

Did That Just Happen? Sex Differences, Protectiveness, and Perceptions of Sexual Harassment

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Introduction

Sexual Harassment

- Sexual harassment: unwanted sexual advances, requests for favors, physical and/or verbal behaviors sexual in nature (Quick & McFadyen, 2017)
- Implicitly or explicitly affect target's work performance
- Create an intimidating, offensive, or hostile work environment (Quick & McFadyen, 2017)
- Subjective (Runts & O'Donnell, 2003)
- 32% of females and 5% of males in the military experience sexual harassment (Gibson et al., 2016)
- ~ Half of working women will experience sexual harassment (Fitzgerald, 1993)
- Perpetrator more often male (Pryor, 1995)

Friendship as Protection

- Nature of the target (Caponecchia, 2010)
 - Friend — high chance of labeling sexual harassment
 - Self — low chance of labeling sexual harassment
- Supportive friends act as buffer (Kendrick et al., 2012)
- Quality of friendship linked to victimization (Boulton et al., 1999)

Hypotheses

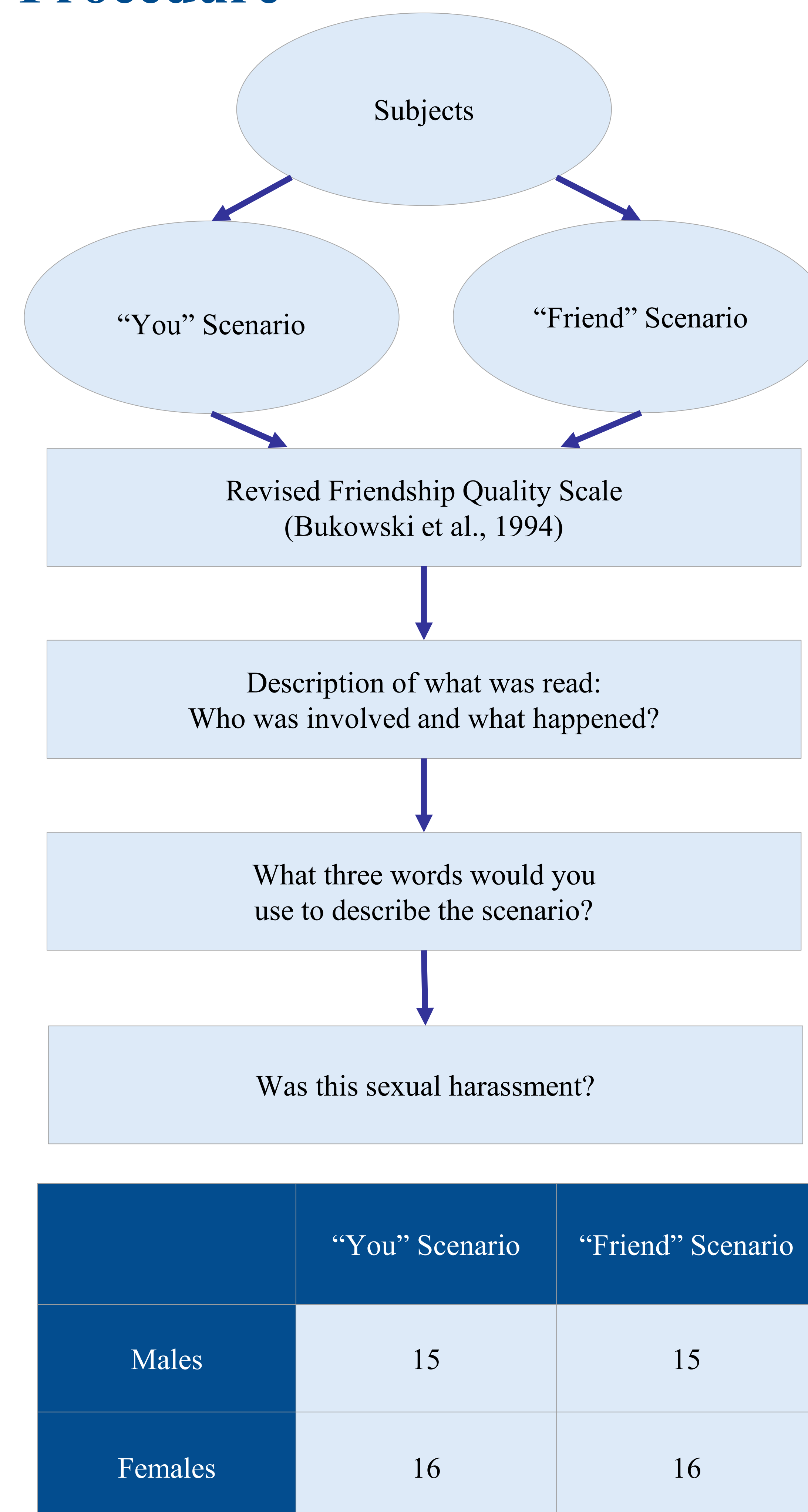
- Participants will be more likely to identify sexual harassment if they are female compared to male
- Participants will be more likely to assign male pronouns to the boss and female pronouns to the friend
- Participants will be more likely identify sexual harassment if they score high on friendship quality

Method

Participants

- 62 participants were used, gathered from Amazon MTurk
- 30 males, 32 females

Procedure



Results

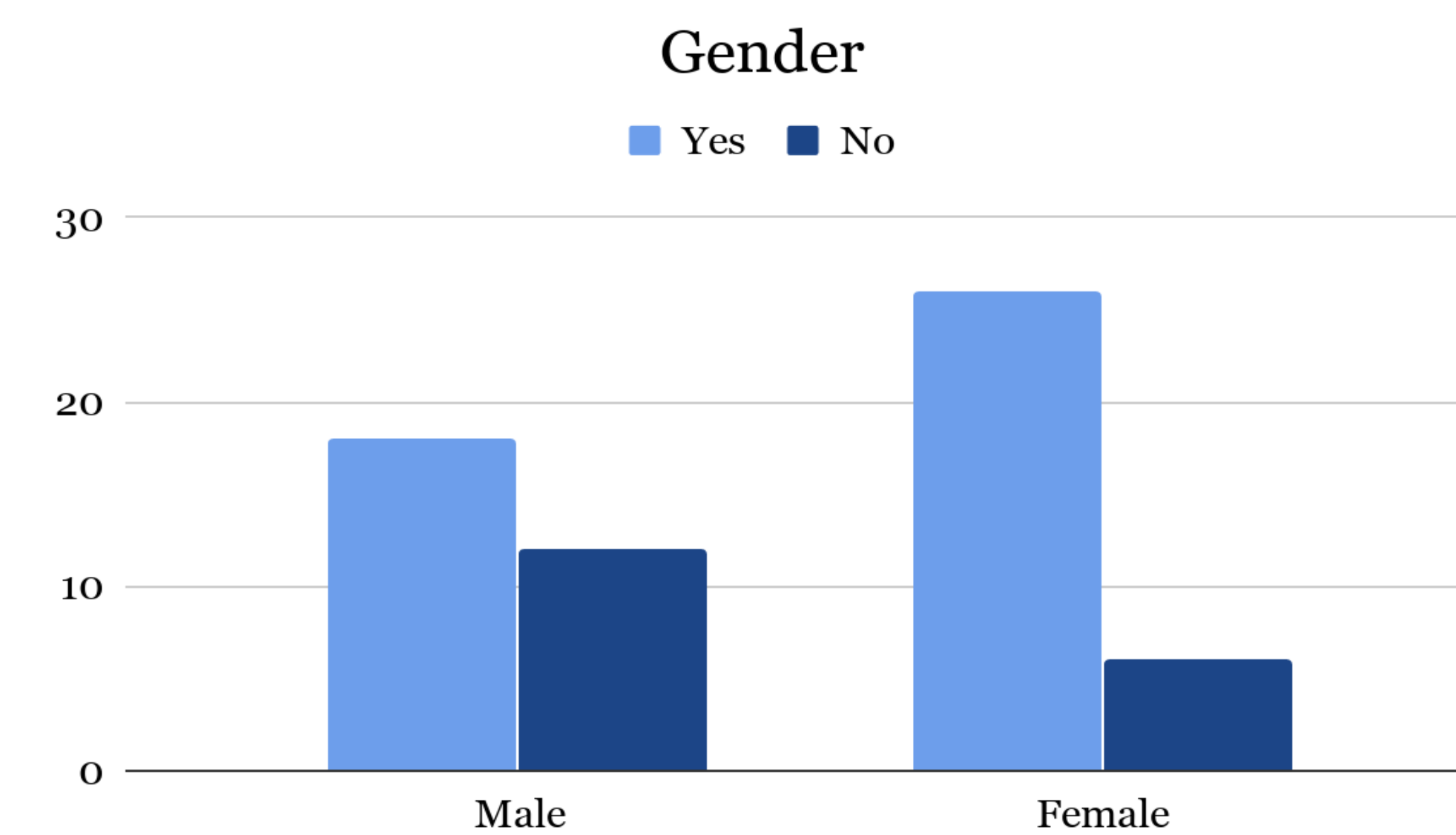


Fig 1. This figure shows the relationship between the identification of sexual harassment and gender
 Males: $\chi^2 = 1.20, df = 1, p = .273$
 Females: $\chi^2 = 12.50, df = 1, p < .001$

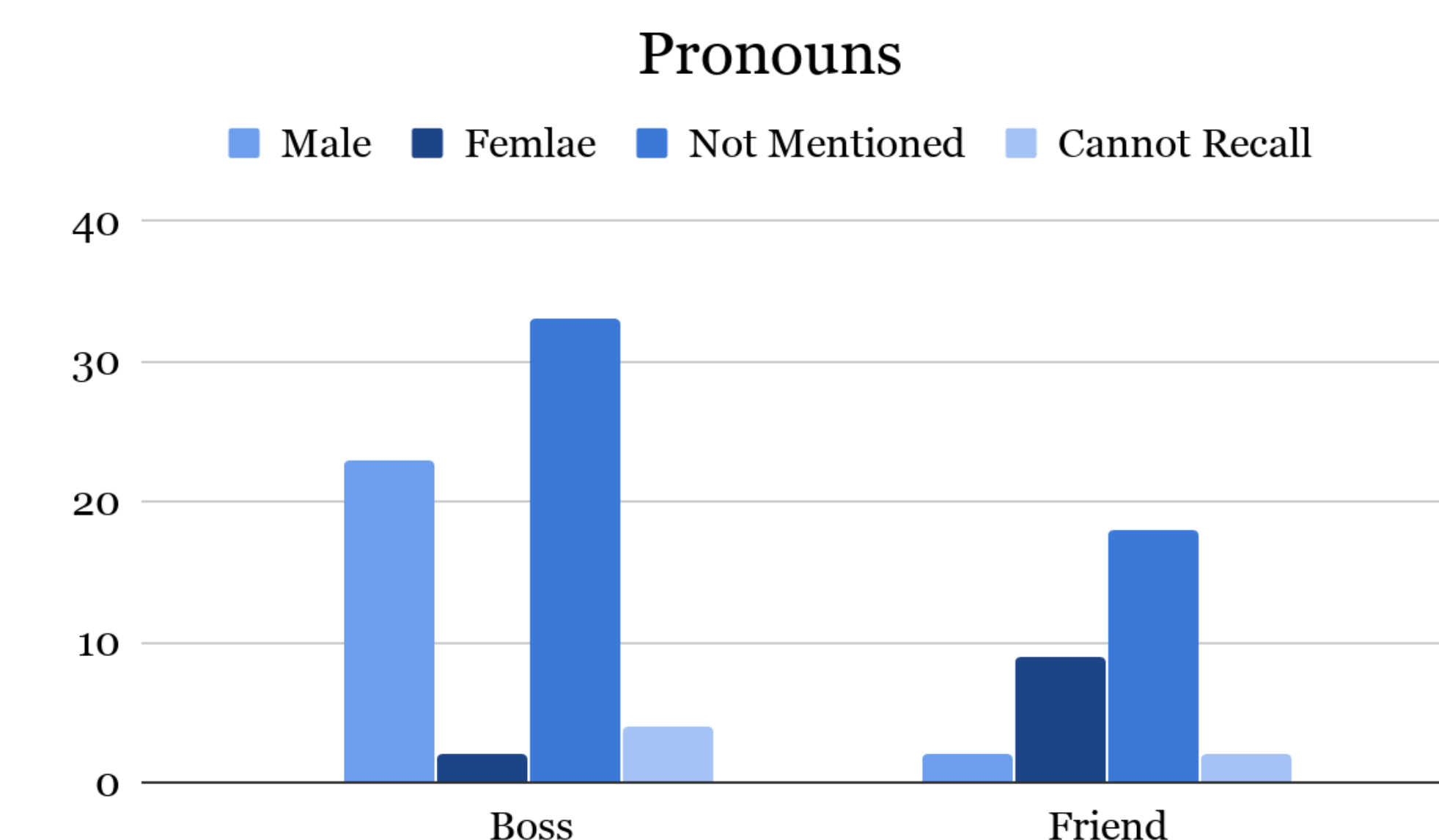


Fig 2. This figure shows the proportion of male and female pronouns assigned to the boss and to the friend
 Boss: $\chi^2 = 43.68, df = 3, p < .001$
 Friend: $\chi^2 = 22.29, df = 3, p < .001$

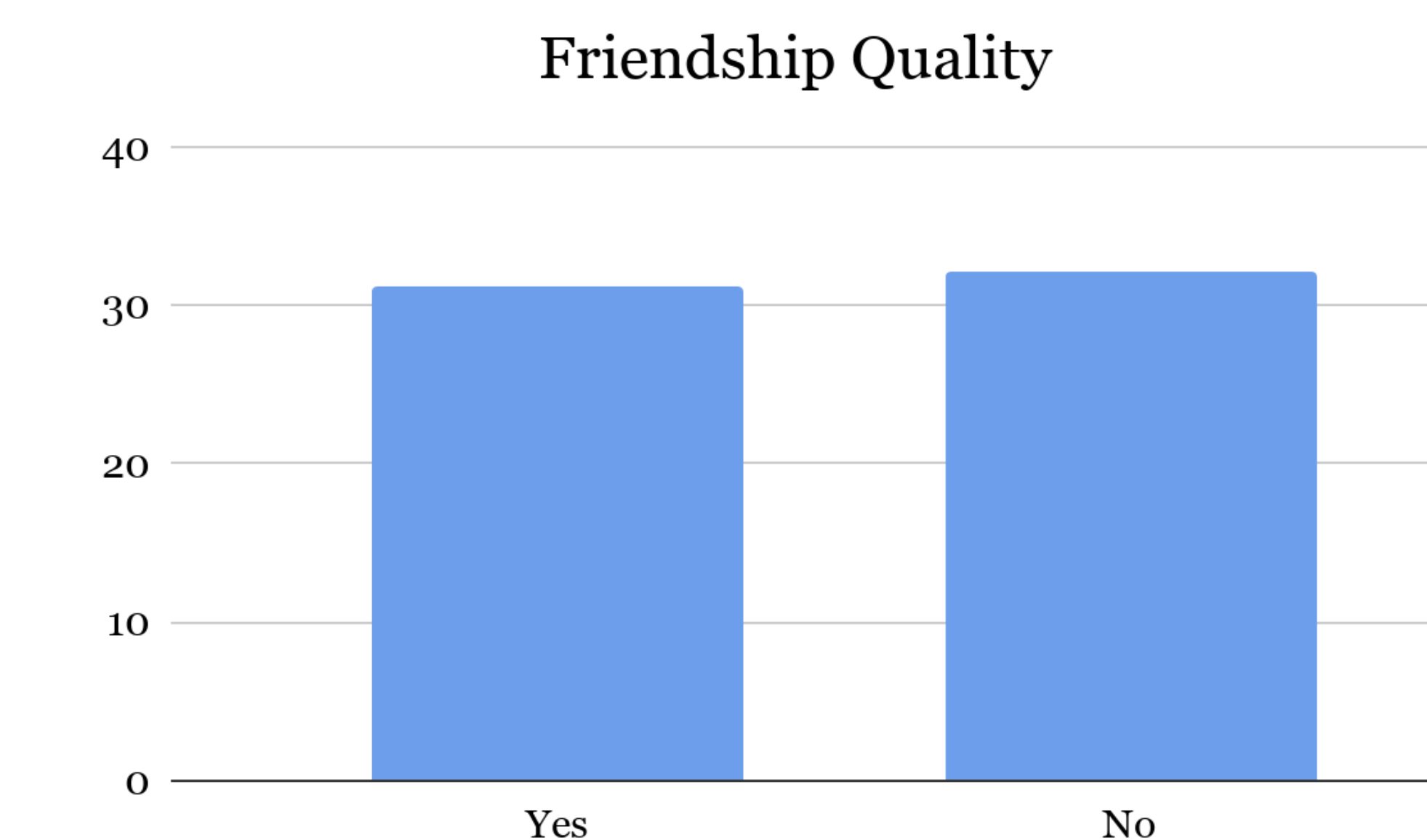


Fig 3. This figure shows the relationship between quality of friendship and identifying sexual harassment
 $t = -0.90, df = 56, p = 0.396$

Discussion

Conclusions

- Significant difference between genders
 - Males — less likely to label sexual harassment
 - Females — more likely to label sexual harassment
- No significant difference for pronouns
 - Significantly remembered pronouns not used
 - Projected gender on boss — male
 - Projected gender on friend — female
- No difference of friendship quality and labeling sexual harassment

Limitations

- Eliciting behavior (labeling sexual harassment) — not sufficiently provocative
- Self-report
- Unlimited time
- Sample size

Future Directions

- Systematically vary provocativeness of events
- Implicit Attitude Test (IAT)
 - Behavioral Intention
 - "Would you report this?"
- Reaction time
- Continue collecting data