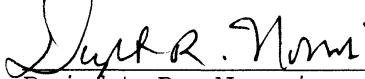


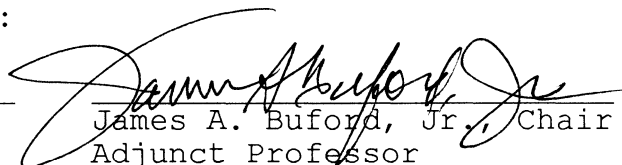
HOSTILE ENVIRONMENT SEXUAL HARASSMENT AND ATTITUDES
OF OFFENSIVENESS TOWARD WORKPLACE BEHAVIORS AS
MEASURED BY THE HOSTILE ENVIRONMENT SEXUAL
HARASSMENT EVALUATION INVENTORY

Brenda Phillips Ryan

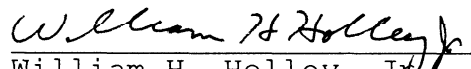
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HARASSMENT EVALUATION INVENTORY

Brenda Phillips Ryan

A Thesis

Submitted to

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Auburn University

in Partial Fulfillment of the

Requirements for the

Degree of

Master of Science

Auburn, Alabama

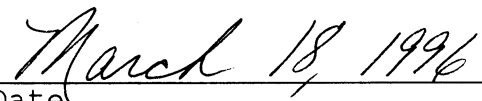
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Brenda Phillips Ryan, daughter of Ernest A. Phillips and Jane Evelyn (Peoples) Phillips, was born on July 14, 1950, in Oneonta, Alabama. She attended City of Auburn Public Schools and graduated from Auburn High School in Auburn, Alabama, in 1968. In September, 1991, she entered Auburn University, Auburn, Alabama, and received the degree of Bachelor of Science in Business Management in August, 1994. She entered the College of Business Graduate School in Human Resources Management, Auburn University, in September, 1994.

THESIS ABSTRACT
HOSTILE ENVIRONMENT SEXUAL HARASSMENT AND ATTITUDES
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The purpose of this study is to examine the relationship between perceptions of offensiveness and sexually oriented behaviors and the influence of six demographic, organizational and personal variables upon this relationship. Data for this study were gathered from a 93-item inventory, the Hostile Environment Sexual Harassment Evaluation (HE/SHE). The HE/SHE is designed to assess perceptions of offensiveness and non-offensiveness toward various physical, verbal, and visual behaviors and pictorial materials which may be found in the workplace. The instrument was completed

correctly by 182 employed persons. This final sample consisted of 86 male and 96 female managers and subordinates selected from a sample of employed persons of a southeastern town.

Results indicate that the variability in perceptions of offensiveness toward sexual behaviors can be attributable to gender and job role. Marginal variability is attributable to religious beliefs. None of the variability in perceptions of offensiveness was attributable to job status, past experiences of sexual harassment, or education. Results indicate that gender is the most significant ($p < .001$) predictor of offensiveness, and that females are significantly more offended by sexual behaviors than males.

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INTRODUCTION

In today's organization and personnel research there has been an increased interest in hostile environment sexual harassment. In the workplace which employs both males and females, certain activities and behaviors have sexual overtones. This is to be expected in the day-to-day social exchange among employees which establishes the workplace environment. Ideally this environment should be comfortable, friendly, and socially acceptable to all employees. However, certain sexual conduct can result in an environment which is uncomfortable or even so oppressive that it debilitates morale and interferes with work effectiveness and productivity. Although the law protects both males and females from such behavior, 90 to 95 percent of all reported incidents of sexual harassment involve female victims. The purpose of this study is to identify sexual conduct which is acceptable and that which is not, and to identify the threshold at which the workplace environment begins to offend members of the organization.

Development of the Hostile Environment Sexual
Harassment Evaluation Inventory

This study represents a beginning in the development of a questionnaire designed to measure perceptions of offensiveness toward sexually oriented behaviors and the impact of hostile environment sexual harassment on that relationship. The Hostile Environment Sexual Harassment Evaluation (HE/SHE) is a 93-item inventory developed to assess sensitivity to the negative effects of male to female sexual harassment in the workplace. A description follows of the development of the HE/SHE inventory and the initial data collected from a sample of 182 employees. Although additional research is needed to further clarify the validity and reliability of the HE/SHE, the instrument holds promise as a mechanism for exploring perceptions of offensiveness toward hostile environment sexual harassment in the workplace.

Overview

In this study, six demographic, organizational and personal variables were evaluated. Results support earlier findings (Thacker & Gohmann, 1993; Jones & Remland, 1992; Popovich, et al, 1992; Lee & Heppner,

1991; Powell, 1986 and many others) that females more frequently than males find sexually oriented behaviors to be offensive. Further results support earlier findings of Popovich, et al., (1992) Struckman-Johnson & Struckman-Johnson (1993) and Gill (1993) that females perceive sexually oriented physical conduct as more offensive than verbal conduct. This study also explored employees' perceptions of offensiveness toward pictures and posters that might be found in the workplace. Results indicate that females are much more offended than are males by these forms of visual conduct.

Statement of the Research Problem

The number of sexual harassment complaints has risen dramatically to become a major problem for human resource managers in corporate America. The problem has been diagnosed as a gender issue leading to low productivity, absenteeism and termination. This study tends to support this diagnosis. In order to deal with this problem, human resource managers must attempt to identify and prevent causal factors which lead to hostile workplace environments and sexual harassment.

Organizational Implications

Consistently defining sexual harassment and reasonableness is the root of much controversy and confusion among human resource managers as well as among the courts. Furthermore, determining how offensiveness is perceived and defined by the general populace as well as the objectivity and subjectivity of such determination is also controversial.

Dealing with the problem of sexual harassment has taken on several forms. Training, education, seminars, workshops, sensitivity - awareness programs, and prevention programs are the most desirable solutions for dealing with the problem of sexual harassment. However, some organizations have had to resort to progressive discipline, "tailored remedies" such as transfer/relocation and counseling, immediate terminations and suspensions (Butler, 1994). Costs for training, loss of personnel resources, and litigation have proven to be a major drain on bottom line profitability for many organizations.

A study of sexual harassment research indicated that there are several areas which create problems for the human resource manager (Hames, 1994; Milkovich &

Boudreau, 1994; and Tamminen, 1994). First is a social and cultural problem. From birth, males and females are culturally and sexually socialized through language, parents, schools, media, religious and medical institutions to develop attitudes and belief systems upon which all individual perceptions are based (Wood, 1994). While it is not the responsibility of human resource managers to socialize employees, it is their responsibility to maintain and enforce a hostile-free work environment for all employees.

Second is a lack of empirical research examining the differences in males and females due to "gender-blind" constraints used to prevent sex discrimination. This problem leads to a third problem which prevails in the area of differentiating and understanding causal relationships of sexual harassment such as natural attraction vs. power tactics. Consensual relationships and "office romances" can lead to sexual harassment complaints when natural attractions lead from pursuit to retaliation. Supervisory power tactics used to intimidate employees or demand sexual favors create agency problems which lead to employer liability. Proclivities toward dispositional characteristics of

hypersensitivity, aggression and competition may differ among and between the genders. Severity of conduct and situational consequences may require diverse, case-by-case disciplinary actions by human resource managers to eradicate hostile and abusive work environments.

A fourth problem arises from inconsistencies in evaluating the types and severity of sexual harassment: verbal, nonverbal, and physical. Other major problem areas are inconsistent legislation, interpretations, litigation, investigations, and remediation of sexual harassment issues. Last is loss of well-trained, well-qualified employees who elect to self-terminate to avoid hostile environment sexual harassment or are mandatorily terminated. Loss of public image as well as corporate and individual reputations are intrinsic losses which are costly and timely to restore.

Legal Implications

The large number of females entering a predominately male workplace has given rise to an increase in the volume of sexual harassment and hostile environment claims being filed in the last decade. The Supreme Court in Meritor Savings Bank, FSB v. Mechelle Vinson, 477 U.S. 57, 40 FEP Cases 1822 (1986) made

sexual harassment actionable as a form of sex discrimination under Section 703 of Title VII of the Civil Rights Act of 1964. The court noted that violation of Title VII may be predicated on either of two types of sexual harassment: (1) harassment that involves the conditioning of employment benefits on sexual favors, and (2) harassment that, while not affecting economic benefits, creates a hostile or offensive working environment. The present study will focus on the second type of sexual harassment, hostile environment sexual harassment.

Operational Definitions

Hostile Environment Sexual Harassment (HE/SHE).

The Equal Employment Opportunity Commission's (EEOC) Guidelines on sexual harassment which appear in Title 29 of the Code of Federal Regulations, Section 1604.11 (29 CFR Sec. 1604.11) (1987), define hostile environment sexual harassment as:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when . . . such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment.

Petersen and Massengill (1993) indicate that a two-pronged test is used by the courts in establishing the existence of a hostile environment: (1) the actual effect that harassment has on the complainants' well-being and on their ability to perform work assignments (the severity and pervasiveness of conduct standard), and (2) the probability that the same harassment would have an effect on a reasonable person in a similar position under similar conditions (the reasonable person standard). Brown & Germanis (1994) indicate that frequency, severity, and "unwelcomeness" of the conduct are determinants of psychological and economic injury used by the courts in assessing the effects of hostile environment on complainants. However, Estes and Futch (1994) indicate that a showing of serious psychological injury is not a prerequisite for a hostile environment sexual discrimination claim of sexual harassment.

Reasonable person - Reasonable woman. The courts have determined that hostile environment sexual harassment conduct must be severe or pervasive enough that a "reasonable person" would find it hostile or abusive. However, an unresolved issue facing employers

and the courts is the lack of a consistently defined standard of reasonableness to be used to determine if a workplace is hostile and abusive. The EEOC proposed that a "reasonable person" means a person of victim's own race or gender, "in a similar circumstance." Here, the critical issue in defining a "reasonable person" is whether members of the victim's own gender are exposed to discriminatory terms or conditions of employment to which members of the opposite sex are not exposed. Therefore, the courts have reinforced the diagnosis that sexual harassment is a gender issue.

The Ninth Circuit Court of Appeals in Ellison v. Brady, 924 F.2d 872 (1991) established the "reasonable woman" standard for determining when a workplace is sufficiently hostile to constitute sexual harassment. This new and controversial standard was raised in lieu of the traditional "reasonable person" standard which "tends to be male-biased and tends to systematically ignore the experiences of women" (p. 889). The court in Ellison indicated the focus for determination should be on the perspective of the victim when evaluating the severity and pervasiveness of harassment. In

establishing the reasonable woman standard, the Ellison court stated:

[B]ecause women are disproportionately victims of rape and sexual assault, women have a stronger incentive to be concerned with sexual behavior. Women who are victims of mild forms of sexual harassment may understandably worry whether a harasser's conduct is merely a prelude to a violent sexual assault. Men, who are rarely victims of sexual assault, may view sexual conduct in a vacuum without a full appreciation of the underlying threat of violence that a women may perceive. (p. 879)

In 1993 the U.S. Supreme Court in Teresa Harris v. Forklift System, Inc., 114 S.Ct. 367, 63 FEP Cases 225 (1993), reexamined the "reasonable person" standard for determining when a workplace constitutes a hostile or abusive environment. This standard was first established in the landmark case of Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986). In making its decision, the Court in Harris reaffirmed the reasonable person standard which evaluates the alleged harassment from the "subjective perspective of the victim". However, because 90 to 95 percent of sexual harassment complaints are made by females, organizations as a practical matter must still be somewhat concerned with the "reasonable woman" standard.

There remains a question of which standard should be used to determine what is perceived as hostile and abusive to a "reasonable person (woman [victim])". Because there is no standard by which to measure a "reasonable person," the definition of hostile environment sexual harassment will vary from individual to individual depending upon whether the totality of circumstances surrounding the behavior is viewed from the perspective of the victim, the harasser, or an objectively reasonable bystander (Aaron, 1993, p. 72). For other commentaries on the reasonable person (woman) standard, see Arbery (1993), Brown & Germanis (1994), Hartstein & Wilde (1994), Koen (1989), Lindemann & Kadue (1992), Martell & Sullivan (1994), Neuborne (1995), Paetzold & O'Leary-Kelly (1993), Petersen & Massengill (1993), Robinson, Fink & Allen (1994), and Simon (1991).

Offensiveness. The courts have indicated that there is no mathematically precise test for determining whether conduct is severe or pervasive enough to be actionable. Therefore, the courts evaluate all circumstances surrounding a sexual harassment claim on a case-by-case basis. This decision has led to major

inconsistencies in court rulings in establishing what standard of offensiveness should be used and whether the standard should be subjective or objective.

In Rabidue v. Osceola Refining Co. (1986), the courts indicated that the correct standard to use in hostile environment cases is the objective standard as viewed from a reasonable person's viewpoint in a similar situation. In Justice O'Connor's Opinion of the Court, Teresa Harris v. Forklift System, Inc. (1993), a standard of offensiveness was lifted from the Meritor Savings Bank v. Vinson case, *id.*, at 64, 67, and described as

conduct that is severe or pervasive enough to create an objectively hostile or abusive work environment -- an environment that a reasonable person would find hostile or abusive. Therefore, if the victim does not subjectively perceive the environment to be abusive, the conduct has not actually altered the conditions of the victim's employment, and there is no Title VII violation.

The present study operationally defined "offensiveness" as conduct which causes feelings of resentment or shame, conduct considered sickening, and conduct which is very upsetting.

Assuming perceptions differ from gender to gender, Briton & Hall (1995); Clair, McGoun, & Spirek (1993);

Jones & Remland (1992); Kowalski (1993); Loreda, Reid & Deaux, (1995); McCann & McGinn (1992); McKinney (1992); Popovich and Licata (1987); Powell (1986); Struckman Johnson and Struckman-Johnson (1993); Thacker & Gohmann (1993); and, Wagner (1992), there is still a question whether other variables such as geographic location (urban/rural), religion, age, race, job status (management/laborer), job role (traditional/non-traditional), stress, and past experiences influence what is perceived to be reasonable workplace expressions and behaviors? This study focuses on the individual differences brought to the workplace by employees, how these differences influence worker perceptions of workplace conduct, and the effect of the interaction of individual differences on perceptions of offensiveness.

Other factors which should be researched are the effects of circumstances surrounding harassing behaviors on the perception of employees, the perceptions, attitudes and intentions of perpetrators of sexually harassing behaviors, as well as the effect of previous and existing relationships between the perpetrator and victim on the victim's perceptions of

offensiveness. Future research should include behaviors exhibited by females toward males which are perceived by males to be sexually harassing and offensive, as well as perceptions of offensiveness from same-sex perpetrators.

LITERATURE REVIEW

Recent court cases involving sexual harassment and hostile workplace environments have important implications for all employers and employees. Sexual harassment complaints recently receiving media attention, such as the Paula Jones - William (Bill) Clinton complaint, and the Anita Hill - Clarence Thomas affair, point to a need for the courts to establish standards which define the characteristics of a "reasonable person". Empirical studies have not been conclusive in measuring individual perceptions of reasonable workplace behaviors from a "reasonable person's" viewpoint, or from a "victim's subjective perception".

Gender. Thacker and Gohmann (1993) studied gender differences in definitions of and perceptions of hostile environment sexual harassment in relation to the "reasonable woman" standard. As well, they studied gender differences in the emotional and psychological effects of hostile environment harassment. They found that 42 percent of female respondents and 14 percent of

male respondents reported having received some form of unwelcome sexual attention. They also found that females are significantly more likely than males to define sexual behaviors as sexually harassing, regardless of whether the harasser is a supervisor or a co-worker.

Thacker and Gohmann (1993) empirically tested the court's reasoning in Ellison v. Brady, 54 FEP Cases 1347 (1991) that "women are more vulnerable than males to various forms of sexually coercive behaviors and are thus more likely to be wary of sexual attention that may be a prelude to future sexual coercion" (p. 468). They concluded that this court's reasoning is accurate and, furthermore, that females are more likely to report the need for emotional or medical counseling as a result of experiencing hostile environment harassment. They stress the need for organizational training and employee assistance to sensitize employees at all levels of the organization to various forms of sexual harassment.

Gill (1993) empirically tested the hypothesis that gender of subject affects perceptions of sexually harassing behaviors. Two factors emerged in that study

as having a significant influence on perceptions of offensiveness: (1) overt behaviors and (2) intention of humor. Gill's study confirmed previous research findings that males and females perceive harassment differently. It was concluded that both males and females tend to believe that behavior did not have to be blatant for harassment to occur; however, males felt more strongly than females that blatancy was the threshold for offensive behavior to be classified as harassment. Further, Gill indicated that females found joking and opinion statements to be more offensive than did males.

Dependent Variables

The dependent variable used in this study was perceptions of offensiveness toward sexually oriented behaviors. An attempt was made to measure four types of sexual behaviors found in the workplace: physical, verbal, visual, and pictures/posters. Employees' perceptions of offensiveness were measured by the HE/SHE inventory.

Offensiveness. Lee and Heppner (1991) have developed an inventory of offensiveness toward sexual harassment, the Harassment Sensitivity Inventory (HSI).

This 18-item inventory was developed to assess sensitivity to the negative effects of male to female sexual and nonsexual harassment in a work setting. They found a significant difference in harassment sensitivity scores between the sexual and nonsexual response types designated as EEOC criteria: interference, offensiveness, intimidation and hostility. It was concluded that both females and males showed greater sensitivity to sexual rather than nonsexual harassing behaviors; however, both females and males rated these conditions differently across the four EEOC criteria. These findings indicate offensiveness may be the strongest of the four criteria on the HSI for differentiating between sensitivity to sexual and nonsexual harassment.

Other gender studies include Powell's (1986) research which supports the theory that females interpret a greater number of less blatant sexually oriented behaviors as being sexual harassment than do males. Powell concluded that sex differences in defining sexual harassment may be the result of sex role identity. Loreda, Reid and Deaux's (1995) research also supports the gender theory that female

respondents rate sexually oriented behaviors as more severe than do males.

Physical conduct. Struckman-Johnson and Struckman-Johnson (1993) found that reactions of males and females to physical touch varied by intensity (gentle and coercive) and varied by initiator (male and female). They found that females anticipated strong negative effects from receiving opposite or same gender touch, regardless of the gentleness or forcefulness of the touch. Such reactions were mediated by stereotypical beliefs promoting casual sex, fear of violation and physical harm. Males, however, anticipated almost no negative effects from either a gentle or forceful touch from a female acquaintance. However, males expected strong negative effects from both gentle and forceful touch from a male acquaintance. Further, both males and females perceived same-gender touch as offensive, violative and harmful.

Popovich, Gehlauf, Jolton, Somers, & Godinho (1992) studied perceptions of sexual harassment as a function of gender of rater, incident form and consequences. A significant three-way interaction

showed that males rate statements describing "physical" behaviors less negatively than did females, especially when the statement described hostile environment consequences.

Verbal conduct. Verbal and physical conduct was studied by Gill (1993) in determining the severity and overtness of perceptions toward sexual harassment. In that study, Gill found that there is a strong correlation between perceptions of sexual harassment and the severity and overtness of verbal and physical behaviors. Verbal behaviors such as sexist comments, sexual statements, personal attention, and sexual propositions, were considered less serious, subtle forms of sexual harassment. Physical contact and sexual advances were considered overt, blatant forms of harassment.

Waldon, Foreman & Miller (1993) studied verbal and nonverbal communication tactics used by males and females to maintain relationships with opposite-sex and same-sex supervisors. They found that female subordinates invest more communicative effort in maintaining acceptably defined supervisory relationships. They stated that in most organizations,

it is females who are subjected to harassment and negative stereotypical bias, and thereby conclude that it is most likely females who develop relational communication strategies to prevent sexual harassment. In this regard, Preer's (1991) commentary on stray remarks warns that, while there is no clearly articulated threshold level for determining the offensiveness of discriminatory remarks, courts find an employer liable for hostile environment sexual harassment when only a very few biased statements by management and supervisors have been made.

Visual conduct. No empirical studies pertaining to perceptions of offensiveness toward sexually explicit visual expression were found. However, Bakken's (1994) commentary on pornography in the workplace points out that in order for employees to perform their jobs they often have no alternative but to expose themselves to conspicuous displays of sexually explicit materials. The Bakken commentary concludes that courts are likely to prohibit the display of sexually explicit material in the workplace based on the rationale that the expression or material

creates an offensive, hostile environment of sexual discrimination.

Independent Variables

A review of the research literature on sexual harassment shows that many variables have been explored as to their relationship to gender differences and sexual harassment. The present study explores the six demographic variables presented below:

Job Status. Powell's (1986) research found that job status effects perception of offensiveness toward hostile environment sexual harassment. Powell concluded that employees in managerial and executive ranks are less likely to perceive sexual behaviors as sexual harassment than are subordinates. Bingham & Scherer (1993) examined three "causal factors," gender, power, and perceptions of work climate, and found that employees' perceptions of offensiveness are stronger if the unwanted behavior is perceived as sexual harassment and if the work climate is perceived as perpetuating a hostile environment. Results from Gill's (1993) study supports the Bingham & Scherer findings. Bingham & Scherer (1993) also found that females are most often harassed by males with equal or greater power, whereas

males were most often recipients of unwanted sexual attention from less powerful females.

Lester's (1995) commentary indicates that people in low job status positions tend to choose passive influencing strategies such as avoidance and withdrawal when responding to offensive workplace behaviors. Conversely, people in high job status positions tend to use direct, assertive strategies. Lester, therefore, contended that job status may contribute to a complainant's inability or difficulty in resisting, verbally rebuffing, and reporting harassment received from a supervisor. Coles (1986) studied the occurrences and perpetrators of sexual harassment and found that supervisors were at fault in the majority of the sexual harassment cases studied. However, Gill (1993) found that job position or role differences had no interaction effects on perceptions of harassing behaviors.

Gutek (1993) states that gender differences are perpetuated in the workplace by emphasis placed on gender role expectations. Gutek states, "being a sex object is part of the female role. . ." therefore, "sexual harassment is a reminder to women of their

status as sex objects" (p. 331). Gutek proposed that because sexual harassment is an "outgrowth of societal gender stratification, its occurrence in organizations might be viewed as normal or expectable . . ." (p. 331). Waxman (1994) commented that, since sexual harassment is a cultural problem that "stems from long-standing and inbred misuse of power" (p. 328), its solution in the workplace will not be quickly forthcoming.

Job role uniqueness. Sheffey and Tindale (1992) conducted a study of the effects of traditional and non-traditional job roles on the experience of and perceptions toward sexual harassment. Females in three different types of job settings (female dominated, male dominated, and mixed) were surveyed. Hostile environment sexual harassment behaviors were perceived by females as being more sexually harassing in male dominated and integrated work settings than in female dominated settings. It was concluded that behaviors in the nontraditional and integrated job types are perceived as more sexually harassing and offensive than the same behaviors exhibited in the traditional job types.

Past experiences. Himelein (1995) and Gidycz, Hanson & Layman (1995) studied the relationship between past experiences of sexual harassment and perceptions of offensiveness toward sexual harassment. They found that prior experiences of sexual victimization were positively correlated with perceptions toward behaviors that lead to revictimization. Both studies indicate that experiences of victimization in one time period increased the likelihood of greater severity of victimization in a preceding time period.

McDonald & Feldman-Schorrig's (1994) commentary on the effects of past experiences with childhood sexual abuse in sexual harassment cases supports the Himelein and Gidycz, et al. findings mentioned above. They indicate that, while a victim's perceptions of offensiveness may not change following a sexually abusive experience, the ability to avoid reoccurring harassment may diminish. Shotland & Goodstein (1992) found that compliant sexual behaviors that lead to numerous sexual encounters establish a sexual precedence which leads to a decrease in the amount of perceived abusiveness of violent behaviors. They concluded that such sexual prevalence and past

experiences with sexually aggressive behaviors decrease the likelihood that incidents of sexual harassment will be perceived as extremely offensive (rape).

Education. Oswald and Caudill (1991) found that education significantly influences decision makers' perceptions toward sexually harassing conduct.

Terpstra & Cook (1985) studied the frequency of sexual harassment complaints as a function of education and found that higher levels of education were associated with higher rates of reported sexual harassment among working females. They concluded that employees with higher levels of education find sexually oriented behaviors to be more offensive than do less educated employees.

Religious Beliefs. Shotland & Hunter (1995) researched the effects of token resistance and compliant sexual behaviors on perceptions of sexual intentions and rape. They investigated inhibitions such as religious beliefs as a function of token resistance. Based on previous research, they hypothesized that a male's misperceptions of a female's resistance to sexual advances may initiate and facilitate rape. Their study indicates that

perceptions of resistance may encourage males to pressure females to engage in unwanted sexual activities.

Other studies. Other research includes commentaries, legal studies and antidotal literature reviews of visual displays by Bakken (1994) and Connell (1991); physical behaviors by Leonard, Ling, Hawkins, Maidon, Potorti & Rogers, (1993); harassing verbal statements by Burns (1993, 1992) and Norris (1993); power plays and contra power plays by Brass & Burkhardt (1993), McKinney (1992); gender and sex role differences by Freedman, Podsakoff & MacKenzie (1993), Powell (1986), and Samoluk & Pretty (1994); past experiences by Bingham & Scherer (1993), Summers & Myklebust (1992), and Williams & Cyr (1992); and behavioral cues by Kowalski (1993). These studies are discussed elsewhere in the present study, or were informational in the formulation of research questions included herein.

Of particular interest is a study conducted by McCann & McGinn (1992) of how 100 women define inappropriate workplace behaviors. Survey participants included employees who demographically represent women

in the American workplace. These women were surveyed as to their perceptions of offensiveness toward behaviors described in 50 workplace scenarios. The behaviors studied were gender-related and included power plays and verbal conducts, visual conducts, and physical conducts. Participants rated degrees of offensiveness toward the described behaviors on a scale from 1 to 10, expressed predominant feelings toward the sexually discriminatory behaviors, and indicated the type of response the participant would make if found in a similar circumstance. Behaviors considered most offensive were sexually explicit pictures, physical contact, verbal comments drawing attention to a woman's body, continued use of obscenities, and derogatory references to women such as "broad" or "bitch".

Description and Statement of the Research Hypotheses

Several distinct areas of research have been addressed concerning hostile environment sexual harassment. An unresolved issue in research examining sexual harassment revolves around gender differences in perceptions of offensiveness in the workplace. The present study attempts to further examine these issues of offensive perceptions. By focusing on individual

perceptions of workplace conduct and their implications for human resource management, this study examines such questions as: (1) What factors or personal characteristics tend to influence employees' perceptions of offensive behaviors? and (2) What behaviors are viewed as hostile environment sexual harassment?

Some probable answers may be found in a review of the literature; however, more systematic analysis is needed to identify the specific factors that influence perceptions toward workplace conduct. Specifically, an instrument, the Hostile Environment Sexual Harassment Evaluation (HE/SHE) inventory has been administered to 190 employed persons in an attempt to measure perceptions of offensiveness in the workplace. The instrument was completed correctly by 182 employed persons; thus, the final sample consisted of 182 subjects. Subsequently, demographic data has been obtained from the 182 responding subjects to both replicate and extend research involving influences on these perceptions of offensiveness.

Based on findings from previous research, the present study attempts to assess the effects of gender

on perceptions of offensiveness. Following a method similar to those used by McCann & McGinn, 1992 and Lee & Heppner (1991), the subjects read short descriptions of workplace behaviors that previous research results indicated were offensive and non-offensive behaviors. The questions described behavior generally performed by males toward females.

As discussed earlier, previous research on sexual harassment has shown that females perceive sexually oriented behaviors as more offensive than do males (Gill, 1993; Lee & Heppner, 1991; and McCann & McGinn, 1992). For example, females perceive physical behaviors and sexual advances as more offensive than do males (Thacker & Gohmann, 1993). Further, females perceive verbal conduct as less offensive than physical conduct (Gill, 1993). Given the gender differences in perceptions of offensiveness toward sexual harassment, it would be reasonable to expect females and males to respond differently to differing types of behaviors. On the basis of these research findings, it is therefore hypothesized that:

Hypothesis 1: Males will perceive sexually oriented behaviors to be less offensive than females.

Previous studies examining gender and responses to sexually harassing behaviors have found varying degrees of offensiveness depending on the type of behavior (Gill, 1993; Popovich, et al., 1992). Based on McCann & McGinn's (1992) study, the types of behaviors chosen for inclusion in this study were physical and verbal behaviors, visual (e.g., gestures) and pictorial (e.g., posters) behaviors. It was observed from previous research that sexually harassing conduct falls into these four major categories. These findings support the hypothetical prediction that females are more likely to be offended than males by physical, verbal, and visual conducts and visual pictures and posters found in the workplace.

Gender summary. The foregoing review suggests that gender and types of workplace behaviors may be associated with the degree to which employees, particularly females, perceive behaviors to be offensive, and the degree to which an employee feels

threatened by sexually oriented behaviors found in the workplace.

Influences of Demographic Variables

Researchers investigating perceptions toward sexual harassment have focused on job characteristics (job status, tenure, and traditional/non-traditional job roles) and personal characteristics such as age, status, ethnicity, past experiences, education, and religious beliefs. Of these demographic variables, this study will examine the following: job status, traditional/non-traditional job roles, past experiences, education, and religion.

Job Characteristics. Applying previous research to the hostile environment sexual harassment context suggests that perception differences more likely occur among female employees in subordinate job positions (Bingham & Scherer, 1993; and Powell, 1986) and in non-traditional or integrated (mixed) job roles (Sheffey & Tindale, 1992). For example, the intimidating effect of sexual harassment may increase in proportion to an increase in the amount of power a supervisory harasser possesses (Lester, 1995; Bingham & Scherer, 1993). Further, because gender hierarchies exist in the

workplace, particularly in non-traditional and integrated jobs, males may use sex to intimidate females to "keep them in their place" or prevent them from fulfilling their work potentials (Neuborne, 1995). Sheffey & Tindale (1992) indicated that in nontraditional jobs, "gender roles and work roles are typically incongruent, and women may be seen as role deviates . . . not conforming to the stereotyped roles that women are expected to fulfill" (p. 1505). Based on this assumption, it is hypothesized that:

Hypothesis 2: There exists a correlation between an employee's job status and their perceptions of offensiveness toward sexually oriented workplace behaviors. Specifically, it is predicted that employees with low job status perceive more sexual behaviors as offensive than employees with high job status.

Hypothesis 3: Perceptions of offensiveness toward sexually oriented behaviors in the workplace vary depending on an employee's job role. Specifically, it is predicted that employees in non-traditional

and integrated job roles perceive more sexual behaviors as offensive than employees in traditional job roles.

Personal Characteristics. In addition to job characteristics, personal characteristics, such as past experience of sexual harassment and abuse, religious beliefs, and education, may interact with gender and job characteristics to influence the degree to which behaviors are perceived as being offensive. The present study will examine each of these variables as to their relationship to perceptions toward sexually oriented behaviors.

Past experiences. Previous research on past experiences of sexual abuse indicates that there is a causal factor in the development of a borderline personality disorder, "repetition compulsion," which tends to compel females in particular to "repeat past behaviors in an attempt to gain mastery over the original trauma that generated the compulsion" (McDonald & Feldman-Schorrig, 1994, p. 227). This causal factor is reported to be directly linked to subsequent experiences of sexual harassment. Based on this assumption, the fourth hypothesis is that:

Hypothesis 4: Perceptions of offensiveness toward sexually oriented behaviors, as measured by the HE/SHE, vary depending on past experiences of sexual harassment. Therefore, it is predicted that employees with past experiences of sexual harassment perceive fewer sexual behaviors as offensive than employees who have not previously experienced sexual harassment.

According to McDonald & Feldman-Schorrig's (1994) research, it is reasonable to assume that employees who have previously experienced sexual harassment and abuse will be desensitized to certain inhibitions and restraints which could lead a person to avoid certain sexually harassing conditions. Further, Shotland & Hunter's (1995) findings that sexual prevalence desensitizes a person's perceptions as to the offensiveness of violence and aggression supports this fourth hypothetical prediction.

Education. In general, demographic research and biodata studies have shown that perceptions toward sexual behaviors are influenced by education as well as life and work experience (Oswald & Caudill, 1991). For

example, a higher degree of education may lead females in particular to be less tolerant of inequitable or harassing treatment (Terpstra & Baker, 1986; Sheffey & Tindale, 1992). Higher levels of education may increase an employee's awareness of and sensitization to women's issues and to problems of sexual harassment (Thacker & Gohmann, 1993; Terpstra & Cook, 1985). It is reasonable to expect that employees with higher levels of education would be more likely to be trained in political correctness, cultural diversities, and historical norms. It would also be reasonable to assume that highly educated employees have a greater awareness of behaviors considered by our culture as socially acceptable and appropriate as workplace behaviors. Hence, the fifth hypothesis is that:

Hypothesis 5: There exists a correlation between an employee's level of education and their perceptions of offensiveness toward sexual workplace behaviors. Thus, it is predicted that highly educated employees perceive more sexual behaviors as offensive than employees with minimal education.

Terpstra & Cook's (1985) research supports this fifth hypothesis and indicates that education significantly influences a victim's perception of offensiveness toward a perpetrator's harassing conduct.

Religious beliefs. Very few hypotheses may be stated about the relationship between religious beliefs and perceptions of offensiveness toward workplace conduct since past research on this relationship is unavailable. Therefore, an exploratory study was conducted to examine what relationship, if any, exists between religious beliefs and perceptions of offensiveness toward sexually oriented behaviors.

One inhibition or defense sometimes used by potential victims in resisting sexual advances, assault and rape, is religious beliefs (Shotland & Hunter, 1995). For example, early in the development of a consensual relationship, one party, usually the female, may resist the sexual intentions and advances of the other party by offering token resistance based on religious beliefs. Based on this finding, this study explores the hypothesis that:

Hypothesis 6: There exists a
correlation between religious beliefs and

perceptions of offensiveness toward sexually oriented behaviors. It is therefore predicted that persons with strong religious beliefs, as scored by religious affiliation and frequency of participation in religious activities, perceive more sexual behaviors as offensive than persons with no religious affiliation.

METHODOLOGY

The following section examines the methods used in gathering data for this study and describes statistical procedures used in analyzing these data.

Survey Respondents

The Hostile Environment Sexual Harassment Evaluation (HE/SHE) inventory was administered to a sample of 190 predominately white, middle class employed persons. The instrument was completed correctly by 182 persons. This final sample consisted of 86 (47.3%) males and 96 (52.7%) females. The mean group age for all subjects was 3.03 and ranged from 41-55 years of age (31.3%). One hundred sixty (87.9%) of the participants were Caucasian, 19 (10.4%) were African-American, the remainder were multiethnic/multicultural.

Procedure

Subjects were surveyed across ten sessions. All subjects in each session were administered the same questionnaire. Every effort was made to standardize the procedure across sessions in order to preclude

systematic effects. Due to the sensitive subject matter, respondents indicated their willingness to participate by giving verbal or written consent to the Acknowledgment of Understanding and Consent form shown in Appendix A. Questionnaires were distributed, instructions read, and scoring scales explained. As each subject completed the survey, copies of all parts of the questionnaire were returned to the survey administrator and participants were dismissed.

Survey Instrument

The Hostile Environment Sexual Harassment Evaluation (HE/SHE) is an inventory composed of a demographic inventory and four subscales of sexual behaviors. The HE/SHE subscales represent physical, verbal, visual, and pictorial inventories of sexually oriented behaviors which might be found in the workplace. Appendix D is a representation of the HE/SHE inventory. An overview of these measures follows.

Criteria

Hostile Environment Sexual Harassment Evaluation Scale (HE/SHE). Sexual harassment is usually measured with a paper-and-pencil measure which asks the

respondent to indicate the offensiveness of certain workplace behaviors. While there are relatively few measures of sexual harassment, Lee and Heppner (1991) suggest other commonly used measures: Hostility Toward Women Scale, developed by Check (1984), Attitudes Toward Women Scale (Spence & Helmreich, 1972), Attitudes Toward Rape (ATR) questionnaire (Barnett & Feild, 1977), the Hypermasculinity Inventory (Mosher & Sirkin, 1984), and the Harassment Sensitivity Inventory (HSI) (Lee & Heppner, 1991, p. 516).

The Hostile Environment Sexual Harassment Evaluation Scale (HE/SHE) is an inventory of perceptions toward day-to-day social exchanges among employees in the workplace which establish the workplace environment. It was designed by James A Buford, Jr., Ph. D., Extension Management Scientist and Coordinator of Management Development, Auburn University, Alabama, and Dwight R. Norris, Ph. D., Associate Professor of Management, Auburn University, Alabama. The HE/SHE is being experimentally tested in this field study to assess employees' perceptions toward workplace conduct. Additionally, organizational, demographic, and personal

data from each respondent was obtained and examined for possible influences on perceptions of offensiveness.

The HE/SHE was designed in four parts to assess variability of offensiveness toward four sexually oriented behavioral attributes of workplace conduct: physical, verbal, visual, and pictorial. Reliability coefficient alpha for the composite HE/SHE is $\alpha = .81$, standardized item alpha is $\alpha = .83$. Anchored descriptors used for each of the four scales were: 1 (very comfortable, gives me a warm, easy feeling, makes me happy); 2 (comfortable, gives me a pleasant feeling); 3 (somewhat comfortable, is quite acceptable); 4 (neither comfortable nor offensive, I can take it or leave it); 5 (somewhat offensive, makes me uneasy); 6 (offensive, turns me off and makes me upset); 7 (very offensive, causes feelings of resentment or shame, makes me sick). A description of each of the four behavioral scales follows:

Physical conduct (Part 1). Twenty-six items compose the physical conduct inventory and are designed to assess how offensive the subjects found the physical behaviors described. Each of the physical conduct items was rated on a 7-point bipolar scale, as

described above. This scale was scored by adding the responses for the 26 items and then dividing by the number of items answered. Cronbach's coefficient alpha for the physical conduct inventory is $\alpha = .94$, standardized item alpha is $\alpha = .94$.

Verbal conduct (Part 2). Twenty items compose the verbal conduct inventory and are designed to assess perceptions of offensiveness toward the verbal behavior described. Each item was rated on a 7-point bipolar scale identical to the physical conduct inventory. The verbal conduct scale was also scored by adding responses for the 20 items and then dividing by the number of items answered. Cronbach's coefficient alpha for the verbal conduct inventory is $\alpha = .91$, standardized item alpha is $\alpha = .91$.

Visual conduct (Part 3). The visual conduct inventory (e.g., gestures) is composed of 24 descriptive items, is scored on a seven point bipolar scale, and is designed to assess how offensive the subjects perceive the visual behaviors described. A composite score was obtained by adding responses for the 24 items and then dividing by the number of items answered. Cronbach's coefficient alpha for the visual

conduct inventory is $\alpha = .86$, standardized item alpha is $\alpha = .86$.

Pictures and posters (Part 4). A set of 23 ink drawings and pictures drawn by John Gruber, inklings design, Auburn, AL, compose the pictures and posters scale. These drawings and pictures are representative of posters or pictures which might be displayed in the workplace. Respondents were asked to rate the pictures on a seven point bipolar scale according to how offensive or non-offensive the subjects perceived the pictures and posters to be. Cronbach's correlation coefficient alpha for the pictorial subscale is $\alpha = .93$.

Appendix B contains summary statistics of the HE/SHE inventory. Table 1 on page 50 contains a summary of internal consistency estimates for the HE/SHE and the four behavioral scales.

Statistical Procedures

Results from the survey questionnaire were scored and SPSS 6.1.2 (1995) was used to run statistical analyses on the collected data. SPSS ran three statistical procedures: one and two-tailed t-tests,

analysis of variance (ANOVA), Pearson product-moment and Spearman rank order correlation coefficients.

Predictors

Demographic, organizational and personal measures.

Predictors for the study were chosen from a group of 66 demographic, organizational and biographical items that were administered as part of the Hostile Environment Sexual Harassment Evaluation. Only six of these variables are pertinent to and included in the present study (Appendix D). The following demographic, organizational and biographic data were collected on the subjects: (a) gender, (b) job status, (c) uniqueness of job role, (d) past experiences with sexual harassment, (e) education and (f) religious beliefs.

T-tests were computed to determine if the manipulation on the dichotomous variables, gender (Hypothesis One), uniqueness of job role (Hypothesis Three) and past experience with sexual harassment (Hypothesis Four) were correct. Eta coefficients were obtained for the three dichotomous variables to determine the total variance in perceptions of

offensiveness which is attributable to these three variables.

The ANOVA procedure was used to examine the variability of perceptions between and within the three categorical groups of demographic, organizational and personal variables: job status (Hypothesis Two), education (Hypothesis Five) and religious beliefs (Hypothesis Six). The variable "religious beliefs" was observed and scored as follows: Participants reporting affirmative responses to religious affiliation were scored according to the number of religious activities participated in per week. For example, group one represented one participation per week, group two represented two participations per week, etc. Any responses greater than five were scored in group five. Group six reported no religious affiliation and no participation.

Pearson product-moment correlation coefficients were obtained to measure the strength of association and direction of relationships between the dependent variable, perceptions of offensiveness, and the four types of sexually oriented behaviors: physical, verbal, visual and pictorial. Spearman rank order correlation

coefficients were obtained to measure magnitude and direction of the relationship between perceptions of offensiveness and the organizational, demographic and personal variables: job status (Hypothesis Two), education (Hypothesis Five), and religious participation (Hypothesis Six).

RESULTS

This section is designed to present findings from the statistical analysis performed on the data as described in the preceding section. This section also answers the research questions posed in the Hypotheses.

Survey Response Data

The HE/SHE instrument was completed correctly by 182 persons. Sixty-one of the 182 subjects had low scores ranging from 229 to 426; 61 subjects had mid-range scores from 427 to 494, and 60 subjects had high-range scores from 497 to 608.

Demographics Pertinent to the Present Study

The survey sample consisted of 86 ($\underline{P} = 47$) males and 96 ($\underline{P} = 53$) females. Fifty-four percent of respondents held official/manager or professional job positions, 20% held office or clerical positions, and the remaining 26% held other types of positions. Only 12 respondents ($\underline{P} = 7\%$) indicated that they currently worked in a non-traditional occupation which may be considered unique for their gender. Forty-two percent of the respondents reported having a religious

affiliation in which they participate at least twice per week. The remaining 58% either had no affiliation at all or participated in religious activities less than twice per week.

Of the 182 respondents, 26% ($n = 47$) reported past experiences of harassment on the job site, 9% while working offsite, 15% had been harassed by a supervisor, 16% by a co-worker, and 5% by a customer/vendor or other person while engaged in a job-related activity. Thirty-seven percent reported having less than a college bachelor's degree, 45% had a bachelor's degree but less than a master's degree, 14% had a master's or doctorate degree. Summary of descriptive statistics for the demographic, organizational, and personal behaviors are reported in Appendix C.

Analyses of Dependent Measures

This field study represents a beginning in the development of a questionnaire designed to measure perceptions of offensiveness toward four types of behaviors found in the workplace. Results from reliability tests produced Cronbach's coefficient alpha results which indicate an internal consistency of ($\alpha = .81, p < .05$). A summary of mean comparisons and

reliability measures of internal consistency are reported in Table 1 below.

Table 1

Internal Consistency Estimates for Behavioral Subscales with Perceptions of Offensiveness*

Measure	Items	<u>Mean</u>	<u>Standard Deviation</u>	Cronbach α
HE/SHE	93	444.57	65.02	.81
Physical	26	135.99	23.69	.94
Verbal	20	96.07	17.89	.91
Visual	24	114.07	15.59	.86
Pictures	23	98.44	23.25	.93

* Results from 2-tailed reliability test

The Pearson product-moment correlation coefficients for perceptions of offensiveness between the four subscales of the HE/SHE, physical, verbal, visual, and pictorial, ranged from $\underline{r} = .773$ to $\underline{r} = .847$, $\underline{p} = <.001$. Thus, the HE/SHE inventory was highly correlated across all four subscales at the $\underline{p} = <.001$ one-tailed level of significance. Intercorrelations among the four subscales ranged from $\underline{r} = .464$ to $\underline{r} = .728$. A summary

of Pearson product-moment correlations coefficients for the four behavioral HE/SHE subscales are reported in Table 2 below.

Table 2

Summary of Pearson Product-Moment Correlation Coefficient for Behavioral Subscales (N=182)

	1	2	3	4	5
	(N = 182)				
1. HE/SHE	--	.8226	.7730	.8468	.7963
2. PHYSICAL		--	.4635	.6032	.5277
3. PICTURES			--	.4962	.4589
4. VERBAL				--	.7276
5. VISUAL					--

Thus, the subscales appear to be measuring similar and yet not identical concepts or, possibly, components of one scale.

An observation of mean scores for the HE/SHE indicate that visual and physical behaviors were found to be offensive more often than pictorial materials or verbal behaviors. Of the behaviors surveyed, the most offensive was Physical 16 ($\underline{M} = 6.83$, $\underline{SD} .631$), "touching intimate bodily area", and the second most

offensive was Visual 2, "exposing oneself" ($\underline{M} = 6.83$, $\underline{SD} = .482$). The least offensive behaviors were Visual 11, waving at another person," and Visual 23, "opening a door (usually by a man) for a woman," both having a $\underline{M} = 1.81$, and $\underline{SD} = 1.49$, $\underline{SD} 1.304$, respectively. It is noted that the higher the mean score, the more offensive the behaviors. A summary of the mean scores on individual items on the four behavioral subscales is shown in Appendix B.

Overview of Analysis

Results of mean comparisons obtained from independent t-tests conducted on the three dichotomous variables (gender, job role and past experiences of sexual harassment) are presented in Table 3 and are discussed below. In support of Hypothesis One, these results indicate that there is a significant difference in perceptions of offensiveness toward sexually oriented behaviors as measured by the HE/SHE between males and females, $\underline{t} = (.01/2, 180) = -3.47$, $\underline{p} = .001$. Therefore, Hypothesis One is substantiated. Males do perceive sexually oriented behaviors as less offensive than females. The correlation analysis of Hypothesis Two will be discussed later.

In support of Hypothesis Three (employees in non-traditional and integrated job roles perceive more behaviors as offensive than employees in traditional job roles), results from t-tests indicate that while the strength of the relationship between perceptions of offensiveness and uniqueness of job role was only marginally significant, $t = (.05/2, 178) = -1.69$, $p = .093$) it was in the negative direction as predicted.

No support was found for Hypothesis Four and the prediction that employees with past experiences of sexual harassment would perceive fewer sexual behaviors as offensive than employees who have not previously experienced sexual harassment. Results from t-tests indicate that there is no significant difference, $t = (.05/2, 175) = 0.15$, $p = .880$, in employees' perceptions of offensiveness in relation to past experiences of sexual harassment. Although results were not in the direction predicted on the composite measure of offensiveness, negative directions were reported for offensiveness toward verbal behaviors, $t = (.05/2, 175) = -0.40$, $p = .69$ and visual behavior, $t = (.05/2, 175) = -0.46$, $p = .64$, as predicted. Results from these mean scores and t-values are reported in

Table 3 below. Correlation analyses for Hypotheses Five and Six will be discussed later.

Table 3

Summary of HE/SHE Composite Measures of Offensiveness on Gender, Job Role and Past Experiences

Variable	HE/SHE Mean	Standard Deviation	t (df) ^a	sig.
Gender x HE/SHE				
Males	427.39	66.61	-3.47**	.001
Females	459.95	59.83	(180)	
Job Role x HE/SHE				
Nontraditional	414.17	76.17	-1.69*	.093
Traditional	446.93	64.14	(178)	
Past Exp x HE/SHE				
Harassed	445.00	65.44	.15	.880
Not Harassed	443.32	65.80	(175)	

* p < .10

**p<.01

* (df) = degrees of freedom

Perceptions of Offensiveness and Four Behavioral Subscales

In further support of Hypothesis One, results from means comparisons indicate perceptions of offensiveness toward sexually oriented behavior composite scores for physical, verbal, visual and pictorial behaviors were significantly related to gender across three of the four subscales. Females had higher mean scores (\underline{M} = 115.55, \underline{SD} = 14.45) than males (\underline{M} = 112.41, \underline{SD} = 16.69) on all four subscales. Results show a significant

linear association between the dependent variable and gender. Females scored significantly different ($\underline{M} = 104.26$, $\underline{SD} = 20.15$) than did males ($\underline{M} = 91.94$, $\underline{SD} = 24.83$), $\underline{t}(.01, 180) = -3.69$, $\underline{p} = .001$) on the pictures and posters subscale. Likewise, females ($\underline{M} = 141.74$, $\underline{SD} = 21.92$) scored significantly higher on the physical conduct subscale than males, ($\underline{M} = 129.58$, $\underline{SD} = 24.07$), $\underline{t}(.01, 180) = -3.57$, $\underline{p} = .001$). Female scores on verbal conduct ($\underline{M} = 98.40$, $\underline{SD} = 18.49$) showed a negative association $\underline{t}(.01, 180) = -1.88$, $\underline{p} = .06$. Although a significant difference between males and females was not found on the visual scale at the $\underline{p} < .05$ level, results were in the direction predicted.

Summary of independent t-tests on the composite HE/SHE scale for gender, are reported in the preceding Table 3. Summary of independent t-test results for gender, job role and past experience measured across the four subscales are reported in Table 4 below.

Table 4

Summary of Independent T-tests for Demographic
Variables and the Behavioral Subscales

<u>Variable</u>		<u>(N)</u>	<u>M</u>	<u>SD</u>	<u>t (df)</u>	<u>sig.</u>
<u>Gender</u>						
Males	(P)	86	129.58	24.07	-3.57** (180)	.005
Females	(P)	96	141.74	21.92		
Males	(Ve)	86	93.47	16.92	-1.87 (180)	.063
Females	(Ve)	96	98.40	18.49		
Males	(Vs)	86	112.41	16.69	-1.36 (180)	.175
Females	(Vs)	96	115.55	14.45		
Males	(Pp)	86	91.41	24.83	-3.65** (163.88) adj	.005
Females	(Pp)	96	104.26	20.15		
<u>Past Experience: Past Experience of Sexual Harassment While On-the-Job</u>						
Harassed	(P)	47	138.57	22.86	0.94 (175)	.360
Not Harassed	(P)	130	134.85	24.22		
Harassed	(Ve)	47	95.17	18.15	-0.40 (175)	.690
Not Harassed	(Ve)	130	96.39	17.89		
Harassed	(Vs)	47	112.89	14.49	-0.46 (175)	.648
Not Harassed	(Vs)	130	114.09	15.74		
Harassed	(Pp)	47	98.36	23.94	.09 (175)	.925
Not Harassed	(Pp)	102	97.98	23.36		
<u>Job Role Unique: Non-traditional and Integrated Job Roles vs. Traditional Job Roles</u>						
Unique	(P)	12	117.17	31.15	-2.23* adj (11.84) adj	.046
Traditional	(P)	168	137.69	22.60		
Unique	(Ve)	12	86.67	22.98	-1.90 (178)	.059
Traditional	(Ve)	168	96.78	17.45		
Unique	(Vs)	12	109.58	13.67	-1.02 (178)	.309
Traditional	(Vs)	168	114.34	15.74		
Unique	(Pp)	12	100.75	25.85	.36 (178)	.717
Traditional	(Pp)	168	98.21	23.22		

Note. (P) = Physical Subscale. (Vi) = Visual Subscale.
 (Ve) = Verbal Subscale. (Pp) = Pictorial Subscale.
 Adj. = Adjusted for homogeneity of variance. * $p < .05$; ** $p < .01$

Association of Demographic Variables with
Perceptions of Offensiveness

Main effects and interactions for the six research variables on perceptions of offensiveness as to gender are reported in Table 5 below. As indicated, gender has a significant main effect and interaction with every relationship in the present study, except with religion.

Job status by gender by perceptions of offensiveness. For job status, Hypothesis Two, the main effect of perceptions of offensiveness was not significant, $F(10, 182) = 1.62$, $p = .107$, nor was there a significant interaction between gender and job status, $F(9, 182) = 1.18$, $p = .318$. However, there was a significant main effect between gender and perceptions of offensiveness, $F(1, 182) = 9.03$, $p = .003$. Therefore, Hypothesis Two (employees with low job status perceive more sexual behaviors as offensive than employees in high status jobs) was not supported.

Uniqueness of job role by gender by perceptions of offensiveness. In support of Hypothesis Three, the main effect of gender and unique job role on

perceptions of offensiveness was significant, $F(2,182) = 6.839$, $p = .001$, and there was a significant interaction effect for both job role and gender, $F_s(1,182) = 3.91$, $p = .05$. Therefore, Hypothesis Three that employees in non-traditional and integrated jobs perceive more sexual behaviors as offensive than employees in traditional jobs was substantiated.

Past experiences of sexual harassment by gender by perceptions of offensiveness. Regarding the hypothesis that employees with past experiences of sexual harassment perceive fewer sexual behaviors as offensive than employees who have not previously experienced sexual harassment (Hypothesis Four), the main effect of past experiences of sexual harassment and gender on perceptions of offensiveness was significant, $F(2,182) = 5.62$, $p = .007$, and there was a significant interaction between gender and offensive perceptions, $F(1,182) = 11.24$, $p = .002$. However, due to empty cells ($n = 47$), no interaction effect was obtained. Further, the main effect associated with past experiences of sexual harassment was not significant, $F(1, 47) = .034$, $p = .855$. Therefore, no support was found for the hypothesis that employees

with a history of sexual harassment perceive fewer sexual behaviors as offensive.

Education by gender by perceptions of offensiveness. Regarding Hypothesis Five, no support was found for a correlation between education and perceptions of offensiveness. The main effect of education and gender on perceptions of offensiveness was significant, $F(6, 182) = 2.53$, $p = .023$, and there was a significant main effect for gender, $F(1, 182) = 4.78$, $p = .030$. However, there was no significant interaction effect for education and gender, $F(5, 182) = .540$, $p = .746$. Therefore, Hypothesis Five which predicted that employees with higher levels of education (college degrees) perceive more sexual behaviors as offensive than employees with minimal education was not substantiated by these findings.

Religion by gender by perceptions of offensiveness. The main effect of religion and gender on perceptions of offensiveness was significant, $F(6, 182) = 2.15$, $p = .050$. Further, the two-way interaction between religion and gender and perceptions of offensiveness was also significant, $F(5, 182) = 2.482$, $p = .034$. Although the main effect for religion

and perceptions of offensiveness was marginally significant, $F(5, 182) = 2.110$, $p = .07$, it was not significant at the predetermined $p = .05$ level. Therefore, only marginal support was found for a correlation between religious beliefs and perceptions of offensiveness (Hypothesis Six). Thus, the hypothesis that persons with strong religious beliefs perceive sexual behaviors as offensive more frequently than employees with no religious affiliations was not convincingly substantiated.

A further investigation of Hypothesis Six using univariate F tests yielded two significant interactions. Participants with very religious beliefs rated high offensiveness on all four subscales. Results from Duncan paired comparison tests for the two-way interaction of perceptions of offensiveness with religious beliefs indicated a significant difference among groups: Group 5 (participation 5 or more times per week) with Group 6 (no affiliation and no participation) $MS = 3.10$ vs. $MS = 3.16$, $p < .05$; Group 5 with Group 2 (participation 2 or more times per week) had a mean score of $MS = 3.10$ vs. $MS = 2.80$, $p < .05$. Although no significant overall group difference

was found in perceptions, results were directly proportional, as predicted. Summary of ANOVA results are reported in Table 5 below.

Table 5

Summary of Analysis of Variance

Source	df	F	F Sig
<u>Offensiveness x Gender x Job Status</u>			
Main Effect	10	1.615	.107
Gender	1	9.027**	.003
Job Status	9	.505	.869
2-Way Interactions	7	1.178	.318
Gender x Job Status	7	1.178	.318
<u>Offensiveness x Gender x Unique Job Role</u>			
Main Effect	2	6.839**	.001
Gender	1	11.678**	.001
Job Role	1	8.188**	.005
2-Way Interactions	1	3.911*	.050
Gender x Job Role	1	3.911*	.050
<u>Offensiveness x Gender x Past Experiences</u>			
Main Effect	2	5.624*	.007
Gender	1	11.242*	.002
Past Experiences	1	.034	.855
Due to empty cells (N=47), higher order interactions were suppressed			
<u>Offensiveness x Gender x Education</u>			
Main Effect	6	2.534*	.023
Gender	1	4.781*	.030
Education	5	1.743	.128
2-Way Interactions	5	.540	.746
Gender x Education	5	.540	.746
<u>Offensiveness x Gender x Religion</u>			
Main Effects	6	2.153*	.050
Gender	1	.910	.341
Religion	5	2.110	.067
2-Way Interactions	5	2.482*	.034
Gender x Religion	5	2.482*	.034

*p<.05

**p<.01

Results of point biserial eta squared (η^2) values on the three nominal variables, gender, job role and past experience, indicate the portion of the total variance in perceptions of offensiveness that is attributable to the independent variable (Norusis, 1991). Results of the correlation with gender (Hypothesis One) accounts for the variance in perceptions of offensiveness for the following behaviors: physical ($\eta^2 = .07$, $p = .0005$); verbal ($\eta^2 = .019$, $p = .0632$); visual ($\eta^2 = .0102$, $p = .1748$); and, pictures/posters ($\eta^2 = .0703$, $p = .0003$). As for uniqueness of job role (Hypothesis Three), results of the correlation for the following behaviors account for only a very small amount of variance in perceptions of offensiveness, except on physical and pictorial conducts: physical ($\eta^2 = .0557$, $p = .0059$), verbal ($\eta^2 = .0202$, $p = .1606$), visual ($\eta^2 = .0065$, $p = .5593$) and pictures ($\eta^2 = .0014$, $p = .8839$).

Results of the correlation with past experiences of sexual harassment (Hypothesis Four) indicate that past experiences account for only a very small amount of the variance in perceptions of offensiveness for the following behaviors: physical ($\eta^2 = .0065$, $p = .7636$);

verbal ($\eta^2 = .0014$, $p = .9682$); visual ($\eta^2 = .0148$, $p = .4475$); and, pictures ($\eta^2 = .0112$, $p = .5697$). Summary of univariate F tests for the relationships between gender (Hypothesis One), job role (Hypothesis Three), and past experiences of sexual harassment (Hypothesis Four), with perceptions of offensiveness are reported in Table 6 below.

Table 6

Summary of Analysis of Variance for Relationship
Between Demographic Variables and Offensiveness

Source		<u>MS</u>	<u>F</u>	η^2	Sig.
<u>Hypothesis 1 - Gender</u>					
Gender x Physical	Between	6705.57	12.72	.0660***	.0005
	Within	527.22			
Gender x Verbal	Between	1102.86	3.49	.0190*	.0632
	Within	315.60			
Gender x Visual	Between	448.71	1.86	.0102	.1748
	Within	241.83			
Gender x Pictures	Between	6883.64	13.62	.0703***	.0003
	Within	505.40			
<u>Hypothesis 3 - Job Role</u>					
Job Role X Physical	Between	2827.52	5.27	.0557**	.0059
	Within	536.03			
Job Role x Verbal	Between	585.59	1.85	.0202	.1606
	Within	316.98			
Job Role x Visual	Between	142.32	0.58	.0065	.5593
	Within	244.09			
Job Role x Pictures	Between	67.44	0.12	.0014**	.8839
	Within	545.92			
<u>Hypothesis 4 - Past Experiences of Sexual Harassment</u>					
Harassed x Physical	Between	218.61	0.39	.0065	.7636
	Within	567.13			
Harassed x Verbal	Between	27.61	0.09	.0014	.9682
	Within	324.88			
Harassed x Visual	Between	216.62	0.89	.0148	.4475
	Within	243.41			
Harassed x Pictures	Between	365.76	0.67	.0112	.5697
	Within	543.58			
* p<.10 ** p<.05 ***p<.01					

Correlations of Demographic Variables with Perceptions
of Offensiveness

Spearman rank order correlation coefficients for the three categorical variables, job status (Hypothesis Two), education (Hypothesis Five), and religion (Hypothesis Six), were obtained for each type of sexual behavior. These Spearman rank order correlation coefficients were obtained to measure magnitude and direction of the relationships between these three independent, categorical variables and the dependent variable, perceptions of offensiveness. Correlation coefficients for all three variables reveal low consistency and heterogeneity when measured across the composite HE/SHE scale. Thus, no support was found for Hypothesis Two that employees with high job status perceive more sexual behavior as offensive than employees with low job status; no support was found for Hypothesis Five that employees with high levels of education perceive more sexual behavior as offensive than employees with minimal education; and no support was found for Hypothesis Six that employees with strong religious beliefs perceive more sexual behaviors as offensive than employees without religious beliefs.

Summary of the one-tailed Spearman rank order correlation coefficient matrices for the composite HE/SHE, the four subscales, and the three categorical variables are reported in Table 7 below.

Table 7

Summary of Spearman Correlation Coefficient Matrices

(N = 182)* Variable	1	2	3	4	5	6	7	8
HE/SHE	---	.83***	.84***	.81***	.75***	-.07	-.00	-.06
Physical		---	.62***	.60***	.44***	.01	.01	-.05
Verbal			---	.74***	.47***	-.07	.02	-.02
Visual				---	.47***	-.08	.01	-.07
Pictures					---	-.04	.01	-.04
Education						---	.18**	.04
Job Status							---	.18**
Religion								---

*** $p \leq .0001$; ** $p \leq .01$; * $p \leq .05$.
 * = Results from one-tailed correlation analyses.

As shown in Table 7, no significant correlations exist between these independent variables and the dependent variable. However, evidence supports the finding of a significant intercorrelation between perceptions of offensiveness with job status and education ($r_s = .2327$, $p \leq .01$) and between perceptions of offensiveness with job status and religion ($r_s = .1860$, $p \leq .01$).

Further, the association among these three independent variables in the population when measured across the four types of sexual behaviors are not linear in association. Therefore, since these intercorrelations are not related to this thesis, and since none were significantly correlated with the HE/SHE, no further discussion is warranted.

Summary of Results

In summary, Hypotheses One and Three were supported, confirming the hypotheses that (1) males perceive sexual workplace behaviors as less offensive than females, and (2) employees in job roles unique to their gender perceive more sexual behaviors as offensive than employees in traditional job roles. In support of Hypothesis Six (employees with strong religious beliefs perceive more sexual behaviors as offensive than employees with no religious affiliation), a marginal correlation between strong religious beliefs and perceptions of offensiveness was found.

Hypotheses Two, Four, and Five were not substantiated by these findings, given this sample. Therefore, whatever differences may exist between

perceptions of offensiveness and job status (Hypothesis Two), past experiences of sexual harassment (Hypothesis Four), and education (Hypothesis Five), are most accurately explained as chance occurrences. Table 8 summarizes the findings of perceptions of offensiveness toward sexually oriented behaviors for each of the six hypotheses examined in this study.

Table 8

Summary of Results

HYPO 1 Gender	HYPO 2 Job Status	HYPO 3 Job Role	HYPO 4 Past Exp.	HYPO 5 Education	HYPO 6 Religion
<u>Supported</u> Males perceive sexual behaviors as less offensive than females.	<u>Not Supported</u> There is no meaningful correlation between job status and perceptions of offensiveness	<u>Supported</u> Employees in non-traditional job roles do perceive more sexual behaviors as offensive than employees in traditional job roles.	<u>Not Supported</u> There is no significant difference in variability between employees who have and those who have not experienced previous sexual harassment.	<u>Not Supported</u> There is no meaningful correlation between education and perceptions of offensiveness toward sexual behaviors.	<u>Marginally Supported</u> There is marginal support for a correlation between strong religious beliefs and perceptions of offensiveness toward sexual behaviors.
<u>Predicted</u> Males are less offended by sexual behaviors than females.	<u>Predicted</u> Employees with low job status perceive more sexual behaviors as offensive than employees with high job status. As status increases, offensiveness decreases.	<u>Predicted</u> Employees in non-traditional and integrated job roles perceive more behaviors as offensive than employees in traditional job roles.	<u>Predicted</u> Employees with past experiences of sexual harassment perceive fewer sexual behaviors as offensiveness than employees who have not previously experienced sexual harassment.	<u>Predicted</u> Highly educated employees perceive more sexual behaviors as offensive than employees with minimal education. As education increases, offensiveness increases	<u>Predicted</u> Employees with strong religious beliefs perceive more sexual behaviors as offensive than persons with no religious affiliation. As religious affiliation increases, offenseless increases.
<u>Prediction Results</u> Negative direction Females are more offended than males by sexual workplace behaviors	<u>Prediction Results</u> Negative inverse direction. Chance occurrence. Results were in a positive direction.	<u>Prediction Results</u> Negative inverse direction. The more traditional the job, the less offensiveness is perceived on physical, verbal, and visual behaviors depending on gender.	<u>Prediction Results</u> Negative inverse direction. Chance occurrence. Results were mixed: (-) verbal (-) visual. (+) physical (+) pictorial conduct.	<u>Prediction Results</u> Positive direction. Chance occurrence. Only physical behaviors produced positive results.	<u>Prediction Results</u> All results were in a negative direction. Employees with strong religious beliefs are more offended by sexual workplace behaviors than employees with no religious affiliations.

HYPO 1 Gender	HYPO 2 Job Status	HYPO 3 Job Role	HYPO 4 Past Exp.	HYPO 5 Education	HYPO 6 Religion
<u>Supported</u> Males perceive sexual behaviors as less offensive than females.	<u>Not Supported</u> There is no meaningful correlation between job status and perceptions of offensiveness.	<u>Supported</u> Employees in non-traditional job roles do perceive more sexual behaviors as offensive than employees in traditional job roles.	<u>Not Supported</u> There is no significant difference in variability between employees who have and those who have not experienced previous sexual harassment.	<u>Not Supported</u> There is no meaningful correlation between education and perceptions of offensiveness toward sexual behaviors.	<u>Marginally Supported</u> There is marginal support for a correlation between strong religious beliefs and perceptions of offensiveness toward sexual behaviors.
<u>Contradiction</u> None	<u>Contradiction</u> Contradicted on composite HE/SHE.	<u>Contradiction</u> Contradicted on pictorial conducts.	<u>Contradiction</u> Contradicted on verbal and visual conducts.	<u>Contradiction</u> Contradicted on verbal, visual and pictorial conducts.	<u>Contradiction</u> None

DISCUSSION

This study met its goal of identifying sexual behaviors that may affect the perceptions of offensiveness of a reasonable person and which could lead to hostile environment sexual harassment. Specifically, the study determined differences in perceptions of offensiveness toward four sexually oriented behaviors: physical, verbal, visual and pictorial.

Consistent with previous findings (McCann & McGinn, 1993), the results supported three of the six hypothesized predictions. Together with results from previous research (e.g., Gill, 1993; Popovich, 1992; and Thacker & Gohmann, 1993), the results of this study indicate that males and females vary in their perceptions of offensiveness toward sexually oriented behaviors (Bingham & Scherer, 1993; Lee & Heppner, 1991; Loreda, Reid & Deaux, 1995; and, Thacker & Gohmann, 1993). As expected, females perceive sexually oriented behaviors to be more negative or offensive than males. Further, in support of Lee & Heppner's

research, there is a significant difference between how males and females perceive physical conduct and how they perceive pictures and posters. Males found sexually oriented physical conduct and pictures and posters to be significantly less offensive than females. In general, gender was found to be the most significant predictor of attitudes toward workplace conduct. Therefore, as predicted in Hypothesis One, males do perceive sexually oriented behaviors to be less offensive than females.

Regarding Hypothesis Two, the prediction that employees with low job status perceive more sexual behaviors as offensive than employees with high job status was not supported. This indicates that no meaningful correlation exists between job status and perceptions of offensiveness toward sexual workplace behaviors. It further indicates that the variability in perceptions of offensiveness between employees cannot be explained by job status. This finding validates previous research by Gill (1993) but is contradictory to Powell's (1986) findings for the hypothesized relationship between job status and offensiveness.

Reaffirming previous research (Guttek, 1993; Sheffey & Tindale, 1992) data revealed that perceptions do vary in accordance with an employees' job role (Hypothesis Three). This study found that employees in traditional job roles perceive fewer behaviors as offensive than employees in non-traditional jobs which are unique to one's gender. Thus, one explanation for the variance in perceptions of offensiveness may be that employees in non-traditional and integrated job roles do perceive more behaviors as offensive than employees in traditional job roles. These findings indicate that, while gender is a major predictor of offensiveness, the variability in perceptions of offensiveness can also be attributable to placement in nontraditional job roles which are unique to an employee's gender. These results also support the hypothesized differences in perceptions of offensive behaviors based on power issues (Bingham & Scherer, 1993). According to these findings, employees in unique job roles may be viewed as deviant for breaking social norms and therefore deserving of punishment (Sheffey & Tindale, 1992; Neuborne, 1995). Because the sample size ($n = 12$) for this variable was small, the

interpretation of these results must be made with caution.

Contrary to the findings of Shotland & Goodstein (1992), no support was found for Hypothesis Four (employees with past experiences of sexual harassment or a history of sexual abuse perceive fewer sexual behaviors as offensive than employees with no such history). Results from the present study appear to be more supportive of the findings of Gidycz, Hanson & Layman (1995) that prior experiences of sexual harassment were positively correlated with perceptions of offensiveness. However, since no significant differences in perceptions were observed, no variability in offensiveness can be attributable to past experiences of sexual harassment. This result may be due to the small subsample size ($n = 47$).

Previous research (McKinney, 1992; Popovich, et al., 1992; and Williams & Cyr, 1992) indicates that hostile environment type sexual behaviors on the visual and verbal subscales were considered significantly less offensive for employees who reported past experiences of sexual harassment (Hypothesis Four). However, contrary to prediction, employees reporting past

experiences did not find physical and pictorial harassing conduct less offensive than did employees without past experiences. Further, employees with past experiences reported being less offended by verbal and visual sexual behaviors than employees without past experiences. One possible explanation for this finding is that due to past experiences of sexual harassment, these employees may be more sensitized to certain types of sexual behaviors than others.

Another explanation for this finding may be that different types of sexual behavior cause variability, or the severity of the behavior may cause more variability for employees who have previously experienced sexual harassment. Thus, verbal and visual behaviors may not be perceived as severely offensive, while sexually oriented physical conduct and sexual pictures may be perceived as more blatantly offensive. This study recognizes that circumstances surrounding a sexual harassing experience and the overall work environment may also influence an employees' perceptions of offensiveness. However, such relationships are not addressed herein.

Contrary to previous research (Oswald & Caudill, 1991; Terpstra & Cook, 1985) the results found no meaningful correlation between education and perceptions of offensiveness to support Hypothesis Five. Because education increases the likelihood of training in acceptable social behaviors and awareness of hostile environment sexual harassment behaviors, it was predicted that employees with advanced college degrees would perceive more sexual behaviors as offensive than minimally educated employees. However, no support was found for Hypothesis Five. An interesting observation shows that 59% of the sample had earned a minimum of a bachelor's degrees. Therefore, according to previous research by Oswald & Caudill (1991) and by Terpstra & Cook (1985), it would not be unreasonable to expect to find a greater sampling of self-reports of sexual harassment. Since such was not the case, small subsample size may have influenced this finding.

The present study explored the impact of religious beliefs on perceptions of offensiveness and found only marginal support for this relationship. Consistent with previous research (Shotland & Hunter, 1995), it

would appear from the findings that religion, while perhaps not a direct cause of perceptions of offensiveness, may influence how a person perceives and responds to sexual behaviors. The interaction among religion, education, job status and gender warrants further investigation as to the impact of religion on perceptions. However, in support of previous and present study, the impact of gender on the interaction between job status, education and religion with perceptions of offensiveness, is the most significant predictor of the outcome of offensiveness. Although Hypothesis Six was not convincingly supported, conclusions regarding the relationship between strong religious beliefs and perceptions of offensiveness must be interpreted with caution due to lack of previous research on this relationship.

Implications for Human Resource Management

The findings of this study have policy and educational implications for Human Resource Management. For example, to prevent a hostile work environment which is sexually discriminatory, Tamminen (1994) suggests that human resource managers should (a) develop, implement and enforce a preventive sexual

harassment policy, (b) have an effective education and training program, and (c) have an effective complaint procedure for the resolution of sexual harassment claims.

Policy. Human resource managers should work with top management to develop clearly written, well publicized, zero tolerance sexual harassment policies. Effective sexual harassment policies should state the organization's commitment to the provision of a hostile free work environment. In keeping with the organization's culture and philosophy, the policy should express the organization's prohibition of sexual harassment and endorse a course of action for the procedural and distributive enforcement of the policy. For example, sexual harassment policies should define sexual harassment and specifically describe examples of the organization's standard of conducts which are acceptable as appropriate workplace behaviors and those behaviors which constitute sexual harassment and will not be tolerated by the organization.

The sexual harassment policy should advise all employees of their individual and corporate rights to a hostile-free work environment and the responsibility

and obligation of each employee to ensure that the work environment is free from sexual harassment. The policy should also advise that the standard of behavioral conducts applies to all executives, managers, supervisors, employees, co-workers, as well as associates not directly employed by the organization but business-related to the organization (outside vendors, clients, and third-party agents).

Procedurally, the policy should express the organization's commitment to a prompt confidential resolution process, free from retaliation. It should also express the different reporting channels through which complaints can be initiated, how informal and formal complaints are to be filed, what evidentiary documentation is required from the employee, the statute of limitations for the timely filing of a complaint, and how complaints will be investigated and resolved. Distributively, the policy should delineate the consequences of violating the organization's sexual harassment policy. Further, the policy statement against sexual harassment should be widely disseminated, prominently and continuously posted

throughout the organization, as well as directly communicated to all employees.

Education and training. To implement and enforce a corporate understanding and commitment to the prevention of sexual harassment, human resource managers should provide periodic training and education programs for all managers and employees. Awareness training can sensitize all employees to sexual harassment issues and promote an understanding of gender differences that may encourage sexually harassing behaviors and lead to perceptions of offensiveness toward sexual behaviors. Awareness training should motivate employees to examine their own workplace behaviors and that of others for evidences of possible offensiveness or illegal harassment.

Tamminen (1994) suggests the use of videos to demonstrate scenarios of workplace conduct prohibited by the organization's sexual harassment policy. Videos are useful training aids which should also demonstrate examples of appropriate responses to prohibited conduct. Awareness training should also alert employees to potential disciplinary actions and

consequences which could follow a violation of the organization's sexual harassment policy.

Other training aids include questionnaires, scenarios, role plays, vignettes and simulated situations which depict behaviors representative of various workplace conducts. Examples of recommended comprehensive educational employee workshops recommended by Waxman (1990, 1994) include: (a) self awareness workshops for both females and males, (b) periodic seminars that explain sexual harassment policies and organizational procedures for dealing with and preventing sexual harassment, (c) empowerment seminars that encourage high self-esteem, good mental health, and teach confrontational and effective communication skills, (d) assertiveness training and role plays which teach employees how to deal with harassing behaviors (Brown & Codey, 1994), and (e) intervention programs that teach gender-specific differences in perceptions of offensiveness toward appropriate and inappropriate workplace behaviors. Employment assistance programs for the treatment of psychological effects resulting from sexual harassment should also be considered. For a comprehensive

description of sexual harassment training and prevention programs, see, Tamminen (1994).

Complaint procedure. An effective complaint procedure by which employees can make known their complaints to appropriate officials designated by the organization to receive complaints, can help bring prompt resolution to sexual harassment claims. Because both the complainant (victim) and the accused (harasser) have rights which should not be violated, the designated investigative official must reasonably and expeditiously (a) investigate the complaint, (b) stop the harassment, (c) implement appropriate disciplinary action with confidentiality, and (d) ensure that no retaliation results to the aggrieved employee. Such remedial action must, however, be commensurate with the seriousness of the offense and consistently applied to bring correction and prevention of sexual harassment.

Procedurally, Hames (1994) and Oh (1992) recommend that human resource managers ensure that employees are given reasonable advance notice of organizational work rules and policies regarding sexual harassment, and advise employees of the consequences of violating these

rules. As part of the investigative process, the accused must be immediately and precisely informed of the charges complained of. Both sides of the story should be obtained from the accused, the accuser, and any witnesses. As well, employees should be given an opportunity to defend themselves and their behavior. Documentation of all complaints, evidence gathered, interviews conducted, and action taken is essential for a fair and full resolution of a complaint. As soon as sufficient credible evidence can demonstrate that a violation of the company's policy against sexual harassment has occurred, investigation should be concluded and reasonable disciplinary action taken.

Waxman (1990, 1994) suggests that a neutral, third party may be beneficial in the mediation process to bring the complaint to satisfactory resolution. An open door policy for reporting sexual harassment complaints to an ombudsperson or third party other than an immediate supervisor may be helpful, particularly if the harasser is the complainant's immediate supervisor.

Periodic organizational climate surveys are recommended by Tamminen (1994) to aid in determining the extent of sexual harassment in the workplace. Such

climate surveys can also assess the level of employee awareness of sexual harassment issues and understanding of the organization's complaint procedures, the effectiveness of the organization's sexual harassment policy in preventing sexual harassment, and employee confidence in the organization's commitment to a hostile-free work environment.

Limitations of Present Study

First, it should be noted that the results did not always follow a linear pattern as predicted. In some cases, the direction of offensiveness mean scores were transposed. For example, respondents rated verbal and visual behaviors as negative rather than positive on Hypothesis Four (past experiences of sexual harassment) and Hypothesis Five (education) and rated pictorial behaviors as positive on Hypothesis Three (job role).

The results also indicated that the most divergence occurred in visual and pictorial conducts with highest and lowest ranges appearing on each of these subscales. One explanation may be that overall, behavior described on the pictorial and visual subscales may have been collectively more offensive than behaviors on the verbal or physical scales.

Consequently, respondents may have interpreted the types of behaviors as more severely offensive rather than the behavioral act described in the inventory.

A limitation to generalizability arises due to the high percentage (59 percent) of highly educated participants ($n = 108$) in high status jobs (54 percent, $n = 99$). Under-representation of poorly educated and low status employees may have had an impact on the outcome of offensiveness, particularly for Hypothesis Four (employees with past experiences of sexual harassment perceive fewer sexual behaviors as offensive than employees without a history of sexual harassment). This may be due in part to members of the under-represented groups being more prone to be targets of sexual harassment because of power issues inherent in job status and education.

Further, the sample size prevented meaningful factor analyses from being performed to assess validity. As well, a larger sample size would have improved representation on critical variables such as job role and past experiences of sexual harassment.

Implications for Further Research

Some caution is needed in interpreting results from broad, exploratory research such as the present study due to instrumentation and the sample. Although the HE/SHE has high reliability, Cronbach's correlation coefficient $\alpha = .81$, further development and testing is needed.

The issue of offensiveness is crucial in determining what behavioral conducts are "severe or pervasive enough to create an objectively hostile or abusive work environment -- an environment that a reasonable person would find hostile or abusive (Meritor Savings Bank v. Vinson, 477 U.S. 57 (1986) at 64, 67). Because of the potential implications, further investigation of the relationship between perceptions of offensiveness and types and severity of sexually oriented behaviors is warranted.

Although not hypothesized in this study, the results provide significant support for the association between perceptions of offensiveness and particular types of behaviors such as physical and pictorial. Reaffirming previous research (Popovich, et al., 1992), certain perceptions of offensiveness appear to be more

closely associated with gender and types of sexual behavior than with other demographic, organizational or personal variables.

It is recommended that a further investigation of the influence that differing types of behaviors have on perceptions of offensiveness be conducted by repeating the present study but eliminating all quid pro quo behaviors. This would enable a determination of what variability of offensiveness may be perceived toward hostile environment sexual harassment and to explore the probability that gender differences would be less divergent if only hostile environment sexual harassment behaviors are assessed.

Likewise, if religious beliefs do influence perceptions of offensiveness, further research is warranted to assess the variability of perceptions of offensiveness across different types of religions. For example, do Catholics and Jews in the American workplace differ from Baptists and Mormons in their perceptions of offensiveness toward sexual workplace behaviors?

Due to the cross-cultural diversity in the American workplace resulting from global competition

and the influx of immigrants into America, future research should also attempt to measure the variability of perceptions of offensiveness attributable to religious beliefs as influenced by national origin. For example, do Arabic Muslim employees differ from Indian Hindu employees, and do Japanese Buddhist employees differ from Catholic Hispanic employees in their perceptions of offensiveness toward sexual workplace behaviors?

Further research on the relationship between religious beliefs and their influence on perceptions of offensiveness toward sexual behaviors is warranted due to potential organizational implications. This is particularly true in light of the prohibition against religious discrimination and discrimination on the basis of national origin under Title VII of the Civil Rights Act of 1964.

Implications for future research are warranted to assess variability of perceptions of offensiveness across different types of industries and across different geographic locations. This would produce a larger sample of employees in non-traditional or unique job roles. For example, do employees in the rural,

southern or mid-western states differ from cosmopolitan employees in New York City or San Francisco in their perceptions of offensiveness toward sexual behaviors? Because of the nature of various job tasks and the differing environments in which those job tasks are performed, do, for example, employees in modeling, television entertainment, advertising or sports differ from employees in engineering, government, education, health services, or the military in their perceptions of offensiveness toward sexual workplace behaviors? Do production line factory workers differ from aerospace engineers, or do nurses differ from nuclear physicist in their perceptions of offensiveness toward sexual behaviors?

Summary.

Hostile environment sexual harassment is a subtle, oftentimes complex form of sex discrimination which is illegal under Title VII of the Civil Rights Act of 1964. Due to the changing climate of the American workplace resulting from such factors as cross-cultural diversity, an influx of females into the workplace, legislation and litigation, global competitiveness, and the media's sexual socialization of America, ongoing

research into the causation and perceptions of hostile workplace environments and sexual harassment is critical. Further research is needed to ferret out the multidimensional confounds of perceptions toward sexual behaviors so organizations can more effectively prevent sexual harassment.

The answer to preventing hostile environment sexual harassment in the workplace is an effective, proactive strategy of prevention. All employees have the right and an obligation to a hostile-free environment. Through clearly written, well publicized work policies organizations can establish a corporate climate which motivates employees to be highly productive, decreases absenteeism and termination rates, and leads to greater job satisfaction. Through education and training fostered by current research, reasonable behaviors as perceived by a reasonable person can be learned. Through reasonable, consistently applied disciplinary actions, a hostile-free work environment can be enforced and sexual harassment can be prevented.

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Appendix A

Acknowledgment of Understanding and Consent

Acknowledgment of Understanding and Consent

I acknowledge that I am a voluntary participant in the "Attitudes Toward Workplace Conduct" survey. I understand that this survey is designed to identify sexual conduct which is acceptable and that which is not, along with the threshold at which the workplace environment begins to offend members of the organization. I also understand that I will be asked to record my responses to examples of physical, verbal and visual workplace behaviors, as well as drawings which represent pictures/posters which might be displayed in the workplace. I understand that at anytime, I may choose to stop participating in the survey. I further understand that participant responses will be completely anonymous and cannot be identified with any individual.

Date

Name

Appendix B

Summary Descriptive Statistics for Composite
Hostile Environment Sexual Harassment
Evaluation (HE/SHE)

and

Descriptive and Statistics for the
Four Behavioral Scales

Summary Descriptive Statistics
for the Composite HE/SHE

<u>Physical Conduct</u>				
26-item Composite				
Male <u>M</u>	Male <u>SD</u>	Female <u>M</u>	Female <u>SD</u>	2-tailed Sig.
129.58	24.07	141.74	21.92	.0001****
<hr/>				
<u>Verbal Conduct</u>				
20-item Composite				
Male <u>M</u>	Male <u>SD</u>	Female <u>M</u>	Female <u>SD</u>	2-tailed Sig.
93.47	16.92	98.40	18.49	.06*
<hr/>				
<u>Visual Conduct</u>				
24-item Composite				
Male <u>M</u>	Male <u>SD</u>	Female <u>M</u>	Female <u>SD</u>	2-tailed Sig.
112.41	16.69	115.55	14.45	.18
<hr/>				
<u>Pictures and Posters</u>				
23-item Composite				
Male <u>M</u>	Male <u>SD</u>	Female <u>M</u>	Female <u>SD</u>	2-tailed Sig.
91.94	24.83	104.26	20.15	.0001****

*p ≤ .10;

** p ≤ .05;

*** p ≤ .01;

**** p ≤ .001

Item Descriptive Statistics for
Physical Behavior Scales

PHYSICAL BEHAVIOR		Composite <u>M</u>		Composite <u>SD</u>		<u>t</u> -Sig ^a
		Male <u>M</u>	Female <u>M</u>	Male <u>SD</u>	Female <u>M</u>	
Physical #1	(c)	5.67		1.55		
Fondling or stroking	(M)	5.45		1.64		
non-intimate bodily area	(F)	5.86		1.43		
Physical #2	(c)	4.89		1.76		
Cupping hand behind the	(M)	4.59		1.75		
head or neck	(F)	5.16		1.73		.03**
Physical #3	(c)	5.46		1.54		
Tickling non-intimate	(M)	5.17		1.57		
bodily area	(F)	5.72		1.46		.02**
Physical #4	(c)	5.32		1.55		
Grabbing non-intimate	(M)	5.08		1.63		
bodily area	(F)	5.54		1.45		.05**
Physical #5	(c)	4.90		1.66		
Body to body contact or	(M)	4.55		1.72		
"brushing"	(F)	5.21		1.55		.01***
Physical #6	(c)	3.04		1.58		
Friendly hug	(M)	3.08		1.54		
	(F)	3.00		1.63		.73
Physical #7	(c)	6.56		1.00		
Passionate kiss on the	(M)	6.34		1.16		
mouth	(F)	6.75		.78		.01***
Physical #8	(c)	6.09		1.34		
Brief kiss on the mouth	(M)	5.76		1.50		
	(F)	6.39		1.11		.001****
Physical #9	(c)	2.62		1.41		
Pat on the back	(M)	2.44		1.27		
	(F)	2.78		1.52		.17
Physical #10	(c)	6.49		1.06		
Pat on the buttocks	(M)	6.09		1.18		
	(F)	6.66		.84		.0001***
Physical #11	(c)	3.55		1.78		
Squeeze of the hand	(M)	3.34		1.63		
	(F)	3.74		1.89		.12
Physical #12	(c)	5.62		1.61		
Hug accompanied by	(M)	5.35		1.59		
fondling or stroking	(F)	5.86		1.59		.03**
non-intimate area						
Physical #13	(c)	4.95		1.64		
Touch on the cheek	(M)	4.66		1.61		
	(F)	5.21		1.64		.03**

Physical #14	(c)	5.13	1.73	
Brief kiss on the cheek	(M)	4.74	1.76	
	(F)	5.48	1.64	.004***
Physical #15	(c)	6.68	.83	
Hug accompanied by	(M)	6.44	1.11	
passionate kiss or	(F)	6.90	.34	.0001****
intimate fondling				
or stroking				
Physical #16	(c)	6.81	.67	
Touching intimate	(M)	6.63	.92	
bodily area	(F)	6.97	.18	.0001****
Physical #17	(c)	4.30	1.93	
Pat on the head	(M)	3.94	1.90	
	(F)	4.63	1.91	.02**
Physical #18	(c)	3.81	1.83	
Adjusting fit of	(M)	3.27	1.75	
clothing (straightening	(F)	4.29	1.78	.0001****
the collar)				
Physical #19	(c)	6.70	1.03	
Placing hand under	(M)	6.55	1.21	
skirt	(F)	6.84	.81	.06*
Physical #20	(c)	6.58	1.01	
Grasping intimate	(M)	6.48	1.10	
undergarment through	(F)	6.68	.92	.19
clothing (snapping bra)				
Physical #21	(c)	5.77	1.30	
Placing hand on knee	(M)	5.55	1.29	
	(F)	5.97	1.28	.03**
Physical #22	(c)	4.27	1.58	
Grasping elbow or	(M)	4.12	1.38	
another part of the arm	(F)	4.41	1.75	.21
Physical #23	(c)	4.19	1.58	
Placing one arm around	(M)	4.09	1.46	
shoulders	(F)	4.27	1.69	.45
Physical #24	(c)	5.24	1.71	
Twisting an ear	(M)	5.06	1.66	
	(F)	5.41	1.74	.17
Physical #25	(c)	6.21	1.17	
Brushing against the	(M)	5.91	1.34	
breast	(F)	6.49	.01	.001****
Physical #26	(c)	5.24	1.58	
Kissing on the back of	(M)	4.91	1.59	
the hand	(F)	5.54	1.51	.007***

^a 2-tailed significance. * $p < .10$; ** $p < .05$; *** $p < .01$; **** $p < .001$.

(c) = Composite; (M) = Male; (F) = Female.

Note. The higher the score, the greater the attribution.

Item Descriptive Statistics for
Verbal Behavior Scales

VERBAL BEHAVIOR		Composite <u>M</u>		Composite <u>SD</u>		<u>t</u> -Sig ^a
		Male <u>M</u>	Female <u>M</u>	Male <u>SD</u>	Female <u>M</u>	
Verbal #1	(c)	6.14		1.11		
Wolf whistles, cat	(M)	6.07		1.10		
calls, or other forms of	(F)	6.20		1.11		.44
verbally drawing public						
attention to another						
individual in a sexual						
way						
Verbal #2	(c)	2.80		1.55		
Comments or compliments	(M)	2.81		1.52		
on what a person is	(F)	2.78		1.58		.89
wearing, clearly						
referring to fashion,						
color, style, etc.						
Verbal #3	(c)	5.69		1.23		
Comments or compliments	(M)	5.47		1.22		
on what a person is	(F)	5.89		1.21		.02**
wearing, clearly						
referring to figure,						
exposure, cleavage, etc.						
Verbal #4	(c)	5.41		1.53		
"Off color" jokes or	(M)	5.36		1.48		
stories with a sexual	(F)	5.46		1.58		.67
theme, but no explicit						
language						
Verbal #5	(c)	5.34		1.39		
Slang references to	(M)	5.16		1.49		
anatomy which are not	(F)	5.49		1.28		.12
always considered vulgar,						
such as "boobs."						
Verbal #6	(c)	6.36		1.04		
Sexually explicit	(M)	6.34		1.05		
vulgar language	(F)	6.39		1.04		.76
describing anatomy,						
sexual relations, or						
used as expletive, such						
as the "F" word.						
Verbal #7	(c)	5.87		1.43		
Sexually explicit	(M)	5.76		1.45		
clinical language	(F)	5.98		1.41		.29
describing anatomy or						
sexual relations, such as						
breast, intercourse, etc.						

Verbal #8	(c)	6.02	1.36	
Descriptions or accounts	(M)	5.84	1.49	
of "R" rated movies, or	(F)	6.18	1.22	.10*
books sold to				
"adults only"				
Verbal #9	(c)	5.02	1.52	
Comments or behaviors	(M)	4.73	1.52	
which indicate casual	(F)	5.28	1.47	.02**
amorous intent or				
"flirting"				
Verbal #10	(c)	3.42	1.61	
Discussions of sexual	(M)	3.55	1.63	
problems in society such	(F)	3.31	1.59	.33
as AIDS, rape, abortion,				
teenage pregnancy, etc.				
Verbal #11	(c)	5.52	1.38	
Discussions of the	(M)	5.42	1.51	
intimate marital	(F)	5.61	1.25	.35
relations of other				
persons				
Verbal #12	(c)	4.27	1.71	
Requests for non-work	(M)	3.95	1.61	
related social contacts	(F)	4.74	1.72	.002***
such as "May I take you				
to lunch?" or "Please				
meet me for a drink after				
work."				
Verbal #13	(c)	3.92	1.65	
Platonic expressions of	(M)	3.85	1.74	
close friendship between	(F)	3.98	1.57	.60
a male and a female such				
as "I like you very much"				
or "You mean a lot to me"				
Verbal #14	(c)	5.15	1.57	
Sexually oriented	(M)	4.78	1.67	
expressions of close	(F)	5.48	1.41	.003***
friendship between a male				
and female such as "I am				
attracted to you," or "If				
I were free I would ask				
you out."				
Verbal #15	(c)	4.15	1.69	
Comments or compliments	(M)	4.06	1.68	
or basic physical	(F)	4.24	1.71	.47
attractiveness, such as				
"you are very pretty				
(handsome)" or "you are				
a good looking woman (man)"				
Verbal #16	(c)	5.41	1.40	
Comments or compliments	(M)	5.29	1.35	
with a mild sexual	(F)	5.52	1.44	.27
message, such as "you				
have nice legs" or "I				
think you're sexy"				

Verbal #17	(c)	4.92	1.64	
The use of mildly sexual	(M)	4.70	1.50	
slang as terms of	(F)	5.13	1.74	.08*
endearment such as honey, sweetie, sugar, etc.				
Verbal #18	(c)	3.04	1.56	
Discussions of parental	(M)	3.02	1.65	
roles such as problems of	(F)	3.05	1.53	.90
being a mother (father) working woman, single parent, etc.				
Verbal #19	(c)	3.60	1.62	
Descriptions or accounts	(M)	3.47	1.66	
of network TV programs,	(F)	3.73	1.58	.27
news stories, popular movies, books, etc. with a sexual theme				
Verbal #20	(c)	3.91	1.62	
Discussions of sex	(M)	3.85	1.57	
related activities of	(F)	3.97	1.66	.62
famous persons such as politicians, athletes, actors, actresses, etc.				

^a 2-tailed significance. * $p \leq .10$; ** $p \leq .05$; *** $p \leq .01$; **** $p \leq .001$.
(c) = Composite; (M) = Male; (F) = Female.

Note. The higher the score, the greater the attribution.

Item Descriptive Statistics for
Visual Behavior Scales

VISUAL BEHAVIOR		Composite <u>M</u>		Composite <u>SD</u>		t-Sig ^a
		Male <u>M</u>	Female <u>M</u>	Male <u>SD</u>	Female <u>M</u>	
Visual #1	(c)	6.09		1.16		
Being visually	(M)	5.65		1.31		
"undressed" by	(F)	6.49		.83		.0001****
another person						
Visual #2	(c)	6.83		.48		
Exposing oneself	(M)	6.78		.54		.18
	(F)	6.88		.42		
Visual #3	(c)	6.74		.65		
Grasping one's own	(M)	6.62		.74		.02**
intimate bodily area	(F)	6.84		.53		
Visual #4	(c)	6.51		.89		
Sexually suggestive	(M)	6.31		1.00		.005***
bodily movement;	(F)	6.69		.73		
"bump and grind"						
Visual #5	(c)	6.44		.84		
Display of sexually	(M)	6.37		.90		.31
explicit graffiti	(F)	6.50		.80		
Visual #6	(c)	4.85		1.41		
Staring at another	(M)	4.67		1.43		.11
person	(F)	5.01		.38		
Visual #7	(c)	6.01		1.14		
Looking up or down a	(M)	5.84		1.27		.06*
person's dress	(F)	6.16		.99		
Visual #8	(c)	6.62		.83		
Simulating lewd sexual	(M)	6.45		1.05		.02**
activity	(F)	6.76		.54		
Visual #9	(c)	6.25		1.15		
Looks or stares with	(M)	5.97		1.35		.001****
sexual focus (at legs,	(F)	6.51		.86		
breasts)						
Visual #10	(c)	1.98		1.35		
Smiling at another	(M)	2.23		1.50		.02**
person (as greeting)	(F)	1.75		1.15		
Visual #11	(c)	1.79		1.31		
Waving at another	(M)	2.02		1.46		.03**
person (as greeting)	(F)	1.58		1.12		
Visual #12	(c)	5.91		1.40		
Obscene gestures	(M)	5.81		1.55		.40
("giving someone a	(F)	5.99		1.25		
finger")						

Visual #13	(c)	5.02	1.60	
Simulating a male	(M)	5.00	1.53	
female activity	(F)	5.04	1.66	.86
(pretend dancing)				
Visual #14	(c)	5.90	1.17	
Leers and other facial	(M)	5.74	1.27	
expressions of a sexual	(F)	6.04	1.06	.09*
nature				
Visual #15	(c)	4.78	1.74	
Looking deeply and	(M)	4.63	1.74	
soulfully into the eyes	(F)	4.92	1.73	.26
of another person				
Visual #16	(c)	5.53	1.37	
Display of signs, desk	(M)	5.42	1.36	
plates, with a mild	(F)	5.64	1.38	.29
sexual message				
Visual #17	(c)	2.04	1.52	
Removing hat in an	(M)	2.33	1.82	
elevator (Usually by a	(F)	1.79	1.15	.02**
man) when a woman is				
present				
Visual #18	(c)	4.31	1.88	
Expecting a woman to	(M)	4.35	1.83	
perform "Female"	(F)	4.27	1.94	.78
activities (taking notes				
of meetings)				
Visual #19	(c)	2.33	1.55	
Sweep of the hand to	(M)	2.40	1.63	
allow a woman to enter	(F)	2.27	1.48	.59
a room first				
Visual #20	(c)	4.87	1.73	
"Blowing" a kiss	(M)	4.79	1.73	
	(F)	4.94	1.73	.57
Visual #21	(c)	5.49	1.38	
Making "hourglass"	(M)	5.27	1.44	
shapes with the hands	(F)	5.69	1.30	.04**
as a sign of the female				
form				
Visual #22	(c)	4.06	1.66	
Winking at another	(M)	3.88	1.70	
person	(F)	4.22	1.62	.18
Visual #23	(c)	1.85	1.32	
Opening a door (usually	(M)	1.94	1.44	
by a man) for a woman	(F)	1.77	1.19	.39
Visual #24	(c)	1.87	1.35	
Volunteering to lift	(M)	1.93	1.40	
or carry items or	(F)	1.81	1.31	.56
perform other physical				
activities (usually by				
a man) for a woman				

^a 2-tailed significance. * $p \leq .10$; ** $p \leq .05$; *** $p \leq .01$; **** $p \leq .001$.
(c) = Composite; (M) = Male; (F) = Female.

Item Descriptive Statistics for
Pictorial Behavior Scales

PICTORIAL BEHAVIORS		Composite <u>M</u>	Composite <u>SD</u>	t-Sig ^a
		Male <u>M</u> Female <u>M</u>	Male <u>SD</u> Female <u>M</u>	
Picture #1	(c)	4.65	1.60	.0001****
	(M)	4.07	1.58	
	(F)	5.17	1.45	
Picture #2	(c)	4.99	1.69	.0001****
	(M)	4.50	1.76	
	(F)	5.43	1.49	
Picture #3	(c)	4.06	1.64	.003***
	(M)	3.67	1.56	
	(F)	4.49	1.65	
Picture #4	(c)	3.49	1.73	.94
	(M)	3.50	1.79	
	(F)	3.48	1.67	
Picture #5	(c)	2.37	1.40	.89
	(M)	2.38	1.37	
	(F)	2.35	1.42	
Picture #6	(c)	3.01	1.84	.57
	(M)	3.09	1.78	
	(F)	2.94	1.90	
Picture #7	(c)	5.73	1.46	.0001****
	(M)	5.24	1.67	
	(F)	6.17	1.08	
Picture #8	(c)	2.83	1.77	.59
	(M)	2.76	1.69	
	(F)	2.90	1.84	
Picture #9	(c)	4.68	1.69	.17
	(M)	4.50	1.71	
	(F)	4.84	1.66	
Picture #10	(c)	4.36	1.71	.50
	(M)	4.27	1.65	
	(F)	4.44	1.76	
Picture #11	(c)	3.24	1.76	.78
	(M)	3.29	1.72	
	(F)	3.22	1.80	
Picture #12	(c)	5.29	1.69	.0001****
	(M)	4.77	1.75	
	(F)	5.75	1.49	
Picture #13	(c)	2.75	1.63	.70
	(M)	2.70	1.57	
	(F)	2.79	1.69	

Picture #14	(c)	5.87	1.45	
	(M)	5.41	1.65	
	(F)	6.29	1.10	.0001****
Picture #15	(c)	6.10	1.38	
	(M)	5.64	1.64	
	(F)	6.51	.93	.0001****
Picture #16	(c)	6.30	1.32	
	(M)	5.84	1.55	
	(F)	6.72	.89	.0001****
Picture #17	(c)	3.53	1.60	
	(M)	3.42	1.54	
	(F)	3.63	1.66	.39
Picture #18	(c)	4.73	1.73	
	(M)	4.09	1.64	
	(F)	5.30	1.62	.0001****
Picture #19	(c)	2.33	1.36	
	(M)	2.28	1.25	
	(F)	2.38	1.46	.63
Picture #20	(c)	6.26	1.35	
	(M)	5.78	1.60	
	(F)	6.69	.90	.0001****
Picture #21	(c)	2.87	1.55	
	(M)	2.71	1.39	
	(F)	3.01	1.67	.19
Picture #22	(c)	5.13	1.65	
	(M)	4.53	1.63	
	(F)	5.66	1.49	.0001****
Picture #23	(c)	3.89	1.75	
	(M)	3.50	1.66	
	(F)	4.23	1.76	.005***

²-tailed significance. * $p \leq .10$; ** $p \leq .05$; *** $p \leq .01$; **** $p \leq .001$.

(c) = Composite; (M) = Male; (F) = Female.

Note. The higher the score, the greater the attribution.

Appendix C
Frequency Statistics For Demographic Data

Frequency Statistics on Demographic Data

(N=182)

Variable & Value	frequency	percentage
Gender - Hypothesis 1		
Male	86	47.3
Female	96	52.7
Job Status - Hypothesis 2		
Official/Manager	27	14.8
Office/Clerical	36	19.8
Laborer	9	4.9
Professional	72	39.6
Craft/Skilled	5	2.7
Service	3	2.7
Technician	3	1.6
Semi-Skilled	1	.5
Sales	9	4.9
Other	10	8.2
Joe Role - Hypothesis 3		
Unique to Gender - Yes	12	6.9
Unique to Gender - No	160	92.0
Past Experience of Sexual Harassment - Hypothesis 4		
Yes	47	25.8
No	130	
Education - Hypothesis 5		
High School or less	15	8.6
Some College/Trade	50	28.7
Bachelor's Degree	45	25.9
Bachelor's Plus	32	18.4
Master's Degree	22	12.6
Doctorate	3	1.7
Religious - Hypothesis 6 (Participation Scored)		
More than twice per week	72	41.4
Less than twice per week	96	55.2

Appendix D
Hostile Environment Sexual Harassment
Evaluation Inventory

HOSTILE ENVIRONMENT SEXUAL HARASSMENT EVALUATION

Dear Participant,

We are interested in your attitude and opinions about the events described on the following questionnaire. The success of the study depends upon your cooperation in answering each question as thoughtfully and frankly as possible. This is not a test, so there are no right or wrong answers. It is important that you answer the questions the way you *see* things or the way you feel about them. To ensure that your responses are anonymous, **please DO NOT write your name** on the questionnaire.

INSTRUCTIONS: The following items concern various workplace behavior. The best answer to each statement is your personal opinion. These statements cover many different and opposing points of view. You may find yourself agreeing strongly with some of the statements, disagreeing just as strongly with others, and perhaps uncertain about others. Whether you agree or disagree with any statement, you can be sure that many participants feel the same way you feel.

Part I. Demographic Information: Please complete the information requested and fill in every blank or check every box which applies to you. Please respond to every question.

PART I. DEMOGRAPHIC DATA QUESTIONNAIRE PLEASE CHECK ONLY THE BOXES WHICH APPLY TO YOU.

1. GENDER female male
2. AGE _____ years
3. JOB ROLE: Are you currently working in a position which is
considered to be an unusual occupation for your gender? Yes No
4. PAST EXPERIENCE: Have you ever been sexually harassed
on the job or at the job site? Yes No
5. EDUCATION: What is the highest level of education you have
attained? Less than high school High School Some college/trade school
 Some college beyond Bachelor's degree Master's degree Doctorate
6. RELIGIOUS ORGANIZATION: Are you currently a member of
a religious organization such as a church, mosque, or synagogue? Yes No
7. If you answered "yes" to No. 6 above, in general, how many times
per week do you participate in religious activities?
(Ex: prayer, attending worship, etc.) _____ times per week

Hostile Environment Sexual Harassment (HE/SHE)

Section II. Hostile Environment Sexual Harassment Evaluation Scale¹: Using the numbers from 1 to 7 on the rating scale given below, mark your personal opinion about each statement by circling the one number (1, 2, 3, etc.) immediately following each question that best describes your opinion. Please give your personal opinion according to how offensive or non-offensive you believe the behavior would be if found in the workplace. Be sure to respond to all items.

In the workplace which employs both men and women, certain activities and behaviors have sexual overtones. This is to be expected in the day-to-day social exchange among employees which establishes the workplace environment. Ideally this environment should be comfortable, friendly, and socially acceptable to all employees. However, certain sexual conduct can result in an environment which is uncomfortable or even so oppressive that it debilitates morale and interferes with work effectiveness.

The purpose of this survey is to identify sexual conduct which is acceptable and that which is not, along with the threshold at which the workplace environment begins to offend members of the organization.

You will be asked to respond to examples of physical, verbal and visual workplace conduct and also examples of pictures and posters which may be displayed in the workplace. Please respond to each item and indicate to what extent you believe the example is comfortable or offensive. Your response should be based on the following scales:

Very Comfortable Gives me a warm, easy feeling; makes me happy.	Comfortable Gives me a pleasant feeling.	Somewhat Comfortable Is quite acceptable.	Neither Comfortable nor Offensive I can take it or leave it.	Somewhat Offensive Makes me uneasy.	Offensive Turns me off and makes me upset.	Very Offensive Causes feelings of resentment or shame; makes me sick.
1	2	3	4	5	6	7

It might be useful to think of each item in terms of workplace rules. Assume that one of the examples given would upset or offend you very much; therefore your response would be very offensive:

Very Comfortable 1 2 3 4 5 6 **7** Very Offensive

What this response indicates is that you think there should definitely be a rule against this type of conduct.

On the other hand assume that one of the examples given describes conduct which you find very comfortable and friendly; therefore your response would be very comfortable:

Very Comfortable **1** 2 3 4 5 6 7 Very Offensive

What this response indicates is that you think the conduct described is socially acceptable in the workplace and should not be restricted in any way.

Of course, not all of the items are likely to fall at either extreme; therefore seven levels are provided. There may be an item which is "too close to call." The proper response is at the middle.

Very Comfortable 1 2 3 ④ 5 6 7 Very Offensive

What this response indicates is that the conduct described wouldn't bother you, but if the conduct were prohibited, that wouldn't bother you either.

In Part II, Section D, you will be asked to view various pictures each of which is a representative of a picture or poster which might be displayed in the workplace. You will be asked to indicate for each picture, the extent to which you believe the picture or poster is comfortable or offensive.

Your answers to this questionnaire will remain strictly confidential. At no time will your name be matched with your answers. When you complete your questionnaire, place the questionnaire in the box at the front of the room. No persons other than the researchers will ever see your completed questionnaire. We fully intend to maintain absolute confidentiality. Therefore, we strongly encourage you to be open and frank. Your help in furthering research endeavors to understand attitudes and perspectives towards hostile workplace sexual harassment is greatly appreciated.

1 **James A. Buford, Jr., Ph. D., Extension Management Scientist and Coordinator of Management Development, Auburn University, and Dwight R. Norris, Ph. D., Associate Professor of Management, Auburn University, 1995.**

PART II. HOSTILE ENVIRONMENT SEXUAL HARASSMENT EVALUATION SCALE

A. PHYSICAL CONDUCT

Please indicate to what extent you believe the workplace conduct described below is comfortable or offensive.

1.	Fondling or stroking non-intimate bodily area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
2.	Cupping hand behind the head or neck.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
3.	Tickling non-intimate bodily area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
4.	Grabbing non-intimate bodily area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
5.	Body to body contact or "brushing."	Very comfortable	1	2	3	4	5	6	7	Very Offensive
6.	Friendly hug.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
7.	Passionate kiss on the mouth.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
8.	Brief kiss on the mouth.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
9.	Pat on the back.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
10.	Pat on the buttocks.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
11.	Squeeze of the hand.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
12.	Hug accompanied by fondling or stroking non-intimate area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
13.	Touch on the cheek.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
14.	Brief kiss on the cheek.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
15.	Hug accompanied by passionate kiss or intimate fondling or stroking.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
16.	Touching intimate bodily area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
17.	Pat on the head.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
18.	Adjusting fit of clothing; e.g., straightening the collar.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
19.	Placing hand under skirt.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
20.	Grasping intimate undergarment through clothing; e.g., snapping bra.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
21.	Placing hand on knee.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
22.	Grasping elbow or another part of the arm.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
23.	Placing one arm around shoulders.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
24.	Twisting an ear.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
25.	Brushing against the breast.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
26.	Kissing on the back of the hand.	Very comfortable	1	2	3	4	5	6	7	Very Offensive

B. VERBAL CONDUCT

Please indicate to what extent you believe that the workplace conduct described below is comfortable or offensive.

- | | | | | | | | | | | |
|-----|---|------------------|---|---|---|---|---|---|---|----------------|
| 1. | Wolf whistles, cat calls, or other forms of verbally drawing public attention to another individual in a sexual way. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 2. | Comments or compliments on what a person is wearing, clearly referring to fashion, color, style, etc. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 3. | Comments or compliments on what a person is wearing, clearly referring to figure, exposure, cleavage, etc. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 4. | "Off color" jokes or stories with a sexual theme, but no explicit language. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 5. | Slang references to anatomy which are not always considered vulgar, such as "boobs." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 6. | Sexually explicit vulgar language describing anatomy, sexual relations, or used as expletive, such as the "F" word. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 7. | Sexually explicit clinical language describing anatomy or sexual relations, such as breast, intercourse, etc. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 8. | Descriptions or accounts of "X" rated movies, or books sold to "adults only." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 9. | Comments or behaviors which indicate casual amorous intent or "flirting." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 10. | Discussions of sexual problems in society such as AIDS, rape, abortion, teenage pregnancy, etc. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 11. | Discussions of the intimate marital relations of other persons. | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 12. | Requests for non-work related social contacts such as "May I take you to lunch?" or "Please meet me for a drink after work." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 13. | Platonic expressions of close friendship between a male and a female such as, "I like you very much" or "You mean a lot to me." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |
| 14. | Sexually oriented expressions of close friendship between a male and female such as "I am attracted to you," or "If I were free I would ask you out." | Very comfortable | 1 | 2 | 3 | 4 | 5 | 6 | 7 | Very Offensive |

15.	Comments or compliments or basic physical attractiveness, such as "you are very pretty (handsome)," or "you are a good looking woman (man)."	Very comfortable	1	2	3	4	5	6	7	Very Offensive
16.	Comments or compliments with a mild sexual message, such as "you have nice legs," or "I think you're sexy."	Very comfortable	1	2	3	4	5	6	7	Very Offensive
17.	The use of mildly sexual slang as terms of endearment such as honey, sweetie, sugar, etc.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
18.	Discussions of parental roles such as problems of being a mother (father), working woman, single parent, etc.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
19.	Descriptions or accounts of network TV programs, news stories, popular movies, books, etc. with a sexual theme.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
20.	Discussions of sex-related activities of famous persons such as politicians, athletes, actors, actresses, etc.	Very comfortable	1	2	3	4	5	6	7	Very Offensive

C. VISUAL CONDUCT

Please indicate to what extent you believe that the workplace conduct described below is comfortable or offensive.

1.	Being visually "undressed" by another person.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
2.	Exposing oneself.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
3.	Grasping one's own intimate bodily area.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
4.	Sexually suggestive bodily movement; e.g., "bump and grind."	Very comfortable	1	2	3	4	5	6	7	Very Offensive
5.	Display of sexually explicit graffiti.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
6.	Staring at another person (no sexual focus).	Very comfortable	1	2	3	4	5	6	7	Very Offensive
7.	Looking up or down a person's dress.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
8.	Simulating lewd sexual activity.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
9.	Looks or stares with sexual focus (at legs, breasts, etc.)	Very comfortable	1	2	3	4	5	6	7	Very Offensive
10.	Smiling at another person (as greeting).	Very comfortable	1	2	3	4	5	6	7	Very Offensive
11.	Waving at another person (as greeting).	Very comfortable	1	2	3	4	5	6	7	Very Offensive
12.	Obscene gestures; e.g., "giving someone a finger."	Very comfortable	1	2	3	4	5	6	7	Very Offensive

13.	Simulating a male-female activity; e.g., pretending to be dancing with a partner of the opposite sex.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
14.	Leers and other facial expressions of a sexual nature.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
15.	Looking deeply and soulfully into the eyes of another person.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
16.	Display of signs, desk plates, etc. with a mild sexual message.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
17.	Removing hat in an elevator (usually by a man) when a woman is present.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
18.	Expecting a woman to perform "female" activities; e.g., taking notes at meetings.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
19.	Sweep of the hand to allow a woman to enter a room first.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
20.	"Blowing" a kiss.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
21.	Making "hourglass" shapes with the hands as a sign of the female form.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
22.	Winking at another person.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
23.	Opening a door (usually by a man) for a woman.	Very comfortable	1	2	3	4	5	6	7	Very Offensive
24.	Volunteering to lift or carry items or perform other physical activities (usually by a man) for a woman.	Very comfortable	1	2	3	4	5	6	7	Very Offensive

D. VISUAL CONDUCT PICTURES AND POSTERS INVENTORY*

Below you will find 20 pictures, each of which is a representation of a picture or poster which might be displayed in the workplace. Please indicate for each picture the extent to which you believe the picture or poster is comfortable or offensive using the following scales:

very comfortable; gives me a warm, easy feeling; makes me happy.	comfortable; gives me a pleasant feeling.	somewhat comfortable; is quite acceptable.	neither comfortable nor offensive; I can take it or leave it.	somewhat offensive makes me uneasy.	offensive; turns me off and makes me upset.	very offensive; causes feelings of resentment or shame; makes me
--	---	--	---	-------------------------------------	---	--

1 2 3 4 5 6 7

1.



Very comfortable 1 2 3 4 5 6 7 Very offensive

2.



Very comfortable 1 2 3 4 5 6 7 Very offensive

3.





Very comfortable 1 2 3 4 5 6 7 Very offensive


4.




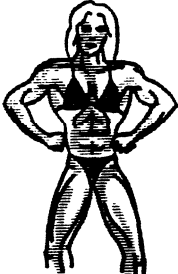
Very comfortable 1 2 3 4 5 6 7 Very offensive


5.  Very comfortable 1 2 3 4 5 6 7 Very offensive


6.  Very comfortable 1 2 3 4 5 6 7 Very offensive

7.  Very comfortable 1 2 3 4 5 6 7 Very offensive

8.  Very comfortable 1 2 3 4 5 6 7 Very offensive

9.  Very comfortable 1 2 3 4 5 6 7 Very offensive

10.  Very comfortable 1 2 3 4 5 6 7 Very offensive

11.  Very comfortable 1 2 3 4 5 6 7 Very offensive

12.



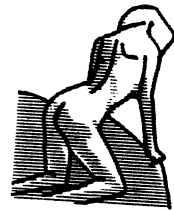
Very comfortable 1 2 3 4 5 6 7 Very offensive

13.



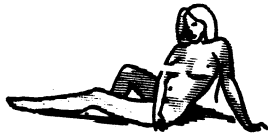
Very comfortable 1 2 3 4 5 6 7 Very offensive

14.



Very comfortable 1 2 3 4 5 6 7 Very offensive

15.



Very comfortable 1 2 3 4 5 6 7 Very offensive

16.



Very comfortable 1 2 3 4 5 6 7 Very offensive

17.





Very comfortable 1 2 3 4 5 6 7 Very offensive


18.




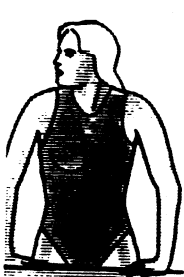
Very comfortable 1 2 3 4 5 6 7 Very offensive

19.  Very comfortable 1 2 3 4 5 6 7 Very offensive

20.  Very comfortable 1 2 3 4 5 6 7 Very offensive

21.  Very comfortable 1 2 3 4 5 6 7 Very offensive

22.  Very comfortable 1 2 3 4 5 6 7 Very offensive

23.  Very comfortable 1 2 3 4 5 6 7 Very offensive

* Drawings and pictures by John Gruber, inklings design, Auburn, AL 36830.