGD. The Gender x OGD interaction can be seen in Appendix L. Interestingly, women across OGD types weighted higher QPQ severity than

did men, except for in the PMO condition where males rated highest QPQ severity and females rated lowest QPQ severity. Unlike with the 3-way interaction, Gender x OGD distributions were similar to what would be expected, as can be seen in in Appendix M. Future research should investigate OGD differences on a measure with a wider range of QPQ behaviors.

Future researchers should consider revising the LSH scale. This scale is over 30 years old and, as such, initial inferences, such as reliability, may be outdated. The original author considered a score of 30 or higher as indicative of high propensity to harass based on the upper quartile score during initial testing (Pryor, 1987). This research found that when analyzing the current sample, the upper quartile score was 12, considerably lower than from previous analysis, and very low overall considering scores range from 10 to 50. This difference could suggest many things. One, people are less likely to sexually harass than they used to be. Two, people are less tolerant of sexual harassment than they used to be. Three, people are more likely to respond in a socially desirable manner than they used to be, thus limiting recent generalizations based on results of the LSH scale analyses. Or, four, the LSH scale cutoff-score for considering someone highly likely to harass should be stricter than it has been, or, a new upper quartile should be generated based from more recent findings. It would also be expected that the LSH scale would correlate with a measure of SH severity, such as the SHIP. These two measures do no correlate (r = -.05, p > .05) on the current sample. Appendix N shows distributions of SH severity ratings by LSH scores. One can see in Appendix N that the LSH scale is less evenly distributed than the SHIP SH severity ratings. This

difference further suggests that the LSH scale or its interpretation may need to be updated.

Conclusions

In conclusion, the results of this study suggest that likelihood to sexually harass has an effect on sexual harassment perceptions, whereas gender and employment status do not. Based on the results of this study, industrial-organizational psychologists and other organizational personnel should not be concerned that men and students have more tolerant perceptions of sexual harassment because no evidence was found for differences by gender or employment status. Organizational personnel should instead prioritize a safe work environment, have sexual harassment training for all organizational employees, and remove barriers to reporting workplace sexual harassment. Differences based on propensity to sexually harass were found on incivility severity ratings. Future researchers should investigate why those likely to sexually harass rate uncivil behavior as more severe than those not likely to harass. Future research on sexual harassment perceptions should consider using a forced-choice method for classifying behavioral violations.

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APPENDIX A

SHIP Instrument

DIRECTIONS
This study examines perceptions of workplace behavior that constitute hostile environment sexual harassment and incivility in the workplace. First you will read a definition of sexual harassment and incivility in the workplace. You then will be asked to review a list of workplace behaviors and provide your opinion on whether they contribute to sexual harassment, incivility, or neither. You should refer back to the definitions to ensure you distinguish between the two. Thank you for your participation.

Definitions
SEXUAL HARASSMENT in the workplace is unwelcome conduct that is sexual in nature and is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

INCIVILITY in the workplace is behavior that is considered to be rude or discourteous with a lack of regard for others.

To establish both Sexual Harassment and Incivility usually **requires a pattern of behavior, rather than a single occurrence**. Thus, for this study, please consider if the behavior listed would CONTRIBUTE to either.

For each of the following workplace situations:

1. Consider each situation in the context of a normal workplace.

2. Indicate if you believe the workplace behavior would CONTRIBUTE to one of the following:
- **Sexual Harassment**
- **Incivility**
- **Neither**

3. For each workplace behavior you indicated as either Sexual Harassment or Incivility, please rate the SEVERITY of the behavior as either:
Mild, Moderate, or **Severe**

(Do not rate severity for workplace behaviors you indicate as "Neither")

4. Please review the definitions of Sexual Harassment and Incivility as you rate the behaviors to ensure you remember the distinctions between the two.

Sexual harassment and incivility are currently major issues discussed frequently in the media and social settings. It is important that you remain attentive and respond carefully and honestly.

Workplace Situations

1. A coworker was selected for a promotion that you also had applied for.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

2. A coworker borrowed your stapler several times without asking to borrow it.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

3. A coworker touched you in a way that made you feel uncomfortable.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

4. Your coworker complimented you on your new sweater

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

5. A coworker continued to ask you for dates even though you said "No."

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

6. A coworker told you that you had a sexy body.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

7. A coworker declined to put you on the new project team because you refused to have sex.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

8. You were expecting your boss to give you a raise for your continued hard work, but you did not receive it.

   Behavior: Sexual Harassment Incivility Neither

   Severity: Mild Moderate Severe

9. You requested a reserved parking spot, but your request was denied.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

10. A fellow employee complimented your job performance.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

11. A coworker whistled at you in a sexual way.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

12. A coworker made unwanted attempts to draw you into a discussion on your leisure time pursuits.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

13. A coworker made attempts to draw you into a discussion about your sex life.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

14. You received a poor performance review after you failed to complete an important report on time.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

15. You were fired from your position for repeatedly ignoring company policy on workplace safety.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

16. Instead of attentively listening to your presentation, some coworkers were talking sports among themselves.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

17. A coworker insulted you using expletives (curse words).

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

18. A coworker made crude and offensive sexual remarks in your common work area.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

19. A coworker thought it was funny when he mooned you while you were sitting at your desk.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

20. A coworker made offensive remarks about your sexual activities to other coworkers.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

21. An angry coworker invaded your workstation on your break and left it disorganized.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

22. A coworker who is upset with you threatened to physically harm you.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

23. Your coworkers went to lunch together without inviting you.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

24. A coworker attempted to fondle you while the two of you were alone in the workroom.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

25. Your supervisor insulted your work in front of your coworkers.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

26. A coworker made repeated attempted to establish a romantic sexual relationship with you that you declined on several occasions.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

27. A coworker made gestures of a sexual nature that embarrassed you.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

28. A coworker took the last cup of coffee without starting a new pot.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

29. A coworker periodically giggled and laughed throughout the sexual harassment training session.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

30. Select Neither as your response to this one to demonstrate your attentiveness.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

31. A disgruntled employee interrupted a work-team meeting to express their disdain of the boss.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

32. A supervisor made jokes about your mannerisms that made you feel uncomfortable.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

33. A coworker told sexual stories and jokes that you found offensive.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

34. During a team meeting, a coworker began eating a snack and chewing loudly.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

35. A coworker made you afraid you would be treated poorly if you didn't cooperate sexually.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

36. Your boss offered you a raise in exchange for sexual favors.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

37. A coworker wearing revealing clothing frequently entered your workspace making you feel uncomfortable.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

38. Your boss threatened to fire you for not being sexually cooperative.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

39. Coworkers talked negatively about you in the breakroom.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

40. You overheard two coworkers debating politics at the watercooler.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

41. A coworker used the last of the paper in the printer without replacing it with new paper.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

42. Your boss did not give you the holiday bonus you were hoping for.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

43. Your boss was condescending to you because of your lack of hard work.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

44. Your boss implied you would receive better treatment if you were sexually cooperative.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

45. An employee arrived late to a work meeting.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

46. A coworker sent you an email containing threats of extortion.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

47. For this one, select both "neither" and "mild" as your response to demonstrate you are carefully reading through these workplace situations.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

48. Your boss told you that you looked very professional today.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

49. Another employee told you he was quitting because of dissatisfaction with working conditions.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

50. A coworker yelled at you for not completing a task.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

51. Two coworkers discussed their sexual adventures in your vicinity where you easily heard them.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

52. You are comfortable with another employee discussing their sex life.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

53. A coworker insulted you in private.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

54. A coworker displayed a sexually explicit calendar near a high traffic area.

Behavior: Sexual Harassment Incivility Neither

Severity: Mild Moderate Severe

APPENDIX B

Likelihood to Sexually Harass Scale

Instructions

On the sheets that follow you will find 10 brief scenarios that describe 10 different interactions between males and females. In each case you will be asked to imagine that you are the main male character in the scenario. Then you will be asked to rate how likely it is that you would perform each of several different behaviors in the described social context. Assume in each scenario that no matter what you choose to do, nothing bad would be likely to happen to you as result of your action. Try to answer each question as honestly as you can. Your answers will be completely anonymous. No one will ever try to discover your identity, no matter what you say on the questionnaire.

Scenario #1

Imagine that you are an executive in a large corporation. You are 42 years old. Your income is above average for people at your job level. You have had numerous job offers from other companies. You feel very secure in your job. One day your personal secretary decides to quit her job and you have the task of replacing her. The personnel department sends several applicants over for you to interview. All seem to be equally qualified for the job. One of the applicants, Michelle S., explains during her interview that she desperately needs the job. She is 23 years old, single and has been job hunting for about a month. You find yourself very attracted to her. She looks at you in a way that possibly conveys she is also attracted to you. How likely are you to do the following things in this situation?

a. Would you give her the job over the other applicants? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all likely — Very likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you offer her the job in exchange for sexual favors? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all likely — Very likely

c. Assuming that you fear no reprisals on your job, would you ask her to meet you later for dinner to discuss her possible employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #2

Imagine that you are the owner and manager of an expensive restaurant. One day, while going over the receipts, you discover that one of the waitresses has made some errors in her checks. She has undercharged several customers. The mistake costs you $100. In talking to some of the other employees, you find that the particular customers involved were friends of the waitress. You call her into your office and ask her to explain her behavior. The waitress confesses to having intentionally undercharged her friends. She promises that she will never repeat this dishonest act and tells you that she will do anything to keep her job. The waitress is someone you have always found particularly attractive. She is a divorcee and about 25 years old. How likely are you to do the following things in this situation?

a. Would you let her keep her job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you let her keep her job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask her to meet you for dinner after work to discuss the problem?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #3

Imagine that you are the manager of a shipping company. One day your supervisor asks you to study the possibility of buying several computers for the office. You call up several competing companies that sell computers. Each company sends a sales representative over to your office who describes the company's products. A

salesperson from company "A" calls you and asks to come to your office. You agree and the next day a very attractive woman shows up. She can offer no real reason for buying her company's products over those of the other companies. However, she seems very sexy. How likely are you to do the following things in this situation?

a. Would you recommend her line of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you agree to recommend her line of computers in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Given the same assumptions as the last question above, would you ask her to meet you later for dinner to discuss the choice of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #4

Imagine that you are a Hollywood film director. You are casting for a minor role in a film you are planning. The role calls for a particularly stunning actress, one with a lot of sex appeal. How likely are you to do the following things in this situation?

a. Would you give the role to the actress whom you personally found sexiest?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would give the role to an actress who agreed to have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would ask the actress to whom you were most personally attracted to talk with you about the role over dinner?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #5

Imagine that you are the owner of a modeling agency. Your agency specializes in sexy female models used in television commercials. One of your models, Amy T., is a particularly ravishing brunette. You stop her after work one day and ask her to have dinner with you. She coldly declines your offer and tells you that she would like to keep your relationship with her "strictly business." A few months later you find that business is slack and you have to lay off some of your employees. You can choose to lay off Amy or one of four other women. All are good models, but someone has to go. How likely are you to do the following things in this situation?

a. Would you fire Amy?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are unafraid of possible reprisals, would you offer to let Amy keep her job in return for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Amy to dinner so that you could talk over her future employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #6

Imagine that you are a college professor. You are 38 years old. You teach in a large midwestern university. You are a full professor with tenure. You are renowned in your field (Abnormal Psychology) and have numerous offers for other jobs. One day following the return of an examination to a class, a female student stops in your office. She tells you that her score is one point away from an "A" and asks you if she can do some extra credit project to raise her score. She tells you that she may not have a sufficient grade to get into graduate school without the "A." Several other students have asked you to do extra credit assignments and you have declined to let them. This particular woman is a stunning blonde. She sits in the front row of the class every day and always wears short skirts. You find her extremely sexy. How likely are you to do the following things in this situation?

a. Would you let her carry out a project for extra credit (e.g. write a paper)?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are very secure in your job and the university has always tolerated professors who make passes at students, would you offer the student a chance to earn extra credit in return for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Given the same assumptions as in the question above, would you ask her to join you for dinner to discuss the possible extra credit assignments?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #7

Imagine that you are a college student at a large Midwestern university. You are a junior who just transferred from another school on the East coast. One night at a bar you meet an attractive female student named Rhonda. Rhonda laments to you that she is failing a course in English Poetry. She tells you that she has a paper due next week on the poet, Shelley, and fears that she will fail since she has not begun to write it. You remark that you wrote a paper last year on Shelley at your former school. Your paper was given an A+. She asks you if you will let her use your paper in her course. She wants to just

retype it and put her name on it. How likely are you to do the following things in this situation?

a. Would you let Rhonda use your paper?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you let Rhonda use your paper in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Rhonda to come to your apartment to discuss the matter?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #8

Imagine that you are the editor for a major publishing company. It is your job to read new manuscripts of novels and decide whether they are worthy of publication. You receive literally hundreds of manuscripts per week from aspiring novelists. Most of them are screened by your subordinates and thrown in the trash. You end up accepting about one in a thousand for publication. One night you go to a party. There you meet a very attractive woman named Betsy. Betsy tells you that she has written a novel and would like to check into getting it published. This is her first novel. She is a dental assistant. She asks you to read her novel. How likely are you to do the following things in this situation?

a. Would you agree to read Betsy's novel?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you agree to reading Betsy's novel in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Betsy to have dinner with you the next night to discuss your reading her novel?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #9

Imagine that you are a physician. You go over to the hospital one day to make your rounds visiting your patients. In looking over the records of one of your patients, you discover that one of the attending nurses on the previous night shift made an error in administering drugs to your patient. She gave the wrong dosage of a drug. You examine the patient and discover that no harm was actually done. The patient seems fine. However, you realize that the ramifications of the error could have been catastrophic under other circumstances. You pull the files and find out who made the error. It turns out that a new young nurse named Wendy H. was responsible. You have noticed Wendy in some of your visits to the hospital and have thought of asking her out to dinner. You realize that she could lose her job if you report this incident. How likely are you to do each of the following things?

a. Would you report Wendy to the hospital administration?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals, would you tell Wendy in private that you will not report her if she will have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals, would you ask Wendy to join you for dinner to discuss the incident?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #10

Imagine that you are the news director for a local television station. Due to some personnel changes you have to replace the anchor woman for the evening news. Your policy has always been to promote reporters from within your organization when an anchor woman vacancy occurs. There are several female reporters from which to choose. All are young, attractive, and apparently qualified for the job. One reporter, Loretta W., is someone whom you personally find very sexy. You initially hired her, giving her a first break in the TV news business. How likely are you to do the following things in this situation?

a. Would give Loretta the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals in your job, would you offer Loretta the job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals in your job, would you ask her to meet you after work for dinner to discuss the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

APPENDIX C

Likelihood to Sexually Harass Scale (Reversed Gender Version)

Instructions

On the sheets that follow you will find 10 brief scenarios that describe 10 different interactions between males and females. In each case you will be asked to imagine that you are the main male character in the scenario. Then you will be asked to rate how likely it is that you would perform each of several different behaviors in the described social context. Assume in each scenario that no matter what you choose to do, nothing bad would be likely to happen to you as result of your action. Try to answer each question as honestly as you can. Your answers will be completely anonymous. No one will ever try to discover your identity, no matter what you say on the questionnaire.

Scenario #1

Imagine that you are an executive in a large corporation. You are 42 years old. Your income is above average for people at your job level. You have had numerous job offers from other companies. You feel very secure in your job. One day your personal secretary decides to quit his job and you have the task of replacing him. The personnel department sends several applicants over for you to interview. All seem to be equally qualified for the job. One of the applicants, Michael, explains during his interview that he desperately needs the job. He is 23 years old, single and has been job hunting for about a month. You find yourself very attracted to him. He looks at you in a way that possibly conveys he is also attracted to you. How likely are you to do the following things in this situation?

a. Would you give him the job over the other applicants? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you offer him the job in exchange for sexual favors? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals on your job, would you ask him to meet you later for dinner to discuss his possible employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #2

Imagine that you are the owner and manager of an expensive restaurant. One day, while going over the receipts, you discover that one of the waiters has made some errors in his checks. He has undercharged several customers. The mistake costs you $100. In talking to some of the other employees, you find that the particular customers involved were friends of the waiter. You call him into your office and ask him to explain his behavior. The waiter confesses to having intentionally undercharged his friends. He promises that he will never repeat this dishonest act and tells you that he will do anything to keep his job. The waiter is someone you have always found particularly attractive. He is a divorcee and about 25 years old. How likely are you to do the following things in this situation?

a. Would you let him keep his job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you let him keep his job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask him to meet you for dinner after work to discuss the problem?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #3

Imagine that you are the manager of a shipping company. One day your supervisor asks you to study the possibility of buying several computers for the office. You call up several competing companies that sell computers. Each company sends a sales representative over to your office who describes the company's products. A

salesperson from company "A" calls you and asks to come to your office. You agree and the next day a very handsome man shows up. He can offer no real reason for buying his company's products over those of the other companies. However, he is very charming. How likely are you to do the following things in this situation?

a. Would you recommend his line of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you agree to recommend his line of computers in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Given the same assumptions as the last question above, would you ask him to meet you later for dinner to discuss the choice of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #4

Imagine that you are a Hollywood film director. You are casting for a minor role in a film you are planning. The role calls for a particularly handsome actor, one with a lot of sex appeal. How likely are you to do the following things in this situation?

a. Would you give the role to the actor whom you personally found attractive?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you give the role to an actor who agreed to have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask the actor to whom you were most personally attracted to talk with you about the role over dinner?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #5

Imagine that you are the owner of a modeling agency. Your agency specializes in athletic male models used in television commercials. One of your models, Andrew, is a particularly muscular man. You stop him after work one day and ask him to have dinner with you. He coldly declines your offer and tells you that he would like to keep your relationship with him "strictly business." A few months later you find that business is slack and you have to lay off some of your employees. You can choose to lay off Andrew or one of four other men. All are good models, but someone has to go. How likely are you to do the following things in this situation?

a. Would you fire Andrew?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are unafraid of possible reprisals, would you offer to let Andrew keep his job in return for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Andrew to dinner so that you could talk over his future employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #6

Imagine that you are a college professor. You are 38 years old. You teach in a large midwestern university. You are a full professor with tenure. You are renowned in your field (Abnormal Psychology) and have numerous offers for other jobs. One day following the return of an examination to a class, a male student stops in your office. He tells you that his score is one point away from an "A" and asks you if he can do some extra credit project to raise his score. He tells you that he may not have a sufficient grade to get into graduate school without the "A." Several other students have asked you to do extra credit assignments and you have declined to let them. This student is very well-built. He sits in the front row of the class every day and always wears tight shirts. You find him extremely good looking. How likely are you to do the following things in this situation?

a. Would you let him carry out a project for extra credit (e.g. write a paper)?

1.....2.....3.....4.....5
Not at all likely — Very likely

b. Assuming that you are very secure in your job and the university has always tolerated professors who make passes at students, would you offer the student a chance to earn extra credit in return for sexual favors?

1.....2.....3.....4.....5
Not at all likely — Very likely

c. Given the same assumptions as in the question above, would you ask him to join you for dinner to discuss the possible extra credit assignments?

1.....2.....3.....4.....5
Not at all likely — Very likely

Scenario #7

Imagine that you are a college student at a large Midwestern university. You are a junior who just transferred from another school on the East coast. One night at a bar you meet an attractive male student named Robert. Robert laments to you that he is failing a course in English Poetry. He tells you that he has a paper due next week on the poet, Shelley, and fears that he will fail since he has not begun to write it. You remark that you wrote a paper last year on Shelley at your former school. Your paper was given an A+. He asks you if you will let him use your paper in his course. He wants to just retype it and put his name on it. How likely are you to do the following things in this situation?

a. Would you let Robert use your paper?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you let Robert use your paper in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Robert to come to your apartment to discuss the matter?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #8

Imagine that you are the editor for a major publishing company. It is your job to read new manuscripts of novels and decide whether they are worthy of publication. You receive literally hundreds of manuscripts per week from aspiring novelists. Most of them are screened by your subordinates and thrown in the trash. You end up accepting about one in a thousand for publication. One night you go to a party. There you meet a very attractive man named Brandon. Brandon tells you that he has written a novel and would like to check into getting it published. This is his first novel. He is a dental assistant. He asks you to read his novel. How likely are you to do the following things in this situation?

a. Would you agree to read Brandon's novel?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you agree to reading Brandon's novel in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Brandon to have dinner with you the next night to discuss your reading his novel?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #9

Imagine that you are a physician. You go over to the hospital one day to make your rounds visiting your patients. In looking over the records of one of your patients, you discover that one of the attending nurses on the previous night shift made an error in administering drugs to your patient. He gave the wrong dosage of a drug. You examine the patient and discover that no harm was actually done. The patient seems fine. However, you realize that the ramifications of the error could have been catastrophic under other circumstances. You pull the files and find out who made the error. It turns out that a new young nurse named William was responsible. You have noticed William in some of your visits to the hospital and have thought of asking him out to dinner. You realize that he could lose his job if you report this incident. How likely are you to do each of the following things?

a. Would you report William to the hospital administration?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals, would you tell William in private that you will not report him if he will have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals, would you ask William to join you for dinner to discuss the incident?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #10

Imagine that you are the news director for a local television station. Due to some personnel changes you have to replace the anchorman for the evening news. Your policy

has always been to promote reporters from within your organization when an anchorman vacancy occurs. There are several male reporters from which to choose. All are young, attractive, and apparently qualified for the job. One reporter, Liam, is someone whom you personally find very sexy. You initially hired him, giving him a first break in the TV news business. How likely are you to do the following things in this situation?

a. Would give Liam the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals in your job, would you offer Liam the job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals in your job, would you ask Liam to meet you after work for dinner to discuss the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

APPENDIX D

Likelihood to Sexually Harass Scale (Gender-Neutral Version)

Instructions

On the sheets that follow you will find 10 brief scenarios that describe 10 different interactions between males and females. In each case you will be asked to imagine that you are the main male character in the scenario. Then you will be asked to rate how likely it is that you would perform each of several different behaviors in the described social context. Assume in each scenario that no matter what you choose to do, nothing bad would be likely to happen to you as result of your action. Try to answer each question as honestly as you can. Your answers will be completely anonymous. No one will ever try to discover your identity, no matter what you say on the questionnaire.

Scenario #1

Imagine that you are an executive in a large corporation. You are 42 years old. Your income is above average for people at your job level. You have had numerous job offers from other companies. You feel very secure in your job. One day your personal secretary decides to quit his/her job and you have the task of replacing him/her. The personnel department sends several applicants over for you to interview. All seem to be equally qualified for the job. One of the applicants, Jordan, explains during his/her interview that s/he desperately needs the job. Jordan is 23 years old, single and has been job hunting for about a month. You find yourself very attracted to Jordan. Jordan looks at you in a way that possibly conveys s/he is also attracted to you. How likely are you to do the following things in this situation?

a. Would you give Jordan the job over the other applicants? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you offer Jordan the job in exchange for sexual favors? (Circle a number to indicate your response.)

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals on your job, would you ask Jordan to meet you later for dinner to discuss his/her possible employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #2

Imagine that you are the owner and manager of an expensive restaurant. One day, while going over the receipts, you discover that one of the waiters/waitresses, Skyler, has made some errors in his/her checks. Skyler has undercharged several customers. The mistake costs you $100. In talking to some of the other employees, you find that the particular customers involved were friends of Skyler. You call Sklyer into your office and ask him/her to explain his/her behavior. Skyler confesses to having intentionally undercharged his/her friends. Skyler promises that s/he will never repeat this dishonest act and tells you that s/he will do anything to keep his/her job. Skyler is someone you have always found particularly attractive. Skyler is a divorcee and about 25 years old. How likely are you to do the following things in this situation?

a. Would you let Skyler keep his/her job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you let Skyler keep his/her job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Skyler to meet you for dinner after work to discuss the problem?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #3

Imagine that you are the manager of a shipping company. One day your supervisor asks you to study the possibility of buying several computers for the office. You call up several competing companies that sell computers. Each company sends a sales representative over to your office who describes the company's products. A salesperson from company "A" calls you and asks to come to your office. You agree and the next day, Devin, who is very attractive, shows up. Devin can offer no real reason for buying his/her company's products over those of the other companies. However, Devin is very charming. How likely are you to do the following things in this situation?

a. Would you recommend Devin's line of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are secure enough in your job that no possible reprisals could happen to you, would you agree to recommend Devin's line of computers in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Given the same assumptions as the last question above, would you ask Devin to meet you later for dinner to discuss the choice of computers?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #4

Imagine that you are a Hollywood film director. You are casting for a minor role in a film you are planning. The role calls for a particularly attractive actor or actress, one with a lot of sex appeal. How likely are you to do the following things in this situation?

a. Would you give the role to the actor or actress whom you personally found attractive?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Would you give the role to an actor or actress who agreed to have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask the actor or actress to whom you were most personally attracted to talk with you about the role over dinner?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #5

Imagine that you are the owner of a modeling agency. Your agency specializes in models used in television commercials. One of your models, Alex, is a particularly fit and attractive. You stop Alex after work one day and ask him/her to have dinner with you. Alex coldly declines your offer and tells you that s/he would like to keep your relationship with him/her "strictly business." A few months later you find that business is slack and you have to lay off some of your employees. You can choose to lay off Alex or one of four other models. All are good models, but someone has to go. How likely are you to do the following things in this situation?

a. Would you fire Alex?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you are unafraid of possible reprisals, would you offer to let Alex keep his/her job in return for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Would you ask Alex to dinner so that you could talk over his/her future employment?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #6

Imagine that you are a college professor. You are 38 years old. You teach in a large midwestern university. You are a full professor with tenure. You are renowned in your field (Abnormal Psychology) and have numerous offers for other jobs. One day following the return of an examination to a class, a student, Morgan, stops in your office. Morgan tells you that his/her score is one point away from an "A" and asks you if s/he can do some extra credit project to raise his/her score. Morgan tells you that s/he may not have a sufficient grade to get into graduate school without the "A." Several other students have asked you to do extra credit assignments and you have declined to let them. This student is very attractive. Morgan sits in the front row of the class every day and always wears tight clothing. You find Morgan extremely good looking. How likely are you to do the following things in this situation?

a. Would you let Morgan carry out a project for extra credit (e.g. write a paper)?

1.....2.....3.....4.....5
Not at all likely — Very likely

b. Assuming that you are very secure in your job and the university has always tolerated professors who make passes at students, would you offer Morgan a chance to earn extra credit in return for sexual favors?

1.....2.....3.....4.....5
Not at all likely — Very likely

c. Given the same assumptions as in the question above, would you ask Morgan to join you for dinner to discuss the possible extra credit assignments?

1.....2.....3.....4.....5
Not at all likely — Very likely

Scenario #7

Imagine that you are a college student at a large Midwestern university. You are a junior who just transferred from another school on the East coast. One night at a bar you meet an attractive student named Riley. Riley laments to you that s/he is failing a course in English Poetry. Riley tells you that s/he has a paper due next week on the poet, Shelley, and fears that s/he will fail since Riley has not begun to write it. You remark that you wrote a paper last year on Shelley at your former school. Your paper was given an A+. Riley asks you if you will let him/her use your paper in his/her course. Riley wants to

just retype it and put his/her name on it. How likely are you to do the following things in this situation?

a. Would you let Riley use your paper?

1.....2.....3.....4.....5
Not at all likely — Very likely

b. Would you let Riley use your paper in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all likely — Very likely

c. Would you ask Riley to come to your apartment to discuss the matter?

1.....2.....3.....4.....5
Not at all likely — Very likely

Scenario #8

Imagine that you are the editor for a major publishing company. It is your job to read new manuscripts of novels and decide whether they are worthy of publication. You receive literally hundreds of manuscripts per week from aspiring novelists. Most of them are screened by your subordinates and thrown in the trash. You end up accepting about one in a thousand for publication. One night you go to a party. There you meet a very attractive person named Sydney. Sydney tells you that s/he has written a novel and would like to check into getting it published. This is Sydney's first novel. Sydney is a dental assistant. Sydney asks you to read his/her novel. How likely are you to do the following things in this situation?

a. Would you agree to read Sydney's novel?

1.....2.....3.....4.....5
Not at all likely — Very likely

b. Would you agree to reading Sydney's novel in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all likely — Very likely

c. Would you ask Sydney to have dinner with you the next night to discuss your reading his/her novel?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #9

Imagine that you are a physician. You go over to the hospital one day to make your rounds visiting your patients. In looking over the records of one of your patients, you discover that one of the attending nurses on the previous night shift made an error in administering drugs to your patient. S/he gave the wrong dosage of a drug. You examine the patient and discover that no harm was actually done. The patient seems fine. However, you realize that the ramifications of the error could have been catastrophic under other circumstances. You pull the files and find out who made the error. It turns out that a new young nurse was responsible. You have noticed this nurse in some of your visits to the hospital and have thought of asking him/her out to dinner. You realize that s/he could lose his/her job if you report this incident. How likely are you to do each of the following things?

a. Would you report the nurse to the hospital administration?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals, would you tell the nurse in private that you will not report him/her if s/he will have sex with you?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals, would you ask the nurse to join you for dinner to discuss the incident?

1.....2.....3.....4.....5
Not at all Very
likely likely

Scenario #10

Imagine that you are the news director for a local television station. Due to some personnel changes you have to replace the news anchor for the evening news. Your policy has always been to promote reporters from within your organization when an anchor vacancy occurs. There are several male and female reporters from which to choose. All are young, attractive, and apparently qualified for the job. One reporter, Kerry, is someone whom you personally find very sexy. You initially hired Kerry, giving him/her a first break in the TV news business. How likely are you to do the following things in this situation?

a. Would give Kerry the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

b. Assuming that you fear no reprisals in your job, would you offer Kerry the job in exchange for sexual favors?

1.....2.....3.....4.....5
Not at all Very
likely likely

c. Assuming that you fear no reprisals in your job, would you ask Kerry to meet you after work for dinner to discuss the job?

1.....2.....3.....4.....5
Not at all Very
likely likely

APPENDIX E

Demographic Questions for All Participants

Select your Gender:
- Male
- Female
- Transgender
- Not sure
- Decline to state

Select your Race:
- American Indian/Alaskan Native
- Asian
- Black/African-American
- Hispanic
- Native Hawaiian/Pacific Islander
- White
- Two-or-more races
- Other – please specify: _____

State your age: _____ years

Who do you prefer more in a sexual partner?
- Men
- Women
- Both men and women
- Neither men nor women
- Prefer not to say

Are you:
- Married
- Not married but in a relationship
- Divorced and not in a relationship
- Divorced but in a relationship
- Single
- Other: _____

Have you ever had formal sexual harassment training as part of your job or through other means?
- Yes
- No

Have you personally experienced sexual harassment at work?
- Yes
- No

APPENDIX F

Additional Questions for Student Participants

Please provide your major or intended major: _____

Are you a full-time or part-time student?

- Full-time student (enrolled in 12+ credit hours)
- Part-time student (enrolled in less than 12 credit hours)

Are you a…

- Freshman
- Sophomore
- Junior
- Senior
- Graduate Student
- Other _____

APPENDIX G

Additional Questions for Full-Time Worker Participants

Select your employment industry:

- Banking & Financial Services
- Education
- Food & Beverage
- Government
- Non-Profit
- Healthcare
- Manufacturing
- Media & Entertainment
- Retail, Wholesale & Distribution
- Software & IT Services
- Other – please specify: _____

What is your occupation? _____

Are you self-employed in your primary occupation?

Yes No

If yes, as a self-employed worker, how many other employees do you work with?

_____

Select one for the following statement:

The gender composition of your occupation…

- is predominately male
- is predominately female
- has similar or equal number of males and females

APPENDIX H

Means and Standard Deviations of Identification of Sexual Harassment and Incivility Behaviors

	SH correct		IC correct		
	M	SD	M	SD	n
Males	15.28	4.40	14.87	4.13	180
Females	16.12	3.97	14.84	3.84	193
Full-time workers	15.69	4.52	14.70	4.18	278
PMO	15.09	4.75	14.74	4.17	117
PFO	16.11	4.20	14.66	4.29	65
EGD	16.15	4.40	14.68	4.16	96
Students	15.77	3.09	15.29	3.27	95
LSH	10.64	6.00	11.36	5.03	22
NLSH	16.03	3.86	15.07	3.81	350
Total	15.71	4.20	14.85	3.97	373

Note. SH is Sexual Harassment, IC is Incivility, PMO is Predominately Male Occupation, PFO is Predominately Female Occupation, EGD is Equal Gender Distribution, LSH is Likely to Sexually Harass, and NLSH is Not Likely to Sexually Harass. For each variable, scores are number correctly identified out of 20.

APPENDIX I

Means and Standard Deviations of Severity Ratings of Sexual Harassment and Incivility Behaviors

	SH severity		IC severity		
	M	SD	M	SD	n
Males	2.18	.34	1.61	.31	180
Females	2.20	.36	1.59	.40	193
Full-time workers	2.17	.35	1.59	.37	278
PMO	2.17	.35	1.60	.36	117
PFO	2.16	.37	1.58	.37	65
EGD	2.19	.34	1.59	.39	96
Students	2.25	.34	1.62	.33	95
LSH	2.18	.41	1.81	.40	22
NLSH	2.20	.34	1.59	.35	350
SH train	2.20	.35	-	-	205
No SH train	2.18	.36	-	-	168
SH xp	2.15	.34	-	-	114
No SH xp	2.21	.35	-	-	259
Total	2.19	.35	1.60	.36	373

Note. SH is Sexual Harassment, IC is Incivility, PMO is Predominately Male Occupation, PFO is Predominately Female Occupation, EGD is Equal Gender Distribution, LSH is Likely to Sexually Harass, and NLSH is Not Likely to Sexually Harass.

APPENDIX J

ANOVA for HWE Severity Ratings

	Sum of Squares	df	Mean Square	F	ηp^2
Gender	.006	1	.006	.035[1]	.000
OGD	.375	3	.125	.738[1]	.006
LSH	.216	1	.216	1.276[1]	.004
Gender x OGD	.207	3	.069	.408[1]	.003
Gender x LSH	.000	1	.000	.003[1]	.000
OGD x LSH	.400	3	.133	.787[1]	.007
Gender x OGD x LSH	.485	2	.243	1.431[1]	.008
Error	60.5	357	.170		
Total	1543	372			

Note. HWE is for Hostile Work Environment sexual harassment, OGD is Occupation Gender Distribution, and LSH is likelihood to sexually harass.

[1]not statistically significant

APPENDIX K

ANOVA for QPQ Severity Ratings

	Sum of Squares	df	Mean Square	F	ηp^2
Gender	.181	1	.181	1.646[1]	.005
OGD	.814	3	.271	2.465[1]	.020
LSH	.984	1	.984	8.939*	.024
Gender x OGD	1.54	3	.512	4.655*	.038
Gender x LSH	.087	1	.087	.788[1]	.002
OGD x LSH	.379	3	.126	1.147[1]	.010
Gender x OGD x LSH	2.07	2	1.034	9.398*	.050
Error	39.3	357	.110		
Total	2943	372			

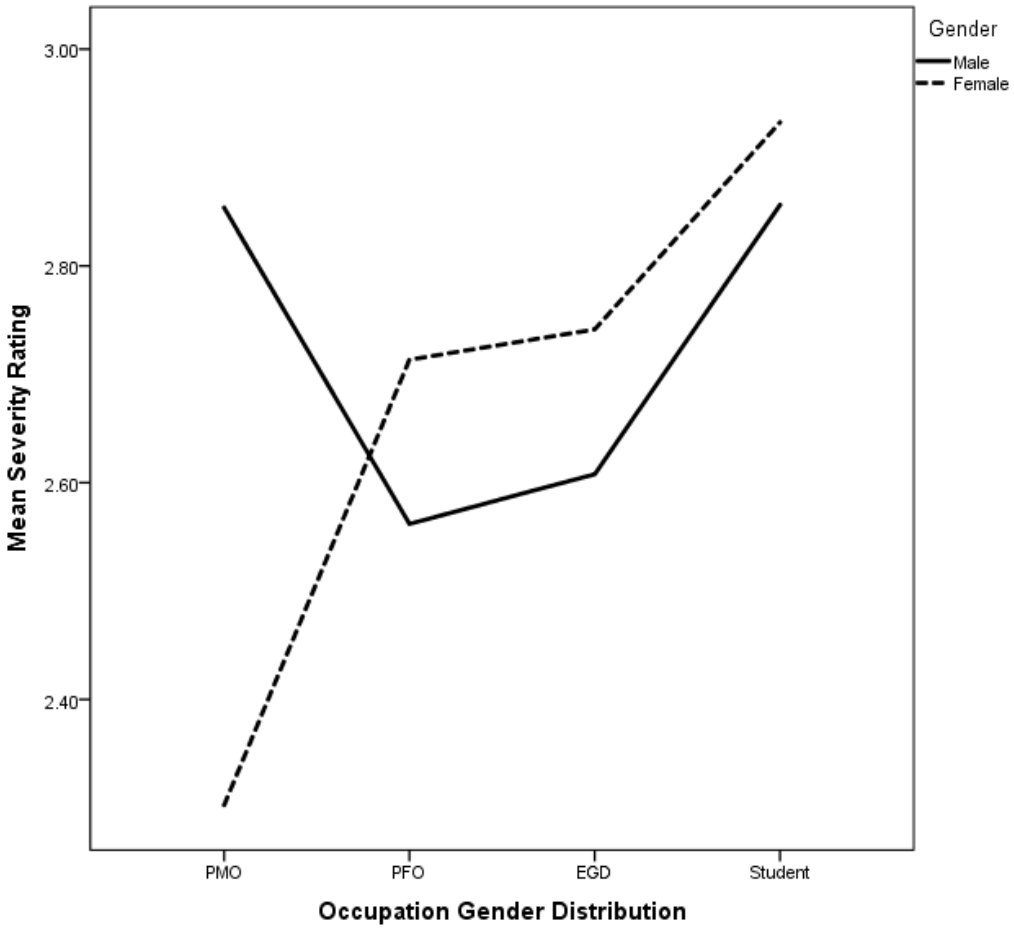
Note. QPQ is for Quid Pro Quo sexual harassment, OGD is Occupation Gender Distribution, and LSH is likelihood to sexually harass.

* $p < .01$

[1]not statistically significant

APPENDIX L

Mean QPQ Severity Rating by OGD



APPENDIX M

Frequencies of Gender by Occupation Gender Distribution

OGD	Males		Females		Totals	
	n	%	n	%	n	%
PMO	77	65.8	40	34.2	117	31.4
PFO	27	41.5	38	58.5	65	17.4
EGO	59	61.5	37	38.5	96	25.7
Student	17	17.9	78	82.1	95	25.5

Note. OGD is occupation gender distribution, PMO is predominately male occupation, PFO is predominately female occupation, and EGO is equal gender distribution occupation.

APPENDIX N

Mean SH Severity Rating by LSH Score