Annotated Bibliography for Predictors of Sexual Harassment

DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE
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Aquino & Thau (2009)

Citation: Aquino, K. & Thau, S. (2009). Workplace victimization: Aggression from the target's perspective. *Annual Review of Psychology, 60,* 717-741.

Abstract: This article reviews research on workplace victimization, which we define as acts of aggression perpetrated by one or more members of an organization that cause psychological, emotional, or physical harm to their intended target. We compare several types of victimizing behaviors that have been introduced into the organizational psychology literature to illustrate differences and similarities among them. We then review studies looking at who is likely to become a victim of aggression. Predictors include personality, demographic, behavioral, structural, and organizational variables. We also review research on coping strategies for victimization, which include problem-focused and emotion-focused strategies. We conclude with a summary of challenges for victimization research. These include addressing the proliferation of constructs and terms into the literature, attempting to clarify inconclusive findings, and using theory to guide the selection of study variables.

Berdahl (2007)

Citation: Berdahl, J. (2007). The sexual harassment of uppity women. *Journal of Applied Psychology, 92,* 2, 425-437.

Abstract: In 3 studies, the author tested 2 competing views of sexual harassment: (a) It is motivated primarily by sexual desire and, therefore, is directed at women who meet feminine ideals, and (b) it is motivated primarily by a desire to punish gender-role deviants and, therefore, is directed at women who violate feminine ideals. Study 1 included male and female college students (N = 175) and showed that women with relatively masculine personalities (e.g., assertive, dominant, and independent) experienced the most sexual harassment. Study 2 (N = 134) showed that this effect was not because women with relatively masculine personalities were more likely than others to negatively evaluate potentially harassing scenarios. Study 3 included male and female employees at 5 organizations (N = 238) and showed that women in male-dominated organizations were harassed more than women in female-dominated organizations, and that women in male-dominated organizations who had relatively masculine personalities were sexually harassed the most.

Berdahl & Moore (2006)

Citation: Berdahl, J. & Moore, C. (2006). Workplace harassment: Double jeopardy for minority women. *Journal of Applied Psychology, 91, 2,* 426-436.

Abstract: To date there have been no studies of how both sex and ethnicity might affect the incidence of both sexual and ethnic harassment at work. This article represents an effort to fill this gap. Data from employees at 5 organizations were used to test whether minority women are subject to double jeopardy at work, experiencing the most harassment because they are both women and members of a minority group. The results supported this prediction. Women experienced more sexual harassment than men, minorities experienced more ethnic harassment

than Whites, and minority women experienced more harassment overall than majority men, minority men, and majority women.

Dekker & Barling (1998)

Citation: Dekker, I. & Barling, J. (1998). Personal and organizational predictors of workplace sexual harassment of women by men. *Journal of Occupational Health Psychology, 3,* 1, 7-18.

Abstract: The authors investigated the predictors of workplace sexual harassment in 278 male university faculty and staff (M age = 45 years). Workplace variables (perceptions of organizational sanctions against harassment and perceptions of a sexuallzed workplace) and personal variables (adversarial sexual beliefs, sexual harassment beliefs, perspective taking, and self-esteem) were studied as predictors of sexualized and gender harassment. Social desirability was controlled. Both organizational variables and beliefs about sexual harassment predicted gender harassment and sexualized harassment. Perspective taking, adversarial sexual beliefs, and sexual harassment beliefs moderated the effects of perceived organizational sanctions against harassment on sexualized harassment. Findings are discussed as they relate to organizational efforts to reduce or prevent sexual harassment.

Harris, McDonald, & Sparks (2017)

Citation: Harris, R., McDonald, D., & Sparks, C. (2017). Sexual harassment in the military: Individual experiences, demographics, and organizational contexts. *Armed Forces & Society,* 1-19.

Abstract: Purpose: Sexual harassment remains a persistent problem in the U.S. military despite extensive research and policy initiatives. Theoretical explanations identify individual circumstances (e.g., power differentials) and organizational factors (e.g., climate, culture). However, data constraints limit the capacity to link individual contexts with independent measures of environments. Data/Methods: A unique Defense Equality Opportunity Climate Survey allows assessment of organizational climates and individual experiences with multilevel analyses. Results: Sexist environmental context increases the likelihood of personal harassment experiences after controlling for individual-level variables. However, unit-level climate, group cohesion, and job satisfaction are not significant. Conclusion: Both individual and organizational factors are important. However, the organizational context has less to do with culture or unit cohesion and more to do with tolerance of sexism. Focusing on problem units may be effective for reducing the prevalence and persistence of sexual harassment.

Hershcovis & Barling (2010)

Citation: Hershcovis, M. & Barling, J. (2010). Comparing victim attributions and outcomes for workplace aggression and sexual harassment. *Journal of Applied Psychology, 95,* 5, 874-888.

Abstract: In 2 studies, we investigated victim attributions (Study 1) and outcomes (Study 2) for workplace aggression and sexual harassment. Drawing on social categorization theory, we argue

that victims of workplace aggression and sexual harassment may make different attributions about their mistreatment. In Study 1, we investigated victim attributions in an experimental study. We hypothesized that victims of sexual harassment are more likely than victims of workplace aggression to depersonalize their mistreatment and attribute blame to the perpetrator or the perpetrator's attitudes toward their gender. In contrast, victims of workplace aggression are more likely than victims of sexual harassment to personalize the mistreatment and make internal attributions. Results supported our hypotheses. On the basis of differential attributions for these 2 types of mistreatment, we argue that victims of workplace aggression may experience stronger adverse outcomes than victims of sexual harassment. In Study 2, we compared meta-analytically the attitudinal, behavioral, and health outcomes of workplace aggression and sexual harassment. Negative outcomes of workplace aggression were stronger in magnitude than those of sexual harassment for 6 of the 8 outcome variables. Implications and future directions are discussed.

Ilies, Hauserman, Schwochau, & Stibal (2003)

Citation: Ilies, R., Hauserman, N., Schwochau, S., & Stibal, J. (2003). Reported incidence rates of work-related sexual harassment in the United States: Using meta-analysis to explain reported rate disparities. *Personnel Psychology, 56,* 607-631.

Abstract: This study presents a meta-analytic review of the incidence of sexual harassment in the U.S. The impact of 3 main moderator variables (type of survey used, sampling technique, and the type of work environment in which the study was conducted) on the reported incidence rate was estimated by cumulating incidence rates reported in the literature. Results show that directly querying the respondents about whether or not they experienced sexual harassment (vs. using questionnaires that listed behaviors believed to constitute sexual harassment), and employing probability-sampling techniques (vs. convenience sampling), led to substantially lower estimates of sexual harassment incidence. In addition, the results suggest that sexual harassment is more prevalent in organizations characterized by relatively large power differentials between organizational levels. Based on more than 86,000 respondents from 55 probability samples, on average, 58% of women report having experienced potentially harassing behaviors and 24% report having experienced sexual harassment at work.

Lee, Heilmann, & Near (2004)

Citation: Lee, J., Heilmann, S. G., & Near, J. P. (2004). Blowing the whistle on sexual harassment: Test of a model of predictors and outcomes. *Human Relations, 57,* 3, 297-322.

Abstract: Earlier research on whistle-blowing in organizations has usually investigated whistle-blowing about wrongdoing of various types, with the possibility that results are influenced by the great variety of types of wrongdoing reported by whistle-blowers. Earlier research on sexual harassment has focused primarily on antecedents of the event and outcomes for the individual only, rather than organizational consequences. In this study we attempted to examine both

questions: is sexual harassment different from other forms of organizational wrongdoing in its consequences for whistle-blowers and their organizations, and does examination of the sequential process of whistle-blowing about sexual harassment provide a fuller understanding of consequences as well as antecedents of whistle-blowing generally? Results of LISREL modeling of questionnaire data collected in 1994 from 13,000 US government employees were similar to findings from earlier studies of organizational wrongdoing and whistle-blowing, where the nature of the wrongdoing included issues in addition to sexual harassment.

Lim & Cortina (2005)

Citation: Lim, S. & Cortina, L. M. (2005). Interpersonal mistreatment in the workplace: The interface and impact of general incivility and sexual harassment. *Journal of Applied Psychology, 90,* 3, 483-496.

Abstract: This article examined the relationships and outcomes of behaviors falling at the interface of general and sexual forms of interpersonal mistreatment in the workplace. Data were collected with surveys of two different female populations (Ns = 833 and 1,425) working within a large public-sector organization. Findings revealed that general incivility and sexual harassment were related constructs, with gender harassment bridging the two. Moreover, these behaviors tended to co-occur in organizations, and employee well-being declined with the addition of each type of mistreatment to the workplace experience. This behavior type (or behavior combination) effect remained significant even after controlling for behavior frequency. The findings are interpreted from perspectives on sexual aggression, social power, and multiple victimization.

Munson, Hulin, & Drasgow (2000)

Citation: Munson, L. J., Hulin, C., & Drasgow, F. (2000). Longitudinal analysis of dispositional influences and sexual harassment: Effects on job and psychological outcomes. *Personnel Psychology, 53,* 21-46.

Abstract: Research consistently demonstrates that sexual harassment is related to a variety of negative outcomes. Negative outcomes, however, may be influenced by respondents' dispositions or response biases rather than by their sexual harassment experiences alone. This study investigates relationships between negative outcomes and sexual harassment over time in an attempt to assess this possibility. Further, little empirical research on sexual harassment has explored the impact of various coping strategies on experiences of harassment over time. Sexual harassment experiences, job-related and psychological outcomes, and coping responses were obtained from 216 female faculty and staff members at a midwestern university at 2 times, 24 months apart. Patterns of results suggests that sexual harassment has important effects on job-related and psychological outcomes that operate independently of dispositional influences or response biases. Results also indicate that sexual harassment at Time 1 is a better predictor of harassment at Time 2 than are coping strategies.

Rotundo, Nguyen, & Sackett (2001)

Citation: Rotundo, M., Nguyen, D., & Sackett, P. R. (2001). A meta-analytic review of gender differences in perceptions of sexual harassment. *Journal of Applied Psychology, 86,* 5, 914-922.

Abstract: Research on gender differences in perceptions of sexual harassment informs an ongoing legal debate regarding the use of a reasonable person standard instead of a reasonable woman standard to evaluate sexual harassment claims. The authors report a meta-analysis of 62 studies of gender differences in harassment perceptions. An earlier quantitative review combined all types of social—sexual behaviors for a single meta-analysis; the purpose of this study was to investigate whether the magnitude of the female-male difference varies by type of behavior. An overall standardized mean difference of 0.30 was found, suggesting that women perceive a broader range of social-sexual behaviors as harassing. However, the meta-analysis also found that the female-male difference was larger for behaviors that involve hostile work environment harassment, derogatory attitudes toward women, dating pressure, or physical sexual contact than sexual propositions or sexual coercion.

Schneider, Swan, & Fitzgerald (1997)

Citation: Schneider, K. T., Swan, S., & Fitzgerald, L. F. (1997). Job-related and psychological effects of sexual harassment in the workplace: Empirical evidence from two organizations. *Journal of Applied Psychology, 82,* 3, 401-415.

Abstract: Previous evidence regarding the outcomes of sexual harassment in the workplace has come mainly from self-selected samples or analogue studies or those using inadequate measures. The sexual harassment experiences, coping responses, and job-related and psychological outcomes of 447 female private-sector employees and 300 female university employees were examined. Discriminant function analyses indicated that women who had not been harassed and women who had experienced low, moderate, and high frequencies of harassment could be distinguished on the basis of both job-related and psychological outcomes. These outcomes could not be attributed to negative affective disposition, attitudes toward harassment, or general job stress. Results suggest that relatively low-level but frequent types of sexual harassment can have significant negative consequences for working women.