

THE SEXUAL HARASSMENT OF HUMAN
RESOURCE PROFESSIONALS

By

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RESOURCE PROFESSIONALS

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Dedicated in full to my wife, Jessica Tyner

We all want to be recognized and accepted for what we are in our fullness,
richness, and complexity.

- Abraham Maslow

ACKNOWLEDGEMENTS

I asked Gramps why he set the brake as I watched the wheels drag through the sand. "Because they don't know they can make it up the hill." About two thirds between the mailbox and cattle-guard we reached a dead stop. *Almost*. During that split second the brakes were released and up the hill we went. I would like to thank some special people who also released the brakes at critical times.

My wife, Jessica Lynn Tyner – Wow, WE made it. After all the nights of getting in late from class and barely seeing each other, and years to complete the “misseration” we finally made it. Thank you for your help, patience, strategic delivery of M&M cookies, doing my chores, sleeping in, and most importantly your love.

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CHAPTER I

INTRODUCTION

The Society for Human Resource Managers reported in 2002 that 97% of employers utilize written sexual harassment policies and that 62% of these employers provide training on sexual harassment (Blackman, 2005). Although employers are taking a stand on the issue of sexual harassment, the Equal Employment Opportunity Commission (EEOC) reported that it continued to receive an average of 15,000 sexual harassment complaints per year (Simon, Scherer, Rau, 1999).

Employees are made aware of sexual harassment policies by employer provided handbooks, training, and policy postings. However, “most research on sexual harassment reports that approximately 50% of women in any particular sample have experienced unwanted and offensive sex-related behaviors at work or school” (Magley, Hulin, Fitzgerald, DeNardo, 1999, p.390).

Background

Human Resource Development is defined as: An organized learning experience, conducted in a definite time period, to increase the possibility of improving job performance and growth (<http://www.neiu.edu/~dbehrlic/hrd408/glossary.htm>).

Unfortunately, sexual harassment is the antithesis of human resource development. That is, sexual harassment often exists over an indefinite time period, and decreases the possibility or likelihood of maintaining performance and/or improvement in the workplace. However, one similarity of human resource development and sexual harassment that frequently exists is power.

Although members of an organization sometime have ulterior motives, it is reasonable to claim that private organizations have a goal of improving profit and public organizations have a similar goal of maximizing the value of limited resources (Collins, 2005). Organizations frequently attempt to achieve these goals by providing training to employees such as continuing education for nurses, mechanics, managers, bankers, realtors, veterinarians, etc. in areas such as recent technological advancements, medical discoveries, and changes in the legal system, etc. Furthermore, organizations will often provide training to offset a deficit such as a productivity problem by increasing the skills of its workers. Sexual harassment creates a similar problem because it tends to decrease productivity and increase turnover, absenteeism, healthcare, and legal costs (Gordon & Lowe, 2002, Trevor, 1998).

When an organization has a problem that challenges the goal of profitability or maximizing resources it typically has the power to correct the problem; and will often pursue the problem by training its employees. Sexual harassment is a problem not unlike a productivity or management problem. That is, it is caused by a member of the organization, or affiliate, who either does not understand the laws and organizational policies prohibiting sexual harassment, or chooses to ignore them.

The purpose of human resource development is to improve job performance and growth. Eliminating sexual harassment is a goal that is no different than eliminating quality defects, underutilized employees, or productivity problems. Human resource development exists to correct each of these problems and to unleash the potential of all employees. It is important to note however, that these efforts are greatly influenced by the culture of the organization. That is, the training must lead to professional behavior in the workplace rather than simply a course to be attended for documentation purposes.

The right to pursue a career and economic gain in the absence of sexual harassment is a basic legal tenet in the United States. Title VII of the Civil Rights Act (CRA) of 1964 guarantees Americans that race, color, sex, national origin, religion, or veteran status will not be a factor of employment (www.dol.gov/esa/regs/compliance/posters/eo.htm). Furthermore, the CRA of 1991 allows plaintiffs to seek jury trials, and successful plaintiffs can recover compensatory punitive damages and attorney fees stemming from intentional employment discrimination (<http://www.eeoc.gov/35th/thelaw/index.html> ¶ 28). The 1991 update to the CRA provides the original version the necessary power in order to stop illegal and discriminatory employment practices regarding race, sex, color, etc.

Types of Sexual Harassment

Sexual harassment stems from a wide variety of behavior in the workplace including physical, verbal, and non-verbal actions. Additionally, these behaviors fall into one of two categories.

The first type of sexual harassment is often referred to as “quid pro quo,” a Latin term that translates to “this for that.” Quid pro quo disallows someone of power and/or authority to make offers such as, “If you will go on a date with me, I will see that you get a promotion.” Other examples include managers using sexual favors as a factor in making hiring, termination, promotion, and other employment decisions. Quid pro quo is very damaging to both the harasser and harassee and tends to be easier to identify than hostile environment claims.

The second type of sexual harassment is often referred to as hostile environment. Blatant examples include a pornographic photograph of an employee posted in the break room or squeezing a person’s buttocks while at the copy machine. However, a key element of this type of harassment is that it is unwelcome, which is tricky to define under the umbrella of hostile environment. For example, if a boss hugs an employee it may or may not be viewed as harassing in nature. Was the boss trying to “get a feel” under the guise of a celebratory hug following a large business transaction, or was the boss consoling an employee who found out that his or her mother just passed away?

Focus of the Research

The cases mentioned regarding hostile environment sexual harassment also hinge upon whether or not the sexual behavior was welcomed by the recipient. Sexual harassment is perceived by the victim and is subjective because what one person finds as sexually harassing behavior may be acceptable by another person. This occurs because people often identify and perceive sexual harassment differently. Many authors have

attempted to research predictors of perceiving sexual advances as sexually harassing or harmless (Fitzgerald, et al. 1988, Gutek, et al., 2004). Although a definitive answer has not been gathered, previous research can reasonably be grouped by influences leading to a person's perception of sexual harassment.

This study attempts to determine the extent to which human resource professionals have received unwanted sexual behavior in the last five years. This research will utilize Fitzgerald's, et al. 1995 Sexual Experiences Questionnaire (SEQ, Form W) (Appendix A). Although the SEQ has been used to measure and compare how sexual experiences in the workplace are labeled as harassment among men and women, Blacks, Whites, Latinos, and a relatively few occupations, there is an absence of research regarding the sexual harassment of human resource professionals.

Importance of the Research

Fifty percent of women are sexually harassed in the workplace and "fewer than 20% of these women label themselves as having been sexually harassed...." (Magley, et al. 1999, p. 390). Do these statistics hold true when the sample consists of human resource professionals who are expected to be highly skilled at identifying sexual harassment and utilizing proper reporting procedures? Furthermore, if human resource professionals resist self-reporting unwanted sexual behavior as sexual harassment, do they have the capacity to deal with such issues in the workplace?

Employers who provide training on sexual harassment typically have a goal of helping employees identify sexual harassment. Do human resources professionals have

the competence to assist in this task? Moreover, do human resource professionals label inappropriate sexual behavior they receive in the workplace as sexual harassment?

Answering this question will provide further insight into the sexual harassment phenomenon and perhaps elevate the awareness of sexual harassment within the ranks of human resource professionals. Additionally, evidence of human resource professionals being harassed may indicate a need for alternate reporting methods in the workplace.

Problem Statement

Sexual harassment in the workplace is an ambiguous phenomenon in the United States (Neville, 1999). Research exists which indicates that although many people are sexually harassed in the workplace, they tend to avoid labeling it as such (Fitzgerald, et al., 1988, 1995). Prior research indicates that sexual harassment occurs to at least 50% of females at work or school. For example, Laband and Lentz (1998) discovered that 66% of female attorneys working in private law firms are sexually harassed. Matchen and DeSouza (2000) discovered that 54% of university faculty members have been sexually harassed by their students. Christopher (as cited in Collins 2004) discovered that 75% of female police officers have been sexually harassed. Mecaa and Rubin (1999) discovered that 52% of Black female university students have been sexually harassed. Calderone (1999) discovered that 50% of vocational instructors have been sexually harassed.

Are human resource professionals more or less likely to be sexually harassed than other occupations? If so, this would be a surprising discovery considering that human resource professionals serve as the gatekeeper for professional behavior in the workplace.

Furthermore, do human resource professionals accurately label those actions as sexual harassment? If not, this exposes a problem since human resource professionals often serve as the initial judge of whether or not a behavior is appropriate in the workplace. To date, there is no available data to directly answer these questions.

Purpose of the Study

The purpose of this research is to measure the extent to which human resource professionals receive sexual harassment in the workplace and the likelihood of human resource professionals to label the sexual behaviors they experienced as harassment.

There is ample research-based literature regarding gender, culture, race, and age as factors of sexual harassment (Wuensch, Campbell, Kesler, & Moore, 2002, Desouza, Pryor, & Hutz, 1998, Foulis & McCabe, 1997); as well as workplace environment issues such as employers with high levels of turnover, an absence of policies, and other quantifiable workplace statistics (Gordon & Lowe, 2002, Trevor, 1998, Laband & Lentz, 1998). However, although many of the mentioned studies include human resource professionals as part of the reporting structure, and often as the designated trainer, research is lacking regarding the sexual harassment of human resource professionals themselves.

Research Questions

In order to pursue the research problem, the following research questions were developed:

1A.) *What percentage of female human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

1B.) *What percentage of female human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

1C.) *What percentage of female human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

1D.) *What percentage of female human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

2A.) *What percentage of male human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

2B.) *What percentage of male human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

2C.) *What percentage of male human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

2D.) *What percentage of male human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

3A.) *Are female human resource professionals more likely than male human resource professionals to self-report gender harassment and “sexual harassment” as determined by the SEQ?*

3B.) *Are female human resource professionals more likely than male human resource professionals to self-report unwanted sexual attention and “sexual harassment” as determined by the SEQ?*

3C.) *Are female human resource professionals more likely than male human resource professionals to self-report sexual coercion and “sexual harassment” as determined by the SEQ?*

Definitions

The operational definition of sexual harassment for the purpose of this research is as follows: unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when any of the following conditions are met:

- a) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual’s employment.
- b) Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such an individual.
- c) 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 (Wall, 2001).

Contra-Power Harassment – Sexual harassment that is non-traditional in regard to employment power; for example, a subordinate who sexually harasses his or her superior.

Human Resource Professional – A recently or gainfully employed member of the human Resource Profession including Vice Presidents, Directors, Managers, Generalists, Assistants, Coordinators, and other positions inherent to the Human Resource Department.

Reasonable Person – A standard by which courts determine if a “reasonable person” would have perceived a sexual action by a coworker as harassment.

Recently Employed – Within the last two years.

Sexual Experiences Questionnaire (SEQ) – A 20 question instrument developed by Fitzgerald, et al., (1988, 1995) used to determine the existence and severity of unwanted sexual behavior in the workplace

Unwelcome Advances – Sexual behavior that a recipient deems to interfere with his or her employment.

CHAPTER II

LITERATURE REVIEW

Sexual Harassment

Perhaps one of the greatest employment-related challenges facing employers comes from sexual behavior at work. Although gender-based equality was included in the Civil Rights Act of 1964, it was not until 1991 that plaintiffs could seek punitive damages and recoup their legal fees. This had a slingshot effect on the number of claims filed. For example, there were 728 sexual harassment claims in the fourth quarter of 1991. During the same period of 1992, there were 1244 claims of sexual harassment filed with the EEOC (Meyer, 1992). This 70% increase sent a clear message that sexual harassment had come to the forefront of employment relations. By 2000, the EEOC was receiving over 15,000 sexual harassment claims per year (Keyton, Ferguson & Rhodes, 2001).

What is sexual harassment and why is it so hard to define the limits of tolerable sexual behavior? The EEOC provides the following definition of sexual harassment (Wall, 2001, p. 528):

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when any of the following conditions are met:

1. Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment.
2. Submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such an individual.
3. 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.

The first two items are often referred to as "quid pro quo," a Latin term that translates into "this for that." Moreover, it disallows someone of power and/or authority to make offers such as "If you will go out on a date with me, I will see that you get a promotion." Other examples include managers using sexual favors as a factor in making hiring, termination, promotion, and other placement decisions. "Quid pro quo" is very damaging to both the harasser and harassee and tends to be easier to identify than hostile environment claims.

The third type of sexual harassment defined by the EEOC as seen on the previous page is often referred to as hostile environment. Blatant examples include a pornographic photo of a co-worker posted in the break room or squeezing a person's buttocks while at the copy machine. However, a key element of either type of harassment is: unwelcome sexual advances, which is tricky to define under the umbrella of "hostile environment."

For example, if a manager makes sexually-related comments about an employee's clothing, the courts will consider what the clothing actually was. That is, if an employee wears a very short skirt and low cut blouse, she should expect to hear more comments than a lady who wears pants or long dresses and a non-revealing blouse. However, many

feminists argue that it is their right to wear anything they want and that the courts do not have the right to implicitly judge their clothing as a factor of sexual harassment (Wall, 2001).

Employment Lawsuits, Judgments, and Awards

Regardless of philosophical arguments stemming from how to define sexual harassment, it is undeniable that sexual harassment has become an important concern for employers. Consider the following statistics regarding sexual harassment:

- In 14% of the cases, the award was over \$500,000 (Trevor, 1998).
- In 33% of the cases, the award was between \$100,000 and \$500,000 (Trevor, 1998).
- In 18% of the cases, the plaintiff was awarded damages of less than \$100,000 (Trevor, 1998).
- The employee prevailed 65% of the time (Trevor, 1998).
- The median result of all reported cases receiving a financial award is \$50,000 (Trevor, 1998).
- 90% of sexual harassment cases are settled before going to trial (Schaefer & Tudor, 2001).
- Companies who lost class action suits stemming from EEO violations that were listed in the *Wall Street Journal* suffered a 15.6% drop in shareholder value (Hersch, 1991).
- 10% of sexual harassment claims are filed by men (Feary, 1994).

- 28% to 75% of women have been sexually harassed in the workplace
(Cammaert, 1985; Ellis et al., 1991, Lafontaine and Tredeau, 1986, as cited in O'Hare & O'Donohue, 1998).

Although Feary (1994) claims that 10% of sexual harassment claims are filed by men, the percentage has clearly increased over the recent 14 year period as indicated in Figure 2.1. Accordingly, the percentage of claims filed by women has decreased as shown in Figure 2.2.

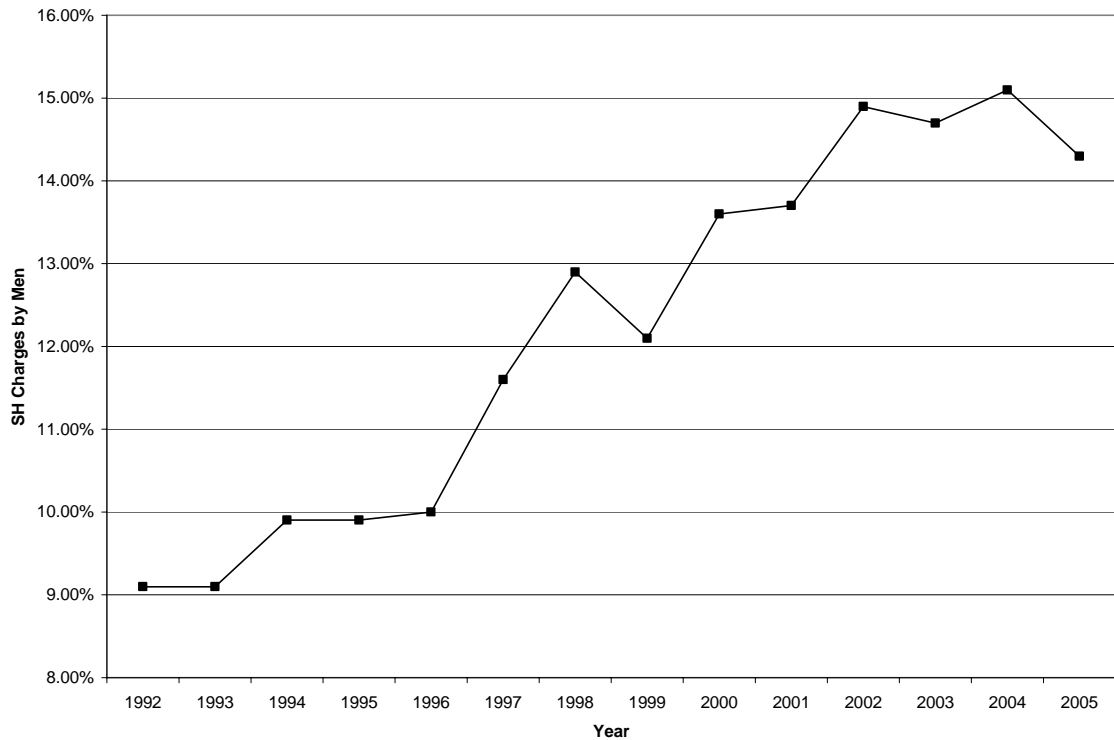


Figure 2.1: Sexual Harassment Claims Filed By Men as a Percentage of Total Claims

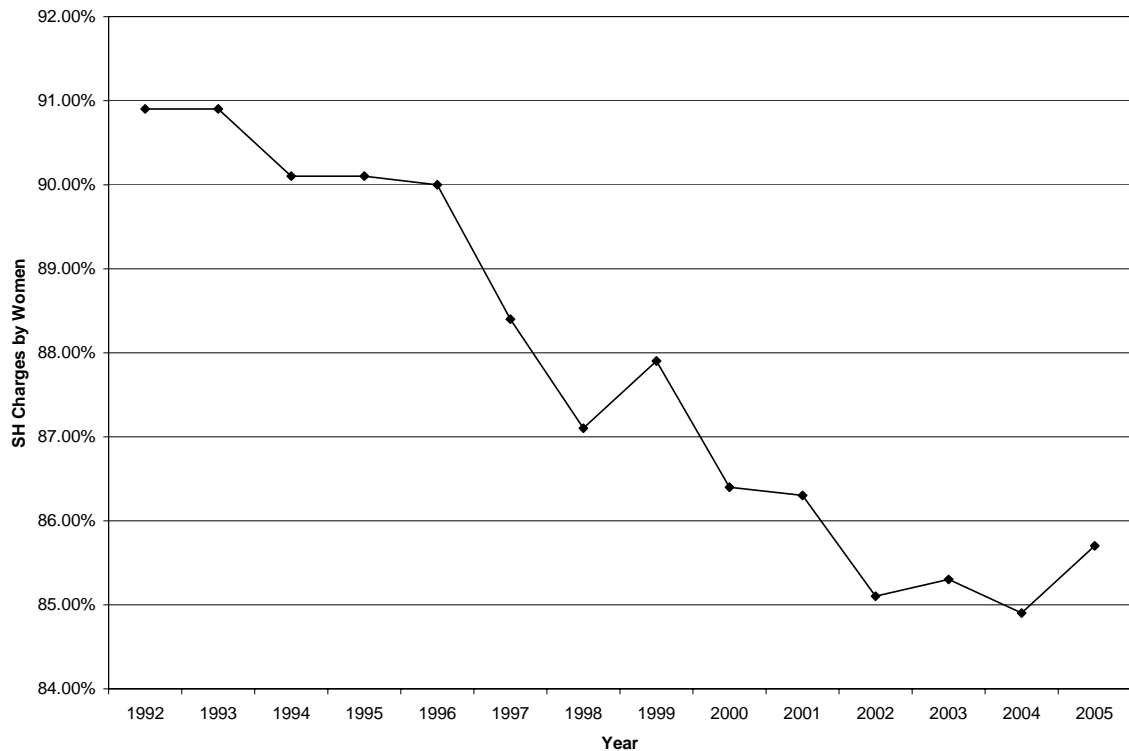


Figure 2.2: Sexual Harassment Claims Filed By Women as a Percentage of Total Claims

The United States has seen a steady growth in both the number of claims and the monetary damages awarded following the CRA of 1991 stemming from protected classification status (<http://www.eeoc.gov/stats/litigation.html>). These suits and classifications include: Title VII (aka CRA 1964), ADA (Americans with Disabilities Act), ADEA (Age Discrimination in Employment Act), and the EPA (Equal Pay Act).

- Title VII prohibits employment discrimination based on race, color, religion, sex and national origin.
- Title I of the ADA prohibits employment discrimination against qualified individuals with disabilities.

- ADEA prohibits employment discrimination against persons 40 years of age or older.
- The EPA, which is part of the Fair Labor Standards Act of 1938, as amended (FLSA), and which is now administered and enforced by the EEOC, prohibits sex-based wage discrimination between men and women in the same establishment who are performing under similar working conditions.

In regard to claims of sexual harassment, an employee, applicant, or terminated employee must initiate charges through the EEOC. At that point, the EEOC may mediate the claim, file suit on the plaintiff's behalf, or decline to participate. If the EEOC declines to participate in the charges, they provide the plaintiff with a "right to sue" letter, which allows the plaintiff to file suit in civil court with a private attorney.

Table 2.1 provides a fourteen year history of the number of charges filed, the portion filed by men, settlements, withdrawals, administrative closures, reasonable cause and no reasonable cause findings, conciliations, and monetary benefits. Resolutions include charges that were resolved through alternative dispute resolution (ADR) which is a process similar to mediation. Claims listed under "no reasonable cause" include those which the EEOC did not choose to represent and instead issued a "right to sue letter."

Table 2.1 Sexual Harassment Claims Filed with the EEOC

	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005
Receipts	10,532	11,908	14,420	15,549	15,342	15,889	15,618	15,222	15,836	15,475	14,396	13,566	13,136	12,679
% Filed by Males	9.1%	9.1%	9.9%	9.9%	10.0%	11.6%	12.9%	12.1%	13.6%	13.7%	14.9%	14.7%	15.1%	14.3%
Resolutions	7,484	9,971	11,478	13,802	15,861	17,333	17,115	16,524	16,726	16,383	15,792	14,534	13,786	12,859
Resolutions By Type														
Settlements	1,029	1,132	1,075	978	1,082	1,178	1,218	1,361	1,676	1,568	1,692	1,783	1,646	1,471
	13.7%	11.4%	9.4%	7.1%	6.8%	6.8%	7.1%	8.2%	10.0%	9.6%	10.7%	12.3%	11.9%	11.4%
Withdrawals w/Benefits	705	1,026	1,118	1,280	1,223	1,267	1,311	1,299	1,389	1,454	1,235	1,300	1,138	1,146
	9.4%	10.3%	9.7%	9.3%	7.7%	7.3%	7.7%	7.9%	8.3%	8.9%	7.8%	8.9%	8.3%	8.9%
Administrative Closures	3,007	4,121	5,240	6,898	6,826	6,908	6,296	5,412	4,632	4,306	3,957	3,600	3,256	2,808
	40.2%	41.3%	45.7%	50.0%	43.0%	39.9%	36.8%	32.8%	27.7%	26.3%	25.1%	24.8%	23.6%	21.8%
No Reasonable Cause	2,458	3,326	3,525	4,195	6,153	7,172	7,243	7,272	7,370	7,309	7,445	6,703	6,708	6,364
	32.8%	33.4%	30.7%	30.4%	38.8%	41.4%	42.3%	44.0%	44.1%	44.6%	47.1%	46.1%	48.7%	49.5%
Reasonable Cause	285	366	520	451	577	808	1,047	1,180	1,659	1,746	1,463	1,148	1,037	1,070
	3.8%	3.7%	4.5%	3.3%	3.6%	4.7%	6.1%	7.1%	9.9%	10.7%	9.3%	7.9%	7.5%	8.3%
Successful Conciliations	152	180	220	174	232	298	357	383	524	551	455	350	311	324
	2.0%	1.8%	1.9%	1.3%	1.5%	1.7%	2.1%	2.3%	3.1%	3.4%	2.9%	2.4%	2.3%	2.5%
Unsuccessful Conciliations	133	186	300	277	345	510	690	797	1,135	1,195	1,008	798	726	746
	1.8%	1.9%	2.6%	2.0%	2.2%	2.9%	4.0%	4.8%	6.8%	7.3%	6.4%	5.5%	5.3%	5.8%
Merit Resolutions	2,019	2,524	2,713	2,709	2,882	3,253	3,576	3,840	4,724	4,768	4,390	4,231	3,821	3,687
	27.0%	25.3%	23.6%	19.6%	18.2%	18.8%	20.9%	23.2%	28.2%	29.1%	27.8%	29.1%	27.7%	28.7%
Monetary Benefits (Millions)*	\$12.7	\$25.1	\$22.5	\$24.3	\$27.8	\$49.5	\$34.3	\$50.3	\$54.6	\$53.0	\$50.3	\$50.0	\$37.1	\$47.9

1. * Does not include monetary benefits obtained through litigation.

2. The total of individual percentages may not always sum to 100% due to rounding.

EEOC total workload includes charges carried over from previous fiscal years, new charge receipts and charges transferred to EEOC from Fair Employment Practice Agencies (FEPAs). Resolution of charges each year may therefore exceed receipts for that year because workload being resolved is drawn from a combination of pending, new receipts and FEPA transfer charges rather than from new charges only.

Table 2.1. Source: <http://www.eeoc.gov/stats/harass.htm>

Figure 2.3 displays the number of sexual harassment charges filed at the EEOC over a 14 year period. Figure 2.3 includes all charges regardless of the outcome.



Figure 2.3: Charges of Sexual Harassment Filed through the EEOC

From 1992 to 2005, the EEOC labeled an increasing percentage of claims as “No Reasonable Cause” which is defined as “EEOC's determination of no reasonable cause to believe that discrimination occurred based upon evidence obtained in investigation. The charging party may exercise the right to bring private court action”

(<http://www.eeoc.gov/stats/define.html>, ¶ 3). Figure 2.4 displays that the percentage of claims resulting in “No Reasonable Cause” has increased from 33% to 40.5% in the last 14 years.

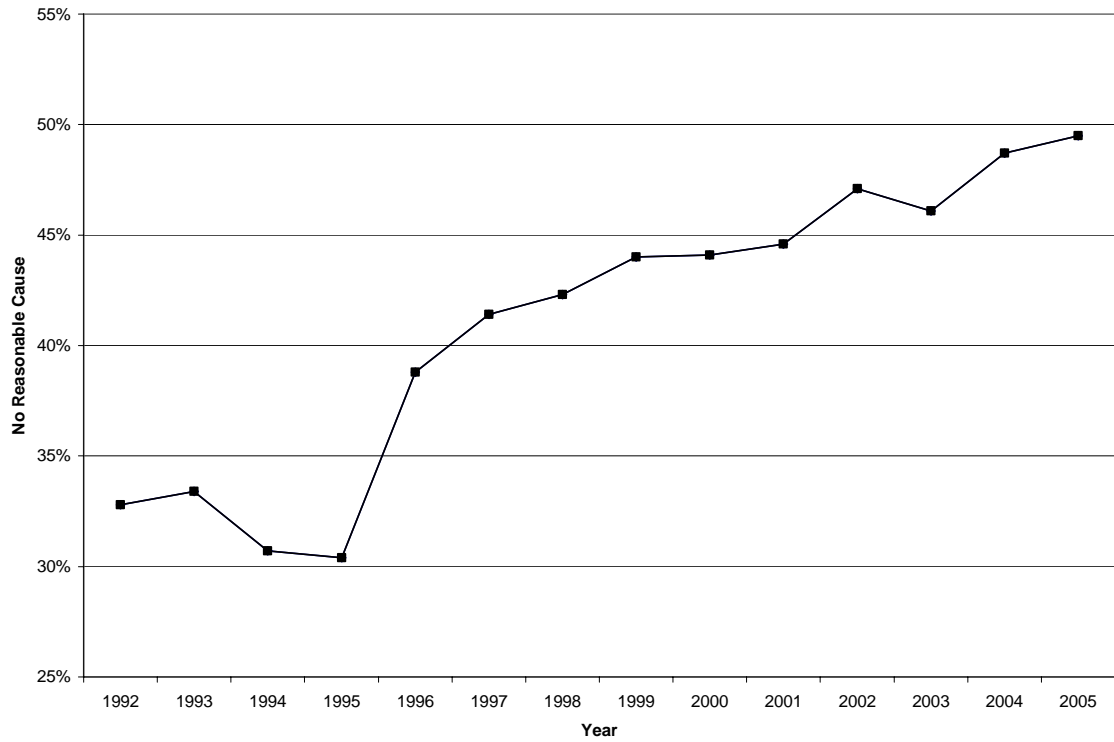


Figure 2.4: Percentage of Sexual Harass. Claims Resulting in “No Reasonable Cause.”

From 1992 to 1995, the monetary award for all claims of sexual harassment has ranged from \$12.7 million to \$50.3 million. Note that these amounts do not include claims that received damages in private court after receiving a statement of “No Reasonable Cause” from the EEOC and are not publicly available. The monetary awards during this 14 year period are displayed in Figure 2.5.

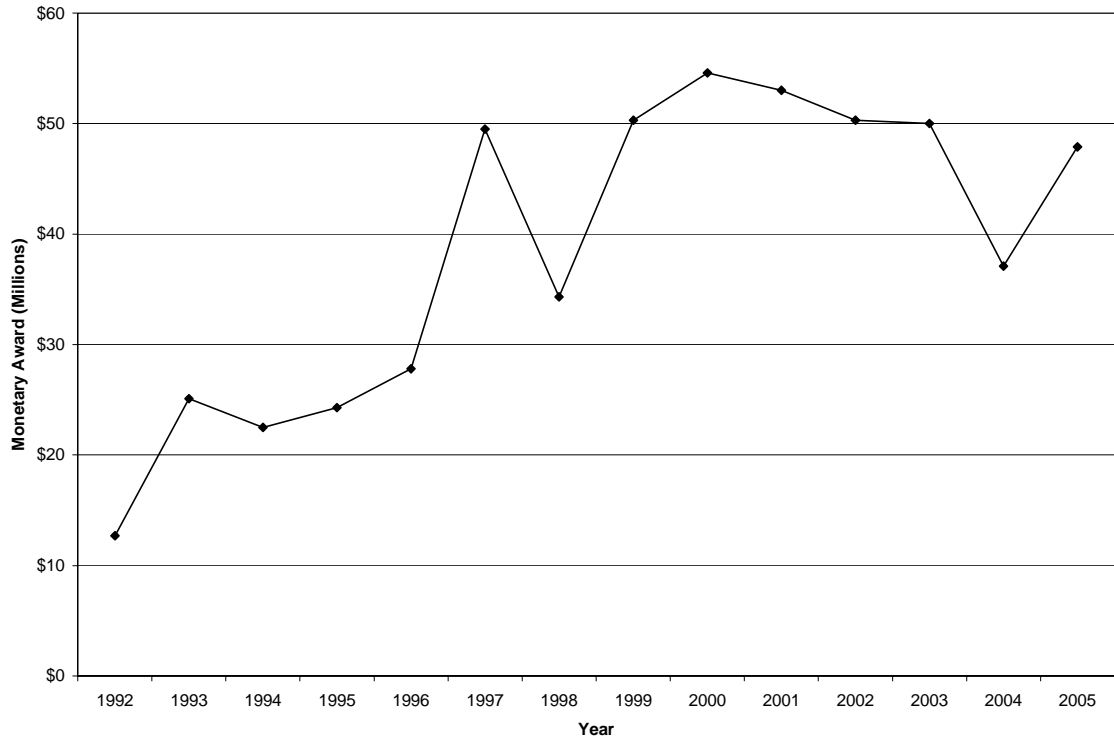


Figure 2.5: Total Monetary Awards for Sexual Harassment Cases by Year of All Claims Settled Through the EEOC

Both the percentage of claims resulting in “No Reasonable Cause” and the average monetary award for all claims have increased as seen in Figures 2.4 and 2.5. For example, in 1992, the average award was \$1,205 and in 2005, the average award was \$3,777. These averages are based on total claims divided by total awards and are displayed in Figure 2.6.

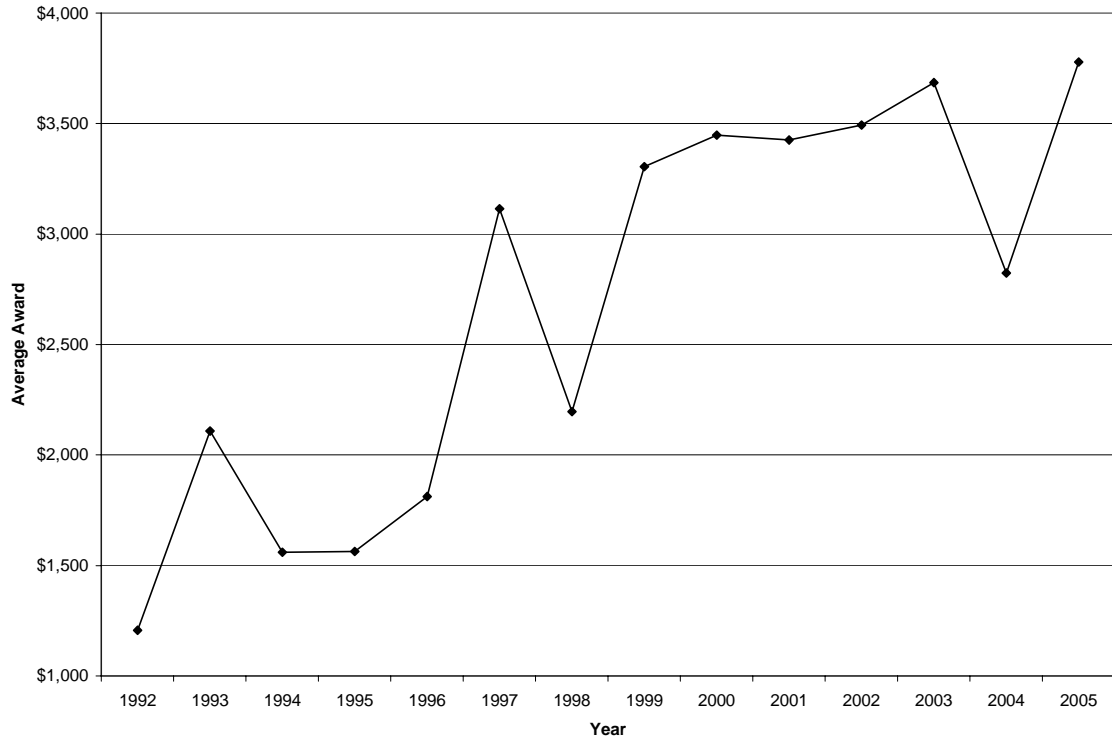


Figure 2.6: Average Monetary Award for all Sexual Harassment Claims

Important Legal Cases

Quid pro quo is comparatively straight-forward because it requires that the harasser be in a position of authority and occurs when there is a tangible benefit exchanged for a sexual favor. For example,

in a court case involving 15 women, the CEO of Del Laboratories of Farmingdale, N.Y, who occupied the most powerful position in the company, sought sexual favors in return for job benefits or opportunities, either by making promises to the women he harassed or by threatening them with unfavorable conditions if they refused his advancements.

(Goetz, n.d., Quid Pro Quo, ¶ 112).

This case resulted in an award of \$1,185,000. Cases surrounding quid pro quo typically involve issues of evidence and tangible awards. In fact, although sexual harassment became illegal in 1964 with the passage of the Civil Rights Act (Title VII) the Supreme Court did not hear its first case involving sexual harassment until 1986 which was instead based on hostile environment sexual harassment.

In *Meritor Savings Bank v. Vinson* (1986), Vinson repeatedly received sexual advances from her supervisor who also publicly fondled Vinson and once forcibly raped her. However, the supervisor did not make sex a condition of employment, promotions, or demotions. The defense argued that the advances were welcome and cited evidence such as Vinson's clothing and personal fantasies. The Supreme Court ruled that "a claim of hostile environment sexual harassment gender discrimination is actionable under Title VII. Affirmed" (Bennett-Alexander & Hartman, 2006, p. 327). However, when sufficient evidence exists that sexual advances are indeed welcome, the courts take that into consideration. For example, *McLean v. Satellite Technology Services* (1987) ended with a different outcome.

McLean claimed that she received sexual advances from her supervisor while on a business trip. However, testimonial evidence was provided that showed McLean to be "anything but demure, [and] that she possessed a lusty libido and was no paragon of virtue" (Bennett-Alexander & Hartman, 2006, p. 329). In fact, McLean's supervisor later advised McLean to refrain from flirting with customers. However, while at a trade show in Las Vegas, McLean had repeated intimate encounters with customers of Satellite Technology. McLean's supervisor further stated that her termination was due to absenteeism. The courts determined that:

there was no sexual harassment of McLean by her supervisor. From McLean's character, it is apparent that she would have welcomed rather than rejected [her supervisor's] advance, if he did indeed do so.... It is abundantly clear that McLean was terminated because of her poor work performance, attitudes, and habits.... As such, her termination is proper." (Bennett-Alexander & Hartman, p. 329)

Yet the courts have not established clear criteria in deciding what are "welcome" versus "unwelcome" advances. For example, in a spotlight case involving President Clinton and Paula Jones, the Court held that:

the facts alleged by Jones, even if taken to be true, were insufficient to establish a basis for either quid pro or hostile work environment sexual harassment. In the court's view, the president's dropping his trousers, fondling his penis, and asking Jones to kiss it, and then backing off when she said no, while boorish, was not sufficiently severe or pervasive to constitute a violation of the statute (Bennett-Alexander & Hartman, 2006, p. 323).

Another spotlight event involved the former head of the EEOC, the very agency that defines sexual harassment and serves as the official reporting agency for sexual harassment. In the Senate Judiciary hearings to confirm Supreme Court nominee Clarence Thomas, allegations were made by Anita Hill that Thomas repeatedly subjected her to unprofessional sexual behavior in the workplace. Although Thomas was confirmed to serve on the Supreme Court, it is important to note that in the eight months following the judicial hearings that sexual harassment claims increased over 50% (Bennett-Alexander & Hartman, 2006).

In regard to employer liability, the Supreme Court decided in *Faragher v. City of Boca Raton* (1998) that an employer can maintain a defense of reasonably preventing and correcting harassing conduct. However, the City of Boca Raton lost because even though they had made a limited attempt to prevent sexual harassment, the preventive steps were insufficient and perhaps equally to their dismay, the sexual harassment was caused by a supervisor. This case accomplished two things: 1) it established vicarious liability for an employer when the harassment was caused by a supervisor and 2) it allowed employers to attempt to defend themselves claiming “reasonable care to prevent and correct promptly any sexually harassing behavior” (Bennett-Alexander & Hartman, 2006, p. 349). Also, it is important to note that the City of Boca Raton was made aware of the harassment while Faragher was still in their employ.

In another case settled by the Supreme Court, on the same day as *Faragher v. City of Boca Raton*, the courts determined that employers could also defend themselves when no tangible action has occurred. This ruling came from *Burlington Industries v. Ellerth* (1998). In this case, Ellerth suffered repeated hostile environment sexual harassment. Although Ellerth did not report this until two weeks after quitting her job, the courts ruled that 1) she could still bring forth a claim of harassment and 2) that Burlington could use an affirmative defense of established policies and training that attempted to prevent sexual harassment since no tangible action had occurred. Similar to *Faragher v. City of Boca Raton*, the defense lost. However, *Burlington v. Ellerth* further established the opportunity for defending claims when policies and training were in place. In both cases, it is critically important to note the absence of tangible action. When sexual harassment

includes tangible action, the employer may not use their policies and training as an affirmative defense.

Theoretical Perspectives

To disregard a person's demographics as an element of sexual harassment is to disregard variance of sexuality among gender, ethnicity, culture, age, and race. Although an argument can be made that the playing field is level based on the EEOC's inclusion of "unwelcome advances" (to be determined by the victim) in determining sexual harassment, the responding argument is that such a justice system is anti-democratic (Wall, 2001). This is because the perception of unwelcome advances can vary by individual and incident. The following pages will display even further confusion of any standard of allowable sexual behavior.

As mentioned earlier, the person being sexually harassed defines sexual harassment. This victim-based definition allows very different tolerance among men and women. For example, Sheets and Braver (1999, p. 1171) state that "sexual teasing, suggestive looks, sexual touching, and pressure for dates are all more likely to be called sexual harassment by women than by men" and that "a work environment that is offensive to women may seem acceptable to men." This may also account for the fact that 21% of women report being sexually harassed at work whereas only 7% of men make the same claim (Anonymous, 2002).

Sociocultural and Evolutionary Theories

The sociocultural theorists believe that it is somewhat expected for women to be the primary target of sexual harassment since they are more often in subordinate positions within an organization and society. Likewise, women are nine times more likely to have quit a job, five times more likely to have been transferred, and three times more likely to have lost a job due to sexual harassment (Sheets & Braver, 1999).

The sociocultural theorists claim there are at least three causes of the disparity of sexual harassment among gender (Sheet & Braver, 1999):

1. Men are typically in superior organizational positions
2. Men are normally the initiators of sexual harassment
3. Gender differences in the definition of sexual harassment

However, the evolutionary theorists believe that sexual harassment is motivated by sexual attraction, but defined by the undesirability of the advance and the persistence of the advances. Trivers (1972) proposed that the sexuality of men and women are the result of evolutionally developed strategies to attain mates. Studd and Gattiker (as cited in Golden & Johnson, 1991, p. 252) state that

males who need to invest only a few sperm to reproduce, have evolved to aggressively compete for and seek out available mating or sexual opportunities, particularly with those females of either higher reproductive value or fertility, but women who invest heavily to reproduce, have evolved to carefully choose sexual partners who have the potential to provide economic resources or parental effort over the long-term in exchange for sexual access.

Moreover, evolutionary theorists believe that women are expected to be targeted for sexual advances whereas men, who receive fewer advances, will generally not find them sexually harassing. These two competing groups of theorists further disagree concerning the effect of power regarding sexual harassment in the workplace.

Sociocultural theorists claim that regarding sexual advances, sexual harassment is positively correlated with the harasser's status (Fitzgerald & Ormerod, 1991). These theorists believe that the difference in status provides a difference in power. However, the evolutionary theorists claim that sexual advances from higher status persons are less sexually harassing since the harasser is expected to have higher access to resources and social dominance which are linked to men's desirability as mates (Townsend & Levy, 1990).

While gender differences can lead to a complex understanding of sexual harassment, it is important to note that thus far sexual harassment has been portrayed as involving at least one male and one female. If the harasser and victim are the same sex, the complexity increases. For example, men are more likely to feel sexually harassed by behavior that challenges their masculinity whereas women feel sexually harassed by behavior that further entrenches them as subordinate employees (Dubois, Knapp & Faley, 1998).

Finally, it is important to note that liability lies with the employer. In the event of sexual harassment between two subordinates, the employee must notify the employer of the sexual harassment in order for the employer to: a) be aware of the situation and b) assume liability. However, in the instance of a supervisor sexually harassing a

subordinate, the employee does not have to notify the employer; the employer is liable even in the absence of notification (R. Snyder, personal communication, June 20, 2003).

Sexual Harassment: Standards for a Subjective Issue

Sexual harassment is perceived by the victim (reasonable person) and is subjective because what one person finds as sexually harassing behavior may be acceptable by another person. This occurs because people often identify and perceive sexual harassment differently.

The “reasonable person” standard first appeared as a landmark case involving *Rabidue v. Osceola Refining* (1986). In this case, the majority ruled that “vulgar language and the sexually oriented posters did not result in a working environment that could be considered intimidating, hostile, or offensive under the guidelines” (Bennett-Alexander & Hartman, 2006, p. 317). However, in a dissenting opinion, Judge Keith stated that “nor can I agree that the effect of pin-up posters and misogynous language in the workplace can have only a minimal effect on female employees and should not be deemed as hostile or offensive” (Bennett-Alexander & Hartman, p. 318). Essentially, Judge Keith did not feel that sexual harassment should be judged by a reasonable person but rather a reasonable victim. Although his minority dissent did not affect the outcome of this particular case, it is often cited as the predecessor to the landmark Supreme Court case, *Ellison v. Brady* (1991).

In *Ellison v. Brady* (1991) the Supreme Court ruled that it is unreasonable to use a “reasonable person” standard since the rules were established by men. Thus, the standard

of “reasonable victim” came into existence. The Court stated that “we note that the reasonable woman victim standard we adopt today classified conduct as unlawful sexual harassment even when harassers do not realize that their conduct creates a hostile working environment” (Bennett-Alexander & Hartman, 2006, p. 338).

Risser (1992) states that “in sexual harassment cases, the behavior must be considered explicitly sexual by a reasonable victim. If the victim is a woman, it's a reasonable woman standard. If the victim is a man, it's a reasonable man standard” (Reasonable Man Standard, ¶ 1).

Many authors have attempted to research predictors of perceiving sexual advances as sexually harassing or harmless (Fitzgerald, et al. 1988, Gutek, et al., 2004). Although a definitive answer has not been gathered, previous research can reasonably be grouped by influences leading to a person’s perception of sexual harassment. These influences include justice, morality, gender, race, and organizational capacity to deal with sexual harassment.

Distributive Justice, Procedural Justice, and Social Information Processing

The decision of individuals to file charges following termination is often influenced by the perception of fairness. Barry Goldman (2001) reported that primary factors leading to the perception of fairness stem from distributive justice and procedural justice.

Distributive justice is based on the perceived fairness of outcomes whereas procedural justice is based on the perceived fairness of the procedures leading to a

decision. Individuals who rely on distributive justice as their mode of influence tend to determine fairness of a situation based on who was affected and in what manner. For example, if an employer with 10,000 employees had to layoff 1,000 workers, distributive justice leads to an expectation that the demographics of the 1,000 is equal to that of the original group without regard to how the decisions to terminate were made.

Contrastingly, individuals who rely on procedural justice do not give regard to the demographics of either the original group or those who were terminated. Instead, they would seek a system of decision making that is based on length of service, productivity, absenteeism, etc., without regard to age, race, gender, etc.

Goldman's (2001) research included 439 terminated workers and measured whether their likelihood to claim discrimination was predicted by age, gender, minority status, education, social guidance, and procedural justice or distributive justice. All items except education and gender served as predictors of an individual's decision to file charges. The strongest predictor discovered was social guidance. That is, when friends and coworkers suggest that an individual should file charges, individuals are more likely to do so. However, this discovery does not dispute procedural and distributive justice which are competing theories of social information processing theory (SIP). In situations of either low or high procedural or low or high distributive justice, the decision to sue was negatively correlated.

Dissimilar to procedural and distributive justice is the SIP theory which proposes that "attitudes and needs are cognitive products that result from the processing of information about the attitude object and past behaviors in a social context" (Goldman, 2001, p. 362). In essence, SIP asserts that attitudes and behaviors are based on processing

information from society rather than individual predispositions. Furthermore, SIP asserts that individual perceptions are more important than contextual factors (Salancik and Pfeffer as cited in Goldman, 2001). Supporting the SIP theory is evidence that employees tend to discuss their situation with coworkers in determining whether they were treated fairly.

Ethical Ideology

Another element of decision making for individuals in perceiving sexual harassment is ethical ideology. Keyton and Jones (1997) conducted a quantitative study to determine if ethical ideology predicts the ability to distinguish sexual harassment and the ability to differentiate between verbal and non-verbal behaviors that are regularly deemed as acceptable or unacceptable. To determine the respondents' ethical ideology, Keyton and Jones (1999) used the Forsyth Ethics Position Questionnaire (EPQ) (1980). The EPQ was used to rank respondents as the following:

Situationists – high in idealism and high in relativism

Exceptionists – low in idealism and low in relativism

Subjectivists – low in idealism and high in relativism

Absolutists – high in idealism and low in relativism

Idealism: The belief that desirable consequences can be obtained

Relativism: The rejection of universal moral rules

In order to measure the relationship between ethical ideology and the ability to assess and measure sexual harassment, 221 individuals watched four videos that

displayed varying scenarios of verbal and non-verbal sexual harassment. Keyton and Jones (1997) discovered that the gender of the victim in the video was not statistically significant in the respondents' ability to identify sexual harassment. However, when the superior in the video alternated from female to male, the respondents were less able to identify sexual harassment. Respondents were less tolerant of flirtatious or sexual harassing non-verbal actions by male superiors than female superiors. However, the ability to identify verbal sexual harassment and flirting were not properly identified by the respondents

In the video scenarios in which the victim received overt sexual harassment, respondents were equally intolerant of male and female superiors. However, when the sexual harassment was covert or ambiguous, the respondents had less tolerance for the males' behavior.

Regarding the EPQ, absolutists, subjectivists, and exceptionalists did not differ in their ability to identify verbal sexual harassment. None of the EPQ groups differed in the ability to identify non-verbal sexual harassment. It is important to note that the situationists were least able to identify verbal cues of sexual harassment. Keyton and Jones (1997) believe this is very similar to the EEOC description of sexual harassment depending on the situation and being determined by the victim. Related to this study is the impact of gender itself as a predictor of the perception of sexual harassment.

Influences of Gender and Power

To investigate the effect of gender as an influence in the perception of sexual harassment, Rospenda, Richman, and Nawyn (1998) conducted qualitative research gathered from 20 interviews, eight focus groups, and one case study. This research focused on feminist perspectives, contra-power relationships, and organizational culture. Rospenda, Richman, and Nawyn discovered that feminists are intolerant of the reasonable woman standard because it supports the hegemony of a male-dominated society. The feminists in their research argue that the reasonable woman standard does not truly allow women to determine their individual tolerance of sexual harassment and therefore infringes upon their individual rights. Additionally, the feminists argue that sexual harassment is the response of patriarchal systems which allow men to exercise sexual power and maintain male dominance. This argument is supported by research conducted by Grauerholz (1989) who found that sexual harassment initiated by subordinate males toward superior females is often tolerated.

Rospenda, Richman, and Nawyn (1998) state that this hypocrisy stems from males' ability to establish physical threat. Respondents also indicated that women's access to power is reduced in organizations and that their complaints of sexual harassment were often given less regard when contra-power harassment existed. However, when women had direct power based on immediate reporting structure, women's claims were given more attention.

Another factor of contra-power and the attention given to sexual harassment is the organizational culture. In organizations where sexual jokes and inappropriate sexuality

were the norm, women's claims of sexual harassment received less attention. Further support for these claims was provided by women who worked in organizations that did not tolerate these behaviors and claimed that their complaints were given a satisfactory level of attention. This research points to differences in sexual harassment tolerance, stemming from both the individual perspective and organizational perspective. Additionally, it focuses on women as victims and their tolerance of sexual harassment (Russell & Oswald, 2001).

Sexual Aggressiveness

Russell and Oswald (2001) tested whether or not sexual coercion, as used by females, predicts tolerance of sexual harassment. They surveyed 285 women to measure their use of sexual coercion in their private lives and their tolerance of sexual harassment in the workplace. Moreover, their research attempted to compare women as sexual perpetrators against sexual tolerance. Sexual coercion was defined in their research as techniques of manipulation, aggressiveness, and physical threat in the pursuit of physical sexual romance.

Russell and Oswald (2001) found that women who are more sexually coercive are more tolerant of flirtatious actions and sexual harassment by men. Likewise, their research discovered that women who implemented sexual coercion in their private lives were less likely to self-report themselves as victims of harassment in the workplace. Surprisingly though, although sexual coercive women are less likely to report sexual harassment, they are more likely to harbor hostility towards men. Russell and Oswald

explain this contrast as sexually coercive women holding similar motives as male perpetrators, one of ambivalence; that is, one of detachment and uninhibitiveness, and to be in control of the relationship. Supporting research was reported by Foulis and McCabe (1997).

Foulis and McCabe (1997) investigated gender, gender role, age, and occupation on attitudes and perceptions of sexual harassment. They claim that men are often rewarded for sexual conquest by way of admiration of their peers. Since women do not receive the same reward, they are less likely to be coercive and therefore, less tolerant of sexual harassment. Nonetheless, without a defined standard of sexual harassment (non-victim based) there are many influences in an individual's perception of sexual harassment. For example, Popovich, Gehlauf, Jolton, and Somers (1992, p. 774) found that "gender differences existed in perceptions of sexual harassment, regardless of the form that the sexual harassment took or the consequences of such behavior." Supporting this notion is research by Powell (as cited in Solomon & Williams, 1997, p. 158) who found that females "defined more incidents of behavior as sexual harassment" and the research of Reilley, Lott, Caldwell and Deluca (1992) who found males to be more tolerant of sexually harassing behavior.

Foulis and McCabe (1997) found that male and female high school students were more tolerant of sexual harassment which supports the notion of younger males and females relying on traditional gender roles. However, a key predictor of attitude toward sexual harassment is found among males who maintain a macho attitude beyond high school. This served as evidence to Foulis and McCabe's discovery that attitude toward sexual harassment is a key indicator for tolerance of sexual harassment. Foulis and

McCabe found no gender differences in the perception of harassment. It is important to note that these findings are in delineated research. Differences may be explained by cultural variances as Foulis and McCabe conducted their research in Australia. Also, the influence of culture is tied to race and gender.

Influences of Race, Gender, and Culture

Wuensch, Campbell, Kesler, and Moore (2002) conducted research on the effect of race and gender in sexual harassment cases at two universities: one a predominantly White university, the other a predominantly Black university. Psychology students served as a jury to a sexual harassment lawsuit. The researchers discovered that White jurors were more likely to find a guilty verdict when the plaintiff was White than when the plaintiff was Black. White males were more likely to choose guilty verdicts when the defendant was Black. White females were less likely to choose guilty verdicts when the defendant was Black.

At the predominately Black university, the researchers found that male jurors were more likely to choose guilty verdicts when the plaintiff was Black. Among Black female jurors, the race of the plaintiff was not a factor of choosing guilty verdicts. Black male and female jurors were more likely to choose a guilty verdict when the defendant was White. The ANOVA research by Wuensch, Campbell, Kesler, and Moore (2002) supports early criminology research that claims that jurors are most likely to choose guilty verdicts when the victim is most like themselves.

An important study on sexual harassment that combines race and culture is that of DeSouza, Pryor, and Hutz (1998). Their research consisted of having college students read one of eight fictitious newspaper articles of alleged sexual harassment. Afterwards, DeSouza, Pryor, and Hutz measured the attitudes of respondents by asking them to rate the seriousness of the actions and the severity of punishment that should be delivered. Similar to other research, DeSouza, Pryor, and Hutz found that North American women were more likely to identify the actions as sexually harassing and levy more punishment. However, an important discovery in their research stemmed from the differences in men when grouped by nationality.

Perceptions Due to Nationality

In research by DeSouza, Pryor, and Hutz (1998), North Americans, Australians, and Germans viewed sexual harassment as an abuse of power whereas Brazilians perceived harassment as harmless sexual behavior. DeSouza, Pryor, and Hutz claim that Brazilian culture is more erotic and patriarchal than other Latin American countries and North America. It is important to note that Brazil has strong ties to Portugal whose settlers were not as passionate toward Catholicism as the Spanish. Therefore, these ties are quite those that stem from other settlers of Latin America who lacked the prudishness of Protestant English as stated by Levine (as cited in DeSouza, Pryor & Hutz, 1998).

Surprisingly, Brazilian men and women were less tolerant of sexual harassment when combined with the introduction of possible discrimination. The introduction of possible discrimination in the fictitious newspaper articles did not affect the attitudes of

perceived sexual harassment by North American men and women. This may appear to be in contrast to the research by Wuensch, Campbell, Kesler, and Moore (2002) who found race to be a factor of perceiving sexual harassment. However, it may actually point to the critical difference between race and culture.

Sexual Experience Questionnaire

Fitzgerald, et al. created the Sexual Experiences Questionnaire (SEQ) in 1988, with modifications in 1995 to provide an instrument to measure sexual harassment across industries, occupations, and genders. This instrument contains twenty questions related to unwanted sexual behavior. The first nineteen questions are categorized among three forms of harassment: Gender Harassment, Unwanted Sexual Attention, and Sexual Coercion. The final question asks: “Have you ever been sexually harassed?” Prior research indicates that although men and women often receive gender harassment, unwanted sexual behaviors, and sexual coercion, they are reluctant to label themselves as having been harassed.

The original instrument created by Fitzgerald, et al. was developed by conducting two studies. The first study consisted of 3,804 students enrolled at two universities of similar size, but geographically distant. Over 99% of the students who participated returned usable data. This original instrument contained twenty-eight questions unevenly split among the following areas: Gender Harassment, Seductive Behavior, Sexual Bribery, Sexual Coercion, and Sexual Assault. Furthermore,

“all items were written in behavioral terms and the words ‘sexual harassment’ did not appear until the end of the questionnaire, thus avoiding the necessity for the respondent to make a subjective judgment as to whether or not she had been harassed before she could respond” (Fitzgerald, et al., 1988, p. 157).

The second study focused on sexual harassment in the workplace utilizing female faculty members, administrators, and staff of one of the universities in the first study.

The SEQ yielded a Chronbach’s coefficient of internal consistency of .92. Test-retest reliability was conducted at two weeks which yielded a .86 stability coefficient. In regard to validity, all but two of the items showed “very little variance” (Fitzgerald, et al. 1988). Fitzgerald’s, et al. SEQ “has become standard, such that it is now typical to base measurement on the unwanted experiences endorsed by the participants on this instrument [SEQ] rather than relying on their interpretation of these behavior as harassing or not” (Magley, Hulin, Fitzgerald, Denardo, 1999 p. 390).

SEQ in Practice

The SEQ has been in frequent use in research involving sexual harassment. Although the original study consisted predominantly of Whites either enrolled at, or employed by one of two universities, further research on sexual harassment has been conducted using Blacks, Latinos, males, and blue collar workers as the participants.

Mecca and Rubin (1999) used the SEQ to measure sexual harassment among Black university students. Although 52% of the participants acknowledged the occurrence of at least one item from the SEQ, only 4% claimed to have been sexually

harassed. Like other studies, the majority of reported sexual harassment experiences were in the gender harassment category. Mecca and Rubin also included open-ended questions following the SEQ regarding “perceived differences between experiences of sexual harassment for African American and Caucasian women” (p 815). One item of particular interest discovered by Mecca and Rubin is that although Black women experience less harassment than White women, they experience “unwanted touching from professors and instructors at higher rates than the current literature would imply” (p. 815). Whereas Mecca and Rubin researched Black women as students harassed by instructors, Matchen and Desousa conducted research on the sexual harassment of faculty members by students.

Matchen and DeSousa’s (2000) research focused on contra-power harassment, whereby the student was sexually harassing the instructor. This research included 359 students and the entire faculty at a Midwestern university. It was discovered that 63% of students “reported at least once engaging in potentially sexually harassing behaviors towards faculty” and that approximately 53% of faculty had received some form of sexual harassment from at least one student (p. 301). Congruent to other research, Matchen and DeSousa also discovered that among the participants, “female faculty were significantly more bothered by instances of unwanted sexual attention and gender harassment than in their male counterparts (p. 301).” Although the majority of sexual harassment research has focused on women, Gerrity conducted research with men as the only gender among the participants.

Gerrity (2000) sampled 350 male employees of a large university which included faculty, administrators, researchers, and blue collar workers. This research was

conducted utilizing Fitzgerald's et al. 1988 original (unmodified) SEQ. Of the 112 respondents, 60% endorsed at least one form of sexual harassment. However, 95% of this majority did not claim to have been sexually harassed. Similar to women, the greatest occurrence of sexual harassment was indicated as gender harassment.

Summary of the Literature

Prior research has provided evidence that sexual behavior can be sexually harassing or non-harassing based on the perception of a reasonable person. However, there are many influences in defining a reasonable person including age, race, religion, gender, culture, and nationality. Employers are challenged with choosing appropriate action, and possibly discipline, which must be cognizant of these factors. Although research has shown that each of these influences contribute to a person's tolerance of sexual behavior in the workplace, there may also be a factor that cannot be readily addressed: the reluctance to label the unwanted sexual behavior as sexual harassment.

CHAPTER III

METHODOLOGY

This chapter describes the research methods used to study sexual harassment among human resource professionals. Following the introduction, the population and sampling procedures will be reviewed along with instrumentation, research procedure, and collection and analysis of data.

Introduction

“Most research on sexual harassment reports that approximately 50% of women in any particular sample have experienced unwanted and offensive sex-related behaviors at work or school” (Magley, Hulin, Fitzgerald, DeNardo, 1999, p. 390). What percentage of women working as human resource professionals has received unwelcome sexual behavior? To date, there is an absence of data to answer this question. Although data has been gathered in regard to men being sexually harassed, to date there is insufficient research to claim that a certain percentage of men in any particular sample have experienced unwanted and offensive sex-related behaviors at work or school. However, this study will attempt to address the question when male HR professionals are part of the sample.

According to Brown (as cited in Murray, 1998, ¶6), the Sexual Experiences Questionnaire (SEQ) is regarded as “the gold standard in this area” [measuring sexual harassment]. Likewise, it is considered by Calderone (1999, p. 48) to be “the most widely used instrument to determine sexual harassment incidents rate.” The SEQ includes twenty questions related to sexual harassment of which the first 19 questions are within the following categories: gender harassment, unwanted sexual attention, and sexual coercion. The last question simply asks, “Have you ever been sexually harassed?”

Research Questions

This investigation attempts to answer the following specific research questions in regard to members of the Oklahoma City, Enid, and Stillwater Human Resource Management Societies:

1A.) *What percentage of female human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

1B.) *What percentage of female human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

1C.) *What percentage of female human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

1D.) *What percentage of female human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

2A.) *What percentage of male human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

2B.) *What percentage of male human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

2C.) *What percentage of male human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

2D.) *What percentage of male human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

3A.) *Are female human resource professionals more likely than male human resource professionals to self-report gender harassment and “sexual harassment” as determined by the SEQ?*

3B.) *Are female human resource professionals more likely than male human resource professionals to self-report unwanted sexual attention and “sexual harassment” as determined by the SEQ?*

3C.) *Are female human resource professionals more likely than male human resource professionals to self-report sexual coercion and “sexual harassment” as determined by the SEQ?*

Sexual Experiences Questionnaire

The SEQ was originally developed by Fitzgerald, et al. in 1988 and included 28 questions among five categories of harassment. The 1995 version contained 20 questions in three categories (Appendix A). The instrument for this research is the 1995 version of the SEQ which groups the questions into three categories using “Joreskog’s (1971) procedure for simultaneous factor analysis in several populations” (Fitzgerald, Gelfand,

Drasgrow, 1995, p. 432). The goodness of fit index and adjusted goodness of the fit were >.95 in all samples (Gelfand, Fitzgerald, Drasgrow, 1995).

It is important to note that the numbering of questions is different for the online version of the SEQ that was used for this investigation than the SEQ Form W, as identified in Table 3.1:

Table 3.1: Sexual Experiences Questionnaire

SEQ Form W	Online SEQ	Category	Question (abbreviated)
--	1	--	If you consent to this survey, click NEXT.
A	2	GH	Habitually told suggestive stories?
B	3	USA	Made unwanted attempts to discuss sex?
C	4	GH	Made crude and offensive sexual remarks?
D	5	GH	Made offensive remarks about your appearance"
E	6	USA	Gave you unwanted sexual attention?
F	7	USA	Was staring, leering, or ogling?
G	8	USA	Attempted to establish a romantic relationship?
H	9	GH	Displayed or distributed sexist materials?
I	10	GH	Frequently made sexist remarks?
J	11	USA	Has continued to ask you for dates, drinks, etc.?
K	12	SC	Subtly bribed you for sex?
L	13	SC	Made you feel subtly threatened for sex?
M	14	USA	Touched you?
N	15	USA	Made unwanted attempts to fondle you?
O	16	USA	Made unwanted attempts to have sex?
P	17	SC	Implied faster promotions for sex?
Q	18	SC	Made you accept invitations for better treatment?
R	19	SC	Caused fear if you didn't cooperate sexually?
S	20	SC	Treated you badly for refusing sex?
T	21	--	Have you been sexually harassed?
	22	--	What is your age?
	23	--	What is your gender?
	24	--	Which area of HR is your primary role?
	25	--	How much experience investigating sex. harass?

Table 3.1: SEQ, Form W, and renumbered, in abbreviated form.

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion

Question 1 of the online survey was used to capture the participant's consent.

The SEQ allows answers in the form of a five point Likert-like scale which includes the following choices: 0 – Never, 1 – Once or Twice, 2 – Sometimes, 3 – Often, 4 – Many Times. The SEQ was altered, with permission from the author (Fitzgerald, personal communication, June 15, 2006), to become more contextually appropriate (Appendix B). In the unedited version of the SEQ Form W (Appendix A), each question begins with “DURING THE PAST 24 MONTHS at this organization, have you been in a situation where any of your MALE supervisors or co-workers:.” This was re-written as “DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:” The reason for making this change and others are due to the discussion with jurors, which will be reviewed later in this chapter. Nonetheless, according to the author of the SEQ:

As previously suggested, the SEQ rests on the notion of a behavioral construct. Although some of the behavioral indicators (i.e., items) are more common than others, none is definitive. Some generally infrequent items (e.g., indecent exposure, mooning) are considerably less uncommon in certain types of workplaces. In other words, the specific items in the SEQ are not as important as are the constructs themselves (Fitzgerald, Gelfand, & Drasgow, 1995). L.F.

Fitzgerald (personal communication, June 15, 2006).

Therefore, adjusting the measurement period from 24 months to five years and changing the items to be contextually appropriate is unlikely to impact the validity of the instrument.

Likert-Like Scale

The Likert-like scaling process is a “means to assign numbers to responses, according to their position on the continuum underlying a concept” whereas “the main assumption in this theory is that all items are parallel instruments” (Van Alphen, Halfens, Hasman & Imbos, 1994, p.196). It is important to clarify between the terms survey and scale. A survey is the questionnaire used to gather the information. However, it does not become a scale until a “set of possible values can be assigned during the measurement process and have stated an explicit assignment rule and is subject centered” (Alphen, Halfens, Hasman & Imbos, 1994, p. 197). Additionally, these researchers state that

the rationale behind the summation procedure in Likert scaling is based on the assumption of unidimensionality. In Likert scaling, unidimensionality is defined in terms of equal and high correlation among all items. All items are assumed to be replications of each other... and therefore are parallel instruments... As a consequence of the assumption of unidimensionality all systematic variation in the responses to the items is attributed to differences in levels of the latent trait among respondents.

One question in designing a Likert-like test is how many scale categories to provide. Too few categories will result in too coarse a measure, whereas too many categories may result in indistinguishable variation (Jacoby & Matell, 1971). By conducting research on 360 undergraduates at Purdue University while utilizing Likert-like scales of 2 through 19 points, Jacoby and Matell discovered that a three point Likert-like scale yielded a degree of discrimination that is equal to or higher than any of the

other scales in their research. Their conclusion was that “reliability and validity are independent of the number of scale points used for Likert type items” (1971, p. 498). Gillespie and Hodge (2003, p. 49) disagree with Jacoby and Mattel by stating that “increasing the number [of points] increases the amount of information collected, with a resulting increase in reliability and that reliability increases up to 20 points.” Furthermore, they stated that the increase in reliability is minor after the eleventh point. However, Chang (as cited in Gillespie & Hodge, 2003, p. 49) claims that increasing the point scale beyond the fourth point increases error as “respondents may skip response categories that have little meaning for them.”

A possible unintended outcome of Likert-like scales is the halo effect and the leniency effect. The halo effect occurs when “rates are unduly influenced by a single trait or behavior [which] colors their judgment regarding their traits” (Boatright, Phelps & Schmitz, 2001, p. 151). The leniency effect is defined as the “reluctance of the raters to assign unfavorable ratings” (Boatright, Phelps & Schmitz, 2001, p. 151). The halo effect is akin to an overall impression rather than separate, independent views of the segments for which the participant is being questioned. The leniency effect occurs when participants are asked to rate how well someone did. The participants will sometimes resist rating someone as “very poor” in order to avoid hurting that person’s feelings.

Another common problem with Likert-like scales is the midpoint of the scale. The point normally stated as “neutral, undecided, or indifferent” will be used when participants don’t fully understand the question or the situation and should instead be answering “not applicable” or “need more information”. This prevents participants from choosing “neutral” for a question they cannot answer based on the provided information.

Other problems include confusion surrounding negatively-worded statements. For example, many people may become confused with “Do you think sexual harassment did not occur?” rather than “Do you think sexual harassment occurred?” However, positively worded statements can illicit unintended responses as well. For example, the question, “Do you think women are more likely to claim sexual harassment?” may have been written with the intent of discovering if women are more likely to be harassed than men. However, some incorrect responses may be given if the participant interprets the question to ask if women are more likely to complain even when treated equally with men (Gillespie & Hodge, 2003). A separate issue occurs however when the data is missing.

A key problem to research methods is: What to do about missing data? Downey and King (1996) researched this question with the intent of discovering how the researcher can best handle this problem. The researcher can “ignore missing data, omit persons with missing data from the study entirely, omit the person from the particular analysis using the scale that contains the missing data, or find a way to replace the missing data with an estimate of what they might be” (Downey, King, 1996, p. 175). Regarding the option to replace missing data, there are three basic methods: mean substitution, regression imputation, and hot-deck imputation.

Mean substitution – replaces the missing value with the mean for the variable from all individuals completing that variable.

Regression imputation – substitutes a predicted value that is based on the regression of other variables on the potential missing variable.

Hot-deck imputation – replaces the missing variable for one individual with the score from a group of similar people. (Downey & King, 1996, p. 176)

Downey and King (1996, p. 180) discovered that “if the number of respondents with missing items and the number of items missing for each scale were 20% or less” that mean substitution and hot-deck substitution provide a “very good representation of the original data” yet, if the missing data is greater than 20%, “no such generalization can be made.” However, the issue of missing data was greatly reduced due to electronic gathering methods. For each category or subcategory studied, missing data will eliminate the participant from that segment of the analysis as appropriate.

Population

The population for this research consists of men and women who are members of at least one of the following organizations: The Oklahoma City Human Resource Society, The Enid Society of Human Resource Managers, and the Stillwater Area Human Resource Society. The Bartlesville Area Human Resource Society initially agreed to participate, but later withdrew due to their Charter which prevented sharing any member information. A human resource professional is defined for the purpose of this research as a member of the human resource profession including Vice Presidents, Directors, Managers, Generalists, Assistants, Coordinators, and other positions inherent to the Human Resource Department.

Sample

Considerable difficulty occurred when attempting to establish a sampling method of the population due to each club's Charter in regard to the privacy of their members and the ability to disclose any member information. However, the Oklahoma City Human Resource Society and the Stillwater Area Human Resource Society were willing to forward a "request to participate" to all members of their respective clubs. The Enid Human Resource Society member list and contact information is publicly available via the Internet. A decision was made to send the survey request to all members, by way of the society Chairperson, to The Oklahoma City Human Resource Society and the Stillwater Area Human Resource Society. All members of the Enid Human Resource Society were contacted directly by this author. The sample consists of those members of the population who responded to various questions in the survey.

Instrumentation

The original version of the SEQ was developed in 1988 by Fitzgerald, et al. to serve as an instrument for measuring the frequency of unwanted sexual behavior. According to Fitzgerald, "the growing interest in sexual harassment in the workplace and the accumulating body of case law have led to parallel interest in defining and documenting the phenomenon in institutions of higher learning." Thus the investigators developed the SEQ to serve as an instrument for measuring sexual behavior in a variety of organizational settings.

The original instrument included five general areas:

1. Gender harassment: generalized sexist remarks and behavior.
2. Seductive behavior: inappropriate and offensive, but essentially sanction-free, sexual advances.
3. Sexual bribery: solicitation of sexual activity or other sex-linked behavior by promise of rewards.
4. Sexual coercion: coercion of sexual activity by threat of punishment.
5. Sexual assault: gross sexual imposition or assault.

These categories included twenty-eight behavioral questions that identified unwanted sexual behavior in the organization. The 1988 version of the SEQ “yielded an internal consistency coefficient of .92 based on a sample of approximately 1,700 college students. Corrected split-half reliability coefficients... averaged .75, whereas test-retest stability estimates... yielded a coefficient of .86 over a two week interval” (Fitzgerald, et al. 1988) However, Fitzgerald, Gelfand, & Drasgow sought to “develop an instrument short enough for practical use in organizations, provide balanced item coverage for each dimension, and to address base rate and associated distributional problems through the development of more sensitive item and scaling procedures” and thus revised the SEQ in 1995.

The 1995 version of the SEQ (Fitzgerald, Gelfand, & Drasgow) reduced the subscale categories from five to three and included the following:

1. Gender harassment – a broad range of verbal and non-verbal behaviors not aimed at sexual cooperation but that convey insulting, hostile, and degrading attitudes about women.

2. Unwanted sexual attention – verbal and non-verbal behavior that is offensive, unwanted, and unreciprocated.
3. Sexual coercion – the extortion of sexual cooperation in return for job-related considerations.

Additionally, the 1995 version of the SEQ reduced the number of questions from twenty-eight to twenty. Table 3.2 provides the GFI measures of the three factor model.

Table 3.2: GFI Measures of the Three-Factor Model

<i>Measure</i>	<i>Value</i>
Chi-square	133.67
Degrees of freedom	116.00
Ration of chi-square/df	1.15
GFI index	.983
RMSR	.207

Source: Fitzgerald, Gelfand, Drasgow, & 1995.

The 1995 version of the SEQ served as the instrument for this investigation. However, contextually appropriate adjustments were made by recommendation of the jury.

A review was conducted prior to this investigation that included ten senior human resource professionals who served as a jury. All ten members received a request to participate in the initial survey and participate in an open discussion regarding the contextually adjusted SEQ survey (Appendix C). The survey used for the jurors was hosted at www.advancedsurvey.com, survey # 40618. Afterwards, a meeting was held with all jury participants to discuss any problems, suggestions, or confusing areas in regard to the survey. Only two contextual changes were made from the 1995 SEQ as listed in below items 1 and 2. Item 3 represents a recommendation by the jury to return

to the unedited form of the (1995) SEQ. Otherwise, recommendations from the jury primarily dealt with questions related to demographics.

The jury recommended the following changes to the survey.

- 1) Edit questions 2 through 21 to capture a time period of “in the last 5 years” rather than “during the past 24 months.” The jury felt very strongly that two years was insufficient due to the increased familiarity of sexual harassment and advancements in case law since 2000. The jury was strongly opposed to using the timeframe “ever” as some researchers have done for the same reasons. The jury strongly and unanimously agreed to this change.
- 2) Edit questions 2 through 21 to capture harassment by ANY supervisor or co-worker rather than “male” supervisors or coworkers. The jury again stated that changes in the workplace prompted by case law since 2000 has greatly increased the knowledge of same-sex harassment and contra-power harassment. Thus, “male” was removed from questions 2 through 21.
- 3) Edit questions 2 through 21 to remove “vendors or customers.” Although the jury felt that sexual harassment by vendors or customers can happen, that it is very rare and was confusing when completing the survey. Deleting “vendors or customers” returned that portion of the survey to the SEQ’s original state.
- 4) Remove Question 24 which deals with race. The jury felt that the Stillwater and Enid Human Resource Societies were small enough that the inclusion of race, alongside age, gender, and HR Society would make it too easy to identify participants.

- 5) Remove Question 25 which asks “How many years have you worked in Human Resources?” Many jury members claimed to have struggled with this question due to their current or previous positions that included shared duties between Human Resources and other functional areas such as operations or management.
- 6) Remove Question 26 which asks “Which position describes your current role?” The jury felt that the possible choices are inconsistently used in industry and as a result, the titles do not accurately match positions from one organization to the next. For example, “Generalist” is both a functional area and title and does not consistently endorse rank above or below an HR Manager or HR Specialist.
- 7) Edit Question 27 which asks, “Which functional area of Human Resources best describes your primary role” to reflect the following choices that better identify Recruiting as Staffing and includes Performance Improvement:
 - a. Benefits
 - b. Compliance
 - c. Generalist
 - d. HRIS
 - e. Performance Improvement (HRD / OD)
 - f. Safety
 - g. Staffing
 - h. Training

- 8) Remove Question 28 which asks “To which HR Society do you belong?” The jury felt that this question would increase the fear of being identified and unintentionally encourage participants to exit the survey.
- 9) Remove Questions 30 and 31 regarding training. The jury felt that the role and frequency of training was too ambiguous to capture by way of survey without substantially increasing the number of questions. For example, training is often conducted by a Generalist once each year, weekly, or monthly depending on the organization. In some organizations, the Trainer may conduct sexual harassment training, while in others, it would still be accomplished by members outside the HR department. Likewise, the jury felt that many participants would not know how to rate themselves due to the growing percentage of organizations that utilize video training. Finally, the jury felt that Question 30, which deals with the human resource professional serving as the trainee was equally ambiguous due to the wide array of media used to learn about sexual harassment: formal training, reviewing case law, utilizing SHRM for assistance, or discussing issues of sexual harassment with colleagues.
- 10) Although the jury did not recommend deleting or changing Question 31 which asks, “How much experience do you have investigating, responding to, and/or dealing with claims of sexual harassment?” the jury expressed concern in regard to the subjectivity of this question.

With the exception of the previous comments, the jury felt that the survey was easy to understand, and had no technological problems. Most jurors said it took

approximately two to three minutes to complete the survey; all jurors stated completed it in less than five minutes.

Although the SEQ serves as the “gold standard” (Brown as cited in Murray, 1998) there are sometimes false conclusions from the data. Gutek, Murphy, Douma, (2004, p. 473) state that “because of its limitation, widespread use of the myriad versions of the SEQ have led to incorrect substantive conclusions about important aspects of sexual harassment.” This is partly because

anyone who has experienced one or more of the SEQ behaviors during the time frame assessed is considered to have been sexually harassed, underreporting is assessed against a very generous empirical definition of sexual harassment. If the score on the SEQ is used as the base upon which underreporting is calculated, then it is the case that most victims of sexual harassment do not report it (Gutek, Murphy, Douma, 2004, p. 474).

These issues point to another problem of the SEQ, that is, the time frame that each researcher chooses.

This investigation asks if the participant has received unwanted sexual behavior during the last five years that he or she was employed as a human resource professional. The reason for increasing the period to five years was due to strong recommendation by the jury and this author’s agreement with their sentiment that “two years” is too brief and “ever” is too long. Although 5 years is a well grounded time period when considering the developments of case law, it makes the data incomparable against prior research that utilized the SEQ.

Data Collection

After making adjustments to the survey, a request to participate in the survey was sent to all members of the Oklahoma City Human Resource Society, the Enid Human Resource Society, and the Stillwater Area Human Resource Society via eMail (Appendix D). This invitation directed the participant to www.advancedsurvey.com to participate in survey #43578 by clicking on a hyperlink. The eMail included instructions for participating with an attached Informed Consent in Adobe PDF format (Appendix E).

The website www.advancedsurvey.com is an Internet based survey tool that allows users to create and participate with online surveys. Surveys may be created and administered free of charge but lack certain features. For the purpose of this research, a fee of \$24.95 was paid to gain access to advanced data downloading features and the prevention of duplicate participations. There was no payment or incentive given to the participants for completing the survey.

Survey #43578 included the Sexual Experiences Questionnaire along with demographic questions (Appendix B) in electronic format. The electronic survey included technological barriers to prevent participants from completing the survey more than once.

All data were collected via the electronic survey # 43578 at www.advancedsurvey.com. The data points of the Likert-like scale were gathered for each question, excluding demographic questions. Participants were instructed to answer each question of the SEQ, which was preceded with “During the last five years that you

were employed as a human resource professional, have you been in a situation where any coworkers or supervisors....” (Appendix B).

Data Analysis

All research questions were analyzed using SPSS version 14.0.0 for Windows. The level of significance was established as 0.05 for t-tests and .01 for the Pearson Correlation test.

Internet Based Survey

One benefit of using an electronic survey is that it allows for a large sample without increasing costs. While the electronic survey allowed for ease of data collection at a low cost, there are issues inherent to electronic surveys. First and foremost is that participants can create a false identity and complete duplicate surveys. An attempt was made to prevent this by using a technological feature available at the host site www.advancedsurvey.com. However, it remains possible for a participant to evade these barriers.

Contrasting participants who may discover a way to provide duplicate surveys are the participants who are uncomfortable using computers and/or the Internet. Furthermore, using the Internet for data collection may target participants who are “predominately male, younger, and from households with fairly high incomes and be more White and less Black and Hispanic than the general population. “However, the Internet user male-

female gap has disappeared, whereas economics, age, and ethnicity continue to produce significant gaps” (Andrews, Nonnecke, Preece, 2003, p. 190). Another problem is the use of eMail to contact participants.

Many users have spam blocking features as part of their eMail system. For this reason, the eMail request purposely did not mention “sexual harassment” and the survey was entitled “Workplace Behaviors.” Otherwise, a request that asks the participant to take part in a survey involving sexual harassment is likely to be prevented from delivery. This makes it very difficult, if not impossible, to measure the response rate since it is unknown how many participants actually received the request to participate in the survey.

Summary

The purpose of this investigation is to determine the frequency that male and female human resource professionals are sexually harassed in the workplace. To accomplish this, participants from the Oklahoma City, Stillwater, and Enid Human resource societies completed a contextually adjusted version of the SEQ. The contextual adjustments were recommended by a jury of local, senior human resource professionals and followed by data collection and data analysis.

CHAPTER IV

RESULTS

This chapter describes the results of the study and includes demographic information about the participants. The results are organized by the research questions and will be followed with a review of additional discoveries made during this investigation.

Participants

The participants for this study were members of one of the following: The Oklahoma City Human Resource Society, The Stillwater Area Human Resource Society, and The Enid Human Resource Society. A request for participation was sent to 489 (N) members. All 44 members of The Enid Human Resource Society were contacted directly, whereas the 413 Oklahoma City Human Resource Society and the 32 Stillwater Area Human Resource Society members received the same eMail via a “forwarding” process from the appropriate Chairperson. A copy of the Informed Consent (Appendix E) was attached as an Adobe PDF file. However, some eMails may not have been delivered due to firewalls, spam filters, etc..

The survey was available on the Internet at www.advancedsurvey.com from September 25, 2006, until October 6, 2006, which allowed participants two business weeks to complete the survey. The initial request resulted in 83 responses. A follow-up eMail was sent October 3, 2006, (Appendix F) after which, another 41 responses were captured. The survey captured 124 participants, all of whom provided usable data for the study resulting in a 25.35% response rate. All data except for that gleaned from question 24 were converted to an index composition (0 = never, 1 = once or twice, etc.). Thirteen participants requested a copy of the executive summary.

The participants (*n*) ranged from 110 to 124. For example, question one captured 124 responses. However, question 7 received 117 responses whereas question 25 received 110 responses. Thus, *n* varied based on each particular survey question due to non-response. If a participant did not answer a particular survey question that participant was excluded from that particular question analysis.

Demographics

The demographics of the participants are provided in Tables 4.1, 4.2, and 4.3 and include the distribution of participant's age, gender, and HR functional area:

Table 4.1 Age Distribution

Age (in years)	Frequency	Percentage
18 – 24	1	.91 %
25 – 34	8	7.27 %
35 – 44	31	28.18 %
45 – 54	41	37.27 %
55 – 64	27	24.55 %
Over 65	2	1.82 %

Source: Original

Table 4.2 Gender Distribution

Gender	Frequency	Percentage
Male	26	23.64 %
Female	84	76.36 %

Source: Original

Table 4.3 HR Functional Area Distribution

Functional Area	Frequency	Percentage
Benefits	7	6.42 %
Compliance	7	6.42 %
Generalist	72	66.06 %
HRIS	0	0.00 %
Performance Improvement	3	2.75 %
Safety	0	0.00 %
Staffing	10	9.17 %
Training	10	9.17 %

Source: Original

Women

Research questions 1A through 1D were developed to determine the percentage of harassment that female human resource professionals receive in regard to gender harassment, unwanted sexual attention, sexual coercion, and overall.

1A.) *What percentage of female human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

1B.) *What percentage of female human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

1C.) *What percentage of female human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

1D.) *What percentage of female human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

Table 4.4 provides the frequency or female endorsement of subscales GH, USA, and SC based on collapsed responses such that “Never” = No, and “Once or Twice,” “Often,” “Sometimes,” etc. = Yes. Additionally, question 21 “Have you ever been sexually harassed” is included in Table 4.4.

Table 4.4: Female HR Professionals Receiving Sexually Harassing Behavior

Females	Frequency	Percent	Valid Percent	Cumulative Percent
GH				
No	9	10.7	10.7	10.7
Yes	75	89.3	89.3	89.3
USA				
No	42	50.0	50.0	50.0
Yes	42	50.0	50.0	50.0
SC				
No	78	92.9	92.9	92.9
Yes	6	7.1	7.1	7.1
Q21				
No	54	64.3	64.3	64.3
Yes	30	35.7	35.7	35.7
<i>n</i>	84			

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
 Source: Original

As indicated in Table 4.4, eighty-nine percent of women self-reported to have received gender harassment, fifty percent self-reported to have received unwanted sexual attention, and seven percent self-reported to have received sexual coercion. Additionally, thirty-five percent of women also claimed to have been “sexually harassed.”

Men

Research questions 2A through 2D were developed to determine the percentage of unwelcome sexual behavior that male human resource professionals receive in regard to gender harassment, unwanted sexual attention, sexual coercion, and perceived as “sexual harassment.”

2A.) *What percentage of male human resource professionals have experienced gender harassment as self-reported and determined by the SEQ?*

2B.) *What percentage of male human resource professionals have experienced unwanted sexual attention as self-reported and determined by the SEQ?*

2C.) *What percentage of male human resource professionals have experienced sexual coercion as self-reported and determined by the SEQ?*

2D.) *What percentage of male human resource professionals have been “sexually harassed” as self-reported and determined by the SEQ?*

Table 4.5 provides the frequency distribution for male endorsement of subscales GH, USA, SC, and overall where responses are collapsed such that Never = No whereas Once or Twice, Often, Sometimes, etc. = Yes.

Table 4.5: Male HR Professionals Receiving Sexually Harassing Behavior

Males	Frequency	Percent	Valid Percent	Cumulative Percent
GH				
No	3	11.5	11.5	11.5
Yes	23	88.5	88.5	88.5
USA				
No	16	61.5	61.5	61.5
Yes	10	38.5	38.5	38.5
SC				
No	25	96.2	96.2	96.2
Yes	1	3.8	3.8	3.8
Q21				
No	24	92.3	92.3	92.3
Yes	2	7.7	7.7	7.7
<i>n</i>	26			

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
Source: Original

As indicated in Table 4.5, eighty-eight percent of men self-reported to have received gender harassment, thirty-eight self-reported to have received unwanted sexual

attention, and four percent self-reported to have received sexual coercion. Additionally, eight percent of men also claimed to have been “sexually harassed.”

Research questions 3A through 3C were developed to investigate if female human resource professionals are more likely than male human resource professionals to self-report incidents of gender harassment, unwanted sexual attention, or sexual coercion and also endorse question 21 which asks, “Have you been sexually harassed?”

3A.) Are female human resource professionals more likely than male human resource professionals to self-report gender harassment and “sexual harassment” as determined by the SEQ?

3B.) Are female human resource professionals more likely than male human resource professionals to self-report unwanted sexual attention and “sexual harassment” as determined by the SEQ?

3C.) Are female human resource professionals more likely than male human resource professionals to self-report sexual coercion and “sexual harassment” as determined by the SEQ?

Research questions 3A through 3C were investigated using Chi-Square analysis, linear by linear association, in order to determine if there are statistical differences between groups. The Chi-square “compares the observed frequencies of the responses with the expected frequencies.... The statistic tests whether or not the observed data is distributed the way we expect it to be” (Hair, Babin, Money, & Samouel, 2003, p. 262). The Chi-square for male/female and GH, USA, and SC is presented in Table 4.6.

Table 4.6: Chi-Square of Male/Female and GH, USA, and SC

	Value	Df	Asymp. Sig. (2 sided)
GH	.14	1	.907
USA	1.051	1	.305
SC	.359	1	.549

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
Source: Original

As Table 4.6 indicates, the statistical significance for men and women when compared against gender harassment, unwanted sexual attention, and sexual coercion was greater than .05. Thus, there are no statistically significant differences.

Contrastingly, the evidence presented in Table 4.7 indicates that a statistically significant difference exists for gender harassment and unwanted sexual attention but not for sexual coercion, when the data are collapsed and compared to the endorsement of question 21. The index scores for subscales GH, USA, and SC were determined by adding the individual scores (Never = 0, Once or Twice = 1, etc.), and dividing by the number of participants who positively endorsed those items. The indexed scores for the three subscales are presented in Table 4.7.

Table 4.7: Indexed Scores for Subscales when Q21 is Endorsed.

	M / F	N	Mean	Std. Deviation	Std. Error Mean
GH	M	2	13.5000	3.53553	2.50000
	F	30	6.0333	2.84645	.51969
USA	M	2	2.0000	.00000	.00000
	F	29	3.3793	3.11005	.57752
SC	M	2	.0000	.00000	.00000
	F	30	.2333	.56832	.10376

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
Source: Original

It is important to note that although males endorsed gender harassment with a mean score that is twofold that of females, since only two males endorsed GH, insufficient responses existed on which to base valid findings.

Comparison of Men and Women

There is only one statistically significant difference in responses to the GH, USA, and SC when comparing patterns of variance between men and women: unwanted sexual attention. This was determined by using a t-Test which measures for differences in group means. The t-Test is “appropriate when using a small sample and the standard deviation is unknown.... The t-Test assesses whether the observed differences between two sample means occurred by chance, or if there is a true difference” (Hair, Babin, Money, & Samouel, 2003, p. 267). The first step is to refer to Levene’s Test for Equality of Variance as listed in Table 4.8 to determine if any significant differences exist, and if so, whether or not to assume equal variance. If a significant difference exists ($p = .05$) the second step is to refer to Table 4.9 for the respective mean score.

Table 4.8: Independent Sample Test for Subscales

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Differ.	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
GH	Equal variances assumed	3.267	.073	.572	108	.569	.46886	.81987	-1.15625	2.09398
	Equal variances not assumed			.493	34.196	.625	.46886	.95174	-1.46489	2.40262
USA	Equal variances assumed	8.158	.005	-1.829	105	.070	-1.02585	.56090	-2.13801	.08630
	Equal variances not assumed			-2.383	68.676	.020	-1.02585	.43044	-1.88464	-.16707
SC	Equal variances assumed	.020	.887	-.090	107	.928	-.00741	.08203	-.17004	.15521
	Equal variances not assumed			-.086	38.804	.932	-.00741	.08629	-.18199	.16716

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
Source: Original

Table 4.9: Group Statistics

	Q23	N	Mean	Std. Deviation	Std. Error Mean
GH	M	26	4.7308	4.47712	.87804
	F	84	4.2619	3.36573	.36723
USA	M	25	.8400	1.57268	.31454
	F	82	1.8659	2.66093	.29385
SC	M	26	.0769	.39223	.07692
	F	83	.0843	.35630	.03911

Source: Original

Thus, as Tables 4.8 and 4.9 indicate, the only statistically significant difference between males (.84) and females (1.8659) in response patterns is in regard to the USA subscale.

No other differences are significant.

Table 4.10 provides a frequency table of the endorsement rates of gender harassment, unwanted sexual attention, and sexual coercion.

Table 4.10 Subscale Endorsement by Gender

	GH	USA	SC
Male Endorsement	88.5%	38.5%	3.8%
Female Endorsement	89.3%	50%	7.1%

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion
Source: Original

Prior research suggests that the endorsement of GH, USA, and SC by women is not surprising (Laband & Lentz, 1998, Matchen & DeSouza 2000, Collins, 2004, Meeaa & Rubin 1999, Calderone, 1999). However, the endorsement rates for men were not expected to be quite this elevated. For example, men had only a 1% lower endorsement rate for gender harassment and a 3% lower endorsement rate for sexual coercion. Furthermore, when the questions are individually compared, the only statistically significant difference in response patterns for men and women were for questions 7, 15, and 21 as seen in Tables 4.11 and 4.12. Table 4.11 is used to determine if significant patterns of variance occurred and if so, whether or not to assume equal variance.

Q. 7 Was staring, leering, or ogling?

Q. 15 Made unwanted attempts to fondle you?

Q. 21 Have you been sexually harassed?

Table 4.11 t-Test for Equality of Means for Response Patters of Men & Women

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	Df	Sig. (2-tailed)	Mean Differ.	Std. Error Differ.	95% Confidence Interval of the Difference	
									Lower	Upper
Q 7	Equal variances assumed	18.277	.000	-2.161	107	.033	-.320	.148	-.614	-.026
	Equal variances not assumed			-2.751	63.456	.008	-.320	.116	-.553	-.088
Q 15	Equal variances assumed	5.657	.019	-1.130	108	.261	-.048	.042	-.131	.036
	Equal variances not assumed			-2.037	83.000	.045	-.048	.023	-.094	-.001
Q 21	Equal variances assumed	8.659	.004	-1.916	108	.058	-.310	.162	-.632	.011
	Equal variances not assumed			-2.134	50.422	.038	-.310	.145	-.603	-.018

Source: Original

Table 4.12 provides the polytomously scored differences for men and women for questions 7, 15, and 21.

Table 4.12 Significant Differences for Men & Women

	M / F	N	Mean	Std. Deviation	Std. Error Mean
Q7	M	25	.12	.440	.088
	F	84	.44	.700	.076
Q15	M	26	.00	.000	.000
	F	84	.05	.214	.023
Q21	M	26	.15	.613	.120
	F	84	.46	.752	.082

Source: Original

The data in Table 4.12 suggests that men and women had significantly significant differences in their responses to questions 7, 15, and 21.

When the endorsement rate of each question is compared against question 21, “Have you ever been sexually harassed?” there are statistically significant differences among certain questions and in the subscales as seen in Table 4.13. For example, for participants who answered “never” to “have you ever been sexually harassed” the average score was 1.39 which is greater than “once or twice” but less than “sometimes.” Contrastingly, for participants who answered “yes” to “have you ever been sexually harassed” the average score was 2.71 which is more than “sometimes” but less than “often.”

Table 4.13: Differences in Responses When Question 21 is Endorsed

	Have you ever been sexually harassed?	N	Mean	Std. Deviation	Std. Error Mean
Q2	No	112	1.39	1.110	.105
	Yes	7	2.71	1.380	.522
Q4	No	111	.70	.870	.083
	Yes	7	1.57	1.272	.481
Q5	No	111	.29	.624	.059
	Yes	7	1.57	.976	.369
Q7	No	107	.33	.626	.061
	Yes	7	1.00	.816	.309
Q10	No	106	.97	.889	.086
	Yes	7	2.00	1.000	.378
Q14	No	104	.26	.557	.055
	Yes	7	1.43	.976	.369
Q21	No	103	.24	.431	.042
	Yes	7	2.57	.787	.297
GH	No	106	4.1226	3.38541	.32882
	Yes	7	9.1429	4.09994	1.54963
USA	No	101	1.4455	2.26925	.22580
	Yes	7	5.1429	3.84831	1.45453

Source: Original

The index scores for subscales GH and USA were determined by adding the individual scores (Never = 0, Once or Twice = 1, etc.), and dividing by the number of participants who positively endorsed those items. The index score varies based on the number of questions within the subscale and the answers that were selected. For participants who endorsed question 21, “Have you ever been sexually harassed?” the average gender harassment score was 9.1429 with a range of 1 to 16 and a standard deviation of 4.09994. This means that the average score is not a sufficient indication for this particular item.

SEQ questions 3, 6, 8, 9, 11, 12, 13, 15, 16, 17, 18, 19, and 20 did not have statistically significant differences when comparing data from each question against the endorsement of question 21 (Appendices G and H). Likewise, the subscale “sexual coercion” did not have a statistically significant difference between men and women when compared against question 21 (Appendices G and H). Rather, the only statistical difference between men and women when comparing the endorsement rates of questions 2 through 20 against question 21 are listed in Table 4.14.

Table 4.14: Q’s With Statistical Difference When Data Compared to Q. 21

Item	Question
2	Habitually told suggestive stories and offensive jokes?
4	Made crude and offensive sexual remarks, either publicly or to you privately?
5	Made offensive remarks about your appearance, body, or sexual activities?
7	Was staring, leering, or ogling you in a way that made you feel uncomfortable?
10	Frequently made sexist remarks?
14	Touched you in a way that made you feel uncomfortable?

Source: Original

Although there was a statistically significant difference between the endorsement of question 21 and the endorsement of gender harassment based questions, there was no statistically significant difference between question 21 and the endorsement of unwanted sexual attention or sexual coercion based questions (Appendices G and H).

Correlations

Question 21, “Have you ever been sexually harassed” was tested against subscales GH, USA, and SC to investigate the possibility of correlations. As Table 4.15 displays, moderate correlations were found between question 21 and GH, USA, but not with SC.

Table 4.15 Correlation Test Between Q21 & Subscales.

		Sexual Harassment	GH	USA	SC
Sexual Harassment	Pearson Correlation	1	.336(**)	.359(**)	.147
	Sig. (2-tailed)		.000	.000	.127
	N	124	113	108	109
GH	Pearson Correlation	.336(**)	1	.563(**)	.305(**)
	Sig. (2-tailed)	.000		.000	.001
	N	113	113	108	109
USA	Pearson Correlation	.359(**)	.563(**)	1	.418(**)
	Sig. (2-tailed)	.000	.000		.000
	N	108	108	108	106
SC	Pearson Correlation	.147	.305(**)	.418(**)	1
	Sig. (2-tailed)	.127	.001	.000	
	N	109	109	106	109

GH = Gender Harassment, USA = Unwanted Sexual Attention, SC = Sexual Coercion

** Correlation is significant at the 0.01 level (2-tailed).

Source: Original

Table 4.15 indicates moderate correlations between question 21 and GH, and USA but not with SC. This is somewhat surprising since sexual coercion is essentially quid-pro-

quo harassment (Fitzgerald, et al. 1995) and thus more severe in terms of sexual harassment. However, this incongruity is likely due to a small sample size that had limited endorsement of SC items (females = 6, males = 1) and “sexual harassment” (female = 30 and males = 2). Additionally, there are moderate correlations between USA and GH, SC, and “sexual harassment” as well as SC correlated with GH and USA.

Age

Question 23 captured the participants’ age using the following bands: 18 to 24, 25 to 34, 45 to 54, 55 to 64, and Over 65. These bands were collapsed into two groups: 18 to 44 and 45 to Over 65. In comparing these to age group it was discovered they had statistically significant differences in response rates to questions 2, 5, and 7 as determined by a one-way ANOVA. “ANOVA is used to assess the statistical differences between the means of two or more groups” (Hair, Babin, Money, & Samouel, 2003, p. 268). Furthermore, a one-way ANOVA is used when there is only one independent variable. The one-way ANOVA for questions 2, 5, and 7 based on age are presented in Table 4.16.

Q2. Habitually told suggestive stories and offensive jokes?

Q5. Made offensive remarks about your appearance, body, or sexual activities?

Q7. Was staring, leering, or ogling you in a way that made you feel uncomfortable?

Table 4.16 One Way ANOVA Based on Age

		Sum of Squares	df	Mean Square	F	Sig.
Q2	Between Groups	18.686	5	3.737	2.930	.016
	Within Groups	132.669	104	1.276		
	Total	151.355	109			
Q5	Between Groups	6.182	5	1.236	2.483	.036
	Within Groups	51.782	104	.498		
	Total	57.964	109			
Q7	Between Groups	4.416	5	.883	2.120	.069
	Within Groups	42.905	103	.417		
	Total	47.321	108			

Source: Original

Furthermore, there was no statistical significance to subscales GH, USA, and SC between participants younger and older than 45.

CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

While the U.S. has made great strides in passing Title VII, case law that is inclusive of both sexes, sexual harassment in the workplace and the problems associated with it is likely to continue. Competing theories claim that sexual behavior in the workplace is wrong, limited by one person's perception, and a natural behavior of the sexes. Yet when these theories collide in the workplace and someone's economic welfare is at stake, the need for confines are created. In the United States when the sexual behavior is unwelcome, it has become illegal.

Overview

Human resource professionals are on the forefront of addressing this phenomenon in the workplace and are often faced with determining whether or not to pursue an investigation and disciplinary actions. Thus, the human resource manager often serves as a preliminary judge in determining if the behavior would be unwelcome by a reasonable woman, a reasonable man, or more importantly, a reasonable victim. Human resource professionals are therefore expected to be "reasonable" in how they view sexual behavior in the workplace. It is reasonable to expect that their views are congruent with the typical

American worker and they are more adept at identifying unwanted sexual behavior as harassment. The evidence discovered in this investigation suggests they are.

For example, although over fifty percent of human resource professionals have received unwanted sexual behavior, thirty-five percent of females and eight percent of males claim to have been “sexually harassed.” This is much higher than discoveries in prior research which indicates similar levels of unwanted sexual behavior but a much lower rate of self-reported “sexual harassment”. Moreover, while the endorsement rate of unwanted sexual behavior ranges from fifty to seventy percent in other research, the endorsement of “sexual harassment” is normally around six to twenty percent (Laband & Lentz, 1998, Matchen & DeSouza 2000, Collins, 2004, Mecaa & Rubin 1999, Calderone, 1999, Fitzgerald, et al., 1995). This is encouraging in regard to human resource professional’s ability to identify unwanted sexual behavior as sexual harassment.

Male and Female Human Resource Professionals

Prior research by Magley, Hulin, Fitzgerald, DeNardo (1999) led them to theorize that over 50% of women in any sample have been sexually harassed at work. However, there is insufficient evidence to theorize the likelihood of men being sexually harassed at work.

Based on the findings of this investigation, male and female human resource professionals receive differing levels of unwanted sexual attention; however, they receive no statistically significant difference in gender harassment or sexual coercion. Furthermore, of the 20 questions that investigate sexual behavior in the workplace, only

six of them (30%) had statistically different responses for men and women. Thus, although differences exist between men and women regarding the likelihood of receiving unwanted sexual behavior, the differences are not overwhelming.

Research questions 3A through 3C ask if female human resource professionals are more likely to self-report sexually harassing behavior in the workplace as “sexual harassment” than male human resource professionals.

3A.) Are female human resource professionals more likely than male human resource professionals to self-report gender harassment and “sexual harassment” as determined by the SEQ?

3B.) Are female human resource professionals more likely than male human resource professionals to self-report unwanted sexual attention and “sexual harassment” as determined by the SEQ?

3C.) Are female human resource professionals more likely than male human resource professionals to self-report sexual coercion and “sexual harassment” as determined by the SEQ?

There was insufficient data upon which to base an overall conclusion due to the size of the groups. Although men are more likely to view gender harassment as “sexual harassment,” there were too few endorsements to draw a statistically significant conclusion. Women are indeed more likely to regard sexual coercion as “sexual harassment,” but sexual coercion is only one of the three subscales used to measure harassment in the workplace.

Limitations

The demographics of gender reasonably match human resource professionals nationally and also the members of SHRM chapters located in Enid, Stillwater, and Oklahoma City as seen in Figure 5.1.

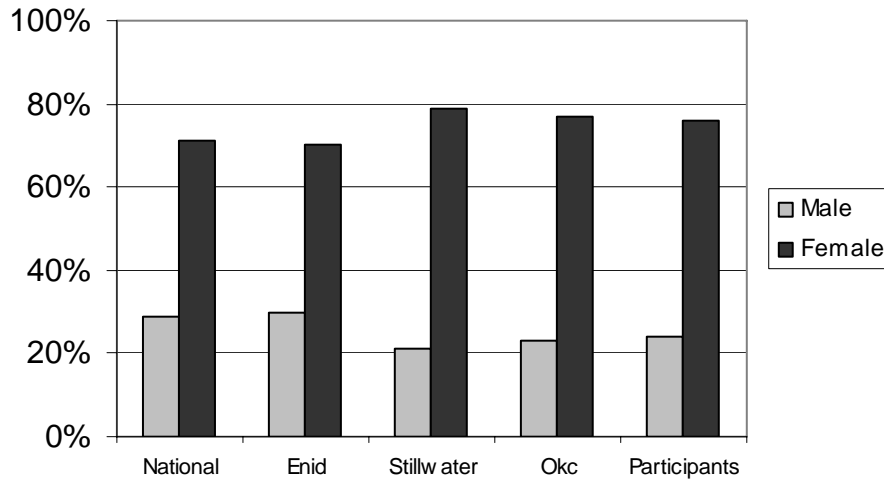


Figure 5.1: Comparison of Gender Among HR Professionals
Source: National: U.S. Office of Personnel Management, 1998
Cities: Respective SHRM Affiliated Chapter, 2006

Although the findings can reasonably be applied to human resource professionals within Oklahoma, it is possible that the participants do not represent the national average human resource manager due to regionally based items such as culture, family, religion, and political view. Furthermore, this investigation did not capture racial ethnicity which is believed to be a factor in regarding sexual behavior as welcome or harassment (Wuensch, Campbell, Kesler, & Moore, 2002).

Although participants provided an indication of their age by self-reporting an age-band, the data does not provide the actual age of each participant. Furthermore, age

band 18 – 24 may have countered a participant from answering within “the last five years” due to the age of legal employment in the U.S. Last, although further insight may have been gleaned by collecting the years that each participant has worked in human resources, the jury found that type of question to be confusing due to the often shared duties between human resources and operations or management.

Although the SEQ adequately serves to measure sexual harassment from a psychological viewpoint, it does not have legal merit (Gutek, Murphy, Douma, 2004). However, as the understanding of sexual harassment increases and current laws are challenged, evidence gleaned from the SEQ could reasonably be used as guidance for developing future workplace policies, and as legal construct.

Implications

This investigation discovered that unwanted sexual behavior frequently occurs for both male and female human resource professionals and that sexual harassment continues to be a negative issue in organizations. These negative issues often lead to increased turnover, reduced job satisfaction, low morale, and financially costly legal claims. This possibly indicates a greater understanding of unwelcome behavior and the laws surrounding sexual harassment. Furthermore, this investigation clearly shows that female human resource professionals are much more likely to identify unwanted sexual behavior as “sexual harassment” than discovered in similar research.

Regardless of the level of harassment that human resource professionals receive, it is likely that organizations will continue to expect them to hold expert knowledge of

sexual harassment and what is welcome or unwelcome in the workplace or organization. Therefore, human resource professionals, or supervisors of similar occupational status, who have the authority to conduct investigations and discipline at mid-to large-sized employers should be required to participate in continuing education regarding sexual harassment. It is critical that human resource professionals are experts at assessing the severity and pervasiveness of sexual behavior and the un/reasonableness of the behavior. States should give strong consideration to following the lead of California and Connecticut in pursuit of this goal by requiring employers to continuously train supervisors and managers in regard to sexual harassment in the workplace.

All employers should be required to provide sexual harassment training to all employees both at the inception of employment and periodically thereafter. Although the U.S. has made great strides in reducing sexual harassment, it is critical to eliminate the pairing of sexual harassment and economic welfare which interferes with productivity and the wellbeing of employees. However, the human resource professionals are already arguably better trained, but continue to be harassed which presents a challenge.

Mid-to large-sized employers should consider an alternate reporting structure for sexual harassment. The percentage of human resource managers who receive sexual harassment at work is alarming. Yet, to whom are they to report it? Although some human resource professionals may be able to report it to a superior, there is no guarantee that the superior is equipped to handle the complaint or will remain unbiased during the investigation. Thus employers should provide an alternate person for whom the human resource professional (or others if needed) may report sexual harassment. A likely

candidate would be legal counsel who normally represents the company. However, it is important that this reporting structure is formally known by all.

Further Research

This particular use of the SEQ provided significant insight to the frequency of sexual harassment of human resource managers. Nonetheless, the following recommendations surfaced as part of this investigation.

1) Utilize a static reporting period. Although the jury for this investigation was well grounded in their reasoning for choosing “5 years” as the reporting period, doing so disallowed any comparison between human resource professionals and other sample groups. Perhaps the author of the SEQ will consider utilizing a 4 or 5 year period in future versions of the SEQ. Until this happens, it is recommended that future research does not deviate from the “24 month” timeframe.

2) Further investigate the harassment of male human resource professionals. The data gleaned from this investigation was surprising in regard to the frequency of sexual harassment towards human resource professionals. However, their participation was insufficient to draw well grounded conclusions to be applied to the population.

3) Conduct similar nationwide research. It was somewhat unexpected to discover the frequency of sexual harassment toward human resource professionals. Although sexual harassment is a product of human behavior, it is reasonable to expect that a human resource professional is “off-limits.” Contrary to this expectation, human resource professionals do indeed receive sexual harassment. Is this a phenomenon unique to Oklahoma?

4) Conduct a qualitative study on the harassment of human resource professionals. This would allow significant insight into the methods of the harasser and the perceptions of the harassee. Also, it could possibly identify likely situations that are conducive to sexual harassment such as reporting structures, or the opportunity for quid-pro-quo harassment such as a staffing company hoping to provide temporary employees to a manufacturing firm.

5) Conduct an investigative study that measures the knowledge of sexual harassment laws, reasonable victim standards, and investigative skills held by human resource professionals. With human resource professionals on the forefront of monitoring and responding to sexual harassment, it is critical to know whether or not they are competent.

6) Of particular interest are the correlations presented in Table 4.15. This investigation did not yield a sufficient response rate to allow adequate analysis of subscale correlations. However, discovering if people are likely to endorse certain items of the SEQ in tandem could provide additional insight into the phenomenon of unwanted sexual behavior. Moreover, are certain behaviors more offensive when combined than others? Or, perhaps a strong correlation of subscales indicates an increased knowledge of sexual harassment by the participant.

Closing Remarks

Human resource professionals are charged with being the gatekeeper of sexual harassment in the workplace. However, it is evident that many human resource

professionals receive sexual behavior they do not endorse as “sexual harassment.” This disconnect is of high concern. Human resource professionals are responsible for providing the initial litmus test of how a reasonable person would perceive sexual behavior in the workplace. It is critical that human resource professionals become experts in determining if sexual harassment has occurred and resolving those issues if present, including when they are the harassee.

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APPENDIX A

SEQ (Form W) YOUR EXPERIENCES AT THIS ORGANIZATION

In this part of the questionnaire, we would like to know about your experiences here at this organization. **For each item, please circle the number that most closely describes your own experience with MALE co-workers and supervisors DURING THE LAST 24 MONTHS.** Please answer as frankly and completely as you can; remember that YOUR ANSWERS ARE COMPLETELY CONFIDENTIAL.

DURING THE PAST 24 MONTHS at this organization, have you been in a situation where any of your MALE supervisors or co-workers:

	Never	Once or Twice	Some- times	Often	Many Times
a) ...habitually told suggestive stories or offensive jokes?	0	1	2	3	4
b) ...made unwanted attempts to draw you into a discussion of personal or sexual matters (e.g., attempted to discuss or comment on your sex life)?	0	1	2	3	4
c) ...made crude and offensive sexual remarks, either publicly (for example, in the office), or to you privately?	0	1	2	3	4
d) ...made offensive remarks about your appearance, body, or sexual activities?	0	1	2	3	4
e) ...gave you unwanted sexual attention?	0	1	2	3	4
f) ...was staring, leering, or ogling you in a way that made you feel uncomfortable?	0	1	2	3	4
g) ...attempted to establish a romantic or sexual relationship despite your efforts to discourage him?	0	1	2	3	4
h) ...displayed, used, or distributed sexist or suggestive materials (e.g., pictures, stories, or pornography)?	0	1	2	3	4
i) ...frequently make sexist remarks (e.g., suggesting that women are too emotional to be scientists or to assume leadership roles)?	0	1	2	3	4
j) ...has continued to ask you for dates, drinks, dinner, etc., even though you have said "no"?	0	1	2	3	4
k) ...made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?	0	1	2	3	4

DURING THE PAST 24 MONTHS at this organization, have you been in a situation where any of your MALE supervisors or co-workers:

	Never	Once or Twice	Some-times	Often	Many Times
l) ...made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming evaluation, review, etc.)?	0	1	2	3	4
m) ...touched you (e.g., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?	0	1	2	3	4
n) ...made unwanted attempts to stroke or fondle you (e.g., stroking your leg or neck, touching your breast, etc.)?	0	1	2	3	4
o) ...made unwanted attempts to have sex with you that resulted in you pleading, or physically struggling?	0	1	2	3	4
p) ...implied faster promotions or better treatment if you were sexually cooperative?	0	1	2	3	4
q) ...made it necessary for you to respond positively to sexual or social invitations in order to be well treated on the job?	0	1	2	3	4
r) ...made you afraid that you would be treated poorly if you didn't cooperate sexually?	0	1	2	3	4
s) ...treated you badly for refusing to have sex with a coworker or supervisor?	0	1	2	3	4
t) ...have you ever been sexually harassed?	0	1	2	3	4

APPENDIX B

Online SEQ Used for This Investigation at www.AdvancedSurvey.com

Survey #43578

Survey Title	Workplace Behaviors - Informed Consent
Survey Welcome Message	<p>The following survey is being conducted by Lee Tyner who is pursuing a doctorate at Oklahoma State University. This survey will gather the data to be used in his dissertation.</p> <p>This survey queries your experiences with certain behaviors in the workplace. Your answers to this survey will be stored as aggregate data with no possibility of identifying you individually as a respondent.</p> <p>This research is limited to the following survey. There will not be any contact after this survey to discuss your responses. This survey consists of 24 questions and will take approximately 5 minutes to complete.</p> <p>There are neither risks to you as a respondent associated with the survey nor rewards other than a copy of the executive summary should you specifically request one.</p> <p>The aggregate responses will be stored electronically and statistically analyzed by Lee Tyner. Results of the analysis will be shared with you, if you so request, and with the author of the questionnaire. The data will be stored in a password-protected electronic file for no more than a year.</p> <p>Should you have any questions regarding this survey, contact Lee Tyner at (405) 974-2808 (LTyner@UCOK.edu) or Dr. Sue Jacobs, Chair of OSU Research Compliance, 219 Cordell North, (405) 744-1676.</p>

	<p>All information is anonymous and no attempt will be made to identify participants of the survey.</p> <p>Participation is voluntary and subjects can discontinue the research activity at any time without reprisal or penalty.</p>
Survey Conclusion Message	<p>To submit your answers, click on the "Complete Survey" box.</p> <p>If you would like an executive summary of the results, please send an eMail to LTyner@UCOK.edu</p> <p>Your answers always remain anonymous, even if you request results of the survey. Thank you for participating in the survey.</p>
Redirect Page	
Color Scheme	Default
Organization Logo	
Public Results	False
Prevent Multiple Responses	True
Remove Advanced Survey Logo	False
Survey Close Date	10/6/2006

Question #	Question Text	Choices
1	<p>If you agree to participate in this survey, please click "Continue." If you do not wish to participate, you may exit the survey at any time by closing your web browser.</p> <p>Data from partially completed surveys will not be gathered or used.</p>	0
2	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Habitually told suggestive stories and offensive jokes?</p>	5

	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
3	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made unwanted attempts to draw you into a discussion of personal or sexual matters (e.g., attempted to discuss or comment on your sex life)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
4	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made crude and offensive sexual remarks, either publicly (for example, in the office) or to you privately?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
5	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p>	5

	Made offensive remarks about your appearance, body, or sexual activities?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
6	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Gave you unwanted sexual attention?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
7	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Was staring, leering, or ogling you in a way that made you feel uncomfortable?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
8	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Attempted to establish a romantic or sexual</p>	5

	relationship despite your efforts to discourage him or her?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
9	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Displayed, used, or distributed sexist or suggestive materials (e.g. eMails, pictures, stories, or pornography)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
10	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Frequently made sexist remarks?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
11	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p>	5

	Has continued to ask you for dates, drinks, dinner, etc., even though you have said "No"?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
12	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made you feel you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
13	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming evaluation, review, etc.)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
14	<i>DURING THE PAST 5 YEARS, have you been in a</i>	5

	<p><i>situation where any of your supervisors or coworkers:</i></p> <p>Touched you (e.g., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?</p>	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
15	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made unwanted attempts to stroke or fondle you (e.g., stroking your leg or neck, touching you in a private area, etc.)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
16	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made unwanted attempts to have sex with you that resulted in your pleading, or physically struggling?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often 	

	<ul style="list-style-type: none"> • Many Times 	
17	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Implied faster promotions or better treatment if you were sexually cooperative?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
18	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made it necessary for you to respond positively to sexual or social invitations in order to be well treated on the job?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
19	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Made you afraid that you would be treated poorly if you didn't cooperate sexually?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes 	

	<ul style="list-style-type: none"> • Often • Many Times 	
20	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Treated you badly for refusing to have sex with a co-worker, supervisor, or vendor?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
21	<p><i>DURING THE PAST 5 YEARS, have you been in a situation where any of your supervisors or coworkers:</i></p> <p>Have you ever been sexually harassed?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
22	What is your age?	6
	<ul style="list-style-type: none"> • 18 to 24 • 25 to 34 • 35 to 44 • 45 to 54 • 55 to 64 	

	<ul style="list-style-type: none"> • Over 65 	
23	What is your gender?	2
	<ul style="list-style-type: none"> • Male • Female 	
24	Which functional area of Human Resources best describes your primary role?	8
	<ul style="list-style-type: none"> • Benefits • Compliance • Generalist • HRIS • Performance Improvement (HRD / OD) • Safety • Staffing • Training 	
25	How much experience do you have investigating, responding to, and/or dealing with claims of sexual harassment?	4
	<ul style="list-style-type: none"> • None • Less than average • Average • More than average 	

APPENDIX C

Online SEQ Used for the Jury Analysis at www.AdvancedSurvey.com

Survey # 40618

Survey Property	Survey Value
Survey Title	Jury Review of Survey for Dissertation
Survey Welcome Message	<p>The following survey is being conducted by Lee Tyner who is pursuing a doctorate at Oklahoma State University. This survey will gather the data to be used in his dissertation.</p> <p>This survey queries your experiences of certain behaviors in the workplace. Your answers to this survey will be stored as aggregate data with no possibility of identifying you as a respondent.</p> <p>This research is limited to the following survey. There will not be any contact after this survey to discuss your responses. This survey consists of 30 questions and will take approximately 5 minutes to complete.</p> <p>There are neither risks to you as a respondent associated with the survey nor rewards other than a copy of the executive summary should you specifically request one.</p> <p>The aggregate responses will be stored electronically and statistically analyzed by Lee Tyner. Results of the analysis will be shared with you, if you so request, and with the author of the questionnaire. The data will be stored in a password protected electronic file for no more than a year.</p> <p>Should you have any questions regarding this survey, contact Lee Tyner at (405) 974-2808 (LTyner@UCOK.edu) or Dr. Sue Jacobs, IRB Chair, 415 Whitehurst Hall,</p>

	<p>(405) 744- 1676.</p> <p>All information is anonymous and no attempt will be made to identify participants of the survey.</p> <p>Participation is voluntary and subjects can discontinue the research activity at any time without reprisal or penalty.</p>
Survey Conclusion Message	<p>Thank you for participating in the survey. If you would like an executive summary of the results, please send an eMail to LTyner@UCOK.edu Your answers always remain anonymous, even if you request results of the survey.</p>
Redirect Page	
Color Scheme	Default
Organization Logo	
Public Results	False
Prevent Multiple Responses	True
Remove Advanced Survey Logo	False
Survey Close Date	9/23/2006

Question #	Question Text	Choices
1	<p>If you agree to participate in this survey, please click "Continue." If you do not wish to participate, you may exit the survey at any time by closing your web browser. Data from partially completed surveys will not be gathered or used.</p>	0
2	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Habitually told suggestive stories and offensive jokes?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice 	

	<ul style="list-style-type: none"> • Sometimes • Often • Many Times 	
3	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made unwanted attempts to draw you into a discussion of personal or sexual matters (e.g., attempted to discuss or comment on your sex life)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
4	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made crude and offensive sexual remarks, either publicly (for example, in the office) or to you privately?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
5	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made offensive remarks about your appearance, body,</p>	5

	or sexual activities?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
6	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Gave you unwanted sexual attention?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
7	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Was staring, leering, or ogling you in a way that made you feel uncomfortable?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
8	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p>	5

	Attempted to establish a romantic or sexual relationship despite your efforts to discourage him or her?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
9	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Displayed, used, or distributed sexist or suggestive materials (e.g. pictures, stories, or pornography)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
10	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Frequently made sexist remarks?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	

11	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Has continued to ask you for dates, drinks, dinner, etc., even though you have said "no"?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
12	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made you feel you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
13	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming evaluation, review, etc.)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice 	

	<ul style="list-style-type: none"> • Sometimes • Often • Many Times 	
14	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Touched you (e.g., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
15	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made unwanted attempts to stroke or fondle you (e.g., stroking your leg or neck, touching you in a private area, etc.)?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
16	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made unwanted attempts to have sex with you that</p>	5

	resulted in you pleading, or physically struggling?	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
17	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Implied faster promotions or better treatment if you were sexually cooperative?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
18	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made it necessary for you to respond positively to sexual or social invitations in order to be well treated on the job?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
19	<i>DURING THE PAST 24 MONTHS, have you been in a</i>	5

	<p><i>situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Made you afraid that you would be treated poorly if you didn't cooperate sexually?</p>	
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
20	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Treated you badly for refusing to have sex with a co-worker, supervisor, or vendor?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
21	<p><i>DURING THE PAST 24 MONTHS, have you been in a situation where any of your supervisors, coworkers, vendors, or customers:</i></p> <p>Have you ever been sexually harassed?</p>	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often 	

	<ul style="list-style-type: none"> • Many Times 	
22	What is your age?	6
	<ul style="list-style-type: none"> • 18 to 24 • 25 to 34 • 35 to 44 • 45 to 54 • 55 to 64 • Over 65 	
23	What is your gender?	2
	<ul style="list-style-type: none"> • Male • Female 	
24	Which of the following EEO categories best describes you?	6
	<ul style="list-style-type: none"> • American Indian or Alaskan Native • Asian or Pacific Islander • Black or African American • Hispanic or Chicano • White or Caucasian • Other 	
25	How many years have you worked in Human Resources (including previous employers). Please enter the years in the text box below.	7
	<ul style="list-style-type: none"> • 0 to 4 • 5 to 9 • 10 to 14 	

	<ul style="list-style-type: none"> • 15 to 19 • 20 to 24 • 25 to 29 • 30 or more 	
26	Which position best describes your current role?	5
	<ul style="list-style-type: none"> • Director • Manager • Generalist • Specialist • Coordinator 	
27	Which functional area of Human Resources best describes your primary role?	7
	<ul style="list-style-type: none"> • Benefits • Compliance • Generalist • HRIS • Recruiting • Safety • Training 	
28	To which HR Society do you belong?	4
	<ul style="list-style-type: none"> • Enid HR Society • Oklahoma City HR Society • Stillwater Area HR Society • Tulsa Area HR Society 	

29	Are you ever the trainer when your organization conducts training on sexual harassment?	5
	<ul style="list-style-type: none"> • Never • Once or Twice • Sometimes • Often • Many Times 	
30	How much training have you completed on the topic of sexual harassment?	4
	<ul style="list-style-type: none"> • None • Less than average • Average • More than average 	
31	How much experience do you have investigating, responding to, and/or dealing with claims of sexual harassment?	4
	<ul style="list-style-type: none"> • None • Less than average • Average • More than average 	

APPENDIX D

Request for Participation

From: Lee Tyner
Sent: Sunday, September 24, 2006 2:56 PM
To:
Subject: Workplace Behaviors

Greetings,

My name is Lee Tyner and I am a doctoral student at Oklahoma State University. I am currently investigating workplace behaviors as they relate to human resources.

As an HR professional, I invite you to participate in a research project that needs your views. I would appreciate 5 minutes of your time to complete this online survey. This is my final step before graduation. If you have any questions about privacy, risks, or contact information, etc. please see the attached document.

To complete the online survey, click the following:

<http://www.AdvancedSurvey.com/default.asp?SurveyID=43578>

All responses will be anonymous.

Thank you.

- Lee Tyner

APPENDIX E

Follow Up Request for Participation

From: Lee Tyner
Sent: Monday, October 3, 2006 10:27 PM
To:
Subject: Workplace Behaviors

I would like to extend thanks to the many people who have participated in my online survey. Also, I am glad that many of you are interested in learning more about my research. I will send an executive summary to those that have contacted me.

There is still time to take the survey if you have not done so already. It takes approximately 5 minutes. Just click on the following link:

<http://www.AdvancedSurvey.com/default.asp?SurveyID=43578>

Thanks!

- Lee Tyner

APPENDIX F
Informed Consent

The following survey is being conducted by Lee Tyner who is pursuing a doctorate at Oklahoma State University. This survey will gather the data to be used in his dissertation.

This research will determine whether or not you have experienced certain behaviors in the workplace. You are among many human resource professionals randomly selected to participate in this survey.

This research is limited to the following survey. There will not be any contact after this survey to discuss your responses. This survey consists of 30 questions and will take approximately 6 minutes to complete.

There are no known risks associated with this project which are greater than those ordinarily encountered in daily life. There is no expected benefit to the participant in completing the survey.

There will be no attempt to gather or retain any traceable information such as names, eMails, phone numbers, etc. Any traceable information that is provided by participants will be deleted. The electronic files of the questionnaire will be deleted within one year. The survey data will be stored electronically by Lee Tyner and shared with the instrument's author, Louise Fitzgerald, Ph.D.

For information on subjects' rights, contact Dr. Sue Jacobs, Chair of the OSU Institutional Review Board for Research Compliance, 219 Cordell North, (405)744-1676. All information is anonymous and no attempt will be made to identify participants of the survey.

Participation is voluntary and subjects can discontinue the research activity at any time without reprisal or penalty.

Should you have any questions, you may contact:

Lee Tyner, Primary Researcher, (405) 974-2808, LTyner@ucok.edu
Sue Jacobs, Chair of the OSU Institutional Review Board, (405) 744-1676
Bob Nolan, Dissertation Advisor, (405) 744-9190, bob.nolan@okstate.edu



powered by **AdvancedSurvey**[Learn More](#) | [Sign Up](#) | [Help](#) | [Privacy Policy](#)**Survey Preview -- Results Are Not Recorded****Sexual Behaviors in the Workplace**

The following survey is being conducted by Lee Tyner who is pursuing a doctorate at Oklahoma State University. This survey will gather the data to be used in his dissertation.

This survey queries your experiences of certain behaviors in the workplace. Your answers to this survey will be stored as aggregate data with no possibility of identifying you as a respondent.

This research is limited to the following survey. There will not be any contact after this survey to discuss your responses. This survey consists of 25 questions and will take approximately 5 minutes to complete.

There are neither risks to you as a respondent associated with the survey nor rewards other than a copy of the executive summary should you specifically request one.

The aggregate responses will be stored electronically and statistically analyzed by Lee Tyner. Results of the analysis will be shared with you, if you so request, and with the author of the questionnaire. The data will be stored in a password protected electronic file for no more than a year.

Should you have any questions regarding this survey, contact Lee Tyner at (405) 974-2808 (LTyner@UCOK.edu) or Dr. Sue Jacobs, Chair of OSU Research Compliance, 219 Cordell North, (405) 744-1676.

All information is anonymous and no attempt will be made to identify participants of the survey.

Participation is voluntary and subjects can discontinue the research activity at any time without reprisal or penalty.

[Continue](#)

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APPENDIX G

t-Test for Equality of Means

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Differ.	Std. Error Differ.	95% Confidence Interval of the Difference	
									Lower	Upper
Q 2	Equal variances assumed	.017	.896	-3.014	117	.003	-1.321	.438	-2.190	-.453
	Equal variances not assumed			-2.484	6.494	.045	-1.321	.532	-2.600	-.043
Q 3	Equal variances assumed	.067	.797	-.479	115	.633	-.144	.301	-.741	.452
	Equal variances not assumed			-.471	6.756	.653	-.144	.306	-.874	.586
Q 4	Equal variances assumed	1.245	.267	-2.491	116	.014	-.869	.349	-1.559	-.178
	Equal variances not assumed			-1.780	6.358	.123	-.869	.488	-2.047	.309
Q 5	Equal variances assumed	3.701	.057	-5.093	116	.000	-1.283	.252	-1.782	-.784
	Equal variances not assumed			-3.435	6.313	.013	-1.283	.374	-2.186	-.380
Q 6	Equal variances assumed	5.458	.021	-2.746	115	.007	-.505	.184	-.870	-.141
	Equal variances not assumed			-1.748	6.275	.129	-.505	.289	-1.205	.194
Q 7	Equal variances assumed	.282	.596	-2.705	112	.008	-.673	.249	-1.166	-.180
	Equal variances not assumed			-2.140	6.470	.073	-.673	.314	-1.429	.083
Q 8	Equal variances assumed	31.71	.000	-4.017	111	.000	-.496	.123	-.741	-.251
	Equal variances not assumed			-1.662	6.090	.147	-.496	.298	-1.224	.232
Q 9	Equal variances assumed	.090	.764	-1.560	111	.122	-.569	.365	-1.291	.154

	Equal variances not assumed			-1.534	6.786	.170	-.569	.371	-1.451	.314
Q10	Equal variances assumed	.843	.360	-2.944	111	.004	-1.028	.349	-1.720	-.336
	Equal variances not assumed			-2.652	6.641	.034	-1.028	.388	-1.955	-.101
Q11	Equal variances assumed	49.858	.000	-4.861	111	.000	-.524	.108	-.738	-.311
	Equal variances not assumed			-1.759	6.058	.129	-.524	.298	-1.252	.203
Q12	Equal variances assumed	8.669	.004	-1.592	111	.114	-.115	.072	-.257	.028
	Equal variances not assumed			-.797	6.155	.455	-.115	.144	-.464	.235
Q13	Equal variances assumed	.272	.603	.258	109	.797	.010	.037	-.064	.083
	Equal variances not assumed			1.000	103.00	.320	.010	.010	-.009	.029
Q14	Equal variances assumed	5.962	.016	-5.090	109	.000	-1.169	.230	-1.624	-.714
	Equal variances not assumed			-3.135	6.266	.019	-1.169	.373	-2.072	-.266
Q15	Equal variances assumed	31.11	.000	-3.296	109	.001	-.257	.078	-.411	-.102
	Equal variances not assumed			-1.387	6.096	.214	-.257	.185	-.708	.194
Q18	Equal variances assumed	3.631	.059	-1.078	109	.283	-.104	.097	-.296	.088
	Equal variances not assumed			-.721	6.325	.497	-.104	.145	-.454	.245
Q21	Equal variances assumed	10.04	.002	-13.020	108	.000	-2.329	.179	-2.683	-1.974
	Equal variances not assumed			-7.752	6.247	.000	-2.329	.300	-3.057	-1.601
Q22	Equal variances assumed	.649	.422	.315	108	.753	.121	.383	-.638	.879
	Equal variances not assumed			.400	7.478	.701	.121	.302	-.584	.826
Q25	Equal variances assumed	1.036	.311	-2.265	108	.025	-.843	.372	-1.581	-.105
	Equal variances not assumed			-2.702	7.277	.029	-.843	.312	-1.576	-.111
Q23	Equal variances assumed	1.956	.165	-.597	108	.552	-.100	.167	-.431	.232
	Equal variances not assumed			-.670	7.103	.524	-.100	.149	-.451	.252

G H	Equal variances assumed	.207	.650	-3.753	111	.000	-5.02022	1.33770	- 7.6709	-2.36948
	Equal variances not assumed			-3.169	6.552	.017	-5.02022	1.58413	- 8.8186	-1.22174
U S A	Equal variances assumed	7.207	.008	-3.964	106	.000	-3.69731	.93282	- 5.5467	-1.84790
	Equal variances not assumed			-2.512	6.292	.044	-3.69731	1.47195	- 7.2588	-.13578
S C	Equal variances assumed	4.860	.030	-1.539	107	.127	-.21709	.14107	- .49674	.06257
	Equal variances not assumed			-1.157	6.436	.289	-.21709	.18769	- .66892	.23475

APPENDIX H

Mean Scores for Q2 – Q20 Compared Against Q21

	Sexual Harassment	N	Mean	Std. Deviation	Std. Error Mean
Q2	No	112	1.39	1.110	.105
	Yes	7	2.71	1.380	.522
Q3	No	110	.43	.772	.074
	Yes	7	.57	.787	.297
Q4	No	111	.70	.870	.083
	Yes	7	1.57	1.272	.481
Q5	No	111	.29	.624	.059
	Yes	7	1.57	.976	.369
Q6	No	110	.21	.451	.043
	Yes	7	.71	.756	.286
Q7	No	107	.33	.626	.061
	Yes	7	1.00	.816	.309
Q8	No	106	.08	.265	.026
	Yes	7	.57	.787	.297
Q9	No	106	.72	.934	.091
	Yes	7	1.29	.951	.360
Q10	No	106	.97	.889	.086
	Yes	7	2.00	1.000	.378
Q11	No	106	.05	.213	.021
	Yes	7	.57	.787	.297
Q12	No	106	.03	.167	.016
	Yes	7	.14	.378	.143
Q13	No	104	.01	.098	.010
	Yes	7	.00	.000	.000
Q14	No	104	.26	.557	.055
	Yes	7	1.43	.976	.369
Q15	No	104	.03	.168	.016
	Yes	7	.29	.488	.184
Q16	No	103	.00	.000(a)	.000
	Yes	7	.00	.000(a)	.000
Q17	No	103	.00	.000(a)	.000
	Yes	7	.00	.000(a)	.000
Q18	No	104	.04	.238	.023
	Yes	7	.14	.378	.143
Q19	No	104	.00	.000(a)	.000
	Yes	7	.00	.000(a)	.000
Q20	No	103	.00	.000(a)	.000

	Yes	7	.00	.000(a)	.000
Q21	No	103	.24	.431	.042
	Yes	7	2.57	.787	.297
Q22	No	103	3.83	.991	.098
	Yes	7	3.71	.756	.286
Q25	No	103	1.73	.962	.095
	Yes	7	2.57	.787	.297
Q23	No	103	1.76	.431	.042
	Yes	7	1.86	.378	.143
GH	No	106	4.1226	3.38541	.32882
	Yes	7	9.1429	4.09994	1.54963
USA	No	101	1.4455	2.26925	.22580
	Yes	7	5.1429	3.84831	1.45453
SC	No	102	.0686	.35207	.03486
	Yes	7	.2857	.48795	.18443

a t cannot be computed because the standard deviations of both groups are 0.

APPENDIX I

A Comparison of Ages 18 – 44 Against 45 and Above

		Sum of Squares	df	Mean Square	F	Sig.*
Q2	Between Groups	18.686	5	3.737	2.930	.016
	Within Groups	132.669	104	1.276		
	Total	151.355	109			
Q3	Between Groups	3.313	5	.663	1.109	.360
	Within Groups	61.549	103	.598		
	Total	64.862	108			
Q4	Between Groups	2.276	5	.455	.520	.761
	Within Groups	91.042	104	.875		
	Total	93.318	109			
Q5	Between Groups	6.182	5	1.236	2.483	.036
	Within Groups	51.782	104	.498		
	Total	57.964	109			
Q6	Between Groups	1.414	5	.283	1.179	.325
	Within Groups	24.958	104	.240		
	Total	26.373	109			
Q7	Between Groups	4.416	5	.883	2.120	.069
	Within Groups	42.905	103	.417		
	Total	47.321	108			
Q8	Between Groups	.386	5	.077	.698	.626
	Within Groups	11.514	104	.111		
	Total	11.900	109			
Q9	Between Groups	2.135	5	.427	.466	.800
	Within Groups	95.219	104	.916		
	Total	97.355	109			
Q10	Between Groups	2.586	5	.517	.602	.699
	Within Groups	89.377	104	.859		
	Total	91.964	109			
Q11	Between Groups	.616	5	.123	1.328	.258
	Within Groups	9.648	104	.093		
	Total	10.264	109			
Q12	Between Groups	.138	5	.028	1.030	.404
	Within Groups	2.780	104	.027		
	Total	2.918	109			
Q13	Between Groups	.015	5	.003	.326	.896
	Within Groups	.976	104	.009		
	Total	.991	109			
Q14	Between Groups	1.471	5	.294	.722	.609

	Within Groups	42.393	104	.408		
	Total	43.864	109			
Q15	Between Groups	.109	5	.022	.607	.694
	Within Groups	3.745	104	.036		
	Total	3.855	109			
Q16	Between Groups	.000	5	.000	.	.
	Within Groups	.000	103	.000		
	Total	.000	108			
Q17	Between Groups	.000	5	.000	.	.
	Within Groups	.000	103	.000		
	Total	.000	108			
Q18	Between Groups	.195	5	.039	.617	.687
	Within Groups	6.577	104	.063		
	Total	6.773	109			
Q19	Between Groups	.000	5	.000	.	.
	Within Groups	.000	104	.000		
	Total	.000	109			
Q20	Between Groups	.000	5	.000	.	.
	Within Groups	.000	104	.000		
	Total	.000	109			
Q21	Between Groups	1.063	5	.213	.387	.857
	Within Groups	57.128	104	.549		
	Total	58.191	109			
Q25	Between Groups	7.708	5	1.542	1.687	.144
	Within Groups	95.056	104	.914		
	Total	102.764	109			
GH	Between Groups	79.530	5	15.906	1.211	.309
	Within Groups	1366.188	104	13.136		
	Total	1445.718	109			
USA	Between Groups	36.312	5	7.262	1.189	.320
	Within Groups	616.734	101	6.106		
	Total	653.047	106			
SC	Between Groups	.851	5	.170	1.308	.266
	Within Groups	13.406	103	.130		
	Total	14.257	108			

* Significant at the $p < .05$ level.

APPENDIX J

Louise F. Fitzgerald
University of Illinois
603 E. Daniel Street
Champaign, IL 61820

March 28, 2005

Dear Colleague:

Thank you for your interest in the *Sexual Experiences Questionnaire*. I am enclosing a copy of the information packet we have put together for researchers who are interested in using it. Please note that it is for research use only; if you decide that it is appropriate for your purposes, please sign and return the enclosed permission form, indicating that you agree to the conditions we have outlined for its use.

If you have any further questions, you can contact me via electronic mail at lfitzger@s.psych.uiuc.edu or by phone at 217-244-8320.

Thank you again for your interest in our work.

Sincerely yours,

Louise F. Fitzgerald, Ph.D
Professor

APPENDIX K

Oklahoma State University Institutional Review Board

Date: Friday, September 15, 2006
IRB Application No ED06178
Proposal Title: An Investigative Study of Sexual Harassment Among Human Resource Professionals
Reviewed and Processed as: Exempt

Status Recommended by Reviewer(s): Approved Protocol Expires: 9/14/2007

Principal Investigator(s)

Lee J. Tyrner
521 Beagle Circle
Edmond, OK 73003

Robert Nolan
307 Willard
Stillwater, OK 74078

The IRB application referenced above has been approved. It is the judgment of the reviewers that the rights and welfare of individuals who may be asked to participate in this study will be respected, and that the research will be conducted in a manner consistent with the IRB requirements as outlined in section 45 CFR 46.

The final versions of any printed recruitment, consent and assent documents bearing the IRB approval stamp are attached to this letter. These are the versions that must be used during the study.

As Principal Investigator, it is your responsibility to do the following:

1. Conduct this study exactly as it has been approved. Any modifications to the research protocol must be submitted with the appropriate signatures for IRB approval.
2. Submit a request for continuation if the study extends beyond the approval period of one calendar year. This continuation must receive IRB review and approval before the research can continue.
3. Report any adverse events to the IRB Chair promptly. Adverse events are those which are unanticipated and impact the subjects during the course of this research; and
4. Notify the IRB office in writing when your research project is complete.

Please note that approved protocols are subject to monitoring by the IRB and that the IRB office has the authority to inspect research records associated with this protocol at any time. If you have questions about the IRB procedures or need any assistance from the Board, please contact Beth McTernan in 219 Cordell North (phone: 405-744-5700, beth.mcternan@okstate.edu).

Sincerely,



Sue C. Jacobs, Chair
Institutional Review Board

VITA

Lee Jefferson Tyner

Candidate for the Degree of

Doctor of Education

Dissertation: THE SEXUAL HARASSMENT OF
HUMAN RESOURCE PROFESSIONALS

Major Field: Human Resource Development

Biographical:

Education: **Doctorate of Education**, Oklahoma State University, Stillwater, Oklahoma, 2006.

Master of Science in Management, Southern Nazarene University, Bethany, Oklahoma, 1995.

Major Field: Management

Bachelor of Business Administration, University of Oklahoma, Norman, Oklahoma, 1992.

Dual Major: Marketing, Economics

Experience: **Instructor**, University of Central Oklahoma, Edmond, OK, Fall 2005 to current.

Human Resource Director: Duit Construction, Edmond, OK, March 2000 to August 2005

Human Resource Generalist: Apac Customer Services, Oklahoma City, OK, March, 1998 to March, 2000.

Franchise Support Representative: Express Personnel Services International, Oklahoma City, OK October 1994 to December 1999.