

INDIVIDUAL DIFFERENCES FACTORS AFFECTING WORKPLACE
SEXUAL HARASSMENT PERCEPTIONS

140289

A THESIS SUBMITTED TO
THE GRADUATE SCHOOL OF SOCIAL SCIENCES
OF
MIDDLE EAST TECHNICAL UNIVERSITY

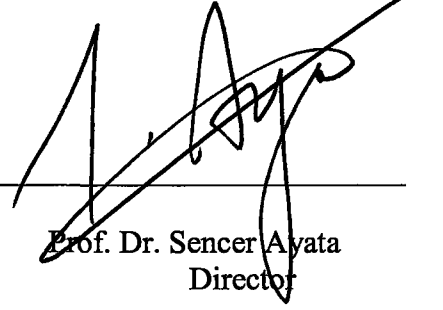
BY

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IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE DEGREE
OF
MASTER OF SCIENCE
IN
THE DEPARTMENT OF PSYCHOLOGY

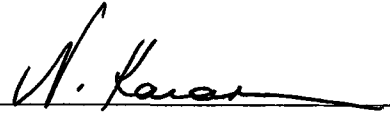
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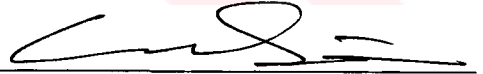
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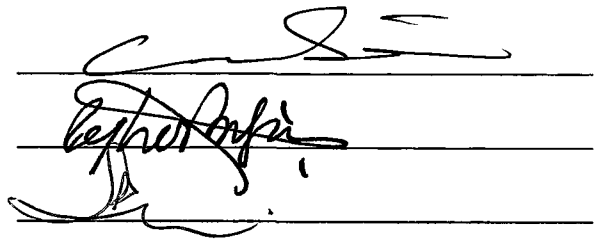
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ABSTRACT

INDIVIDUAL DIFFERENCES FACTORS AFFECTING WORKPLACE SEXUAL HARASSMENT PERCEPTIONS

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December, 2003, 257 pages

The main purpose of the present study was to investigate the effects of individual differences on Sexual Harassment (SH) perceptions at the workplace. Specifically, the effects of attitudes toward women's gender roles and personality attributes (i.e., self-esteem and emotional affectivity) on SH perceptions were examined. Another purpose of the study was to explore the stereotype domains of sexual harassers and to compare it with those of managers.

A preliminary study was conducted by interviewing 56 Turkish working women. Based on the content analyses of the responses, a measure of social-sexual behavior manifestations relevant to the Turkish culture and a measure of harasser stereotypes were developed. In the main study, the social-sexual behavior measure was used to assess harassment perceptions and experiences of women, the stereotype measure was used to explore the nature of harasser and manager stereotypes.

A total of 353 women employed in various organizations participated in the main study. Social-sexual behavior items based on sexual harassment perceptions yielded six factors (i.e., unwanted personal attention, verbal sexual attention, sexist hostility, physical sexual assault, insinuation of interest, and sexual bribery and sexual coercion). Each factor was regressed on the individual differences variables. Negative affectivity predicted perceptions of *unwanted personal attention*, *verbal sexual attention*, and *sexist hostility* type of behaviors. Attitudes toward women's gender roles predicted *physical sexual assault* and *sexual bribery-sexual coercion* type of behaviors. Self-esteem was found to predict all sexual harassment factors, except *sexist hostility*.

Women's stereotypes towards harassers were found to be significantly different from their stereotypes towards managers, except one domain, which was dominance. Cluster analysis suggested three different profiles of stereotypes towards harassers, and three different profiles of stereotypes towards managers. Women having stereotypes of *negative* or *negative and powerful* harassers perceived significantly more sexual harassment than those with *ambivalent* stereotypes towards harassers.

Keywords: Sexual harassment at workplace, sexual harassment perceptions, individual differences factors, attitudes towards women's gender roles, emotional affectivity, self-esteem, stereotypes towards harassers, stereotypes towards managers, harasser stereotype profiles, manager stereotype profiles.

ÖZ

İŞ YERİNDE CİNSEL TACİZ ALGILARI VE ETKİLEYEN BİREYSEL FARKLILIKLAR

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Tez Yöneticisi: Doç. Dr. H. Canan Sümer

Aralık, 2003, 257 Sayfa

Çalışmanın temel amacı kadınların cinsiyet rollerine karşı olan tutumlar ve kişilik özelliklerinin (özsaygı ve duygusal duygulanım) cinsel taciz algıları üzerindeki etkilerini araştırmaktır. Diğer bir amaç da, cinsel tacizcilere karşı olan kalıpyargıların araştırılması ve yönetici kalıpyargıları ile karşılaştırılmasıdır.

Elli altı çalışan kadına mülakat yöntemi ile ulaşılarak bir ön çalışma gerçekleştirilmiştir. Cevapların içerik analizine dayanarak, Türk kültürüne özgü sosyo-cinsel davranış örnekleri ölçeği ve tacizci kalıpyargıları ölçeği geliştirilmiştir. Ana çalışmada, sosyo-cinsel davranış ölçeği, kadınların cinsel taciz algıları ve yaşantılarını değerlendirmek, kalıpyargılar ölçeği ise tacizci ve yöneticilere karşı olan kalıpyargıları araştırmak amacıyla kullanılmıştır.

Çeşitli örgütlerde çalışan toplam 353 kadın ana çalışmaya katılmıştır. Sosyo-cinsel davranış maddeleri yapısının, cinsel taciz algıları değerlendirmelerine göre altı

faktörden (istenmeyen kişisel ilgi, sözel cinsel ilgi, cinsiyetçilik, fiziksel cinsel zorlama, ilginin iması ve rüşvet-gözdağı) oluştuğu görülmüştür. Bireysel farklılık değişkenlerinin cinsel taciz faktörlerine olan etkileri regresyon analizi ile test edilmiştir. Olumsuz duygu durumunun, *istenmeyen kişisel ilgi*, *sözel cinsel ilgi*, ve *cinsiyetçilik* faktörlerini yordadığı bulunmuştur. Kadınların cinsiyet rollerine karşı olan tutumların, *fiziksel cinsel zorlama* ve *rüşvet-gözdağı* niteliğindeki cinsel tacizi yordadığı bulunmuştur. Özsaygının ise, *cinsiyetçilik* faktörü dışında diğer tüm faktörleri yordadığı bulunmuştur.

Kadınların tacizcilere karşı olan kalıpyargılarının, “baskınlık” boyutu dışındaki boyutlarda yöneticilere karşı olan kalıpyargılarından anlamlı bir şekilde farklı olduğu gözlenmiştir. Kümeleme (cluster) analizi sonuçları tacizci kalıpyargıları açısından üç farklı kişi profili, yönetici kalıpyargıları açısından da üç farklı kişi profili ortaya koymuştur. Tacizcilere karşı *olumsuz* veya *olumsuz ve güçlü* kalıpyargılar taşıyan iki farklı profil grubunun, *karasız* kalıpyargıları olan profil grubuna kıyasla daha çok cinsel taciz algıladıkları ortaya çıkmıştır.

Anahtar kelimeler: İş yerinde cinsel taciz, cinsel taciz algıları, kişisel farklılık değişkenleri, kadınların cinsiyet rollerine karşı olan tutumlar, duygusal duygulanım, özsaygı, tacizcilere karşı kalıpyargılar, yöneticilere karşı kalıpyargılar, tacizcilere karşı kalıpyargı profilleri, yöneticilere karşı kalıpyargı profilleri.

To my family



ACKNOWLEDGMENTS

Firstly, I would like to express my gratitude to my supervisor H. Canan Sümer, who guided me through this study by devoting great care to it and by encouraging me at every stage. Without her valuable contribution, advice, and effort, which I greatly appreciate, this thesis would not have been fully accomplished. I would also like to express my deepest thanks to Reyhan Bilgiç for her valuable suggestions, interest, and support in the project. She was always there, ready to offer assistance. I would also like to express my appreciation to S. Arzu Wasti, who also did not hesitate in providing invaluable support from the first days of the study, by directing me and by broadening my horizon concerning the subject and method of this thesis.

I would like to express my gratitude to all institutions, which cannot be named here, and all participants for their interest in the study, their tolerance, and contribution. Furthermore, I would also like to express my gratitude to all friends and acquaintances who helped me with the data collection process. I would especially like to express my thanks to Z. Zelal Kankotan, Ceyda Öztekin, Gülay Dirik, Çağrı Kaya, Olgu Toker, Arzu Pay, Cüneyt Ergun, and Semih Tuncer for helping me with the hard task of data collection, as if it were their own study. Many thanks to other friends, too numerous to mention here. Also I would like to thank Tunca Bergmen for devoting his precious time to uploading the questionnaire on the internet.

I would like to thank Gülay Dirik, A. Başak Ok, Bahar Öz, Türker Özkan, and my other colleagues for their warm friendship and support at tough times. Binhan Koyuncuoğlu, Sibel Kocaoğlu, Melih Erol, and all close friends are not to be forgotten for making me feel at ease with life and providing moral support.

Of all the people that I think I owe the most gratitude to, I would like to express very special thanks to the one who gave me inspiration, moral support, technical support, and the strength to accomplish this work. I would like to thank Çağrı Kaya for sharing all good and bad times with me, and for his endless patience throughout the work period.

Above all, I would like to express my deep gratitude to my father Canan Toker, my mother Betty R. Toker, and my brother Levent Toker who have all been very generous with their encouragement and endless support in all aspects throughout the study. I feel so lucky to have them. This thesis is dedicated to my family, to whom I will be really grateful, forever.

I hereby declare that all information in this document has been obtained and presented in accordance with academic rules and ethical conduct. I also declare that, as required by these rules and conduct, I have fully cited and referenced all material and results that are not original to this work.

Date: 05.12.2003 Signature: 

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CHAPTER I

INTRODUCTION

Individual Differences Factors Affecting Workplace Sexual Harassment Perceptions

1.1 Overview

Sexual harassment (SH) at workplace can be broadly defined as “unwelcome” behavior in the workplace that has a sexual or sexist nature (Fitzgerald, 1993; USMSPB, 1988). The Equal Employment Opportunity Commission (EEOC) (1980) in the United States (US) has published guidelines on SH, which suggested a definition considered as the legal definition of SH. However, because any social-sexual behavior’s interpretation is subjective in nature, defining SH is difficult.

A number of studies have investigated the factors that affect differing perceptions and labeling of SH. Majority of the studies published so far are based on research conducted in the US. The present study investigated variables affecting perceptions of SH in the Turkish context. The aim was to identify individual differences variables affecting perceptions of SH. Furthermore, a new area of

investigation concerning SH was introduced. That is, the nature of stereotypes associated with harassers was examined and compared with that of managers.

In the following sections, first a brief summary of the literature on SH perceptions is presented by documenting the importance of studying perceptions and discussing the factors affecting harassment perceptions. The limitations concerning methodology or sample characteristics of the studies conducted so far are also emphasized. Finally, the purpose of the study along with the hypotheses is introduced.

1.2 Objectives of Studying Sexual Harassment Perceptions in Turkey

SH has become an issue that has been widely recognized and extensively studied. The Equal Employment Opportunity Commission (EEOC, 1980) of the US published the “Guidelines on Sexual Harassment,” which defined sexual harassment at workplace as “Unwelcome sexual advances, requests for favors, and other verbal or physical conduct of a sexual nature when (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 individual, or (3) such conduct has the purpose or effect of substantially interfering with an individual’s work performance or creating an intimidating, hostile, or offensive working environment.”

The popularity of the topic of SH can be understood by looking at the number of studies published up to now. Over 500 references have been published in the research literature up to 1997 (Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997). Most of these studies are carried out in the US, where an increasing awareness

and sensitivity has developed due to the Civil Rights Movement of the 1960's (Linenberg, 1983). The importance of studying sexual harassment at work context stems from the incidence and prevalence figures in the US. The United States Merit Systems Protection Board (USMSPB, 1981) surveyed federal workers and reported that, of 10644 women 42% of female respondents reported experiences, which could be regarded as sexual harassment that continued over a 2-year period. Six years later the USMSPB conducted a follow-up, which produced similar results. In a more general community study, Gutek (1985) reported that 53% of women in a representative workforce sample had been harassed. Nearly twenty percent of women reported that they were exposed to insulting comments, 15.4% reported insulting looks and gestures, 24.2% reported sexual touching, and 7.6% reported sexual coercion that they had been expected to participate in sexual activity. Apart from workplace SH, some other studies have documented harassment in academic contexts. Fitzgerald, Shullman, Bailey, Richards, Swecker, Gold, Ormerod, and Weitzman (1988) surveyed 2000 women at universities and found that nearly half of the women reported experiencing sexual harassment.

Looking at these figures, one can see the importance of studying sexual harassment at workplace. The factors playing a role in workplace SH incidents and the consequences of these incidents for both workers and the workplace need to be well understood in order to be able to take preventive measures. Nevertheless, studying perceptions of SH -what incidents are considered SH- and what influences these perceptions are equally important to create an awareness at the workplaces. Fitzgerald et al.'s (1997) integrated model of antecedents and consequences of sexual harassment in organizations describes the cost of sexual harassment for those who experience it. According to the model, experience of sexual harassment leads to a

decrease in job satisfaction, negatively affects health conditions, health satisfaction and psychological conditions, which in turn lead to work and job withdrawal.

Besides those who themselves experience sexual harassment, those who are indirectly exposed to sexual harassment at the workplace seem to experience similar outcomes. Based on Fitzgerald et al.'s (1997) model, Glomb, Richman, Hulin, Drasgow, Schneider, and Fitzgerald (1997) explored the antecedents and consequences of indirect exposure to sexual harassment, which they named *ambient sexual harassment*. Accordingly, people who are not the direct targets of sexual harassment, but who are aware of harassment incidents at the workplace also experience decreased job satisfaction, impaired health conditions and satisfaction, work and job withdrawal, and impaired psychological conditions. This study highlights the spillover of negative outcomes beyond the direct target of sexual harassment. From this finding, we can see that studying the perceptions of SH not only from the viewpoint of the direct targets but also from the viewpoint of observers is important. Furthermore, the fact that neither direct nor ambient exposure to harassment may be occurring at a workplace does not mean that they will never take place. Therefore, when the consequences of sexual harassment at the workplace are considered, the importance of taking preventive measures becomes apparent. Taking preventive measures should start with creating awareness about sexual harassment within the workplace. For example, through organizational training programs, the general viewpoint of people about sexual harassment and their perceptions of what constitutes sexual harassment could be conveyed. This kind of a preventive measure first needs a systematic analysis of the perceptions of sexual harassment of people at workplaces, specific to the particular culture.

Based on these arguments, the aim of this study was to investigate the perceptions of sexual harassment at the workplace in Turkey. The necessity of such a study in Turkish organizations could be seen by referring to Wasti, Bergman, Glomb, and Drasgow's (2000) cross-cultural generalizability test of Fitzgerald et al.'s (1997) integrative model. Although the Sexual Experiences Questionnaire (SEQ), which was used to assess sexual experiences in these studies, was found to be partially invariant in the Turkish sample compared to the US sample, Wasti et al. found that the model generalizes to the Turkish work settings quite well. This means that, workers at Turkish organizations also experience impaired job satisfaction, impaired health conditions, impaired psychological conditions, work withdrawal, and job withdrawal when exposed to SH. Although there are limited incidence and prevalence studies of sexual harassment in Turkey, Wasti et al.'s study shows the existence of a problem. Therefore, studying sexual harassment perceptions is expected to further contribute to our understanding of the nature of the phenomenon in the Turkish context.

As a result, this study investigated the perceptions of Turkish working people in terms of what social-sexual behavior they constitute as sexual harassment. In addition, the factors that influence their perceptions were examined.

1.3 Workplace Sexual Harassment in Turkey

Workplace sexual harassment in Turkey has not received wide attention with respect to systematic studies which investigate the incidence and prevalence figures or the forms of harassment. Nevertheless, two streams of research could be seen in the Turkish context which aid in creating awareness and also taking preventive

measures. The first is academic stream of research, investigating the prevalence and incidence rates in certain sectors, factors associated with sexual harassment, and the antecedents and consequences of workplace sexual harassment in Turkey. The academic research includes a general project aiming to improve employment and education for women in Turkey, which also taps workplace sexual harassment. The second stream of research deals with the legal dimension of sexual harassment in Turkey.

1.3.1 Academic Research

One part of academic sexual harassment research could be found in the growing body of research conducted by the General Director of Women's Status and Problems ("Kadının Statüsü ve Sorunları Genel Müdürlüğü" - KSSGM) related to the Ministry of the Turkish Republic within the Women Employment Improvement Project (WEIP). The WEI project is one of eight sub-projects of the Employment and Education Project (EEP) funded by the World Bank. The major aims of the EEP are to increase effectiveness by varying employment, providing employment for the unemployed and unqualified in productive jobs, providing statistics and demographics of the workforce, and to provide women employment by explicating the barrier in front of their employment and in turn to develop political suggestions. WEIP aims to provide better job opportunities to women in Turkey in all work areas, including the traditionally male dominated occupations. The WEIP teams conducted their studies between 1996 and 1999, and specifically investigated the less widely known characteristics of women employment, occupational education of women,

employment of women in various sectors and gender discrimination within the sectors, in which one concern was workplace sexual harassment.

The gender discrimination studies were conducted by interviewing women in the education, banking, food, and health sectors. Each sector comprised a different study.

In the education sector one public, one private, and one “imam hatip” (religious) school were selected as example cases and a total of 30 teachers were interviewed (Acar, Ayata, & Varoğlu, 1999). Accordingly women in the public school reported a male-dominated culture being developed in the organization, and that this was reflected to the women. They were disturbed of male teachers telling sexual jokes or stories and joking or commenting on the woman’s relationship with her spouse, despite constant emphasis of the woman being seen as a sister. Male teachers on the other hand were not aware of such a male culture developing in the organization or they were not disturbed of this. Both women and men reported no sexual harassment in the schools. Nevertheless, men in the private school considered women not obeying the dressing policies in public offices was as a provocation of sexual harassment. Male teachers in the imam-hatip school reported rare verbal or physical sexual harassment, in the forms of staring, using bad language when speaking of women, or making suggestive remarks. It is argued that this sensitivity of men in the imam-hatip schools stems from their more traditional and religious beliefs.

In the food sector, 371 women and 104 men from eight different organizations were asked whether sexual harassment incidents were occurring in their workplace and whether such behaviors are initiated by superiors (Koray, Demirbilek, & Demirbilek, 1999). Accordingly, 74% of women and 76% of men

reported never hearing such incidents. Of women 13% reported incidents such as verbal provocation, 5% reported incidents of showing an extreme interest in the woman and behaving as if they were very intimate, 2% reported men bumping into the woman intentionally and 7% reported men making inappropriate proposals in their workplace. It could be seen that the inappropriate behaviors women encountered in the workplace in the food sector were generally verbal in nature, and that physical sexual harassment was not so prevalent. 8% of women and only 1% of men reported superiors engaging in inappropriate sexual behavior at the workplace.

Qualitative research conducted in the banking sector reveals that such incidents like a superior sexually assaulting the woman after a period of intimate behavior, staring at the sexual parts of the body, touching the shoulders or arm of the woman are experienced. Women reported that a look, a touch, the jokes made or conversations that take part between men could be considered as sexually harassing behavior. Six women in the sample who were from low socio-economic backgrounds and from families with traditional attitudes towards gender roles revealed that any harassment incidents would be the result of women not keeping a distance with men and because of their manner of dressing and easy-come easy-go manner of behaving (Kuteş, Özdamar, Eyuboğlu, İncir, Ilgaz, Fidan, & İnce, 2000).

Although workplace sexual harassment has not been systematically investigated on a wide-spread scale in Turkey, most cases are known to be occurring in the health sector. Hospital personnel, especially nurses are subjected to workplace sexual harassment, both from the patients and doctors. Unfortunately in some cases reported, hospital management tries to cover the incidents by putting the blame on the victim. Qualitative research conducted by Bekata-Mardin, Mutaf-Tulun, Elhan, Metin, & Pervizat (2000) among hospital staff; 29 medical personnel (19 women and

10 men) and 25 non-medical personnel (18 women and 7 men) in private and public sectors revealed that respondents described sexual harassment as all sorts of disturbing looks, talks, disturbing the woman by phoning, inappropriate proposals, unwanted attention, touching, following the woman in the street, commenting on the woman's manner of dressing, and more overt physical sexual assault. Most participants (both women and men) indicated that sexual harassment incidents occurred in the hospital, and that most of these were initiated by a superior towards a subordinate, such as between a doctor and a nurse, or between a doctor and an assistant. 47% of male managers, 45.5% of women managers, 41% of nurses, 23% of women doctors, 33% of women in medical positions, and 56% of women in non-medical positions indicated the existence of sexual harassment at hospitals. Nurses are more subjected to harassment, and this is argued to be because of their age and status. Nurses start working at hospitals at a young age, where the doctors are generally middle-aged. The occupation gets lower societal respect and is generally regarded as lower in status compared to being a doctor. In addition, as they do not have the opportunity to reach higher positions, thus being in a disadvantaged position with regard to power and authority, nurses are always the group at hospitals that is most vulnerable to sexual harassment. In order to prevent sexual harassment, a male participant in a managerial position suggested conveying what behaviors are perceived as sexual harassment to the hospital staff by organizational training. Other suggestions were establishing an office for sexual harassment grievances, independent from the hospital and forming hospital support groups.

Besides studies conducted within the WEI Project, several other studies in the Turkish context are identified studying the incidence of sexual harassment in specific work settings. Durgun (1998) surveyed 500 nurses in private and public hospitals.

Fifteen sexual harassment behaviors were presented to the subjects. Nurses rated each behavior based on whether or not they considered it to be sexual harassment or not. Accordingly, more than half of the nurses considered most of the behaviors in the scale as sexual harassment, such as sexual assault, offering favors in return of sexual cooperation, undesired stroking or tapping, jokingly pinching the woman, overtly requesting a sexual relationship, talks referring to his sexual desires, staring at the woman's body, standing too near the woman, making sexual jokes, sexual comments on physical appearance or manner of dressing, and showing pornographic materials. The same behaviors were assessed in a similar study by Güngör (1999). In this study a total of 817 hospital staff (nurses, medical staff, administrative staff) participated, of which 511 were women and 306 were men. Results in general showed that for most behaviors more women than men regarded a behavior as sexual harassment. The difference was smaller concerning more overt and physical behaviors, such as requesting a sexual relationship or unwelcome physical conduct. The most frequent behaviors the women participants encountered in both studies were looks, touches, sexual jokes, unwanted personal attention, commenting on physical appearance and dressing, standing too close, and talks referring to his sexual desires.

Oktay (2001) investigated sexual harassment in the education sector at the secondary school level. Accordingly, 13% of female and 8% of male teachers reported experiencing sexual harassment, and 24% of female and 27% of male teachers indicated that they had witnessed some sort of harassment at the school. The widest form of harassment, directed to both women and men, appeared to be related to looks directed to the target, followed by verbal harassment, such as inquiring about the target's personal life, sexual talks, disturbing the target by phoning,

complimenting, and verbal sexual abuse. Physical sexual harassment, such as standing too close, touching, and sexually assaulting, and relating sexual cooperation to organizational favors were encountered to a lesser extent, although still experienced by both sexes. Oktay investigated some consequences related to the experiences of female and male teachers. Apparently, approximately 7% of targets experienced occupational consequences. Two consequences shared by both sexes were a loss in enthusiasm for their jobs and some administrative problems. However, it should be pointed out that as women indicated that they had been prevented from promoting and that their advancement had been delayed, or even cancelled.

Another recent study was conducted in the education sector by Eđitim-Sen (2003, October 5, Cumhuriyet Gazetesi) aiming to identify the problems of women working in the education sector. According to the findings, out of 1853 women that were interviewed, 15% of women in the education sector reported experiencing sexual harassment. These women indicated that the forms of sexual harassment were related to sexist hostility, such as joking about women's sexuality or belittling the woman and making fun of the woman.

1.3.2 Legal Perspective of Sexual Harassment in Turkey

Turkish Work Law Regulations have been reviewed in terms of protecting women against sexual harassment at the workplace (T.C. Bařbakanlık Kadının Statüsü ve Sorunları Genel Müdürlüđü, 2000). Apparently, there is no legal regulation that specifically protects women against sexual harassment. Nevertheless, it is possible to protect the woman legally based on the Individual Rights Act of the Civil Law, the obligation of the employer to protect the employee according to the

Vindictive Damage Act of the Code of Obligations, and based on the crimes of indecent assault, and carnal abuse according to the Turkish Criminal Law. However, according to these legislations, providing full protection to women exposed to sexual harassment at workplaces does not seem possible. In order to protect women at workplaces against sexual harassment, to provide legal support to them, and to protect “the pride of women and men against sexual harassment” the need of a special legislation was emphasized in the the “Women in Law Symposium” in 1999, and it was pointed out to the need for legislating and enacting “The Law of Protecting Employees against Sexual Harassment at Workplace.”

As cited in the work of Bakırcı (1998), Artuk studied workplace sexual harassment from a legal perspective and proposed that harassment could be divided into physical harassment including gross sexual assaults or relatively mild indecent assault, and non-physical harassment. Based on Turkish law, Bakırcı identified behaviors that could legally constitute sexual harassment. Accordingly, behaviors violating personal rights, creating a disturbing work environment or disrupting the workplace organization, although they may not be directed to a person, but having a sexual nature, or based on sex or sexual preference contradicting good intentions and moral values or behavior which necessitates a prison sentence could legally constitute sexual harassment.

1.4 Operational Definitions of Sexual Harassment

There have been continuous attempts to define the concept of SH and there seems to be different views on what SH involves. Several researchers proposed

definitions and categorizations of SH based on the incident records or judgments of experienced harassment.

The most widely known and used definition of SH in the US was proposed by MacKinnon (1979). She distinguished between two categories of SH, namely, *quid-pro-quo* harassment and *hostile environment harassment*. Quid-pro-quo harassment refers to the incidents where sexual cooperation is tied to job related threats or employment benefits. Hostile work environment harassment refers to unwanted and offensive sex-related verbal or physical conduct, without job outcomes being related to it. Today, the courts in the US recognize these two types of SH, and the Equal Employment Opportunity Commission also distinguishes types of SH based on MacKinnon's categorization (cited in Rotundo, Nguyen, & Sackett, 2001).

Till (1980) content analyzed SH experiences of college women participating in a national survey and identified five categories of SH. These categories cover the behaviors under MacKinnon's (1979) SH distinction, however are further divided. These are gender harassment (generalized sexist remarks and behavior, conveying sexist attitudes toward women, such as telling offensive or sexist jokes), seductive behavior (offensive but sanction-free sexual advances, such as attempting to develop a romantic or sexual relationship despite the opposite party's efforts to discourage), sexual bribery (solicitation of sexual activity by promise of rewards), sexual coercion (solicitation of sexual activity by threat of punishment), and sexual assault (gross sexual imposition or assault, such as making a forceful attempt to fondle, kiss, or grab). Till considered these categories as levels of severity, as they appeared in the national survey, and ordered them accordingly.

An inventory to assess SH experiences, the Sexual Experiences Questionnaire (SEQ), was developed by Fitzgerald, Shullman, Bailey, Richards, Swecker, Gold,

Ormerod, and Weitzman (1988) based on Till's (1980) categorization. The inventory items were developed through literature reviews, focus groups, and consulting with subject matter experts. Although this instrument displayed adequate reliability and validity, a factor analytic examination did not confirm Till's 5-level categorization. A three-factor solution appeared from the data collected from university students and graduates. The three factors were gender harassment, unwanted sexual attention (a combination of seductive behavior and sexual assault), and sexual coercion (a combination of sexual bribery and sexual coercion). Fitzgerald and Hesson-McInnis (1989) later examined whether the classification based on Till's typology was multidimensional in nature. The results revealed that the structure of SH was in fact multidimensional in nature. The types of harassment proposed by Till (1980) were encompassed in two dimensions, one being the types of harassment, based on MacKinnon' (1979) categorization -quid-pro-quo and hostile work environment harassment, and the other being severity of harassment. Till's typology was recovered with respect to the clusters and severity dimension, except the category of gender harassment. Gender harassment type of behaviors were perceived as a distinct category from the others. Fitzgerald and Hesson-McInnis argued that considering interactions related to gender harassment as sexual harassment could be erroneous.

Despite the gender harassment category not appearing in the multidimensional space, Fitzgerald and Ormerod (1991) selected items from the SEQ, representing each of the five levels identified by Till (1980) and developed the Perceptions of Sexual Harassment Questionnaire (PSHQ). A factor analysis, carried out on a pilot sample, confirmed the five levels of harassment where all items loaded to the levels as expected.

In 1995, Fitzgerald, Gelfand, and Drasgow developed a revised version of the SEQ to be used in the Armed Forces. This version was based on the three-factor solution of the SEQ, which was subjected to a series of confirmatory factor analysis on multiple samples by Gelfand, Fitzgerald, and Drasgow (1995). The new form was called SEQ-Department of Defense (SEQ-DoD). Accordingly, the SEQ-DoD SH survey (Fitzgerald, Magley, Drasgow, & Waldo, 1999) identified four categories of SH. The original two categories of unwanted sexual attention and sexual coercion were confirmed. However, the gender harassment category yielded two factors: sexist hostility, which measured gender discriminatory elements, and sexual hostility, which covered elements related to offensive sexual stories or jokes.

1.5 Factors Affecting Perceptions of Sexual Harassment

The nature of the social-sexual behaviors, the context of the incidents, the characteristics of the targets, and the characteristics of the perpetrators have been widely studied in relation to perceptions of SH. In the following sections, these factors that have been shown to affect differing perceptions of SH in the literature are discussed.

1.5.1 Type of Harassment Affecting Sexual Harassment Perceptions

Numerous studies have been conducted to investigate what behaviors are defined as harassment, in other words, which of the previously identified categories of SH are perceived as harassment by most people. According to the oldest categorization of SH identified by MacKinnon (1979), there are two broad categories; namely, quid-pro-quo harassment, in which organizational benefits or

threats are related to sexual compliance, and hostile environment harassment, which covers anything of a sexual nature that is undesired, such as sexual joking, sexual commenting, and letters. Reilly, Carpenter, Dull, and Bartlett (1982) and Terpstra and Baker (1987) investigated perceptions toward quid-pro-quo harassment type. They did not observe much disagreement about whether behaviors included in this category could be considered as sexually harassing or not, and concluded that the explicit nature of quid-pro-quo behaviors resulted in this agreement. On the other hand, several researchers have reported that hostile environment harassment was subject to much disagreement between individuals (e.g., Jones & Remland, 1992; Popovich, Gehlauf, Jolton, Somers, & Godinho, 1992; Tata, 1993; Terpstra & Baker, 1987; York, 1989). Thacker (1992) presents evidence that some individuals view some forms of behavior included under hostile environment harassment as unharassing.

As Frazier, Cochran, and Olson (1995) note, research up to date suggests that there are certain behaviors that are perceived as SH by almost everyone. The most obvious of these behaviors are forms of quid-pro-quo harassment, such as sexual bribery and explicit forms of hostile environment harassment, such as explicit sexual propositions, sexual touching. In contrast, behaviors such as staring, flirting, and the use of bad language including sexual elements are generally not considered harassment by everyone. Likewise, on the basis of Fitzgerald et al.'s (1988) SEQ, which measures five types of harassment, Fitzgerald and Hesson-McInnis (1989) showed that undergraduate students viewed the four types of behavior (seductive behavior, sexual bribery, sexual coercion, and sexual imposition) to be sexually harassing, whereas they did not consider the gender harassment dimension, including sexist and sexual remarks to be SH. However, as these dimensions were not

measured by a common scale, including different behaviors in different measures may have limited the conclusions that can be drawn (Frazier et al., 1995). Moreover, the samples that have been used may have biased the results, as most samples consisted of undergraduate university students. Relatively small number of studies have investigated definitions of SH among women in nonacademic work place (e.g., Gutek, 1985; Powell, 1983; U.S. Merit Systems Protection Board, 1981, 1988).

In an unpublished study conducted by Fitzgerald and Ormerod (cited in Frazier et al. 1995) it was found that undergraduates were less likely to perceive behaviors such as stereotyped jokes, unwanted sexual teasing and jokes, unwanted suggestive looks, letters, calls, leaning over, and pressure for dates as harassment than were graduate students, faculty, or staff. Other studies have also indicated that undergraduate students differ from other samples in their perceptions and definitions of harassment (Baker, Terpstra, & Cutler, 1990; Bremer, Moore, & Bildersee, 1991; Terpstra & Baker, 1987). Therefore when conducting research on definitions and perceptions of SH, the nature of the sample to use is an important issue to consider.

Powell (1983) asked subjects to provide their own definitions of SH, rather than rating predetermined behaviors as to what constitutes SH. The aim of the study was to see whether women differentiated between sexual attention and SH. Accordingly, subjects who had experienced some sort of social-sexual behavior and regarded it as sexual attention did not label it harassment. The two measures were not correlated; experiences of incidents perceived as sexual attention were not significantly related to their own definitions of SH. This study, although conducted earlier, points the importance of differentiating between perceiving a social-sexual incident as sexual attention and labeling a social-sexual behavior as SH, as women may perceive them differently, especially in the case of the behaviors that are more

covert in nature and are classified under hostile work environment harassment. This distinction can have an important implication for SH perception study methods.

Pryor, DeSouza, Fitness, Hutz, Kumpf, Lubbert, Pesonen, and Erber (1997) examined open-ended definitions of SH from a cross-cultural perspective, using Brazilian, Australian, German, and United States (US) student samples. The results indicated a significant main effect for country. The Brazilian sample differed from the other three countries on all social-sexual behavioral dimensions. That is, Brazilian definitions included mostly seduction, verbal and physical sexual advances that were considered innocuous (harmless) sexual behavior, whereas definitions including abuse of power or gender discrimination were included to a much less extent compared to the other countries. The US, German, and Australian samples were very similar in their definitions concerning harmful sexual behavior. It seems possible to argue that the US samples' definitions may have been influenced by the Equal Employment Opportunity Commission Guidelines (1980), emphasizing the unwelcome attitude toward SH. This could also be true for the Australian and German cultural views of SH. On the other hand, in the Brazilian sample, SH does not necessarily appear to be an unwelcome behavior.

Another study by Tyler and Boxer (1996) comparing definitions of students studying in the US, from Korean, Chinese, Russian, Spanish, Arabic, and Turkish cultures, revealed differences in perceptions between the cultural groups in some of the social-sexual incidents, such as nonverbal and tactile behaviors like putting an arm around the shoulder and speech acts like invitations or complimenting. Generally, international students studying in the US perceived less SH than the US sample. Although very different cultures were included in this study, results suggested that the US sample's SH threshold was lower than that of people from

other cultures. This could be because of the emphasized EEOC guidelines in the US and an increased awareness concerning SH in the country. Moreover, it could be argued that, if studied specifically, all these different cultures would reveal different perceptions from each other. In addition, although, Tyler and Boxer reached very few respondents from different cultures, the results can give us an idea about how perceptions differ from culture to culture.

These studies show us the importance of studying definitions of SH cross-culturally as it would be unwise to generalize definitions, models, and results concerning one culture to the rest. This argument is somewhat supported by Wasti et al.'s (2000) study of the cross-cultural generalizability of Fitzgerald et al.'s (1997) integrative model of SH in the Turkish culture. Although the model of antecedents and consequences of SH was found to generalize to the Turkish culture, the Sexual Experiences Questionnaire (Fitzgerald et al., 1995) was not found to have the same structure in the Turkish sample. Wasti et al. argued that emic measurements of SH needed to be developed for each culture specifically for a more deeper and comprehensive understanding of SH in that culture.

Although the SEQ has been developed to assess experiences of SH, the behavioral incidents that constitute the items have been used in perception studies. Nevertheless, to study perceptions in the Turkish context, one should not rely on a measurement that is not adapted to the culture. This brings us the need of identifying culturally relevant social-sexual behaviors and developing a measure to assess perceptions in the light of these incidents. Gelfand, Fitzgerald, and Drasgow (1995) support this argument by stating that different work settings may have different and specific behavioral manifestations of social-sexual incidents.

1.5.2 Severity and Frequency of Harassment

Fitzgerald and Hesson-McInnis (1989) found that, besides the type of harassment, one other dimension for the interpretation of SH was the dimension of severity. The types of harassment which were rated to be severe appeared to be sexual impositions and sexual coercion.

Hurt, Maver, and Hofmann (1999) investigated the judgment processes of third-party evaluators of SH situations. Different from other studies, they focused only on hostile environment harassment type of behaviors, which are ambiguous in nature and lead to inconsistent ratings concerning perceptions of harassment. Results based on pilot data ratings of severity revealed that compared to less severe and neutral non-harassing behaviors, more severe hostile environment behaviors were rated as more inappropriate and were perceived as harassing by most raters.

Ellis, Barak, and Pinto (1991) investigated the differences between women's actual SH experiences measured by the SEQ behavior items (Fitzgerald et al., 1988) and perceived SH measured by one question appearing at the end of the SEQ (e.g. "Have you ever been sexually harassed at the workplace?"). As Ellis et al. (1991) hypothesized, the gap between the ratings of actual experience and perception ratings varied among the severity levels of the reported actual SH experiences. The more severe an experienced incident was, the stronger the relationship was between reported and labeled SH. In this study, the more explicit behaviors were considered as the more severe behaviors, and both terms were used interchangeably.

Another factor concerning the nature of the harassment, which is believed to influence the judgments of harassment, is the frequency of the harassing behaviors. Unlike majority of the studies, Hurt, Maver, and Hoffman (1999) systematically

varied different levels of frequency of harassment in the scenarios that they presented to the raters to be rated in terms of perceived appropriateness and perceived SH. Results showed that more frequent behaviors were rated as more inappropriate, regardless of the severity of the behavior. However, more frequent situations were only judged to be harassing when the behavior was severe. In other words, an interaction effect was found between severity of behavior and frequency on the judgments for perceived SH ratings. Frequency showed a greater impact on judgments of SH when behaviors were more severe than when behaviors were less severe. An interaction effect was not found between severity of behavior and frequency on appropriateness ratings.

Despite the findings of Hurt et al. (1999) indicating that frequency shows a greater impact on judgments of SH when behaviors are more severe than when behaviors are less severe, common sense would predict the opposite. That is, if the behavior is considered high in severity, severity could create a ceiling effect, and it would leave little space for frequency to play a role in determining whether a behavior is harassment or not. On the other hand, one could also argue that, when the behavior is moderately severe, frequency would play the greatest role in determining whether a situation is sexually harassing or not.

Research on the effects of frequency of behavior on SH perceptions have revealed that the most general case is that as frequency of the behavior increases, frequency of labeling the behavior as sexually harassing also increases (Ellis, Barak, & Pinto, 1991; Popovich, Licata, Nokovich, Martelli, & Zoloty, 1986; Thomann & Wiener, 1987). However, as Bursik (1992) points, most of this accumulated findings come from unsystematic research efforts, in which the frequency variable was not systematically varied.

Perceiving social-sexual behaviors as SH or not is certainly affected by the frequency of the particular behavior. Also, when studying perceptions towards SH, if frequency of a behavior is not systematically varied, it would act as a confounding variable. However, in a study that involves a number of variables as predictors of perceptions, systematically varying the frequency of different incidents would be a very complicated job. Therefore, frequency can be held constant for each incident. On the other hand, severity ratings of behaviors should be collected to see whether individuals categorize behavior according to the severity of the incident and to see whether perceived severity predicts perceptions.

1.5.3 Demographic Variables Affecting Perceptions of Sexual Harassment Associated with the Target and/or Rater

Apart from the nature of the social-sexual behavior the target's or rater's own characteristics are also important factors affecting the perceptions of harassment. Here, "target" refers to the person (usually a woman), who actually is exposed to any kind of social-sexual behavior and "rater" refers to the person, who is not necessarily exposed to such an incident, but is either an observer of an actual incident or an evaluator of a hypothetical situation involving SH.

1.5.3.1 Gender of the Rater

In perception studies of SH the gender factor is the most widely investigated variable. Perception differences between women and men were either studied by focusing on the *target* person's gender, or by focusing on the beliefs of unharassed

men and women-the third-party *evaluator*. According to the research literature, women experience more SH than men do (diTomaso, 1989; Dunwoody-Miller & Gutek, 1985; Terpstra & Baker, 1988). This is why the present study focused on women as the target of SH and men as the perpetrators. Moreover, among unharassed individuals there is consistent evidence that men see most social-sexual behavior in the workplace more appropriate than do women and they have broader definitions of acceptable social-sexual behavior, whereas women consider more behaviors to be SH (e.g., Fitzgerald & Ormerod 1991; Gutek, 1985; Gutek, Morasch, & Cohen, 1983; Kenig & Ryan, 1986; Mazer & Percival, 1989; Popovich, Gehlauf, Jolton, Somers, & Godinho, 1992; Reilly, Carpenter, Dull, & Bartlett, 1982; Tata, 1993; Terpstra & Baker, 1987).

One of the earliest studies investigating sex differences was by Kenig and Ryan (1986) on the level of tolerance toward social-sexual behaviors. The most significant differences in the level of tolerance were observed for more ambiguous type of behaviors (e.g., sex-stereotyped jokes, teasing remarks of a sexual nature, unwanted suggestive looks or gestures), in which women consistently defined them as harassment more often than did men. In addition, there appeared significant sex differences in less ambiguous situations (e.g., unwanted letters or telephone calls, unwanted leaning or coercing, unwanted pressure for dates, unwanted touching) when the initiator did not have direct authority. The only behavior, which did not differ in the level of tolerance between the sexes, was unwanted pressure for sexual activity. An important finding of this study was that, when the initiator had a higher status over the victim (direct authority), both sexes perceived the situation as more harassing, and the sexes were in greater agreement concerning perceptions, which is in accord with most of the evidence suggesting that higher status harassers are more

likely to be perceived as harassing. One other important point is that, these authors used the term “level of tolerance” interchangeably with the term “perceptions.” Yet, these two terms could well refer to different things. One may perceive a behavior as sexually harassing, but tolerate it up to a point, after which the person would react to it.

Baugh and Page (1998) examined ratings of severity of potential SH incidents either from the participants’ own perspective or from that of the opposite sex co-worker’s perspective. Regarding participants’ own perspective, they found a significant difference between working men and women’s perceptions of severity of quid-pro-quo harassment, with women rating quid-pro-quo more severe than men, whereas they found no difference for severity ratings of hostile environment harassment. It should be kept in mind that although women generally perceive hostile environment harassment as more harassing than men, their perceptions of severity could be the same within a category. Regarding participant’s awareness of the opposite sex co-workers’ perceptions, it was found that women were aware of men’s perspectives and that men did not share their perceptions of quid-pro-quo harassment, whereas men did not seem to be aware of women’s perceptions. Thus, it appears that men and women are not equally aware of the gender-based differences in perceptions, which may lead to greater misunderstandings concerning male-female interactions within organizations.

Dougherty (1999) has suggested that men and women’s differing standpoints on SH lead to ineffective dialogues between the sexes about the matter. According to Dougherty, the differing standpoints stem from power and fear. Men fail to understand and accept the representation of SH in women. The main reason for this is that men fear other’s perceptions of SH that may mean organizational charges and

identity destabilization for them. This explanation is supported by the study of Nicks (1996), which revealed that men fear charges of SH. When a man is accused of a SH claim, he feels marginalized and fears that he will lose his voice in the organization. This fear is related to perceptions of power within an organization; the fear that women will become dominant and men will be disempowered. To avoid this, apparently, men try to avoid being marginalized from SH policies. On the other hand, Dougherty (1999) claims that women both fear SH itself and its consequences, because of thoughts that SH would lead to isolation and loss of sense of connectedness, and ultimately their loss of power. According to Dougherty, among people who are involved in SH (as harasser or target) differing experiences of fear and power between sexes lead to differing standpoints and expectations about organizational SH policies and actions. Based on these arguments, she points to the additional need to further explore the construct of SH by all members of organizations, not just those who have been harassed to get a deeper understanding of the complex nature of the phenomenon.

Despite these findings, some studies have found no significant gender differences in perceptions of SH (Baker, Terpstra, & Cutler, 1990; Bursik, 1992). For example, in his study of participants' judgments about sexism, where he manipulated different behavioral and situational cues for the participants to rate them in terms of their perceptions of the degree of sexism, Brant (1999) found no difference between males' and females' mean sexism ratings nor between their use of cues in determining whether a behavior or situation was sexist in nature.

In his study Bursik (1992) included quid-pro-quo type of harassment behaviors, in which the nature of behaviors were very severe. It was argued that the severity could be the reason for no gender differences appearing in the ratings.

However, Baugh and Page (1998) also found no gender differences in terms of severity when the behaviors were hostile environment harassment, which are less severe in nature compared to quid-pro-quo. Nevertheless, in Hurt et al.'s (1999) study where hostile environment type of harassment behaviors, which are more ambiguous and less severe than quid-pro-quo type harassment, were presented, gender was found to be significantly associated with appropriateness of behavior and SH ratings. That is, women tended to rate situations as more inappropriate and as more harassing than did men.

Baker and Terpstra (1990) wanted to clarify the conflicting evidence on the effects of gender on perceptions. Based on Terpstra and Baker's (1987) hierarchy of SH questionnaire developed from examples of SH in the Fair Employment Practices Guidelines, working women and men were asked to indicate whether a presented incident was SH. Results showed that perceptions of working men and women were very similar both for ranking the severity of the incidents and agreement for each specific scenario. Baker and Terpstra attributed the small gender differences to the nature of the scenarios, being less ambiguous compared to other studies. They considered instruments containing ambiguous situations as less reliable to measure differences in perceptions. Nevertheless, it is important to note the fact that results differ across studies with ambiguous incidents to be rated provides us with valuable information as ambiguous incidents (e.g., staring, sexual remarks, unwelcome attention by a peer) do take place in SH claims and they do in fact take place in the workplace. Studying perceptions on ambiguous social-sexual behaviors and clarifying the differences over samples of different characteristics would help us gain insight into the characteristics of samples which do perceive an ambiguous incident as sexually harassing in order to develop preventive measures.

In their cross-cultural study mentioned previously Pryor et al. (1997) examined the effects of gender differences from a cross-cultural perspective. Students from Australia, Brazil, Germany and the US judged scenarios of social-sexual behaviour in terms of SH, and provided definitions of SH. It was found that Brazilian men generally rated the scenarios more sexually harassing than did Brazilian women. Pryor et al. commented on this finding by pointing out to the SH definitions of the Brazilian sample. Accordingly, the Brazilian sample (both men and women) defined SH as less of an abuse, less related to gender discrimination, and as *harmless* sexual behaviour. Although Brazilian men rated more sexual harassment, there is no evidence suggesting that they evaluated the behaviour more negatively than Brazilian women and than their western counterparts. Nevertheless, this kind of a gender difference appearing only among the Brazilian sample compared to the other nations, that is men rating more harassment than women, may be attributed to the finding of the study that 13 % of Brazilian men reported experiencing sexual harassment, compared to percentages of 0 or 1 in the other countries. In the Australian and German samples, gender did not have a main effect on SH ratings.

The US sample, on the other hand, revealed the most consistent results with the research literature (as most research came from US), in which females significantly rated the scenarios as more harassing than did males. These results support the idea that gender differences can be culture bound. Concerning the definitions of SH, however, neither a main effect of gender, nor an interaction effect of gender and country were found. Observed differences across countries in terms of SH definitions could be attributed to each culture's unique manifestation of social-sexual behaviors. Therefore, rather than using a questionnaire with close-ended responses, adopting a qualitative approach in providing general definitions specific to

the particular culture and a behavioral approach where the incidents are explained in behavioural terms are rated, may reveal quite different results. Based on this one could argue that, as also suggested by Gelfand et al., it is better that each culture develops its own measurement based on the unique manifestations of social-sexual behavior in that culture (cited in Wasti et al., 2000).

Blumenthal (1998) meta-analyzed the literature on gender differences regarding SH perceptions. Results suggested that women perceive a broader range of behaviors as harassing than do men. In an attempt to clarify which type of behaviors constitute SH for men and women Rotundo, Nguyen, and Sackett (2001) conducted another meta-analysis by including the studies in which the dependent variable was perceptions of whether a type of behavior constituted SH. They believed that type of behavior would act as a moderator of gender differences in perceptions. They also acknowledged the findings that status of the harasser influences gender perception, so they examined harasser's status as a moderator of the gender differences. Before meta-analyzing the data, they divided harassment situations into seven categories, ranging from subtle social-sexual behaviors to more obvious ones. The first six categories included what the courts define as hostile work environment harassment and the seventh category reflected quid-pro-quo harassment; which was named sexual coercion. The purpose of dividing hostile work environment into sub-categories was to examine the size of gender differences within more specific behavior categories.

The results of the meta-analysis revealed small gender differences in the predicted direction; women tended to perceive more behaviors as harassment. However, as the percentage of variance accounted for was small, possible moderators were examined. Results indeed revealed that, gender differences varied according to

the type of social-sexual behavior. The gender difference was larger for behaviors that are consistent with the court's definitions of hostile work environment harassment. Generally, the less extreme and more ambiguous behaviors (e.g., derogatory attitudes and dating pressure) showed greater gender difference. Physical sexual contact behaviors acted as an exception. They were extreme in nature, but also showed gender differences compared to other extreme social-sexual categories. The categories of sexual coercion, which included quid-pro-quo types of incidents, sexual propositions, and physical nonsexual contact revealed smaller gender differences. With regard to the moderating effect of status, although the meta-analysis revealed that women were more likely than men to perceive the behavior as harassing when the harasser is a same-status individual, the difference was not significant. When the harasser was one with higher status, men and women seemed to be in greater agreement.

1.5.3.2 Other Demographic Variables Associated with the Target and/or Rater

Evidence suggests that demographic characteristics such as age, marital status, and education of the target may play a role in SH experiences and perceptions. Age of the target is one of the demographic variables that previous studies have investigated. Farley (1983) and USMSPB (1981, 1988, 1995) suggest that younger women are more susceptible to being sexually harassed, especially by supervisors, because they constitute a less powerful group as they have lower levels of education, are unmarried, and tend to be at the lower levels of the organizational hierarchy. Luthar and Pastille (2000) argue that the age of a subordinate may moderate superior-subordinate power relationship in social-sexual interaction. Fain and

Anderton (1987) found that young women between the ages of 16 to 25 were more likely to label social-sexual behaviours as sexual harassment.

According to the more recent literature, although age of the target correlated highly with experiencing SH, contrary to Fain and Anderton's findings, perceiving a social-sexual behavior as SH is not correlated with the age of the rater (Foulis & McCabe, 1997). Besides, if age emerges as a significant predictor of sexual harassment, it could be because of a confounding of the status of the rater. Nevertheless, in a perception study, the reverse can also be the case. That is, age could act as a confounding in the relation between the status of the rater and perceptions. Therefore, it would be better to control the age of the rater when studying perceptions of SH.

The effects of the target's marital status on harassment experiences were also investigated. As suggested by Backhouse and Cohen (1981), the implied or actual existence of a spouse may discourage the potential harasser. Other studies which examined the relationship between marital status and harassment confirmed this and revealed that single and divorced women experienced significantly higher levels of harassment, except the most severe forms of harassment (MacKinnon, 1979; Schneider, 1982; Tangri, Burt, & Johnson, 1982; USMSPB, 1981, 1988). Perhaps, based on the knowledge or thought of this, women with a spouse may be expected to perceive a social-sexual incident as less harassing than women without a spouse.

With regard to the education level of the woman, Fain and Anderton (1987) found that women continuing education after high school were more likely to report sexual harassment compared to women with a high school education or less.

1.5.4 Status Difference between the Harasser and the Target Affecting Harassment Perceptions

Most of the research up to now studying perceptions of SH has investigated the effects of the status difference of the harasser and the target. Evidence in general (e.g., Ellis, Barak, & Pinto, 1991; Pryor, 1985; Tata, 1993; USMSPB, 1988) suggests that when the harasser has a high status with regard to the target, individuals are more likely to perceive the behavior as sexually harassing as opposed to a harasser of the same status with or lower than the target. Some studies show that when participants are asked to rate a list of behaviors in terms of whether they experienced them or not, and if so, who the perpetrator was in each situation, the participants tend to report higher incidents of coworker initiators (Bremer, Moore, & Bildersee, 1991; Lafontaine & Tredeau, 1986; Spann, 1990). However, when they are asked to label a behavior as SH, they are generally found to apply the label to supervisors than to coworkers (Bremer et al., 1991; Bursik, 1992; Ellis, Barak, & Pinto, 1991; Gutek, Morasch, & Cohen, 1983; Hendrix & Rueb, 1998; Kenig & Ryan, 1986; Popovich, Licata, Nokovich, Martelli, & Zoloty, 1986; Pryor, 1985; Reilly, Carpenter, Dull, & Bartlett, 1982; Tata, 1993; York, 1989).

Pryor (1985) presented 24 scenarios, in which one independent variable that was manipulated was actor role, with three levels; a professor, a teaching assistant, or a student initiating the behavior. According to the results, when a professor was the initiator, respondents rated the behaviors as more sexually harassing than when the initiator was a teaching assistant or a student, and rated the behaviors as more sexually harassing when it was a teaching assistant than a student. Pryor (1985) suggested that the degree of perceived appropriateness for social-sexual behavior

may covary with actor- target power differential perceptions, that is, the status of the initiator could act as a moderator.

In Ellis et al.'s (1991) study on the relation between the experienced and perceived SH it was reported that women tended to perceive the actual SH incidents as more harassing when higher status initiators were involved. However, Frazier et al. (1995) point out that the behaviors targets were exposed to in Ellis et al.'s study, were the three most severe forms of harassment (i.e., sexual bribery, sexual coercion, and sexual imposition) which were more likely to be initiated by higher status individuals. Therefore, it could be also concluded that the effect of status on the perceptions of SH was moderated by the severity of SH incidents.

Likewise, Tata (1993) found an interaction between hierarchical level of the initiator and the behavior category. The hierarchy level of the initiator influenced the subjects' perceptions of the categories of gender harassment and seductive behavior, but showed no impact on perceptions regarding sexual bribery, sexual coercion and sexual assault categories. This could mean that perceptions concerning more severe forms of SH were not affected by who initiated the behavior.

Few studies have been conducted among working women in nonacademic settings. One of these is the US Merit System Protection Board Study (USMSPB) (1988) investigating the impact of the harasser's status on definitions of SH. The results suggested that behaviors were more likely to be seen as harassment when engaged in by supervisors.

Contrary to the above findings, some studies did not find a difference between perceptions with regard to initiator status (e.g., Brant, 1999; Gutek & Morasch, 1982; Hurt et al.1999) They revealed no significant differences between

the appropriateness ratings of the behaviors for supervisors and coworkers, nor a difference between the harassment ratings for supervisors and coworkers.

Nevertheless, as previously noted studies have demonstrated an influence of initiator status on perceptions of SH, one would expect that other variables must have been playing a role on the status perception relationship. In accord with this argument, Luthar and Pastille (2000) proposed an integrative conceptual model of the role of superior-subordinate social-sexual interaction in subordinate perceptions of SH by suggesting possible moderators. They have proposed that the attribution made to the superior's intentions would affect the subordinate's perception of the incidents. Apart from their argument that prior knowledge about the superior, or having heard about the incidents initiated by a particular superior might influence subordinate's attributions relating to superior intention, one could argue that women may also have developed some stereotypes toward superiors in general where they attribute intention to the observed behaviours.

1.5.5 Individual Differences Factors Affecting Harassment Perceptions

In addition to the demographic variables of the target and/or rater, other individual differences factors such as attitudes, personality attributes, and stereotypes may also affect different people rating social-sexual behaviors differently.

1.5.5.1 Attitudes Towards Women's Gender-Roles

Foulis and McCabe (1997) reported that gender role stereotypes concerning beliefs about male and female appropriate behavior and gender role such as masculinity-femininity, were predictors of both attitudes and perceptions of SH.

Those who scored higher on masculinity and those who showed more sexist attitudes, revealed by the macho scale, were found to exhibit more tolerant attitudes towards SH and perceived less SH. Concerning attitudes, Klemack and Klemack found that women with conservative sex-role attitudes perceived fewer types of incidents as harassing (cited in Baker, Terpstra, & Larntz, 1990).

Related to the concept of gender role, Terpstra and Baker (1986) explored the relationship between sex-role attitudes and perceptions of SH by using Spence and Helmreich's (1972) Attitudes Toward Women Scale (AWS), which assesses the attitudes toward women's rights and privileges with regard to vocational and educational pursuits, marital roles, dating and courtship behavior, and appropriate sexual behavior. In the AWS, individuals with more liberal attitudes are expected to be more favorable toward women's rights and privileges. However, contrary to Klemack and Klemack's finding, Terpstra and Baker (1986) did not find a significant main effect of attitudes on perceptions. Despite Terpstra and Baker's (1986) findings, it is plausible to expect a unique prediction of sex-role attitudes toward women on perceptions of SH.

1.5.5.2 Personality Attributes of the Target and/or Rater

Personality, which is a relatively stable cluster of traits affecting an individual's actions, perceptions, and attributions has been a focus of attention in the SH research. Although not studied extensively in this regard, personality variables in general were not found to be significant predictors of SH perceptions.

Lester, Banta, Barton, Elian, Mackiewicz, and Winkelried (1986) investigated the correlation between SH perceptions and two of the personality dimensions of

Eysenck Personality Inventory: extraversion and neuroticism. No significant correlations were obtained for neither of the dimensions measured by a brief form of Eysenck Personality Inventory. When the longer measure of extraversion (Eysenck & Eysenck, 1968) was used, extraversion seemed to negatively correlate with SH judgment scores.

Hurt et al.'s (1999) examined the influence of extraversion on SH perceptions by using Costa and McCrae's (1985) NEO Personality Inventory. They found that respondents high on extraversion did not perceive behaviors as less harassing than respondents low on extraversion, possibly suggesting that extraversion is not a significant predictor of harassment perceptions.

Two personality based individual differences variables are also expected to influence SH perceptions as they were found to be related to constructs that could affect harassment perceptions as described below. These two variables are emotional state and self-esteem of the target and/or rater.

1.5.5.2.1 Emotional State of the Target and/or Rater-Positive and Negative Affectivity

Affectivity is a trait with two dimensions; positive and negative affectivity and has a stable influence on the actions of individuals over time. Positive affectivity (PA) is related to being enthusiastic, active and alert, whereas negative affectivity (NA) refers to distress, aversive mood states, anger, disgust, guilt, fear and nervousness (Watson, Clark, & Tellegen, 1988). Individuals high on negative affectivity are known to have a tendency to experience a variety of negative emotions across time and place (Spector & O'Connell, 1994). One could argue that having an

emotional component affectivity could play a role in perceiving a social-sexual behavior as SH or not. Especially individuals with NA could be more sensitive to social-sexual incidents as they are more irritable, nervous, and have aversive mood states. Therefore studying the effects of affectivity would contribute to our understanding of the factors playing a role in perceiving a social-sexual behavior as SH or not.

1.5.5.2.2 Self-esteem of the Target and/or Rater

Concerning the target and/or rater's self-esteem, only one study has been identified studying its effects on SH perceptions. Terpstra and Baker (1986) investigated the effects of self-esteem on ratings of SH. They found an interaction between self-esteem and attitudes toward women. They found that high self-esteem raters with conservative attitudes toward women perceived more SH than did low self-esteem raters. High self-esteem raters with liberal attitudes perceived less SH than low self-esteem raters. Neither the main effects of self-esteem on perceptions nor the main effects of attitudes on perceptions were significant. It is worth further studying self-esteem as only one finding is identified regarding the effects of self-esteem on perceptions of harassment and because self-esteem seems to be a potential factor that would affect perceptions by itself. The literature on self-esteem and attribution styles brings forth the idea that self-esteem could affect SH perceptions based on individuals' attributions. According to Sterling and Yeisley-Hynes (1992) individuals with high self-esteem use ego-protective attributional responses. Based on this finding, one could argue that women with high self-esteem would try to protect themselves toward any behavior that is social-sexual in nature, which could

have any negative intentions, by reacting to it. Therefore women with high self-esteem would be expected to perceive more SH.

1.5.6 Manager Stereotype and Harasser Stereotype Domains

Stereotypes are defined as “set of fixed ideas about a person that is based on group membership” (Holland, 1974, p.308). More recently Judd, Ryan, and Parke defined stereotypes as “cognitive frameworks consisting of the knowledge and beliefs about specific social groups and the typical or modal traits supposedly possessed by persons belonging to these groups” (cited in Baron & Byrne, 2000, p. 226). Perceiving other people and interpreting others’ behavior are mostly influenced by our stereotypes that we hold towards the particular groups (Basow, 1992).

Everyone who has been sexually harassed or not would most probably have some stereotypes towards sexual harassers. These stereotypes could lead an individual to more readily interpret a social-sexual incident as SH or mistakenly cause labeling a non-harasser as sexual harasser. Especially managers are more likely to be the victims of this mislabeling as the literature provides evidence that higher status individuals are more likely to be labeled as sexual harassers (e.g., Ellis, Barak, & Pinto, 1991; Pryor, 1985; Tata, 1993; USMSPB, 1988).

As discussed briefly in the section of the effects of initiator status, it is worth investigating the stereotype domains of managers to explore why high status individuals are more likely to be perceived as harassers (e.g., Bremer, Moore, & Bildersee, 1991; Ellis, et al 1991), when in fact women are generally confronted with coworker harassment initiators (e.g., Bremer et al, 1991). For example, power of the initiator is argued to be a factor in labeling a superior’s social-sexual behavior as

harassment. A superior could exercise power on the subordinates, by trying to take advantage of the subordinate's low-level status. It is this power that serves in heightening the fears of the female subordinates regarding the intention of the social-sexual behavior initiator (Ellis et al. 1991; Luthar & Pastille, 2000). If SH is a form of expressing power as also argued by Tangri, Burt, and Johnson's (1982) in their organization model, one of the three models used in explaining SH, that SH is the result of opportunities created by the organizational climate, hierarchy, and authority relationships, then it seems worth investigating the nature of manager stereotypes, in relation to the nature of stereotypes of harassers.

1.6 The Purpose of the Present Study

Research on workplace SH perceptions has yielded a rich literature with information about a wide array of factors affecting perceptions. Type of harassment, frequency and severity of harassment, and the demographic variables of the target and/or rater appear to be the most widely studied predictors of differing perceptions. Gender and the status difference between the harasser and the target are the most emphasized demographic variables.

Based on the vast literature suggesting that women are more sensitive to social-sexual incidents by having a lower SH perception threshold than do men, and also based on the fact that women are more likely to be the target of SH, in this study only women's perceptions of SH have been studied.

Although the gender variable shows consistent results, the status variable needs further investigation to clarify its role on perceptions. Apart from those, recent findings suggested that age of the rater did not appear to affect SH perceptions

(Foulis & McCabe, 1997), and marital status of the target has been shown to affect workplace SH experiences (MacKinnon, 1979; Schneider, 1982; Tangri, Burt, & Johnson, 1982).

Individual differences factors other than demographic variables have been another focal point in the literature, although not emphasized as much as demographic variables. Attitudes toward women's sex roles is the most studied variable among individual differences factors. Yet, other individual differences factors, such as personality attributes of the target and/or rater, have not received much attention. Among personality attributes, self-esteem and emotional state are potential factors that may affect harassment perceptions. Self-esteem has been investigated, although the findings seem inconclusive (e.g. Terpstra and Baker, 1986). Emotional state on the other hand, has not been studied in relation to SH perceptions.

In addition to these individual differences variables, stereotypical images of sexual harassers and stereotype domains of managers are worth investigating and comparing.

So, the purpose of the proposed study was two-fold. The first was to clarify the effects of individual differences on perceiving a social-sexual incident as harassment. Specifically, the effects of two groups of individual differences variables (i.e., attitudes and personality attributes-self-esteem and emotional affectivity-), on SH perceptions were examined. The second was to introduce the concept of harasser stereotypes to the sexual harassment perception literature with the hope of providing a deeper understanding of women's harasser images, of those either having experienced harassment or not.

1.6.1 Attitudes Towards Women's Gender Roles

The effects of attitudes toward women's sex-roles on harassment perceptions have been studied by a number of researchers and results are inconclusive (e.g. Terpstra and Baker, 1986; Klemack & Klemack cited in Baker, Terpstra, & Larntz, 1990). To clarify the effects of attitudes towards women's sex-roles on harassment perceptions it was investigated as one of the individual differences variables in the present study. Based on the argument that individuals with more liberal attitudes try to protect their rights and privileges, the following hypothesis was formed.

Hypothesis 1: Women with more liberal attitudes towards women's sex-roles perceive more sexual harassment than women with more conservative attitudes.

1.6.2 Personality Attributes

Personality attributes, such as extraversion and neuroticism, studied up to now in the SH literature failed to reveal any effects on perceptions. Nevertheless, apart from those personality dimensions other attributes of personality should also be taken into account when investigating SH perceptions.

1.6.2.1 Emotional Affectivity

Up to now, the effects of affectivity on harassment perceptions have not been studied. However, it is worth investigating the effects of positive affectivity (PA) and negative affectivity (NA) on harassment perceptions, as the constructs related to PA and NA are likely to influence attitudes and perceptions. A study by Watson and

Clark (1984) reported intercorrelations between NA and high levels of perceived job stressors and high levels of perceived job strains. The distress, aversive mood states, anxiety, anger, disgust, and fear components of NA could be expected to affect individual readiness in perceiving a social-sexual behavior as SH. One could also expect that individuals with NA would perceive higher levels of SH. Based on these arguments the following hypothesis was formed.

Hypothesis 2: Negative affectivity is positively related to SH perceptions.

1.6.2.2 Self-esteem

The effects of self-esteem of the target and/or rater on perceptions have not received considerable attention in the literature. Nevertheless, it is worth studying the unique effects of self-esteem on harassment perceptions. Hence, the third hypothesis was formed.

Hypothesis 3: Those with high self-esteem are more likely to perceive more social-sexual behavior as SH than those with low self-esteem.

1.6.3 Stereotype Domains of Harassers and Managers

This study is believed to contribute to the literature on SH by focusing on the stereotypes that people have towards harassers. Therefore, another purpose of the present study was to explore the content of harasser stereotypes held by employed women. To further investigate whether the stereotypes overlap in certain domains with those of managers, which could be one reason of labeling (and also mislabeling) managers as initiating harassment, manager stereotypes were also explored.

In order to study the proposed hypotheses, first of all a preliminary study was conducted to investigate culturally relevant social-sexual behavior manifestations and characteristics attributed to sexual harassers. Based on the interview results, measures of SH perceptions and measures of manager and harasser stereotypes were developed. Before conducting the main study, the AWS was translated into Turkish. Following questionnaire development and translation, along with the other instruments 353 currently employed women in different organizations and from different occupational and industrial backgrounds were contacted in the main study.



CHAPTER II

STUDY I – THE PRELIMINARY STUDY

2.1 Overview

Study I was conducted as a preliminary study in order to develop measures of social sexual incidents, and manager and harasser stereotypes to be used in the main study. The social sexual incidents measure was intended to involve social-sexual behavior manifestations relevant to the Turkish culture. Hence, one goal of the preliminary study was to identify these behavior manifestations. The second aim was to identify adjectives used in describing a sexual harasser to be used in the development of a harasser stereotypes measure as well as a manager stereotypes measure.

2.2 Participants

In the preliminary study 56 women employed in different work organizations were interviewed. Twenty-four participants were employed in Middle East Technical University; 10 as academic personnel, eight as research assistants, two as project

assistants, and three as administrative personnel. They were randomly selected from the faculties of Arts and Sciences (N = 7), Engineering (N = 9), and Administration (N = 2), School of Foreign Languages (N = 1) and Social Sciences Institute (N = 3). One participant was a part time lecturer from another university. Twelve participants (four in managerial positions and eight white-collar workers in non-managerial positions) were employed at a public bank, 10 were working as nurse in a public hospital, and 10 (five blue-collar and five white-collar) were employed in a private firm in the automotive industry. The participants' ages ranged between 21 and 51, with a mean of 33 years. With regard to marital status, 31 of the participants were married, 22 were single, one was engaged, one divorced, and one was a widow.

2.3 Instruments

A two-part interview form named "Attitudes Towards Workplace Interactions" (AWI) was developed to elicit manifestations of workplace interactions and harasser characteristics. Specifically, in the first part, questions about (a) disturbing (unacceptable/inappropriate) workplace interactions between any two parties (woman-woman or woman-man), (b) disturbing interactions especially between men and women, (c) manifestations of workplace sexual harassment, and (d) characteristics of harassers were asked. In the second part, two-hypothetical vignettes about two different social-sexual incident scenarios were presented to the respondents, and they were asked to describe the initiators in the scenarios and to rate demographic features of the hypothetical target and the initiator. The interview form is described below in detail.

2.3.1 Attitudes Towards Workplace Interactions Interview Form

The first part of the AWI included six open-ended questions concerning the kinds of verbal and physical behaviors coming from any employee at the workplace which the interviewees considered inappropriate and felt uncomfortable about (i.e., “What kind of verbal behaviors coming from any employee at your workplace would make you feel uncomfortable?,” “What kind of physical behaviors coming from any employee at your workplace would make you feel uncomfortable?”); the kinds of verbal and physical behaviors coming from especially a male employee at the workplace which the respondent considered inappropriate and felt uncomfortable (i.e., “What kind of verbal behaviors coming from any male employee at your workplace would make you feel uncomfortable?,” “What kind of physical behaviors coming from any male employee at your workplace would make you feel uncomfortable or make you think that it is inappropriate?”); kind of behaviors the respondent considered sexual harassment at the workplace (i.e., “What comes to your mind when we say workplace sexual harassment?”); and concerning the description of a harasser (i.e., “How would you describe someone who attempted sexual harassment at the workplace?”). The first part of the interview form is presented in Appendix A.

The second part of the interview form included two open-ended and four structured questions to be answered twice based on two different hypothetical workplace social-sexual interaction scenarios. The first vignette is about mild physical social-sexual interactions, and hence named “mild physical harassment scenario.” In this scenario the interaction takes place between a woman (i.e., “target”) and a man (i.e., “initiator”) working in the same organization. The incident

is that the initiator physically touches the target's hands and shoulders repeatedly, despite the target's body language giving the message that she is not interested, such as turning her back, moving away, and putting on a serious expression. There is no cue in the vignette about either party's demographic characteristics, such as age, marital status, or status within the organization.

The second vignette is mainly about verbal harassment, and named "verbal sexual harassment scenario." In this case, the incident is that the initiator is constantly praising the target's work discipline and beauty, repeatedly telling sexual jokes in front of other women employees. In addition the target often finds the initiator looking at her and the other women's breasts or legs. Again, there is no cue signaling the demographic characteristics of the parties.

For both of the vignettes the same questions were asked. First of all participants were asked to define the social-sexual behavior initiator in each of the scenarios with at least five adjectives. With this question it was intended to elicit more descriptions of harassers by providing participants ready examples of scenarios that could be considered sexual harassment. While the sixth question of Part I asked for the description of a harasser without providing a situation and therefore without directing the participant, this question in the second part aimed to direct the participant in terms of thinking about some mild forms of sexual harassment, both physical and verbal. With such a procedure, it was aimed to broaden the scope of possible social-sexual interactions when the participants were to describe a harasser, and to avoid them describing a harasser, who for example, only initiates gross sexual assaults toward the target.

In each vignette, following the description of the initiator, the participants were asked to guess the status relationship between the initiator and the target.

Finally, the participants were asked to guess the initiator's and target's age and also marital status using a structured format. The second part of the AWI is presented in Appendix B.

2.4 Procedure

Four different organizations, from which the data were collected, were reached via personal contacts. Interviews were conducted with 56 women currently employed at these organizations, upon the consent of the management in each organization and based on the participants' availability. Each participant was interviewed individually in a private room in the organization and each interview lasted for about 30 or 40 minutes.

The term "sexual harassment" was not used in explaining the purpose of the study to the participants at the beginning of the interview in order to be able to differentiate between those social-sexual behaviors that are only perceived as disturbing and those perceived as sexual harassment. Therefore the true nature of the research was not fully conveyed at the beginning and an explanation was provided to the participants saying that the research was about investigating the attitudes of women toward workplace social interactions. At the end of the interview the participants were debriefed and informed about the true nature of the study and the reason for not explaining it at the beginning was stated. Responses to the open-ended questions were recorded by the researcher.

2.5 Analyses

Responses to the open-ended questions asked to the interviewees in Part I were content analyzed. Frequencies of “number of participants responding to an item” were recorded. If a participant gave a social-sexual incident example for the questions of inappropriate physical and verbal behavior at workplace, but labeled it as “sexual harassment” then that piece of information was recorded under the category of “sexual harassment.” The question of “How would you describe someone who attempted sexual harassment at the workplace?” was analyzed and combined with the adjectives provided for the two vignettes. If a participant gave the same response for both vignettes, that characteristic was counted only once. Similarly, if a participant responded with the same adjective to ‘question 6’ and to a vignette, this response was counted once.

The subcategories of the main categories of “disturbing behaviors coming from a man at the workplace” and “behaviors considered to be sexual harassment at workplace” were decided apriori by taking the SH categorizations in the literature as a reference point, and four of the categories were named after them. The psychological labeling and definitions of Till (1980) and Fitzgerald et al. (1999) were adopted, which are in fact further categorizations of the legal classification of SH by MacKinnon (1979). An illustration of the psychological labeling of sexual harassment by researchers in the literature with their corresponding legal categorization is presented in Table 2.1.

Table 2.1 Sexual Harassment Categorizations in the Literature

Perspective	Studies	Categories				
Legal	MacKinnon (1979)	Hostile Environment			Quid-Pro-Quo	
Psychological	Till (1980)	Gender Harassment		Seductive Behavior	Sexual Assault	Sexual Bribery Sexual Coercion
	Fitzgerald et al. (1988)	Gender Harassment		Unwanted Sexual Attention		Sexual Coercion
	Fitzgerald et al. (1999)	Sexist Hostility	Sexual Hostility	Unwanted Sexual Attention		Sexual Coercion

Accordingly, the subcategory names were identified as: Sexist Hostility, Verbal Sexual Attention, Physical Sexual Attention, Sexual Bribery and Sexual Coercion, Attempts to Develop a Sexual or Romantic Relationship, Sexual Assault, Unwanted Personal Attention, and Other. It was thought that dividing the general gender harassment category as sexist and sexual hostility, as it appears in Fitzgerald et al's (1999) categorization, would prove useful in discriminating between the two contents. Moreover, whereas the labeling "sexist hostility" was preserved, "sexual hostility" was named as "verbal sexual attention." As relatively mild physical approaches appeared in the content analyses, a category of "physical sexual attention" was decided to be included while keeping the "sexual assault" category for gross physical impositions. The categories of sexual bribery and sexual coercion of Till (1980) were combined into one, preserving the original labeling. The category of "attempts to develop a sexual or romantic relationship," or in other words, "seductive behavior" was adopted after Till. In addition to these six categories, it was thought that some behaviors might be revealing interest towards the woman whereas not necessarily implying to develop any relationship. So, a seventh category of

“unwanted personal attention” was included. The eighth category was formed for responses that could not be classified under any of the seven categories.

After the content analysis, all responses provided by the participants were grouped under two categories; “disturbing behaviors coming from a man” (first part) and “behaviors considered to be sexual harassment” (second part) in order to be further classified into the identified categories. Eighty-four items under disturbing behaviors coming from a man at the workplace, and 97 items under behaviors considered to be sexual harassment were presented to 10 raters, along with categories and their definitions. Each rater indicated the category under which each item should be classified.

Each item was categorized under the most frequently indicated category. Items with 30% or less agreement were discluded from the content analyses results. Only one item in the first part, and two items in the second part had 30% agreement. In the first part, seven items received 40%, nine items received 90% agreement, and the rest had at least 60% agreement among raters. The overall interrater agreement was .74. When items with an agreement of 60% and above are considered, the interrater agreement was .81. In the second part nine items had 40% and 12 items had 50% agreement. Overall interrater agreement was .71. When considering items with 60% agreement and above, the interrater agreement was found to be .79. The ratings are presented in Appendix C.

The question inquiring about the status relationship between the initiator and the woman was analyzed based on the frequency of responses. To analyze the responses of marital status attributions to the initiator and the woman, divorced and widow categories were combined, as most participants did not differentiate between them. Frequencies were obtained for attributions of married, single, divorced/widow

according to how many participants rated them in the first rank, second rank, and third rank. Only those in the first rank were considered when interpreting results. The same procedure was followed for attributed age of the initiator and the target.



CHAPTER III

RESULTS and DISCUSSION of STUDY I

3.1 Overview

The responses given to the open-ended questions were content analyzed and the structured questions related to the vignettes were analyzed descriptively by obtaining frequencies and percentages of response alternatives. The results of these analyses are presented and discussed, followed by the steps of questionnaire development for the main study.

3.2 Results of AWI Part I - Content Analyses

The 56 interviews were each recorded and content analyzed question by question. The main categories were formed based on the open-ended questions of the interview. In other words, questions corresponded to main categories. These five main categories were: “Disturbing behaviors at the workplace,” “Disturbing behaviors coming from a man at the workplace,” “Behaviors considered to be sexual

harassment,” “Factors contributing to perceiving an incident as sexual harassment,” and “Characteristics attributed to a sexual harasser.”

The first three main categories, which involved 10 subcategories derived from 237 responses, were related to verbal and physical behaviors. The subcategories of the second and third main categories were related to “behaviors of a social-sexual nature.” The fourth main category was related to factors that participants take into account while assessing a social-sexual incident in terms of harassment, such as the initiator’s degree of being a close acquaintance to the target, the frequency of the behaviour, the behaviour being unwelcome, the perceived intention behind the behaviours, and the initiator being in a high position. The fifth category was related to descriptions of a sexual harasser. Throughout the content analyses, each item was analyzed on the basis of the number of cases responding to it. The full results of the content analyses are presented in Appendix D. The resulting categories and subcategories are presented in Table 3.1.

The fifth category relating to the characteristics attributed to a sexual harasser was further categorized, according to the recurring themes. However, before categorizing the responses given to the question concerning the description of a harasser (Question 6 of Part I), the open-ended questions of the vignettes asking for descriptive adjectives of harassers were included, just as it was mentioned in the analysis section. Accordingly, 15 categories emerged consisting of a total of 220 characteristics attributed to a sexual harasser, of which one category with 29 characteristics positive in nature. The negatively connotated items were also presented to the 10 raters to be classified under the 14 categories. The adjectives with at least 40% agreement were classified under the resulting categories. Eighteen of the adjectives did not reach the 40% agreement, therefore they were classified under

conceptually relevant categories, as it was intended to retain them. The interrater agreement of negative adjectives are presented in Appendix E and the resulting classification of negative and positive adjective lists are presented in Appendix F. The subcategory names are presented in Table 3.2.

Table 3.1 Content Analyses of the Responses Collected in the Interview: Categories and Subcategories

<u>Categories</u>	<u>Total frequency of responses</u>
I. Disturbing verbal remarks/behaviors at the workplace	
1. Verbal Approaches	
a. Related to the job	39
b. Related to social relationships	77
2. Disturbing physical behaviors at the workplace	47
II. Disturbing behaviors coming from a male at the workplace	
1. Sexist Hostility	26
2. Verbal Sexual Attention	30
3. Physical Sexual Attention	80
4. Sexual Bribery and Sexual Coercion	-
5. Attempts to Develop a Sexual or Romantic Relationship	7
6. Sexual Assault	-
7. Unwanted Personal Attention	16
8. Other	41
III. Behaviors Considered as Sexual Harassment at the Workplace	
1. Sexist Hostility	11
2. Verbal Sexual Attention	53
3. Physical Sexual Attention	120
4. Sexual Bribery and Sexual Coercion	22
5. Attempts to Develop a Sexual or Romantic Relationship	60
6. Sexual Assault	5
7. Unwanted Personal Attention	35
8. Other	8
IV. Factors contributing to perceiving an incident as sexual harassment	101
V. Descriptions of a sexual harasser	125

Table 3.2 Categories of Adjectives used in Describing a Sexual Harasser

Category
Sexual Deviance (e.g., unsatisfied)
Need for power (e.g., loving to use power)
Masculinity (e.g., seeing women as inferior)
Lack of limits (e.g., impudent)
No moral values and no respect (e.g., disrespectful)
Opportunist (e.g., pragmatist)
Intentional (e.g., having bad intentions)
Insistent (e.g., stubborn)
Lack of serious manner (e.g., lack of seriousness)
Being a failure (e.g., lacking in self-esteem)
Disgusting aspects (e.g., irritating)
Self-love, narcissus complex (e.g., big-headed)
Need for attention (e.g., likes to draw attention)
Miscellaneous (e.g., not giving importance to women's success)
Positive characteristics (e.g., courageous)

3.3 Discussion of Content Analyses

When the items under the same categories are compared across the two main categories of disturbing behaviors and sexual harassment, it was observed that the number of people indicating a social-sexual behavior under the label of harassment was more than those indicating the same behavior as disturbing. A notable difference between disturbing behaviors and harassing behaviors is that, some behaviors, especially those relating to seductive behavior were conveyed as harassment when they were thought to be unnecessary, deliberate, intentional, frequent, unwanted, and insistent, and when the initiator was not a close acquaintance of the woman.

3.4 Results of AWI Part 2 - Vignette Analyses Results

Participants' responses to the structured questions related to each vignette were descriptively analyzed to see what kind of attributions were made toward the initiator and the target in the vignettes in terms of the status difference between the initiator and the target, the age of both the initiator and target, and also the marital status of both parties. Frequencies and percentages were obtained for the predicted status relationship between the initiator and the target, and the predicted age, and marital status of both the initiator and the woman in both vignettes.

3.4.1 Attributions Regarding the Status Relationship Between the Initiator and the Target

For both of the verbal sexual harassment and mild physical harassment vignettes, participants were more likely to predict that the initiator had a higher status compared to the target. Frequencies and percentages are displayed in Table 3.3. The descriptive statistics showed that the frequency of the response attributing the initiator a higher status was four times the response attributing equal status to both the initiator and the target. The frequency was almost twice for the verbal sexual harassment vignette. The percentage of the responses for the initiator having a higher status than the target was 80% for the mild physical harassment vignette, compared to 61% for the verbal sexual harassment vignette. Apparently, the prediction that the initiator was higher in status than the target exceeded 50% of the study sample.

Table 3.3 Descriptive Statistics Concerning the Status Relationship Attributions Between the Initiator and the Target

Category	“mild physical harassment vignette”		“verbal sexual harassment vignette”	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
	High status initiator, Low status target	45	80	34
Equal status	11	20	21	37
High status target, Low status initiator	-	0	1	2
Total	56	100	56	100

3.4.2 Attributed Marital Status to the Initiator and the Target

With regard to participants’ attributions about the marital status of the initiator and the target in the vignettes, for both of the vignettes the respondents’ predictions of the initiator being married had the highest frequency compared to him being single or divorced/widow (see Table 3.4), and the target being single had the highest frequency compared to her being married or divorced/widow (see Table 3.5).

Table 3.4 Descriptive Statistics Concerning Attributed Marital Status to the Initiator

Category	“mild physical harassment vignette”		“verbal sexual harassment vignette”	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
	Married	39	70	31
Single	6	10	10	18
Divorced/widow	1	2	3	5
Does not matter	10	18	12	22
Total	56	100	56	100

Table 3.5 Descriptive Statistics Concerning Attributed Marital Status to the Target

Category	“mild physical harassment vignette”		“verbal sexual harassment vignette”	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
	Married	13	23	18
Single	19	34	21	38
Divorced/widow	10	18	5	9
Does not matter	14	25	12	21
Total	56	100	56	100

3.4.3 Attributed Age to the Initiator and the Target

Concerning predicted age of the initiator and the target, the results revealed that for the mild physical harassment vignette the target was predicted to be between 26 – 30 years of age with the highest frequency, followed by 31 – 40 years of age. For the verbal sexual harassment vignette 26 – 30 years of age share the highest frequency with 31 – 40 years of age (see Table 3.6). For the mild physical harassment vignette, the initiator was most frequently predicted to be between the age range of 31- 40, followed by 41 – 50, and for the mild sexual harassment vignette he was most frequently predicted to be between 41 – 50 followed by 31 – 40 years of age (see Table 3.7).

Table 3.6 Descriptive Statistics Concerning Attributed Age to the Target

Category	“mild physical harassment vignette”		“verbal sexual harassment vignette”	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
	20-25	7	12	7
26-30	29	52	23	41
31-40	19	34	23	41
41-50	1	2	3	6
Total	56	100	56	100

Table 3.7 Descriptive Statistics Concerning Attributed Age to the Initiator

Category	“mild physical harassment vignette”		“verbal sexual harassment vignette”	
	<u>N</u>	<u>%</u>	<u>N</u>	<u>%</u>
	20-25	2	4	1
26-30	1	2	5	9
31-40	26	46	22	39
41-50	21	37	25	45
51-	5	9	3	5
Does not matter	1	2	-	0
Total	56	100	56	100

3.5 Discussion of Descriptive Vignette Analysis Results

In both vignettes, majority of the participants attributed higher status to the initiator compared to the target, and the majority predicted the initiator to be married again in both vignettes. From the descriptive results it could be seen that there was a general tendency to perceive the target to be young (20 –30), and a tendency to perceive the initiator to be relatively older (30-50).

As discussed previously, the literature in general reveals that, when participants are asked to label a behavior as SH, they generally indicate the behavior to constitute SH when it is initiated by supervisors than by coworkers (e.g., Bursik, 1992; Ellis, Barak, & Pinto, 1991; Hendrix & Rueb, 1998; Kenig & Ryan, 1986; Pryor, 1985; Reilly, Carpenter, Dull, & Bartlett, 1982; Tata, 1993; York, 1989). The method adopted in these studies was different from that of the present study, such that the status of the initiators were presented to the participants first, followed by rating the behavior in terms of SH. However, in the present study, by approaching the subject from the other way round, women were asked to predict the characteristics of the initiator by reading vignettes in which no clue was presented about the initiator or the target. The findings in the literature and the results of the present study are in accord, with respect to the status of the initiator in most cases. Attributing higher status to the initiator in the Turkish context could also be stemming from the experiences, and the widespread knowledge of these experiences of women. This argument could be supported by referring to some findings coming from the Turkish context. Durgun (1998) had surveyed 245 nurses and found that of all the SH experiences women were subjected to, 58% were initiated by a doctor, which is superior in position to a nurse. According to the study conducted by Güngör (1999) 33% of the incidents were initiated by a doctor, as opposed to a lower level hospital staff.

The findings in the Turkish context seem to support the attributions made to the marital status of the initiators. According to the studies conducted among nurses, Durgun (1998) identified that in 64% of SH cases the initiator had been married. However, Güngör (1999) found that whereas 46% of male SH initiators had been married, 48% were single. When the behaviors are considered, it appears that

physical approaches were mostly encountered by married men, whereas showing verbal attention was more or for some behaviors equally initiated by single men. The vignette analysis findings of the present study regarding marital status attributions are consistent with actual experiences. That is, married men seem to be more inclined to approach a woman in the physical sense than showing personal attention or requesting dates for romantic relationships, and women seem to make similar attributions when rating vignettes. With regard to the marital status of the target, the literature in general reveals that single and divorced women experience significantly higher levels of harassment (MacKinnon, 1979; Schneider, 1982; Tangri, Burt, & Johnson, 1982; USMSPB, 1981, 1988). In the Turkish context, according to Güngör (1999) 81% of women subjected to SH were single. In the present study attributions concerning the marital status of the target were not very different in terms of being single or married.

Results of the present study showed that most participants attributed the target to be below the age of 30. This attribution is again in accord with the experiences of women in the Turkish context, where the mean age for different incidents ranged between 24 and 28 (Güngör, 1999). With regard to attributed age to the initiator, the present study showed that most participants attributed the initiator to be above the age of 30. Accordingly, the mean age of initiators for different incidents ranged between 31 and 42 (Güngör, 1999), and between 32 and 50 (Durgun, 1998).

Although these results are descriptive in nature, from a social representations research perspective, where a finding can be considered a social representation when the particular representation is observed in at least half of the study sample, the findings could imply that women in general have representations of social sexual behaviour initiators (or harassers) as being higher in status than the woman harassed

and as being married. Women having a social representation of harassing men as having a high status and high position power, brings the question of whether women also have the representation of a high status man being a potential harasser.

3.6 Social Sexual Incidents Questionnaire (SSIQ) Development

The categories formed in the content analyses of the questions related to inappropriate verbal and physical behaviors at the workplace, and behaviors that could be regarded as sexual harassment (AWI questionnaire Part I, questions 1, 2, 3, 4, and 5) were reviewed, and from each category several items were derived to form an item pool for the scale development. Attention was paid to include the items that tapped sexual harassment and also to include those that were not necessarily harassment but were reported to be disturbing when it came from a male coworker. For example, the item “Complimenting or commenting on physical appearance or dressing” (“Fiziksel görünüş veya giyim kuşam ile ilgili yorumlar yapılması/iltifatlar edilmesi”) appeared in disturbing behaviour in the workplace. The item “A male employee calling the woman by her first name in an informal manner at the workplace when the woman is not a close acquaintance” (“Samimi olmayan birinin iş yeri resmîyetinin dışında isimle veya senli benli hitap etmesi”) and “Using slang and bad language in referring to women” (“Başkalarının yanında kadınlara atfen argo ve küfürlü konuşulması”) were items both in general disturbing behaviour and disturbing behaviour when coming from a male coworker. Several items that more or less gave the same meaning were combined to be included as one item in the item pool. Some items such as “Reminding the woman her job,” “Kissing the hand,” or “Trying to smell the woman” were not included in the item pool as they were

considered to be very specific situations, and the items, such as smelling the women, were not included because they are likely to be encountered rarely. Most items with very low frequencies were included in the item pool by combining similar ones when it was thought that they could reveal important information.

In the item pool, the items were listed under the categories formed in the content analyses. However, the first two categories (i.e., “Disturbing behaviors at the workplace” and “Disturbing behavior coming from a man at the workplace”) were not included in the item pool as separately named categories. These were the categories related to the general verbal and physical behaviors that are considered to be disturbing at the workplace that could also take part between two women, or the categories related to disturbing physical and verbal behavior coming from a male coworker at the workplace, however not necessarily considered as harassment. Nevertheless, as described above, items from the categories relating to disturbing behavior coming from a male employee were included under related categories of sexual harassment. The resulting item pool consisted of 72 items, which is presented in Appendix G.

Most of the items in the item pool were used in the development of the Social Sexual Incidents Scale, after minor editing. Some of the similar items were combined to form one item, some items were dropped if they were thought to be too specific. As a result, 61 items remained to form the scale. Attention was given in forming each item as a sentence with the subject of; “A male employee..” (Bir erkek çalışanın..) or “A superior..” (Bir üstün...), the object of “...of the female employee” (...kadın çalışanın...) or “...to a female co-worker” (...kadın çalışma arkadaşına...), and the verb.

In some items the themes that appeared in the category of “The factors contributing to perceiving a situation as harassment,” were utilized. For example, the initiator being a close friend or not, the frequency of the behavior, the insistency of the initiator, or the behavior being undesired were emphasized in some items. The reason for stressing these points in several of the items, (i.e., emphasizing that the particular behavior was being initiated by a “close co-worker/acquaintance,” or that the behavior was being initiated “repeatedly”) was to prevent the item from being perceived as ambiguous.

The respondents were asked to make three responses for each item: That is; they were asked to indicate a) the degree of disturbance (rated on a 5-point scale), b) the degree of perceived sexual harassment (rated on a 5-point scale), and c) whether the person ever experienced such an incident (indicated as yes or no).

3.7 Manager and Harasser Stereotypes Questionnaire Development

A list of adjectives to be used in describing a sexual harasser was developed using the results of the content analyses and the vignette analysis, as well as Schein Descriptive Index (Schein, 1973), which includes descriptive terms used to describe people in general, and that list was used as the base for developing the manager stereotypes and harasser stereotypes questionnaire. In forming the list, each adjective category, that was identified with the content analyses, was examined carefully and the first or second adjective with the highest response frequencies were taken from each category. The second criterion in selecting adjectives was to balance the adjectives in terms of category content variety. Therefore, several adjectives from each category that were thought to represent the category were selected. The number

of resulting adjectives derived from the interviews are listed for each category in Table 3.8.

Table 3.8 Categorization of Adjectives Attributed to Sexual Harassers and Number of Items Included in the Manager and Harasser Stereotypes Scale

Category	Number of adjectives used	Total number of adjectives in category	Percentage of items used in the scale
Sexual Deviance (e.g., unsatisfied)	3	13	4%
Need for power (e.g., loves using power)	6	9	8%
Masculinity (e.g., seeing women as inferior)	6	10	8%
Lack of limits (e.g., impudent)	6	14	8%
No moral values and no respect (e.g., rude ⁺)	11	22	15%
Opportunist (e.g., opportunist)	4	10	5.5%
Intentional (e.g., having bad intentions ⁺)	3	7	4%
Insistent (e.g., stubborn)	2	3	3%
Lack of serious manner (e.g., too free and easy)	3	15	4%
Being a failure (e.g., lacking in self-esteem ⁺)	12	32	16%
Disgusting aspects (e.g., irritating)	2	20	3%
Love-love, narcissus complex (e.g., big-headed ⁺)	2	5	3%
Need for attention (e.g., likes to draw attention)	1	6	1.25%
Miscellaneous	1	20	1.25%
Positive characteristics (e.g., courageous)	12	29	16%
Total	74	215	100

Note: (+) indicates that, the positive of the adjective has been used in the Manager and Harasser Stereotypes Questionnaire.

As one aim in developing this questionnaire was to explore the manager and harasser stereotype domains and to compare them, the adjective scope that would constitute the scale had to reflect the adjectives that could be attributed to both

managers and harassers, or only to managers or only to harassers. For example, the adjective “preoccupied with sexuality” (“aklı fikri cinsellikte olan”) is such an adjective that is more likely to be attributed to a harasser than a manager. Similarly, “successful” (“başarılı”) is an adjective that is more likely to be attributed to a manager than a harasser. Adjectives were also selected to keep this balance, not to result in an adjective pool in which adjectives more likely to be attributable to managers or vice versa would be over represented. Also, attention was paid in selecting such adjectives that are likely to be used in describing both managers and harassers, such as “repressive” (“baskıcı”) or “out going” (“dışa dönük”). Some negative items were replaced with their positive counterparts to avoid having a list of all negative adjectives. For example; adjectives like “disrespectful” (“saygısız”), “immoral” (“ahlaksız”), “undisciplined” (“disiplinsiz”) were replaced with “respectful” (“saygılı”), “moral” (“ahlaklı”), “disciplined” (“disiplinli”), and adjectives such as “liar” (“yalancı”), “low in self-esteem” (“övgüvensiz”), “repelling” (“itici”) were replaced with “honest” (“dürüst”), “high in self esteem” (“kendine güvenen”), “attractive” (“çekici”), respectively. The adjectives that were replaced with their positive opposites are shown in Appendix F together with their positives. A total of 23 adjectives were replaced with their positives.

The Schein Descriptive Index (SDI) (Schein, 1973) was utilized by identifying the adjectives that were relevant and had not appeared in the interviews. Seven adjectives from the SDI were included in the scale. As a result, the Manager and Harasser Stereotypes Scale consisted of 81 adjectives, of which 39 were negative and 42 were positive in nature. The rating format of the scale was also adopted from the SDI, where each adjective is to be rated on a 5-point scale indicating the extent to which the adjective is a typical characteristic of the target to be rated.

CHAPTER IV

STUDY II – THE MAIN STUDY

4.1 Overview

Following the development of the questionnaires and pilot analyses of the preliminary study, the main study was conducted. The purpose of the study was to investigate the hypotheses related to the individual differences variables affecting sexual harassment perceptions of working women in Turkey.

4.2 Participants

Original goal was to reach 400 women currently employed in different organizations. Approximately 700 questionnaires were distributed and approximately half of them were returned. After eliminating unusable data and including the participants reached through the internet, the sample size consisted of 353 (response rate \cong 50%) currently employed women, of which 36 were reached through the internet and 317 were reached by face-to-face contact. The study sample consisted of women currently employed in various industries and various occupational groups.

The industries include education (N = 85, 24.8%), health (N = 65, 19%), service (N = 37, 10.8%), banking (N = 25, 7.3%), scientific research organization (N = 21, 5.9%), automotive (N = 19, 5.5%), transport (N = 16, 4.7%), machine production (N = 15, 4.4%), construction (N = 9, 2.6%), telecommunication (N = 9, 2.6%), textile (N = 8, 2.3%), and other sectors. Reported current jobs of women are engineer (10.7%), secretary (9.9%), nurse (8.8%), white-collar employee (7.4%), blue-collar employee (7.1%), teacher (6.2%), sales person (4.5%), cashier and shopping assistant (4.2%), librarian (2.8%), academician (2.5%), economist (2.2%), psychologist (2%), and other jobs (31.7%). Of 353 participants 118 (33.6%) were employed at the private sector organizations, 140 (39.9%) were employed at public organizations, 62 (17.6%) were employed at universities, and 28 (7.9%) were employed at research institutes. Total working tenure of participants ranged from 1 month to 32 years with a mean of 7.02 years. Tenure at the current organization ranged from 1 month to 32 years, with a mean of 6.57 years. 87% of the participants were in non-managerial positions, whereas 13% were in managerial positions. Of the participants 227 (65.4%) reported having a male supervisor, whereas 120 (34.6%) reported having a female supervisor.

The participants' age ranged from 16 to 56 with a mean of 31 years. With regard to their marital status, 153 (44.2%) were single, 161 (46.5%) married, 5 (1.4%) engaged, 27 (7.8%) divorced or widowed. Seven (2%) of the participants reported being primary school graduates, 11 (3.2%) reported being secondary school graduates, 77 (22.3%) reported being high school graduates, 60 (17.3%) reported graduating from a two year program, 126 (36.4%) reported having a bachelors degree, 48 (13.9%) reported having a masters degree, and 17 (4.9%) reported having a Ph.D. Of the participants, 310 were from Ankara, 28 were from İstanbul, seven

were from Denizli, four were from Bursa, two were from İzmir, and one was from Mersin. All sample characteristics are presented in Appendix H.

4.3 Instruments

The data collection instrument in the main study comprised of seven parts, following the information form provided to the participants stating the general aim and assuring confidentiality (see Appendix I). The seven parts were “Manager Stereotypes Questionnaire” (see Appendix J), “Positive and Negative Affect Schedule” (PANAS) developed by Watson, Clark, and Tellegen (1988) (see Appendix K), a short form of “Attitudes Toward Women Scale” (AWS) by Spence, Helmreich, and Stapp (1973) (see Appendix L), “Harasser Stereotypes Questionnaire” (see Appendix M), “Social Sexual Incidents Questionnaire” (see Appendix N), “Rosenberg’s Self-Esteem Scale” (Rosenberg, 1965) (see Appendix O), and demographic questions (see Appendix P). Each scale is explained separately below.

4.3.1 Manager and Harasser Stereotypes Questionnaires

To assess the stereotypes of manager attributes and harasser attributes, a scale consisting of a list of 81 adjectives and definitions was presented to the participants for them to rate to what extent each attribute is characteristic of a manager (and later a harasser) on a 5-point scale (1 = Not at all a characteristic of a manager/a harasser, 5 = A typical characteristic of a manager/harasser). As described in Chapter III, the scale was developed based on the adjectives used to describe a person initiating

sexual harassment, derived from the interviews in the preliminary study and also using some adjectives from Schein Descriptive Index (Schein, 1973), which includes descriptive terms used to describe people in general. A total of 81 adjectives and attributes were included both in the Manager Stereotype and the Harasser Stereotype Questionnaires, in the same order. The Manager Stereotype Questionnaire was presented as the first questionnaire and the Harasser Stereotype Questionnaire was presented later, as the fourth questionnaire, in order to prevent participants from responding to the adjectives by comparing the two domains. Psychometric properties regarding the scale are presented in the section related to the exploration of harasser and manager stereotype domains in Chapter 5.

4.3.2 Positive and Negative Affect Schedule (PANAS)

The emotional state of participants was assessed by Positive and Negative Affect Schedule (PANAS) developed by Watson, Clark, and Tellegen (1988). The PANAS consists of 10 items assessing positive affectivity and 10 items assessing negative affectivity, rated on a 5-point scale. An internal consistency reliability of .88 for NA and .85 for PA, and a test-retest reliability of .47 for both positive and negative affectivity have been reported by Watson et al. (1988). The criterion-related validity of the scale was studied using Beck Depression Inventory (Beck, Rush, Shaw, & Emery, 1979) and State Trait Anxiety Inventory (Spielberger, Gorsuch, & Lushene, 1970). Beck Depression Inventory revealed correlations of -.35 with PA and .56 with the NA, and State Trait Anxiety revealed correlations of -.35 with the PA and -.51 with the NA. The Turkish version of the scale has been studied by Gençöz (2000). The Turkish version revealed an internal consistency reliability of

.83 for the PA, .86 reliability for the NA, and a test-retest reliability of .40 and .54, for the PA and NA respectively. In Gençöz's study the criterion-related validity of the scale was studied through Beck Depression Inventory and Beck Anxiety Scale, which revealed correlations of -.48 and -.22 for positive affectivity, respectively, and .51 and .47, respectively, for negative affectivity.

The PANAS was factor analyzed in the current study by forcing into two factors. Except for item no 12 "alert" (translated as "tetikte") all other items loaded under the original factors. Previously Dürü (1998) had found that this item cross loaded under both factors with a higher loading under the negative affectivity factor, using the same translation. This may have been due to the direct Turkish translation of the item, which in most cases means to "feel on the defensive." In Turkish "tetikte" has a rather negative meaning involving waiting for something negative to happen. Gençöz (2000) had replaced this translation of the item with another alternative translation which is "uyanık" in Turkish. Yet, in the present study it was decided to retain the first translation of the item as the second translation could also be understood as "cunning" in Turkish. However, as the first translation replicated Dürü's findings, the item "alert" was dropped from subsequent analyses. The internal consistency reliability of the PA items after the item "alert" had been dropped was found to be .80 and for the NA items reliability was .85.

4.3.3 Attitudes Toward Women Scale (AWS)

Attitudes toward women's sex-roles were assessed by using the short form of the Attitudes Toward Women Scale (AWS) by Spence, Helmreich, and Stapp (1973). The original short form scale consists of 15 items. However as one item, which was

related to the obey clause in marriage (item no 3) is not relevant to the Turkish culture, it was dropped and the remaining 14 items were translated into Turkish. The items are rated on 4 – point scale (1 = disagree strongly, 2 = disagree mildly, 3 = agree mildly, 4 = agree strongly).

Although the name implies that the scale assesses attitudes towards women in general, it actually measures attitudes toward women's sex-roles. That is, it assesses attitudes toward women's rights and privileges with regard to vocational and educational pursuits, marital roles, dating and courtship behavior and appropriate sexual behavior. An internal consistency reliability of .90 has been reported for the long form (cited in Terpstra & Baker, 1986).

The short form was translated into Turkish by three people who are native Turkish speakers and who are fluent in English. The three translations were examined by a bilingual person and for each item the best translation was taken as the Turkish equivalent.

Factor analyses of the scale did not reveal interpretable factors with high reliabilities. Therefore the scale was considered as one factor assessing attitudes toward women's sex roles. Total variance explained was 48%, eigen values being higher than one, and the first factor explained 23% of the variance. High scores were taken as an indicator of liberal attitudes, whereas lower scores were interpreted as indicators of a conservative attitude, as the scale was used in the literature.

Internal consistency reliability analysis was conducted after recoding the reverse items, and it was found to be .72.

4.3.4 Social Sexual Incidents Questionnaire (SSIQ)

The SSIQ was developed, based on open-ended responses of participants in the preliminary study and on the Turkish version of Fitzgerald et al.'s SEQ (Wasti et al., 2000). The scale consists of 61 social-sexual incidents, which are behavioral in nature. The scale was to be rated on three dimensions. Participants were asked to indicate the extent to which the behaviour is perceived to be disturbing (1 = not at all disturbing, 2 = not so much disturbing, 3 = disturbing, 4 = very disturbing, 5 = excessively disturbing), the extent to which the behaviour is perceived to be sexual harassment (1 = not at all sexual harassment, 2 = not so much sexual harassment, 3 = could be considered sexual harassment, 4 = it is sexual harassment, 5 = certainly is sexual harassment), and whether they have ever experienced the behaviour (Y = Yes, N = No). Two formats of the questionnaire was prepared. In one, the question regarding disturbances was presented first in the first column, and the question regarding perceptions of sexual harassment as second, in the second column. In the second format, the question regarding perceived sexual harassment was presented first. Experience of sexual harassment was always presented as the last question column.

4.3.4.1 Perceived Disturbance

The items were factor analyzed with principal components analyses, first according to the degree of disturbance ratings, with Varimax rotation. Twelve factors emerged with eigen values higher than one, with them explaining 61% of variance. The first factor explained 9% of the total variance, the second and third factors each

explained 8%, the fourth factor explained 7%, the fifth factor explained 5%, the sixth, seventh, and eighth factors each explained 4%, the ninth and tenth factors each explained 3.5%, the eleventh factor explained 3%, and the twelfth factor explained 2% of the total variance. The items were then subjected to principal components factor analyses by forcing the number of factors to six, as the scree plot examination suggested. The six factors explained 49% of the variance. However, the items under the factors appeared to be related to conceptually different categories of sexual harassment. Moreover, many items had cross-loadings with factor loadings higher than .35. Then the items were forced to form four, three, and finally two factors. However, neither of the analyses yielded interpretable solutions.

4.3.4.2 Perceived Sexual Harassment

The perceived sexual harassment ratings were then factor analyzed using principal component analyses, again with Varimax rotation. Eleven factors emerged with eigen values higher than one, with them explaining 61% of total variance. As a result of varimax rotation, the first and second factors each explained 11%, the third explained 9%, the fourth factor explained 8%, the fifth factor explained 6%, the sixth factor explained 5%, the seventh explained 4%, eighth and ninth factors each explained 3%, and the tenth and eleventh factors each explained 2% of the variance. The scree plot examination showed the existence of six factors.

Thus, the items were further factor analyzed by forcing the number of factors to six. The six factors explained 53% of the total variance. After varimax rotation, the first factor explained 15%, second factor explained 11%, third factor explained 10%, fourth factor explained 7%, the fifth factor explained 6%, and the sixth factor

explained 4% of the variance. For exploration purposes, the items were forced into four, five, and seven factors. The examination of the residual correlation matrix of the four factor solution showed the existence of another factor, with 26% of residuals being above .050 (Tabachnick & Fidell, 1996). The five and six-factor solutions both had 19% of residuals larger than .050. Because of theoretical purposes the six-factor solution was retained.

When the factors of the six-factor solution were examined, it appeared that the first factor was related to “unwanted personal attention toward the woman” (see Table 4.1) such as, constantly requesting a date from the woman, inquiring or commenting on woman’s spouse or family, using affectionate terms such as “my love,” “honey,” “my dear,” leaving notes showing his interest, offering to come to the woman’s house with the excuse of having to work, inquiring about the woman’s personal and sexual life, and complimenting on women’s physical appearance etc.

The second factor appeared to be mainly related to unwanted exposure to sexuality through verbal or visual medium, and hence was labeled “verbal sexual attention” (see Table 4.2). Verbal items included making sexual jokes; the man, although not asked, talking about his own sexual life and preferences; talking about sexuality and pornography; commenting on woman’s sexual life; trying to bring the subject around sex; and complimenting woman’s appearance with a sexual nature. Visual items were related to exposing the woman to sexuality, such as entering pornographic web sites in a context where the woman is present; displaying and trying to show sexual materials; and drawing attention to certain parts of his body.

The third factor, appeared to be related to “sexist hostility” (see Table 4.3), such as a male employee not giving importance to or running down the ideas or suggestions of the woman; regarding the woman’s occupation as worthless; a

manager excluding women from managerial positions; and using bad language when referring to or when talking to a woman.

The fourth factor appeared to be related to physical advances toward a woman, and hence was labeled “physical sexual assault” (see Table 4.4), such as trying to kiss the woman; bumping into or brushing against a woman or sitting extremely close to her; trying to use physical force to get close to a woman sexually; and staring at the woman’s sexual parts.

The fifth factor was related to “insinuation of interest” (see Table 4.5), such as suggesting a romantic relationship or implying it to a woman who is not a close colleague; trying to see the woman privately; proposing to drop the woman at her house etc.

The sixth factor was related to “sexual bribery and sexual coercion” type of incidents, such as a superior trying to establish a romantic relationship by means of threats or rewards; and a superior trying to establish a close sexual relationship by means of threats or rewards (see Table 4.6).

Some items were eliminated, either because the factor loadings were below the adopted cut-off point of .350, or they had cross-loadings with another factor, or because they seemed irrelevant and could not be conceptually included under the specified factor. The items that were eliminated from the factors, and thus from further analyses are presented in Table 4.7 together with the reason of elimination.

The first factor “unwanted personal attention” and the fifth factor “insinuation of interest” at first seemed to be conceptually related to each other in terms of a man trying to get close to the woman in some way. Nevertheless behaviors related to insinuation of interest were more subtle in nature. In order to see whether these two factors could be combined into one factor or whether they should be

considered separate, a two-factor and a one-factor model were compared using confirmatory factor analysis through LISREL (Jöreskog & Sörbom, 1996).

In the two-factor model, the 14 items appearing under the first factor served as indicators of *unwanted personal attention*, and the four items appearing under the fifth factor served as indicators of *insinuation of interest*. Goodness of fit statistics of the model were satisfactory [$\chi^2(134, N = 353) = 353.575, p < .001$; root mean square residual (RMS) = .0496; goodness of fit (GFI) = .893, adjusted goodness of fit (AGFI) = .864, normed fit index (NFI) = .882].

In the second model, all 18 items served as the indicators of a single factor. Goodness of fit statistics of this model were relatively less satisfactory compared to the two-factor model [$\chi^2(135, N = 353) = 440.473, p < .001$; RMS = .0552; GFI = .861, AGFI = .824, NFI = .853]. A chi-square difference test indicated that the two-factor model was significantly better fitting than the one-factor model [$\chi^2(1, N = 353) = 86.898, p < .001$]. As a result, unwanted personal attention and insinuation of interest were decided to be treated as two separate factors.

Reliability analyses were conducted for each factor with the remaining items. Coefficient alpha revealed .92 for Factor 1 (N = 14), .90 for Factor 2 (N = 10), .89 for Factor 3 (N = 9), .77 for Factor 4 (N = 7), .77 for Factor 5 (N = 4), and .72 for Factor 6 (N = 6).

Table 4.1 Factor I – Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 1		Item Factor
“Unwanted Personal Attention”		Loadings
(r = .92, Variance explained: 15%)		
Number of items = 14		
- Although discouraged once, constantly requesting a date from the woman (Item 44)		.691
- Complimenting the woman implying his interest in her (Item 50)		.674
- Inquiring about or commenting on woman’s spouse or family (Item 59)		.657
- Frequently using affectionate terms, such as “my love”, “baby”, “honey” (Item 51)		.622
- Making negative comments or jokes about woman’s style of dressing (Item 48)		.618
- Although not encouraged by the woman, trying to get close by leaving notes showing his interest, constant telephoning, and sending e-mails (Item 34)		.605
- Going through the personal belongings of the woman such as work diaries, telephone, or bag (Item 52)		.603
- Frequently visiting the woman’s office/work station/work area and having long talks with the woman other than work matters (Item 45)		.595
- Although discouraged once, offering to come to the woman’s house with the excuse of having to work together (Item 55)		.591
- Frequently asking to go out together after work hours (Item 30)		.569
- Constantly staring at the woman (Item 43)		.537
- Complimenting and commenting <u>without</u> a sexual content on a woman’s physical appearance and style of dressing (Item 31)		.470
- Using affectionate terms in an informal relationship, such as “my dear,” “sweetie,” “my girl,” “miss” (Item 32)		.454
- Sometimes having the woman stay to work after regular work hours without any reason (Item 40)		.407

Table 4.2 Factor II – Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 2		Item Factor
“Verbal Sexual Attention”		Loadings
(r = .90, Variance explained: 11%)		
Number of items = 10		
- Making sexual jokes based on playing on words (Item 25)		.732
- Entering pornographic web sites in a context where the woman is present (Item 24)		.711
- Talking about his own sexual life and preferences, although not asked (Item 28)		.672
- Making sexual jokes to the woman he is talking to (Item 22)		.650
- Drawing attention to certain parts of his body (Item 27)		.634
- Talking about sexuality and pornography with men in front of women (Item 39)		.592
- Displaying and trying to show sexual materials, such as pornographic pictures and cartoons with sexual content (Item 17)		.562
- Inquiring about and commenting on a woman’s sexual life (Item 47)		.528
- During the course of a conversation trying to bring the subject around sex (Item 14)		.521
- Complimenting or commenting with a sexual tone on the woman’s physical appearance and manner of dressing (Item 38)		.489

Table 4.3 Factor III -Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 3 “Sexist Hostility” (r = .89, Variance explained: 10%) Number of items = 9		Item Factor Loadings
- Not giving importance to the woman’s ideas or suggestions concerning work (Item 11)		.760
- Regarding the woman’s occupation as worthless and showing no acceptance (Item 37)		.724
- A superior excluding women from managerial positions while promoting men (Item 19)		.711
- Criticizing and belittling a woman’s ideas concerning work (Item 54)		.692
- Running down the woman (Item 56)		.681
- Calling the woman by her first name in an informal manner, although the woman is not a close colleague (Item 13)		.604
- Using bad language referring to a woman (Item 26)		.597
- Using bad language when talking to a woman (Item 10)		.541
- Using bad language in front of a woman (Item 33)		.474

Table 4.4 Factor IV-Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 4		
“Physical Sexual Assault”		Item Factor
(r = .77, Variance explained: 7%)		Loadings
Number of items = 7		
- Trying to kiss a woman in a private place against the woman’s will (Item 15)		.648
- To bump into or brush against a woman when going through a narrow place (Item 49)		.638
- Trying to use physical force to get close to a woman sexually (Item 6)		.609
- Staring at the woman’s legs or other sexual parts (Item 57)		.567
- Sitting extremely close to the woman or squeezing up against her (Item 35)		.528
- Trying to touch or stroke the woman’s sexual parts, such as the neck, breasts, waist, hip, or legs (Item 61)		.523
- Staring at the body of a woman briefly dressed (Item 8)		.495

Table 4.5 Factor V-Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 5		
“Insinuation of Interest”		Item Factor
(r = .77, Variance explained: 6%)		Loadings
Number of items = 4		
- Suggesting a romantic relationship or implying it to a woman who is not a close colleague (Item 3)		.683
- Trying to see the woman privately using work as an excuse (Item 4)		.651
- Implying that the woman is interested in him or other men (Item 9)		.600
- Wanting to drop the woman who is not a close colleague at her house (Item 12)		.422

Table 4.6 Factor VI-Factor Reliability and Item Loadings of Perceived Sexual Harassment Ratings

Factor 6		Item Factor Loadings
“Sexual Bribery and Sexual Coercion”		
(r = .72, Variance explained: 4%)		
Number of items = 6		
- A superior wishing to have a romantic relationship by means of threats (Item 1)		.658
- A superior trying to form a romantic relationship using reward as a means (Item 42)		.599
- A superior trying to establish a close sexual relationship by means of threats (Item 18)		.533
- A superior using rewards as a means to indulge in sexual closeness (Item 46)		.497
- In spite of receiving no encouragement from the woman, continuing to persist to get close sexually (Item 20)		.399
- A superior expecting sexual favors from the woman who is ambitious to get promoted, in return for expected privileges (Item 60)		.387

Table 4.7 Items Eliminated from Factor Analyses

Items	Reason for Elimination	Original		Cross-loading	
		Factor	Loading	Factor	Loading
Item 2: Making jokes, comments or using sayings which imply gender discrimination.	Cross-loading and conceptually misloading item	Factor 5	.488	Factor 3	.383
Item 5: Telling sexual jokes or sending them by e-mail.	High cross-loading	Factor 5	.469	Factor 2	.439

Table 4.10 Items Eliminated from Factor Analyses (Continued)

Item 7: Behaving towards a woman just like the way he behaves toward a male.	Conceptual irrelevance	Factor 5	.521	-	-
Item 16: A superior touching the woman using various excuses.	Low loading	Factor 3	.323	Factor 4	.320
Item 21: Frequently trying to stay alone with the woman.	Cross-loading	Factor 2	.499	Factor 1	.360
Item 23: Touching the woman's hands, shoulders, waist, or embracing her as if by accident.	Conceptually misloading item	Factor 2	.517	-	-
Item 29: Implying that the woman has reached her position because of the advantages of being a woman.	High cross-loading	Factor 1	.442	Factor 3	.400
Item 36: Talking in an unserious, sly manner.	Cross-loading and conceptual irrelevance	Factor 1	.526	Factor 3	.357
Item 41: Lying to another person about the woman that she has requested a date or tried to get close to him.	Conceptual irrelevance	Factor 1	.557	-	-
Item 53: Gossiping about the woman involving sexual content.	Cross-loading and conceptual irrelevance	Factor 1	.565	Factor 2	.372
Item 58: Touching and stroking woman's shoulder with the framework of a friendly gesture.	High cross-loading	Factor 1	.501	Factor 2	.405

4.3.5 Rosenberg's Self Esteem Scale

Self-esteem of the participants was assessed by using Rosenberg's (1965) Self-Esteem Scale measuring global feelings of self-worth or self-acceptance, which consists of 10 items rated on a 5 - point scale (1 = Completely disagree, 5 = Completely agree). An internal consistency reliability of .88 and a test-retest reliability of .82 have been reported by Fleming and Courtney (1984). Lorr and Wunderlich (1986) studied the scale's convergent validity and reported a correlation of .65 between self-esteem scores and confidence. Fleming and Courtney (1984) found that self-esteem scores had a negative correlation of -.64 with anxiety and -.54 with depression, and a positive correlation of .78 with general self-regard and .51 with social confidence.

The scale was translated into Turkish by Çuhadaroğlu (cited in Öner, 1997). The 10 item self-esteem sub-scale was validated using an interview form. Pearson Moment Correlation indicated a coefficient of .71 between interview and scale results. In the current study, the internal consistency reliability of the scale was found to be .80.

4.3.6 Demographic Questions

The final part of the data collection instrument consisted of several demographic questions related to the aim of the study. The age, marital status, education level of the participants were asked. No questions related to the identification of the participants were included. Participants' occupation, whether they are actively involved in their occupation, whether their occupation is a male

dominated occupation, total tenure, tenure in current organization, current job/position, sex of the current supervisor, whether the organization is a private or public firm, the related industry of the organization were asked. Finally, in order to assess the job-gender context, that is the number of men relative to the number of women employees, two structured questions inquiring the relative number of men to women in the participant's organization, and the relative number of men to women in the participant's department were asked. The response alternatives to both questions were "almost all employees are men," "men are more than women," "more or less the number of men and women are equal," "women are more than men," and "almost all employees are women."

4.4 Procedure

In order to contact employed women three different ways of data collection were adopted. First, employed women were reached via internet. The questionnaire form was uploaded on the internet and the questionnaire format was nearly the same as in the paper version. In order to reach women from different occupations such as different engineering groups, architects, administrators etc, the Turkish Engineering and Architecture Chambers Society (TMMOB) was visited. They were requested to e-mail the web link to their e-mail groups.

Secondly, several organizations were contacted, via an acquaintance (the contact person) currently employed at the organization. Thirdly, organizations were contacted by randomly selecting an organization and getting the management's consent. Once approved by the organization, women were asked to participate in the research. Participants were told that the purpose of the study was to investigate

women's general attitudes toward workplace relations. The questionnaire was presented to the participant, who voluntarily accepted to participate in the study, in an envelope. The participants were told that they could fill in the form at home, and they were asked to seal the envelope when they were returning the forms. All participants were assured that the information they provided would not be shared with their organization or any one else, and would only be used for the study purposes. They were also reminded that their names and their organization's name were not required.

The forms were returned to the researcher either directly or were collected by a predetermined person at the organization, such as the contact person or a secretary. Again, the organizations were reassured that their identities would remain anonymous.

CHAPTER V

RESULTS

5.1 Overview

The results of the study are presented in three sections. In the first section, descriptive statistics of the measures and t-test analyses are presented. The second section is devoted to testing the hypotheses of the study. In the last section, analyses are conducted to explore the manager and harasser stereotype domains. Statistical Package for Social Sciences, version 8.00 (SPSS Inc., 1997) was used for all statistical analyses.

5.2 Descriptive Analyses

In this section descriptive statistics are presented for the individual differences variables and the variables related to sexual harassment – the perceived harassment factors, the perceived disturbance factors, and experienced harassment. Descriptive statistics relating to manager and harasser stereotype variables are presented in the third section, as the manager and harasser stereotype variables (in

other words “clusters”) are computed following the identification of manager and harasser stereotype clusters formed with Hierarchical Cluster Analysis.

5.2.1 Descriptive Statistics of the Individual Differences Measures

The individual differences variables of negative affectivity, positive affectivity, attitudes toward woman’s gender roles, and self-esteem were each formed by creating a composite variable, first by recoding the reverse items in each scale, replacing the missing values with series mean (as no variable had more than 5% of missing cases), and finally computing the mean of the variables in each scale, for each case. The participants who did not respond to one scale, or who responded to less than approximately half of the items in a scale had been eliminated at the beginning. As a result, the analyses were conducted on a sample of 353 women. The descriptive statistics of the individual differences variables other than those related to SH are presented in Table 5.1.

Table 5.1 Descriptive Statistics of the Individual Differences Variables

	Mean	Median	SD	Range	Skewness	Kurtosis
Negative Affectivity	1.99	1.80	.720	3.40	.85	.01
Positive Affectivity	3.18	3.22	.710	3.44	-.01	-.60
Attitudes Toward Women’s Gender Roles	3.39	3.42	.389	1.64	-.62	-.23
Self Esteem	4.33	4.50	.539	2.50	-.84	.054

Note: The minimum and maximum scale points for each variable: Negative Affectivity: 1 = Never or very little, 5 = Very much; Positive Affectivity: 1 = Never or very little, 5 = Very much; Attitudes Toward Women’s Sex Roles: 1 = Disagree strongly, 4 = Agree strongly; Self Esteem: 1 = Completely disagree, 5 = Completely agree.

As can be inferred from Table 5.1, the participants had low levels of negative affectivity and medium levels of positive affectivity. Participants' attitudes toward women's gender roles were found to be quite egalitarian (rated on a 4-point scale). Participants were found to have relatively high levels of self-esteem. No variable's skewness or kurtosis value was outside the critical values of -1 or $+1$.

5.2.2 Descriptive Statistics and T-tests relating to Sexual Harassment Measures

With regard to sexual harassment perceptions, the six factor scores emerging from the principal components analyses (as described in Chapter 4) were computed for each case based on perceived sexual harassment ratings. Each factor was computed by taking the mean of the loading variables under the factor, for each case. Principal components analysis had not revealed meaningful factors for the disturbance ratings, hence the disturbance ratings were grouped based on the factors appearing in the sexual harassment perceptions. So, the mean of the items loading under each perceived sexual harassment factor was computed, this time based on perceived disturbance ratings. The means and standard deviations of the factors for perceived sexual harassment ratings and perceived disturbance ratings are presented in Table 5.2.

Table 5.2 Means and Standard Deviations of Perceived SH and Perceived Disturbance Ratings

Factors	Perceived Sexual Harassment		Perceived Disturbance	
	M	SD	M	SD
	Factor 1 - Unwanted Personal Attention	3.09	.779	3.93
Factor 2 – Verbal Sexual Attention	3.76	.745	4.34	.573
Factor 3 – Sexist Hostility	2.21	.796	4.20	.578
Factor 4 – Physical Sexual Assault	4.52	.479	4.71	.384
Factor 5 - Insinuation of Interest	3.26	.883	3.86	.729
Factor 6 - Sexual Bribery and Sexual Coercion	4.52	.510	4.72	.362

Note: Scale points: Perceived sexual harassment: 1 = not at all sexual harassment, 2 = not so much sexual harassment, 3 = could be considered sexual harassment, 4 = it is sexual harassment, 5 = certainly is sexual harassment; Perceived disturbance: 1 = not at all disturbing, 2 = not so much disturbing, 3 = disturbing, 4 = very disturbing, 5 = excessively disturbing.

As seen in Table 5.2, participants tended to perceive both physical sexual assault and sexual bribery-sexual coercion as the most sexually harassing factors. Verbal sexual attention, insinuation of interest, and unwanted personal attention were perceived to be moderately harassing. However, participants in general have rated sexist hostility as between moderately harassing and not harassing.

As expected, means of disturbance ratings on the other hand seemed to be higher compared to harassment ratings, on all factors. Again, sexual bribery and coercion, and physical sexual assault had the greatest means of perceived disturbance, followed by verbal sexual attention. Although sexist hostility was not perceived as harassment, it was found to be perceived as quite disturbing. Unwanted personal attention and insinuation of interest followed sexist hostility, and were also perceived to be disturbing. The median, range, skewness and kurtosis values of each perceived harassment and perceived disturbance factor are presented in Table 5.3.

Factor means of perceived disturbance and perceived harassment were compared by paired samples t-tests for each factor. Accordingly, participants' perceived harassment means and disturbance means were significantly different from each other for each factor, means for disturbance being greater. T-test statistics are presented in Table 5.4.

Table 5.3 Descriptive Statistics of Perceived Sexual Harassment Factors and Perceived Disturbance Factors

	Factors	Median	Range	Skewness	Kurtosis
Perceived Sexual Harassment	Factor 1: Unwanted Personal Attention	3.07	3.79	.222	-.529
	Factor 2: Verbal Sexual Attention	3.80	3.00	-.219	-.723
	Factor 3: Sexist Hostility	2.08	4.00	.799	.256
	Factor 4: Physical Sexual Assault	4.71	2.57	-1.271	1.768
	Factor 5: Insinuation of Interest	3.25	4.00	-.041	-.673
	Factor 6: Sexual Bribery and Sexual Coercion	4.67	2.17	-1.00	.265
Perceived Disturbance	Factor 1: Unwanted Personal Attention	4.00	2.57	-.306	-.674
	Factor 2: Verbal Sexual Attention	4.50	2.60	-.790	-.187
	Factor 3: Sexist Hostility	4.33	2.78	-.711	.065
	Factor 4: Physical Sexual Assault	4.86	2.17	-1.776	3.422
	Factor 5: Insinuation of Interest	4.00	3.50	-.294	-.458
	Factor 6: Sexual Bribery and Sexual Coercion	4.83	1.67	-1.489	1.728

Table 5.4 Paired T-test Comparisons of Perceived Harassment Means and Disturbance Means

	Mean difference	SD	t	df	sig
F1_Harassment - Disturbance	-.8405	.5561	-28.397	352	.000
F2_Harassment - Disturbance	-.5851	.5456	-20.146	352	.000
F3_Harassment - Disturbance	-1.9896	.9208	-40.597	352	.000
F4_Harassment - Disturbance	-.1896	.2975	-11.976	352	.000
F5_Harassment - Disturbance	-.5993	.5845	-19.262	352	.000
F6_Harassment - Disturbance	-.2076	.3748	-10.405	352	.000

From the skewness and kurtosis values, it can be seen that for both harassment and disturbance ratings, the two factors related to physical sexual assault and sexual bribery and coercion are negatively skewed; most of the cases cumulating at the “considered as sexual harassment” and “considered as disturbing” end of the respective continuums.

With regard to sexual harassment experiences, the percentages of woman experiencing at least one incident in a specified factor are presented in Table 5.5.

Table 5.5 Percentages of Women Indicating Experiencing Sexual Harassment

Factor	Percentage (%)
Unwanted Personal Attention	71
Verbal Sexual Attention	43
Sexist Hostility	62
Physical Sexual Assault	38
Insultation of Interest	30
Sexual Bribery and Sexual Coercion	11

Accordingly, participants indicated experiencing unwanted personal attention most, with a percentage of 71. Sexist hostility followed this with a percentage of 63. Verbal sexual attention, physical sexual assault, and insinuation of interest followed them. Sexual bribery and sexual coercion type of harassment was indicated to be experienced least. When all items in the SSIQ were considered together, 83% of participants indicated experiencing at least one incident.

The social-sexual incidents that were indicated to be experienced most (above 18%) and least (below 4%) are presented in Table 5.6. Accordingly, the incidents experienced most are those that are not considered to be extremely harassing. Unwanted personal attention and verbal and visual harassment appeared to be the most generally encountered behaviors. One sexist and one physical assault kind of behavior could be seen among the most common experiences. Behaviors related to physical sexual assault and sexual bribery and sexual coercion were the ones actually experienced the least. The percentage of experiencing each incident is presented in Appendix R together with the perceived harassment and perceived disturbance means and standard deviations of each incident.

Table 5.6 Percentage of Experiencing the Twelve Most Common Incidents and the Nine Least Common Incidents

Most common incidents	%
Item 8 - Staring at the body of a woman briefly dressed.	76.9
Item 31 - Complimenting and commenting without a sexual content on a woman's physical appearance and style of dressing.	62.1
Item 13 - Calling the woman by her first name in an informal manner, although the woman is not a close colleague.	43.5
Item 32 - Using affectionate terms in an informal relationship, such as "my dear," "sweaty," "my girl," and "miss."	36.1
Item 59 - Inquiring or commenting on woman's spouse or family.	26.1

Table 5.6 Percentage of Experiencing the Twelve Most Common Incidents and the Nine Least Common Incidents (Continued)

Item 11 - Not giving importance to woman's ideas or suggestions concerning work.	24.5
Item 50 - Complimenting the woman implying interest in her.	24.4
Item 14 -During the course of a conversation, trying to bring the subject around sex.	23.3
Item 43 - Constantly staring at the woman.	22.2
Item 45 - Frequently visiting the woman's office/work station/work area and having long talks with the woman other than work matters.	20.5
Item 27 - Drawing attention to certain parts of his body	19.1
Item 33 - Using bad language in front of a woman.	18.6
Least common incidents	%
Item 15 - Trying to kiss a woman in a private place against the woman's will	2.9
Item 18 - A superior trying to establish a sexual relationship by means of threats	2.6
Item 42 - A superior trying to form a romantic relationship using reward as a means	2.6
Item 61 - Trying to touch or stroke the woman's sexual parts, such as the neck, breasts, waist, hip, or legs	2.3
Item 6 - Trying to use physical force to get close to a woman sexually	2.0
Item 46 - A superior using rewards as a means to indulge in sexual closeness	2.0
Item 55 - Although discouraged once, offering to come to the woman's house with the excuse of having to work together	1.8
Item 60 - A superior expecting sexual favors from the woman, who is ambitious to get promoted, in return for expected privileges	0.6

5.2.3 Correlations Between Variables and T-test Analyses

Correlations between all demographic variables and individual differences variables, perceived sexual harassment factors, perceived disturbance factors, and sexual harassment experiences are presented in Table 5.7.

Correlations between demographic variables and individual differences variables indicated that as age increased negative affectivity significantly decreased ($r = -.12, p < .05$), attitudes toward women's sex roles became significantly more egalitarian ($r = .15, p < .01$), and self-esteem significantly increased ($r = .14, p < .05$).

Table 5.7 Correlations Among Demographic Variables and Study Variables

	Age	Marital Status	Education	Total tenure	Organizational tenure	Supervisor	Organization type	Organizational sex	Departmental sex	Masculine occupation
Negative affectivity	-.120**	-.062	-.236**	-.120*	-.137**	-.068	.093	.033	-.081	-.021
Positive affectivity	-.009	-.011	-.052	.012	.017	.016	.058	-.113*	-.076	.168**
Attitudes	.149**	.070	.357**	.117*	.074	.075	-.091	.005	-.037	.074
Self-esteem	.139**	.055	.124*	.155**	.132*	-.058	.015	.004	-.003	-.062
SH Perc - Unwanted Personal Attention	.000	.006	-.007	-.010	.033	.088	-.098	-.106*	-.021	.099
SH Perc - Verbal Sexual Attention	-.059	-.066	-.129*	-.057	-.011	.054	.000	-.080	-.074	.126*
SH Perc - Sexist Hostility	-.042	-.071	-.118*	-.075	-.074	.075	-.093	-.039	-.028	.086
SH Perc - Physical Sexual Assault	.005	-.039	.101	-.020	.016	.016	-.014	-.073	-.007	.098
SH Perc - Insinuation of Interest	.013	-.012	.002	.044	.095	.123**	-.144**	-.087	-.027	.066
SH Perc - Sexual Bribery and Coercion	-.041	.006	.093	-.068	.013	.034	-.015	-.184**	-.154**	.088
Disturb- Unwanted Personal Attention	-.021	.017	.005	-.023	.025	.037	-.058	-.020	.007	.043
Disturb - Verbal Sexual Attention	-.104	-.059	-.138**	-.104	-.080	-.031	.014	-.017	-.071	.038
Disturb - Sexist Hostility	-.003	-.101	.013	-.041	.000	-.059	-.042	-.007	-.102	.065
Disturb - Physical Sexual Assault	.004	.008	.134*	.014	.025	.041	-.007	-.001	.069	.043
Disturb - Insinuation of Interest	-.006	-.006	-.020	.024	.094	.033	-.120*	-.004	.001	.036
Disturb - Sexual Bribery and Coercion	-.025	.007	.103	-.060	-.027	.000	-.011	-.058	-.088	.056
Exp - Unwanted Personal Attention	-.094	-.306**	-.011	-.090	-.140*	-.099	.196**	-.181**	-.203**	.104
Exp - Verbal Sexual Attention	.058	-.210**	.110*	.063	-.030	-.059	.132*	-.054	-.110*	.067
Exp - Sexist Hostility	.033	-.131*	.061	.049	-.057	-.003	.164**	-.096	-.105*	.205**
Exp - Physical Sexual Assault	.074	-.127*	.038	.087	-.014	-.001	.051	-.062	-.099	-.016
Exp - Insinuation of Interest	-.094	-.282**	.029	-.094	-.103	-.030	.176**	-.085	-.133*	.031
Exp - Sexual Bribery and Coercion	.137*	-.131*	-.038	.087	.017	-.093	.088	-.019	-.119	.071

Note: ** p < .01; * p < .05; SH Perc: Sexual harassment perception; Disturb: Disturbance; Exp: Experience.

Education level of participants was found to be negatively correlated with negative affectivity ($r = -.24, p < .01$), and positively correlated with attitudes ($r = .36, p < .01$) and self-esteem ($r = .12, p < .05$). Neither age nor education was significantly correlated with positive affectivity. Positive affectivity was significantly negatively correlated ($r = -.11, p < .05$) with job-gender context at the organizational level (ranging between 1=almost all employers are men and 5 = almost all employers are women). Total tenure and organizational tenure had a significant negative correlation with negative affectivity, ($r = -.12, p < .05$ and $r = -.14, p < .05$ respectively), and a significantly positive correlation with self-esteem ($r = .16, p < .01$ and $r = .13, p < .05$ respectively). A significantly positive correlation was found between total tenure of the participants and attitudes toward women's gender roles ($r = .18, p < .05$).

With regard to experiences of sexual harassment, marital status of the women (dichotomously coded as 0 = not married and 1 = married) was found to be significantly negatively correlated with experiencing harassment on all six harassment factors (for Factor 1, $r = -.31, p < .01$; for Factor 2, $r = -.21, p < .01$; for Factor 3, $r = -.13, p < .05$; for Factor 4, $r = -.13, p < .05$; for Factor 5, $r = -.28, p < .05$; for Factor 6, $r = -.13, p < .05$). Means of experiencing harassment in each factor were compared between married and unmarried woman with independent samples *t*-test. Homogeneity of variance of the groups was significantly different from each other according to Levene's Test for Equality of Variances, with the *F* statistics being significant for each factor at alpha .05. Unequal variances assumed, married women and unmarried women were significantly different from each other in terms of experiencing sexual harassment, married woman experiencing less. T-test

statistics are provided in Table 5.8. These findings of the present study are in tune with what Backhouse and Cohen (1981) had suggested, that the existence of a spouse discourages the potential harasser. Other researchers (e.g., MacKinnon, 1979; Tangri, Burt, & Johnson, 1982) also had found that married women experienced less harassment, although they had stated that this was true except for the severe forms of harassment. Nevertheless in the present study, a significant correlation between marital status and experience of sexual harassment, and significant mean differences between married and unmarried women in terms of experiences were found for the factors perceived to be mostly harassing and disturbing.

Contrary to the findings in the literature concerning the relationship between age and harassment experiences (e.g. Farley, 1983; USMSPB, 1981, 1988, 1995), the present study did not reveal a significant correlation between age and harassment experiences, except for sexual bribery and sexual coercion type of incidents ($r = .14$, $p < 0.5$), which was in the opposite direction of the findings in the literature.

Table 5.8 Mean Comparison of Sexual Harassment Experiences of Married and Unmarried Women

	Equality of variances	F	Sig.	t	df	Sig.	Mean Difference
Unwanted Personal Attention	not assumed	29.811	.000	6.132	321.89	.000	1.710
Verbal Sexual Attention	not assumed	32.584	.000	4.106	318.84	.000	.768
Sexist Hostility	not assumed	6.453	.012	2.487	343.69	.013	.498
Physical Sexual Assault	not assumed	10.579	.001	2.415	334.77	.016	.300
Insinuation of Interest	not assumed	67.255	.000	5.639	303.79	.000	.522
Sexual Bribery and Coercion	not assumed	21.051	.000	2.520	325.38	.012	.166

A significantly positive correlation was found between being in a masculine occupation and experiencing sexist hostility ($r = .21, p < .01$), which means women in masculine occupations were exposed to higher levels of sexist behavior. Means of experiencing sexist hostility of women in masculine and less masculine occupations were compared with independent samples t-test. Equality of variance assumption was not supported, therefore assuming unequal variances, women in masculine occupations were found to experience significantly more sexist hostility than women in less masculine occupations ($t(342, 100) = -3.26, p < .01$), based on their own evaluations of whether their occupation could be considered a masculine occupation.

Likewise, job-gender context at the organizational level was significantly negatively correlated with experiencing unwanted personal attention ($r = -.18, p < .01$). Job-gender context at the departmental level was found to be significantly negatively correlated with experiencing unwanted personal attention ($r = -.20, p < .01$), verbal sexual attention types of incidents ($r = -.11, p < .05$), sexist hostility ($r = -.11, p < .05$), insinuation of interest ($r = -.13, p < .05$), and sexual bribery-coercion types of incidents ($r = -.12, p < .05$), although was not significantly correlated with physical sexual assault. As these two variables were coded such that increases in the variable indicates higher ratios of women to men in an organization, the negative correlation implied that, as the ratio of men to women increased, experiencing harassment related to the four factors also increased.

With regard to the demographic variables' association to perceived sexual harassment, no significant correlations were obtained between any of the factors of perceived harassment and age, marital status, total tenure or organizational tenure. Education was negatively correlated with perceiving verbal sexual attention and

sexist hostility as harassment ($r = -.13, p < .05$; $r = -.12, p < .05$, respectively). When education was dichotomized as one group having a 2-year university education or lower, and one group having a bachelors degree or higher, a significant mean difference was found between the two groups, only for verbal sexual attention type of harassment ($t(344) = 1.98, p < .05$), with the group of women with lower education perceiving more behaviors as harassment.

Job-gender context at the organizational level was significantly negatively correlated with perceiving unwanted personal attention ($r = -.11, p < .05$) and with sexual bribery-sexual coercion ($r = -.18, p < .01$) as sexual harassment. Job-gender context at the departmental level was also negatively correlated with perceiving sexual bribery and coercion as harassment ($r = -.154, p < .01$).

All correlations among the study variables other than demographic ones and experiences of SH are presented in Table 5.9. The correlations between individual differences variables revealed that the largest correlation was between positive and negative affectivity ($r = -.30, p < .01$). Negative affectivity was also significantly negatively correlated with attitudes and self-esteem ($r = -.150, p < .01$; $r = -.245, p < .01$, respectively). Self-esteem was found to be significantly positively correlated with positive affectivity and attitudes ($r = .203, p < .01$; $r = .128, p < .05$).

Table 5.10 presents correlations between study variables and harassment experiences. Interesting significant correlations were observed between negative affectivity and reported harassment experiences of each factor ($r_{f1} = .14, p < .01$; $r_{f2} = .18, p < .01$; $r_{f3} = .17, p < .01$; $r_{f4} = .14, p < .01$; $r_{f5} = .16, p < .01$; $r_{f6} = .20, p < .01$) and between self-esteem and the factors of unwanted personal attention and sexist hostility ($r = -.14, p < .01$; $r = -.14, p < .01$, respectively).

Table 5.9 Correlations Among Individual Differences Variables, Perceived Sexual Harassment and Disturbance Factors

Variables	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1. Negative Affect (NA)	1.000															
2. Positive Affect (PA)	-.300	1.000														
3. Attitudes (Att)	-.150**	-.029	1.000													
4. Self-esteem (Se)	-.245**	.203**	.128*	1.000												
5. SH P: Unwanted Personal Attention	.086	.047	-.007	.128*	1.000											
6. SH P: Verbal Sexual Attention	.119*	.072	-.024	.122*	.725**	1.000										
7. SH P: Sexist Hostility	.169**	.096	-.065	-.014	.642**	.545**	1.000									
8. SH P: Physical Sexual Assault	-.055	-.007	.199**	.145**	.528**	.574**	.226**	1.000								
9. SH P: Insinuation of Interest	.032	.059	.021	.140	.656**	.546**	.491**	.443**	1.000							
10. SH P: Sexual Bribery and Sexual Coercion	-.025	.047	.202**	.145**	.501**	.478**	.248**	.564**	.399**	1.000						
11. D: Unwanted Personal Attention	.032	.049	.055	.112*	.708**	.589**	.318**	.548**	.482**	.494**	1.000					
12. D: Verbal Sexual Attention	.021	.081	.015	.102	.470**	.686**	.253**	.512**	.360**	.405**	.738**	1.000				
13. D: Sexist Hostility	.050	.074	.108	.039	.270**	.322**	.130*	.396**	.250**	.364**	.615**	.620**	1.000			
14. D: Physical Sexual Assault	-.126*	-.014	.201**	.095	.348**	.437**	.051	.784**	.302**	.467**	.595**	.640**	.509**	1.000		
15. D: Insinuation of Interest	-.010	.037	.085	.147**	.508**	.446**	.287**	.450**	.753**	.343**	.592**	.528**	.434**	.481**	1.000	
16. D: Sexual Bribery and Coercion	-.062	.043	.205**	.108*	.313**	.353**	.085	.434**	.255**	.679**	.598**	.597**	.530**	.626**	.405**	1.000

Notes: ** p < .01; * p < .05; (1): SH P: Sexual Harassment Perception Factor, (2): D: Disturbance Factor.

Table 5.10 Correlations of Individual Differences Variables, Perceived Sexual Harassment and Disturbance Factors with Sexual Harassment Experiences

	Negative affectivity	Positive affectivity	Attitudes esteem	SH P ¹ : Unwanted personal attention	SH P ² : Verbal Sexual assault	SH P: Sexist Hostility	SH P: Physical sexual assault	SH P: Insinuation of interest and coercion	SH P: Unwanted personal attention	D: Verbal sexual attention	D: Sexist hostility	D: Physical sexual assault	D: Insinuation of interest and coercion			
1. Exp ¹ : Unwanted Personal Attention	.138**	.015	-.017	-.136*	-.151*	-.080	-.022	-.050	-.094	.024	-.149**	-.031	.124*	-.026	-.123*	.037
2. Exp: Verbal Sexual Attention	.182**	-.072	.016	-.043	.012	-.034	.012	.012	.019	.015	-.048	-.137**	.034	-.010	-.020	-.008
3. Exp: Sexist Hostility	.165**	-.022	.019	-.138*	.009	-.001	.018	.030	.060	.069	.023	-.011	.054	.054	.016	.085
4. Exp: Physical Sexual Assault	.137*	.015	.090	-.080	.018	.068	.035	.028	.065	.109*	.012	.011	.122*	.021	.025	.067
5. Exp: Insinuation of Interest	.155	.023	.007	-.059	-.012	-.022	.013	.030	-.054	.003	-.060	-.045	.060	-.024	-.128*	-.047
6. Exp: Sexual Bribery and Sexual Coercion	.195**	-.098	.064	-.084	.068	.088	.065	.023	.086	.045	-.001	.017	.055	-.039	.028	.017

** p < .01

* p < .05

Notes: (1)Exp: Experience of sexual harassment; (2) SH P: Sexual harassment perceptions; D: Disturbance.

5.3 Hypothesis Testing

One purpose of the present study was to assess the effects of individual differences variables – emotional affectivity, attitudes towards women’s sex roles, and self-esteem- on perceptions of sexual harassment. Hierarchical regression analyses were performed to predict whether the individual differences variables predicted perceived sexual harassment, for each type of harassment, after controlling for the effects of some demographic and organizational variables. Whether experiences of harassment on the specified factor predicted perceived harassment was also assessed in the regression analyses.

Negative affectivity, positive affectivity, attitudes toward women’s gender roles, self-esteem, and experiences of harassment served as the predictor variables in the analyses. As can be seen in Table 5.8, Table 5.9, and Table 5.10, some significant correlations exist among the variables of interest. The highest correlation is -.30 between positive and negative affectivity. Correlations between the experienced harassment factors are ignored as they were entered in the analyses separately with their corresponding perceived harassment factor as the dependent variable.

Demographic variables which did not correlate with any of the perceived harassment factors were not included in the analyses. Nevertheless, to control for the effects of organizational tenure, being in a traditionally masculine occupation or not, the current supervisor being a male or not, and job-gender context at the organizational level were entered in the regression analyses in the first step.

Six separate hierarchical regression analyses using “enter” method were run, perceived harassment factors serving as the dependent variables. Results are presented separately for each regression analyses.

5.3.1 Predicting Perceiving “Unwanted Personal Attention” as Sexual Harassment

The first hierarchical regression analysis was conducted by first entering the demographic and organizational variables of organizational tenure, being in a masculine occupation or not, current supervisor, and job-gender context at the organizational level in the first step, in order to control for their potential effects on the dependent variable. The factor of unwanted personal attention was then regressed on negative affectivity, positive affectivity, attitudes toward women’s gender roles, self-esteem, and experiencing unwanted personal attention, in the second step.

Multiple R was significantly different from zero at the end of the second step ($R = .30, F(9,328) = 3.64, p < .001$), and altogether 9% of variability in perceiving unwanted personal attention as harassment ratings was predicted by the individual differences variables. However, R in the first step was not found to be significant. Addition of the individual differences variables into the equation resulted in a significant increment in R^2 ($R^2 = .09, F_{inc}(5,328) = 4.69, p < .001$). Current supervisor (coded as 0 = woman, 1 = man) and job-gender context at the organizational level (coded as 1 = almost all men, 5 = almost all women) significantly predicted perceived sexual harassment of unwanted personal attention, in the second step ($\beta = -.111, t = -2.05, p < .05$; $\beta = -.127, t = -2.23, p < .05$, respectively). With regard to individual differences variables, negative affectivity and self-esteem significantly predicted perceiving unwanted personal attention as harassment ($\beta = .159, t = 2.75, p < .01$; $\beta = .151, t = 2.68, p < .01$, respectively), as expected. Experiencing unwanted personal attention appeared to significantly predict harassment perceptions ($\beta = -.173, t = -3.14, p < .01$), in a negative direction, which

was unexpected. Results of this multiple regression analysis are presented in Table 5.11.

Table 5.11 Predicting Unwanted Personal Attention from Individual Differences

Variables	R ² change	F change		β	SE of β	<i>t</i>	sig
		<i>F</i>	<i>p</i>				
Step I	.026	2.21	.068				
Masculine occupation			.068	.109	1.202	.230	
Org. tenure			.035	.007	.643	.521	
Sex of Supervisor			-.100	.092	-1.827	.069	
Job-gender context			-.097	.064	-1.690	.092	
Step 2	.065	4.69	.000				
Sex of Supervisor			-.111	.090	-2.05	.041	
Job-gender context			-.127	.063	-2.23	.026	
Negative affect			.159	.064	2.752	.006	
Positive affect			.030	.064	.528	.598	
Attitudes			-.019	.111	-.344	.731	
Self-esteem			.151	.082	2.683	.008	
Experience			-.173	.016	-3.144	.002	

5.3.2 Predicting Perceiving “Verbal Sexual Attention” as Sexual Harassment

The same demographic and organizational variables were entered in the first step and the individual differences variables in the second. According to the results, multiple R was significantly different from zero at the end of the second step ($R = .27, F(9,328) = 2.74, p < .01$), and altogether 7% of variability in perceiving incidents related to verbal sexual attention as sexual harassment was predicted by the

individual differences variables. Again, multiple R in the first step was not found to be significant. Addition of the individual differences variables into the equation resulted in a significant increment in R^2 ($R^2 = .07$, $F_{inc}(5,328) = 3.65$, $p < .01$). Being in a masculine occupation appeared to significantly predict the dependent variable, in the second step ($\beta = .114$, $t = 2$, $p < .05$). With regard to individual differences variables, negative affectivity and self-esteem significantly predicted perceiving incidents related to verbal sexual attention as sexual harassment ($\beta = .192$, $t = 3.26$, $p < .001$; $\beta = .171$, $t = 3.03$, $p < .01$, respectively), as it was expected. Experiencing such incidents did not appear to significantly predicted harassment perceptions ($\beta = -.052$, $t = -.953$, $p = .341$). Table 5.12 presents the regression analyses results concerning verbal sexual attention.

Table 5.12 Predicting Verbal Sexual Attention from Individual Differences

Variables

	R^2 change	F change		β	SE of β	t	sig
		F	p				
Step 1	.018	1.54	.191				
Masculine occupation				.102	.104	1.781	.076
Org. tenure				-.007	.007	-.132	.895
Sex of Supervisor				-.059	.087	-1.066	.287
Job-gender context				-.049	.061	-.855	.393
Step 2	.052	3.65	.003				
Masculine occupation				.114	.104	2.009	.045
Negative affect				.192	.062	3.256	.001
Positive affect				.056	.061	.973	.331
Attitudes				-.018	.106	-.327	.744
Self-esteem				.171	.078	3.031	.003
Experience				-.052	.022	-.953	.341

5.3.3 Predicting Perceiving “Sexist Hostility” as Sexual Harassment

Again demographic and organizational variables were entered in the first step, and the individual differences variables in the second. Multiple R was significantly different from zero at the end of the second step ($R = .24$, $F(9,328) = 2.29$, $p < .05$), and altogether 6% of variability in perceiving sexist hostility as sexual harassment was predicted by the individual differences variables. Multiple R in the first step was not found to be significant. The increment in the second step was significant ($R^2 = .06$, $F_{inc}(5,328) = 3.01$, $p < .05$). None of the variables entered in the first step appeared to be significant predictors of sexist hostility in the second step. Of the individual differences variables, as expected negative affectivity, and contrary to the expectations, positive affectivity were found to be significantly predicting perceiving sexist hostility as sexual harassment, both in a positive direction ($\beta = .190$, $t = 3.29$, $p < .001$; $\beta = .134$, $t = 2.31$, $p < .05$, respectively). Experiencing such incidents did not appear to predict harassment perceptions. The statistics are summarized in Table 5.13. It should be noted here that although the correlation between positive affectivity and sexist hostility perceptions is not significant ($r = .096$, $p = .072$), positive affectivity appeared to be a significant predictor.

5.3.4 Predicting Perceiving “Physical Sexual Assault” as Sexual Harassment

After entering demographic and organizational variables in the first and the individual differences variables in the second step, the results revealed that, multiple R was significantly different from zero at the end of the second step ($R = .27$,

$F(9,328) = 2.89, p < .01$), and the individual differences variables altogether predicted 8% of variability in perceiving physical sexual assault as sexual harassment. Multiple R in the first step was again not found to be significant. The increment in the second step was significant ($R^2 = .08, F_{inc}(5,328) = 4.40, p < .01$). None of the variables entered in the first step appeared to predict perceiving physical sexual assault as harassment in the second step. In the second step, attitudes toward women's gender roles and self-esteem were found to be significantly predicting perceiving physical sexual assault as sexual harassment ($\beta = .181, t = 3.26, p < .001$; $\beta = .147, t = 2.61, p < .01$, respectively), as expected. This time negative affectivity did not appear as a predictor of sexual harassment perceptions. Experiencing such incidents did not appear to predict harassment perceptions. The statistics are summarized in Table 5.14.

Table 5.13 Predicting Sexist Hostility from Individual Differences Variables

	R ² change	F change		β	SE of β	t	sig
		F	p				
Step I	.016	1.35	.253				
Masculine occupation				.055	.111	.962	.337
Org. tenure				-.068	.007	-1.250	.212
Sex of Supervisor				-.084	.093	-1.527	.128
Job-gender context				-.036	.065	-.616	.538
Step 2	.043	3.01	.011				
Negative affect				.190	.066	3.228	.001
Positive affect				.134	.065	2.311	.021
Attitudes				-.049	.113	-.893	.373
Self-esteem				.025	.084	.445	.657
Experience				-.037	.024	-.658	.511

Table 5.14 Predicting Physical Sexual Assault from Individual Differences Variables

	R ² change	F change		β	SE of β	t	sig
		F	p				
Step 1	.011	.962	.429				
Masculine occupation				.086	.067	1.498	.135
Org. tenure				.023	.004	.414	.679
Sex of Supervisor				-.025	.056	-.449	.654
Job-gender context				-.040	.039	-.697	.486
Step 2	.075	4.40	.001				
Negative affect				-.010	.040	-.173	.863
Positive affect				-.055	.039	-.950	.343
Attitudes				.181	.069	3.263	.001
Self-esteem				.147	.050	2.606	.010
Experience				.026	.022	.485	.628

5.3.5 Predicting Perceiving “Insinuation of Interest” as Sexual Harassment

After entering demographic and organizational variables in the first and the individual differences variables in the second step. The second step was found to be significant ($R = .25$, $F(9,328) = 2.36$, $p < .05$), and the individual differences variables altogether predicted 6% of variability in perceiving insinuation of interest as sexual harassment. This time multiple R in the first step was found to be significant ($R = .17$, $F(4,333) = 2.60$, $p < .05$). However, the increment in the second step was not significant ($R^2 = .06$, $F(5,328) = 2.13$, $p = .061$). In the first step, the sex of the current supervisor appeared to be a significant predictor of perceiving insinuation of interest as harassment ($\beta = -.112$, $t = -2.05$, $p < .05$). In the second step, only self-esteem was found to be significantly predicting perceiving insinuation of interest as sexual harassment ($\beta = .159$, $t = 2.81$, $p < .01$). Experiencing such

incidents did not appear to predict harassment perceptions. The statistics are summarized in Table 5.15.

Table 5.15 Predicting Insinuation of Interest from Individual Differences Variables

	R ² change	F change		β	SE of β	<i>t</i>	sig
		<i>F</i>	<i>p</i>				
Step I	.030	2.60	.036				
Masculine occupation				.035	.121	.623	.534
Org. tenure				.091	.008	1.682	.093
Sex of Supervisor				-.112	.102	-2.047	.041
Job-gender context				-.095	.071	-1.668	.096
Step 2	.031	2.13	.061				
Negative affect				.091	.073	1.545	.123
Positive affect				.028	.072	.477	.633
Attitudes				-.006	.125	-.115	.908
Self-esteem				.159	.092	2.809	.005
Experience				-.061	.052	-1.117	.265

5.3.6 Predicting Perceiving “Sexual Bribery and Sexual Coercion” as Sexual Harassment

After entering demographic and organizational variables in the first and the individual differences variables in the second step, the results revealed that multiple R was significantly different from zero at the end of the second step ($R = .31$, $F(9,328) = 3.19$, $p < .001$), and the individual differences variables altogether predicted 10% of variability in sexual bribery and sexual coercion as sexual harassment. Multiple R in the first step was found to be significant ($R = .20$, $F(4,333) = 3.30$, $p < .05$). The increment in the second step was also significant

($R^2 = .06$, $F_{inc}(5,328) = 4.19$, $p < .01$). Only job-gender context at the organizational level was found to be a significant predictor in the first step ($\beta = -.182$, $t = -3.19$, $p < .01$). In the second step, attitudes toward women's gender roles and self-esteem were found to be significantly predicting perceiving sexual bribery and sexual coercion as sexual harassment as expected ($\beta = .184$, $t = 3.38$, $p < .001$; $\beta = .141$, $t = 2.53$, $p < .05$, respectively), as it was the case with perceiving physical sexual assault as harassment. Experiencing such incidents did not appear to predict harassment perceptions. The statistics are summarized in Table 5.16.

Table 5.16 Predicting Sexual Bribery and Sexual Coercion from Individual Differences Variables

	R ² change	F change		β	SE of β	t	sig
		F	p				
Step I	.038	3.30	.011				
Masculine occupation				.033	.070	.591	.555
Org. tenure				.017	.004	.305	.760
Sex of Supervisor				-.065	.059	-1.181	.238
Job-gender context				-.182	.041	-3.187	.002
Step 2	.058	4.19	.001				
Job-gender context				-.183	.040	-3.277	.001
Negative affect				.030	.042	.523	.601
Positive affect				.000	.041	-.008	.993
Attitudes				.184	.072	3.375	.001
Self-esteem				.141	.053	2.528	.012
Experience				.035	.048	.658	.511

5.4 Exploring Harasser and Manager Stereotype Domains

The second purpose of the present study was to explore the stereotype domains of harassers, mainly based on the descriptions, definitions, and adjectives associated with harassers provided by women in Study I. Besides the harasser stereotype, the stereotype of managers was also explored, in an attempt to compare and contrast it with that of harassers. As mentioned in the method chapter, a list comprising of 81 of adjectives and definitions was used to assess the stereotypes of both managers and harassers. In the following sections, the process of classifying these adjectives into categories is presented, followed by identifying stereotype profiles of the participants, for both managers and harassers.

5.4.1 A first Step Classification of Harasser and Manager Stereotypes using a Cluster Analysis Approach

The 81 adjectives were first classified based on ratings for a harasser and also based on ratings for a manager, using Ward's method of Hierarchical Cluster Analysis. As there was no theoretical expectation regarding harasser or manager stereotype factors, a hierarchical cluster analysis was adopted to explore stereotypes at different levels. It was thought that Ward's method of clustering would prove useful, as it provides a clear solution to classification by optimizing the minimum variance within clusters and resulting in relatively equal sizes of clusters (Aldenderfer & Blashfield, 1984). The variables were hierarchically classified using Squared Euclidian Distance and by choosing the option to transform the values to z-scores. This transformation was adopted to reduce the effect of the relative size of the

variables to each other, as variables with large size differences and standard deviations could beat the effects of others with smaller absolute sizes and standard deviations when using squared Euclidian distance. As a first step, the variables were classified without specifying the number of clusters. The resulting dendrogram of the variables rated in terms of harassers is presented in Appendix S. The dendrogram suggested three clusters at a distance level close to five, as can be seen in the Appendix. The resulting dendrogram of the same variables rated in terms of managers is presented in Appendix T. The dendrogram for manager stereotype classification suggested two clusters.

In the light of the dendrogram relating to harassers, suggesting three stereotype clusters, the variables were once more subjected to cluster analysis, using the same method and distance measure, but this time by specifying the number of clusters as three. When the variables classified under each cluster were examined, it appeared that one cluster was totally related to the adjectives that are negative in meaning, one cluster was related to the adjectives that are positive in meaning, and one cluster appeared to include adjectives relating to “power.” Although the dendrogram relating to manager ratings suggested two clusters, the cluster related to power in the harasser data led the author to force the clusters into three for managers, to see whether it could be specifically distinguished as a third cluster. Hence, the variables were again classified into three clusters based on ratings for managers. When the items under the clusters were examined, the same pattern of classification appeared for managers. Except for 13 variables, which were not classified under the same clusters for both manager and harasser ratings, all of them were classified into the same cluster for both harasser and manager stereotypes. The variables under the

three clusters are presented in Table 5.17. The items that had not been classified under the same clusters were classified based on its meaning.

Table 5.17 Adjectives Classified under Three Clusters

<i>Cluster 1</i>	<i>Cluster 2</i>	<i>Cluster 3</i>
Positive Items	Negative Items	Items related to Power
Item 1: smart	Item 2: inconsiderate	Item 3: powerful*(1)
Item 5: high self-esteem	Item 4: aggressive	Item 7: cunning
Item 6: emotional	Item 9: tactless	Item 17: loves using power
Item 8: frank**(3)	Item 11: irritating	Item 18: in need for power
Item 12: active	Item 13: womanizer**(3)	Item 21: repressive
Item 10: charismatic	Item 15: impudent	Item 25: strong*(1)
Item 14: disciplined	Item 19: too free and easy	Item 27: competitive
Item 16: good-willed	Item 23: irresponsible	Item 35: enterprising*(1)
Item 20: skillful	Item 28: seeing women inferior	Item 40: ambitious
Item 22: trusted	Item 29: insolent	Item 42: independent*(1)
Item 24: humorous	Item 31: egoist*(3)	Item 46: courageous*(1)
Item 26: natural	Item 34: two-faced	Item 50: stubborn
Item 30: stable	Item 36: unsatisfied*(3)	Item 52: alert
Item 32: determined**(3)	Item 43: rude	
Item 33: easy going **(3)	Item 44: attention seeker	
Item 37: prudent	Item 47: trying to prove his masculinity	
Item 38: honest	Item 49: big-headed	
Item 39: happy in private life	Item 51: exhibitionist	
Item 41: respectful	Item 54: ulterior motive	
Item 45: successful	Item 57: sexist	
Item 48: serious	Item 58: disliked	
Item 53: psychologically healthy	Item 59: presumptuous	
Item 55: give importance to moral values	Item 60: pragmatist*(3)	
Item 56: entertaining	Item 62: characterless	
Item 61: moral	Item 64: insistent	
Item 63: having social skills	Item 65: fickle	
Item 67: modest	Item 66: lacking in control	
Item 68: attractive	Item 70: preoccupied with sexuality	
Item 69: out going ** (3)	Item 72: insensitive	
Item 71: well-mannered	Item 74: opportunist	
Item 73: joking	Item 77: greedy	
Item 75: sensitive	Item 79: seeing himself superior because of his sex	
Item 76: warm	Item 81: harasser	
Item 78: give importance to women's success		
Item 80: empathic		

* In the manager classification the item was originally under another cluster indicated in parenthesis.

** In the harasser classification the item was originally under another cluster indicated in parenthesis.

When the items were classified into three clusters, 68 of the items appeared to be under the same cluster for the manager classification and the harasser classification. This kind of a classification, where composite variables are formed based on naturally occurring clusters which are the same across managers and harassers would be quite logical in terms of comparing stereotypes of managers and harassers. However, distinguishing clusters based on positive and negative adjectives does not make much sense conceptually. Only, participants' *response style* toward items with a positive meaning and their response style toward items with a negative meaning could be assessed and compared between ratings for managers and harassers. Therefore, response styles of participants was compared between those for managers and those for harassers, based on the positive cluster of variables, the negative cluster of variables, and the cluster related to power. Repeated measures ANOVA was performed by taking the ratings for harassers as one measure and the ratings for managers as the second measure, for each of the three clusters separately. According to the results, responses to positive adjectives for managers and harassers were significantly different from each other ($F(1,352) = 1156.522, p < .001$). Responses to negative adjectives given to managers were also significantly different from those given to harassers ($F(1,352) = 1063.031, p < .001$). Responses to adjectives related to power given to managers were also significantly different from those given to harassers ($F(1,352) = 50.130, p < .001$). The plot of stereotype means of each cluster for managers and harassers is presented in Figure 5.1.

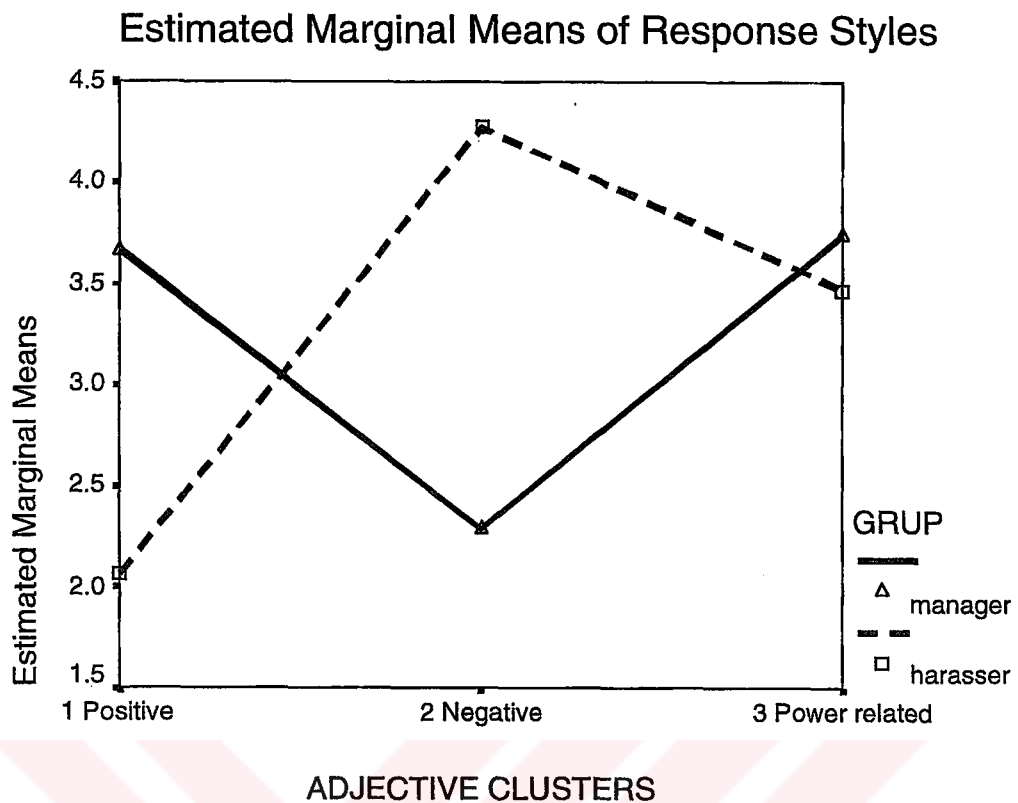


Figure 5.1 Plot of Positive, Negative, and Power Related Stereotype Cluster Means for Managers and Harassers

5.4.2 Further Classification of Harasser and Manager Stereotypes using a Cluster Analysis Approach

As the initial three-cluster solution did not reveal conceptually meaningful categories, except for the one related to “power,” it was thought to further classify the positive and negative clusters into more meaningful categories. In order to classify adjectives into conceptually meaningful clusters, Hierarchical Cluster Analysis using Ward’s Method with Squared Euclidian Distance was used. First the

number of clusters was ranged between 3 to 10. The items under the clusters were examined conceptually. For harasser ratings, the dendogram suggested five clusters at a lower level, nevertheless it was decided to retain the six clusters, which provided a more meaningful categorization of the adjectives. The clusters based on manager ratings did not parallel those of harassers. Neither did they reveal conceptually meaningful clusters when the number of clusters exceeded three. This is not surprising as the initial cluster dendogram actually revealed two clusters at the lowest level for manager ratings. Therefore for comparison purposes, the items were categorized for managers ratings based on the six clusters appearing in the harasser ratings.

The six categories as presented in Table 5.18, were named as: “*socially competent*,” “*ill-mannered*,” “*dominant*,” “*dependable*,” “*ambitious*,” and “*lacking control*.” It must not be forgotten that, all these category names refer to the stereotypes of participants (i.e., stereotypes of managers being socially competent, stereotypes of managers as lacking control, stereotypes of harassers being ill-mannered, or stereotypes of harassers being dominant, etc.). For practical purposes, the categories are named by referring to the stereotypes in the shortened form by only using the adjectives.

Socially competent and *dependable* were the categories that were mostly comprising of the positive adjectives. *Ill-mannered* and *lacking control* were the categories that were comprising of the negative adjectives. *Dominant* and *ambitious* categories corresponded to the power cluster of the original three clusters. Internal consistency reliabilities of each cluster are also presented in Table 5.18.

Table 5.18 Six Clusters of Adjectives

Socially Competent	Ill-mannered	Dominant	Dependable	Ambitious	Lacking control
Number of items=14	Number of items=16	Number of items=8	Number of items=17	Number of items=9	Number of items=16
r = .87	r = .82	r = .72	r = .91	r = .80	r = .90
Item 1: smart Item 5: high self-esteem Item 10: charismatic Item 12: active Item 14: disciplined Item 20: skillful Item 24: humorous Item 26: natural Item 45: successful Item 56: entertaining Item 63: having social skills Item 68: attractive Item 73: joking Item 76: warm	Item 2: inconsiderate Item 4: aggressive Item 9: tactless Item 11: irritating Item 15: impudent Item 23: irresponsible Item 28: seeing women inferior Item 31: egoist Item 43: rude Item 54: ulterior motive Item 57: sexist Item 58: disliked Item 60: pragmatist Item 62: characterless Item 64: insistent Item 72: insensitive	Item 3: powerful Item 7: cunning Item 17: loves using his power Item 18: in need for power Item 21: repressive Item 25: strong Item 50: stubborn Item 52: alert	Item 6: emotional Item 16: good-willed Item 22: trusted Item 30: stable Item 37: prudent Item 38: honest Item 39: happy in private life Item 41: respectful Item 48: serious Item 53: psychologically healthy Item 55: give importance to moral values Item 61: moral Item 67: modest Item 71: well-mannered Item 75: sensitive Item 78: give importance to women's success Item 80: empathic	Item 8: frank Item 27: competitive Item 32: determined Item 33: easy going Item 35: enterprising Item 40: ambitious Item 42: independent Item 46: courageous Item 69: out going	Item 19: too free and easy Item 29: insolent Item 34: two-faced Item 36: unsatisfied Item 44: attention seeker Item 47: trying to prove his masculinity Item 49: big-headed Item 51: exhibitionist Item 59: presumptuous Item 65: fickle Item 66: lacking in control Item 70: preoccupied with sexuality Item 74: opportunist Item 77: greedy Item 79: seeing himself superior because of his sex Item 81: harasser

Ratings of the six categories for managers were compared with ratings of the six categories for harassers, with Repeated Measures ANOVA. Accordingly, stereotypes of managers and stereotypes of harassers significantly differed on the categories of “ill-mannered” ($F(1,352) = 869.873, p < .001$), “lacking control” ($F(1,352) = 1083.463, p < .001$), ambitious ($F(1,352) = 407.007, p < .001$), “socially competent” ($F(1,352) = 736.462, p < .001$), and “dependable” ($F(1,352) = 1279.297, p < .001$). Ratings of dominance were not found to be significantly different between manager and harasser ratings ($F(1,352) = 3.602, p = .059$). The means of the six categories are plotted in Figure 5.2 both for manager and harasser ratings.

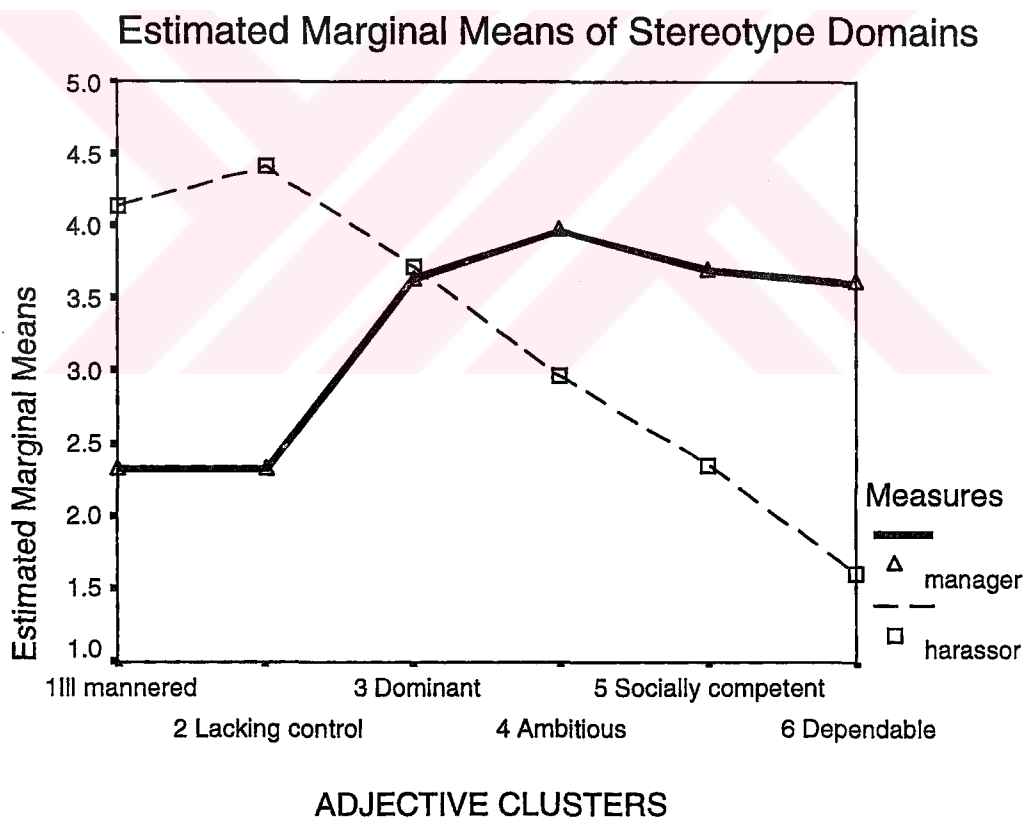


Figure 5.2 Means Plot of Six Managers and Harassers Stereotype Domains

5.4.3 Identifying Harasser and Manager Stereotype Profiles

After identifying general stereotype domains of harassers and managers, it was explored whether there were differing groups of participants in terms of harasser or manager stereotypes. This kind of an exploration of group profiles would provide a deeper and detailed understanding of different groups of women's stereotypes towards managers and harassers. Identifying different harasser stereotype profiles may then in turn be used in predicting harassment perceptions.

In order to identify different stereotype profiles of harassers and of managers, k-means cluster analysis was performed, which classifies the cases by minimizing within cluster variance and maximizing between cluster variance. Final clusters are determined when the maximum distance between the clusters are reached through iterations (Aldenderfer & Blashfield, 1984).

5.4.3.1 Harasser Stereotype Profiles

The six cluster domains based on harasser ratings were entered as variables and the cases were clustered into 2, 3, and 4. Each solution was examined and at the end the three-cluster solution was retained as it revealed the most meaningful profiles of stereotypes. The profiles were named according to the characteristics of the stereotypes each group possessed. Table 5.19 presents the final cluster centers, converged after 13 iterations.

Table 5.19 Final Cluster Centers of Three Groups of Participants on Harasser Stereotype Clusters

Domains	Clusters		
	Ambivalent (1)	Negative- power oriented (2)	Negative (3)
Ill mannered	2.94	4.22	4.31
Lacking control	3.13	4.58	4.46
Dominant	3.26	4.08	3.23
Ambitious	3.32	3.38	2.17
Socially competent	3.08	2.61	1.73
Dependable	2.99	1.57	1.26

Accordingly, one group of women (Group 1, N = 33) displayed *ambivalent stereotypes towards harassers*, and hence was named “ambivalent” group, as they did not appear to distinguish between the six domains, or even between positive and negative attributes. Moreover, ratings of this group of women tended to be at middle levels, indicating that they were undecided with regard to the dimensions, possibly not having clear cut or well-defined stereotypes towards harassers.

The second group of women (Group 2, N = 200) also showed highly negative stereotypes, with low positive attributions towards harassers. However, together with negative attributes, this group was also characterized by attributing high levels of dominance and ambitiousness to harassers. As they displayed *negative and also power-oriented stereotypes towards harassers*, this group was named “negative-power oriented.”

The third group of women (Group 3, N = 120) appeared to be characterized by *negative stereotypes toward a harasser* with medium level of stereotypes of a

harasser being dominant, and lower level of positive attributes, hence was named “negative.” The stereotype profiles of three clusters are presented in Figure 5.3.

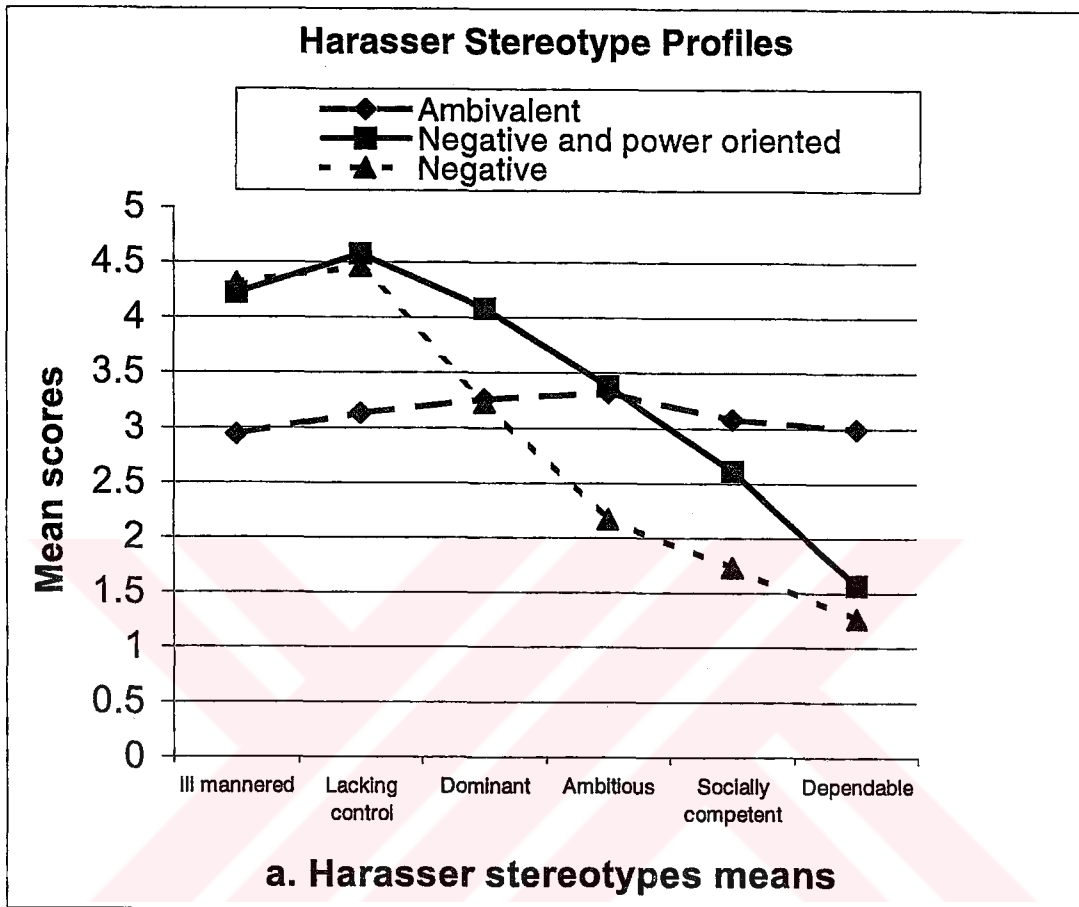


Figure 5.3 Harasser Stereotype Profiles

In order to investigate whether the three stereotype profile groups significantly differed from each other in terms of the harasser stereotype domains, between groups ANOVA Post-Hoc comparisons using Scheffe were performed. Between group effects of profile clusters were found to be significant for each harasser stereotypes domain, serving as the dependent variable. Each post-hoc comparison of profiles is displayed in Table 5.20.

Table 5.20 Post-hoc Comparisons of Profile Clusters in terms of Harasser Domains

Ratings

Harasser Domains	Group comparisons	Mean difference	Sig
Ill-mannered			
F = 102.095	1 – 2	-1.28	.000
df = 2,350	1 – 3	-1.37	.000
p = .000	2 - 3	-.091	.299
Lacking control			
F = 151.988	1 – 2	-1.45	.000
df = 2,350	1 – 3	-1.33	.000
p = .000	2 - 3	.114	.087
Dominant			
F = 90.889	1 – 2	-.827	.000
df = 2,350	1 – 3	.031	.966
p = .000	2 - 3	.857	.000
Ambitious			
F = 180.869	1 – 2	-.063	.837
df = 2,350	1 – 3	1.14	.000
p = .000	2 - 3	1.21	.000
Socially Competent			
F = 119.165	1 – 2	.460	.000
df = 2,350	1 – 3	1.35	.000
p = .000	2 - 3	.887	.000
Dependable			
F = 185.087	1 – 2	1.41	.000
df = 2,350	1 – 3	1.72	.000
p = .000	2 - 3	.309	.000

Accordingly, the group displaying general negative-power oriented stereotypes and the group displaying general negative stereotypes towards harassers, did not differ in terms of stereotypes towards a harasser as being ill-mannered or lacking control. The two groups with ambivalent stereotypes and negative stereotypes did not differ from each other in terms of stereotypes of a harasser being

dominant. The groups with ambivalent stereotypes and negative-power stereotypes of a harasser did not differ from each other in terms of a harasser being ambitious. The three profile groups were significantly different from each other in terms of other harasser stereotype domains.

5.4.3.2 Manager Stereotype Profiles

Likewise, cases were subjected to k-means partitioning based on the six clusters for manager ratings. Two and three clusters were examined, and again it was seen that three clusters revealed meaningful profiles. Each profile was named according to its stereotype characteristics. Final cluster centers converged after 12 iterations are presented in Table 5.21.

Table 5.21 Final Cluster Centers of Three Groups of Participants on Manager Stereotype Clusters

Domains	Clusters		
	Competent and powerful (1)	Successful (2)	Dominant but Irrespectable (3)
Ill mannered	2.65	1.44	3.58
Lacking control	2.67	1.35	3.74
Dominant	4.04	3.10	4.10
Ambitious	4.03	4.20	3.41
Socially competent	3.74	4.09	2.82
Dependable	3.42	4.25	2.56

Accordingly, one group of women (Group 1, N = 111) showed *stereotypes towards managers as being highly dominant, highly ambitious, socially competent, and dependable*. The stereotypes towards managers of this group of women were

named “competent and powerful.” A second group of women (Group 2, N = 160), had *stereotypes of managers as being highly ambitious, highly socially competent, and highly dependable*. Thus, this groups’ stereotype was named “successful.” The third group of women (Group 3, N = 82) was characterized by *stereotypes towards a manager of high levels of ill-manner, high levels of lack of control, high levels of dominance, medium level of ambitiousness, and lower levels of social competence and dependability*. Therefore, this group’ stereotype was named “dominant but irrespectable.” The manager stereotype profiles are presented in Figure 5.4.

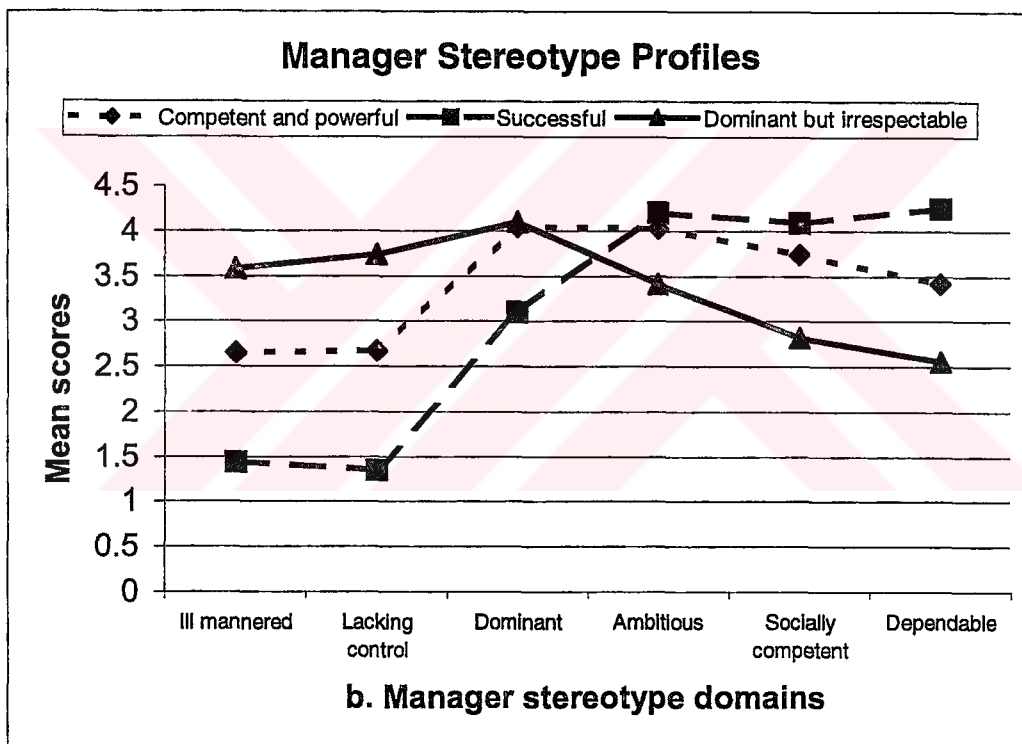


Figure 5.4 Manager Stereotype Profiles

Scheffe Post-hoc comparisons were also performed to compare profile groups in terms of manager stereotype domains. Again, all between subjects effects of

groups were found to be significant. As presented in Table 5.22, only groups with stereotypes of competent-powerful, and dominant-irrespectable did not differ in terms of stereotypes of dominancy attributed to a manager. All groups differed on every other stereotype domain significantly.

Table 5.22 Post-hoc Comparisons of Clusters in terms of Manager Domain Ratings

Manager Domains	Group comparisons	Mean difference	Sig
Ill-mannered			
F = 758.383	1 – 2	1.21	.000
df = 2,353	1 – 3	-.935	.000
p = .000	2 - 3	-2.14	.000
Lacking control			
F = 753.588	1 – 2	1.32	.000
df = 2,353	1 – 3	-1.07	.000
p = .000	2 - 3	-2.39	.000
Dominant			
F = 128.998	1 – 2	.940	.000
df = 2,353	1 – 3	-.622	.751
p = .000	2 - 3	-1.00	.000
Ambitious			
F = 66.474	1 – 2	-.172	.024
df = 2,353	1 – 3	.612	.000
p = .000	2 - 3	.784	.000
Socially Competent			
F = 216.115	1 – 2	-.374	.000
df = 2,353	1 – 3	.923	.000
p = .000	2 - 3	1.27	.000
Dependable			
F = 459.882	1 – 2	-.833	.000
df = 2,353	1 – 3	.856	.000
p = .000	2 - 3	1.69	.000

5.4.4 Validation of the K-Means Cluster Analysis

A straightforward way to validate the groups of profiles derived from the k-means cluster analysis would be to reverse the analysis, and predict group membership from the measures that were used to create the cluster of cases. Thus, two discriminant function analyses were performed, one by using the six harasser domains as predictors of harasser profiles group membership, then by using the six manager domains as predictors of manager profiles group membership.

5.4.4.1 Predicting Group Membership from Harasser Domain Ratings

The harasser stereotype domain variables were “ill-mannered,” “lacking control,” “dominant,” “ambitious,” “socially competent,” and “dependable.” Accordingly 93% of the cases were correctly classified, with 85% for the ambivalent stereotype group, 99% for the negative-power oriented stereotypes group, and 86% for the negative stereotypes group.

5.4.4.2 Predicting Group Membership from Manager Domain Ratings

Although the manager domains were not computed based on the clustering of variables for manager ratings, but were computed based on the clusters that had appeared from the harasser ratings, the profile cluster of cases were nevertheless subjected to discriminant function analysis to be predicted from manager stereotype domains. It was found that 96% of the cases were correctly classified, which is even larger than that of harasser stereotype cluster classification. Correct classification of

cases was 94% for the competent-powerful stereotypes group, was 99% for the successful stereotype group, and was 92% for the dominant-irrespectable stereotypes group.

5.4.5 Comparison of Harasser Profiles in Terms of Perceived Sexual Harassment

The three harasser stereotype profiles were thought to be significantly different from each other in terms of perceived sexual harassment. At this stage of the study it was expected that those with ambivalent stereotypes towards harassers would perceive social-sexual incidents as significantly less harassing than the groups possessing negative-power oriented stereotypes, or the group possessing negative stereotypes towards harassers. Thus the three profile clusters of harasser stereotypes were subjected to six separate ANCOVAs with one of the six different types of sexual harassment factors serving as the dependent variable in each analysis.

The individual differences variables of negative affectivity, positive affectivity, attitudes towards women's gender roles, and self-esteem were entered as covariates in order to control for their effects on harassment perceptions. Each participants' cluster membership was saved by SPSS, thus the harasser clusters profiles variables was entered with three levels as the between factor variable.

After controlling for the individual differences variables, profile clusters appeared to have a main effect only on perceiving physical sexual assault as harassment ($F(2, 353) = 12.371, p < .001$), and on perceiving sexual bribery and sexual coercion as harassment ($F(2, 353) = 5.062, p < .01$). To identify which stereotype groups differed from each other, Post-hoc comparisons were performed.

The results partially supported the expectations, such that the group with ambivalent stereotypes towards harassers perceived behaviors as less sexually harassing, when the behaviors were related to physical sexual assault or sexual bribery and sexual coercion. Mean differences of profile comparisons are presented in Table 5.23 for both sexual harassment perception factors.

Table 5.23 Post-hoc Comparisons of Harasser Profiles in Terms of Perceiving Physical Sexual Assault and Sexual Bribery-Sexual Coercion as Sexual Harassment

Stereotype Profile Comparisons	Mean Difference	p
Physical sexual assault		
Ambivalent – Negative and power oriented	-.497	.000
Ambivalent - Negative	-.507	.000
Negative and power oriented - Negative	-0.009	.985
Sexual Bribery and Sexual Coercion		
Ambivalent – Negative and power oriented	-.366	.001
Ambivalent - Negative	-.291	.013
Negative and power oriented - Negative	0.075	.429

CHAPTER VI

DISCUSSION

6.1 Overview

The purpose of the present study was to investigate the effects of individual differences factors on SH perceptions and to explore harasser stereotype domains together with manager stereotype domains. Before discussing the findings relating to the hypothesis and explorations of the study, the factor structure of the SSIQ is discussed in terms of perceived SH ratings and perceived disturbance ratings. Following this, general findings related to the demographic variables and factors are elaborated on. Discussion of the findings concerning the effects of individual differences variables on perceptions are presented next, and finally the findings related to the exploration of manager and harasser domains are discussed.

6.2 The Factor Structure of the Social-Sexual Incidents Questionnaire (SSIQ)

Principal Components Analyses of the SSIQ items yielded six factors, which were named; unwanted personal attention, verbal sexual attention, sexist hostility, physical sexual assault, insinuation of interest, and sexual bribery-sexual coercion, according to the order they appeared in the factor analysis. When compared with the multiple-rater categorization of the content analysis results of items regarded as harassment, five of the categories in the content analysis were recovered with the types of harassment that appeared in the factor analysis. Unwanted personal attention, verbal sexual attention, physical harassment, sexual bribery and sexual coercion, and sexist hostility categories were conceptually recovered in the factor analysis. Nevertheless, there appeared to be differences from the original categorization. Harassment types appearing in the factor analysis are discussed one by one in the following sections, by comparing them with the content analysis categorization and also the literature.

Unwanted personal attention type of behavior items that grouped together in the factor analysis included an item related to the request for a romantic relationship and an item related to looks directed at the woman, other than the items related to showing attention to the woman and trying to get close that were included in the content analysis categorization. Furthermore, unwanted personal attention was not identified in the literature as a distinct sexual harassment category. Fitzgerald et al. (1988) had identified behaviors considered as unwanted sexual attention, however as the name implies, this category was related to sanction free sexual advances like trying to develop a sexual or romantic relationship, and sexual assault. On the other hand, the category of unwanted personal attention in the present study was related to

trying to get close to the woman by the use of compliments, personal inquiries about the woman's life, affectionate terms in the flow of speech, and by trying to contact or see the woman using a number of excuses. These types of behaviors had not been identified in the studies conducted heavily in the United States, thus it seems that they may be specific to the Turkish context. The factor of insinuation of interest also does not correspond to the categorizations in the literature. The items in the factors of unwanted personal attention and insinuation of interest actually do not imply sexuality overtly, which distinguishes them from the other categories (except sexist hostility) and the categories in the literature.

Although at the conceptual level insinuation of interest seems similar to unwanted personal attention, it appeared as a distinct factor with no cross-loadings with unwanted personal attention. Results of confirmatory factor analysis also provided support for insinuation of interest as a separate factor. As the name implies, insinuation of interest is composed of four items, which are related to a man trying to imply his interest to the woman in a subtle manner. Making suggestions and implying a relationship, trying to see the woman by making various excuses, such as working together or wanting to give the woman a lift home, or implying that the woman is interested in him are behaviors which are not quite explicit in nature. These behaviors could be perceived by women as a special communication style of men conveying covert messages. Perception of such subtle behavior as a unique SH in the Turkish context can be explained by the high-context communication style in this culture. According to Hall and Hall, and Witkin and Berry, in high-context cultures there is a tendency to focus on the context of an event or experience, and derive meaning from the context in which the event or experience takes place. In such contexts the communicator selects specific communication patterns that vary

depending on the event. (cited in Early & Erez, 1997, p. 345). The behaviors constituting the insinuation of interest factor reflect this kind of a context dependent communication pattern in the Turkish culture. Hence it is not surprising to see insinuation of interest emerging as a separate SH factor in this cultural context.

The factor of physical sexual assault appeared to be a combination of physical sexual attention and sexual assault in the content analysis categorization. This category resembles the categories of seductive behavior and sexual assault identified by Till (1980) and later on by Fitzgerald et al. (1988). The factor named sexual bribery and sexual coercion was recovered in the factor analysis, just as it was defined as Till (although sexual bribery and sexual coercion were identified as separate factors) and Fitzgerald et al.

Two factors appearing in the factor analysis, sexist hostility and verbal sexual attention, need to be emphasized by comparing them to the literature. Fitzgerald et al. (1988) and Till (1980) had identified the category of gender harassment, which was later divided into two as sexist hostility and sexual hostility (Fitzgerald et al., 1999). Both corresponded to gender harassment, with sexist hostility related to gender discriminatory elements and sexual hostility related to telling offensive sexual stories or jokes. The multiple rater categorization of the content analysis had distinguished between these two types of harassment. According to the factor analysis results, items related to gender discrimination loaded together and were named sexist hostility, and items related to telling sexual jokes or stories or displaying sexual materials visually loaded together and were named verbal sexual attention. The distinction between these two factors, conceptually corresponding to the categories of sexist hostility and sexual hostility which are both considered as gender

harassment in the literature, could be seen by referring to the perceived SH means of the factors.

When the means of perceived SH were inspected, it appeared that the factors of physical sexual assault and sexual bribery-sexual coercion were rated as “it is certainly sexual harassment.” Unwanted personal attention, insinuation of interest, and verbal sexual attention were as “can be considered as sexual harassment.” However, the factor of sexist hostility was rated as the least harassing, actually as “cannot be considered as sexual harassment.” Although these items were derived from the content analysis, where some interviewees had indicated that such incidents could be considered as sexual harassment, the majority of participants thought that, behaviors related to sexist hostility were not sexual harassment. It appeared that participants distinguished sexist behaviors from incidents related to telling sexual jokes or displaying sexual material. Moreover, sexist behaviors were not thought of as gender harassment as it also was distinguished from verbal sexual attention in the content analysis categorization.

One could argue that the reason for this departure from the literature concerning sexist hostility could be related to the heightened awareness regarding gender discrimination issues in the United States, where women are protected against workplace gender discrimination under the EEOC (Aamodt, 1999). Therefore, elements related to discriminating against women based on their sex could be perceived as one form of workplace sexual harassment. Likewise, woman’s sexuality being the subject of jokes, stories, cartoons, or illustrations at workplace with a degrading style towards women, could also be perceived as harassment towards women’s position in the society, their accountability as woman and employees at workplace, and their honor.

On the other hand, Turkey is currently in the process of undergoing social change in terms of changing traditional values. That is, from being a traditional, rural, patriarchal society, Turkey is becoming an urbanized, industrial, modern, and egalitarian society, although this change is not equally distributed across the country. In a study on Turkish values, conducted by Ergüder, Esmer, and Kalaycıoğlu in 1991 (cited in Acar, Ayata, & Varoğlu, 1999) 86% of participants had indicated that it was acceptable for both husband and wife to be employed, which shows the existence of a general acceptance of women working outside the home. Nevertheless, with regard to women's roles in society overall, it appears that discriminating values are predominant. More than half of the Turkish sample indicated that employment priority should be given to men in times of unemployment. Moreover, 80% of participants believed that being a housewife would provide as much satisfaction to women as being employed. Household responsibilities are still the expected role of women, and women's careers are not as promising as men's, due to such issues as pregnancy.

As argued by Acar, Ayata, and Varoğlu (1999), these findings suggest a culture in which the priority of values was for "women at home" and that such a culture would bring together direct or indirect discrimination at the workplace. In the early 90s, certain occupations were known to specify quotas for the number of women to be employed, and certain institutions did not accept applications of women in certain occupational groups like engineering. Wasti, et al. (2000) also stated that patriarchal relations at workplaces still provide the basis for gender discrimination in the work life. Based on these, Wasti et al. had argued that Turkish women would view gender harassment as part of the job or part of the culture. It could be because

of this, that in the present study women did not view sexist hostility as sexual harassment.

Despite sexist hostility not being perceived as sexual harassment, it was found to be very disturbing. This implies that although not labeled as typical sexual harassment, organizations should be made aware that the experience of sexist incidents could lead to outcomes similar to sexual harassment consequences identified by Fitzgerald et al. (1997), like decreases in job satisfaction, impaired health conditions, impaired health satisfaction and psychological conditions, and in turn work and job withdrawal.

Generally speaking, Turkish women perceived physical sexual assault, sexual bribery, sexual coercion, and verbal sexual attention very harassing, whereas perceived unwanted personal attention and insinuation of interest as moderately harassing, and sexist hostility as not quite sexually harassing. Nevertheless, women perceived all types of behavioral initiations as very disturbing. Thus, sexist hostility is not labeled “sexual harassment,” but it could be considered a form of “psychological harassment” directed to women. Magley, Hulin, Fitzgerald, and DeNardo (1999) have shown that psychological, health, and work-related outcomes for women who label a behavior as sexual harassment are not very different from the outcomes of women who experience but do not label the behavior as harassment. Therefore, although sexist hostility may not be labeled as sexual harassment, such incidents must not be ignored.

6.3 Demographic Variables in relation to Sexual Harassment Perceptions and Experiences

The demographic variables of the participants and organizational characteristics were investigated in terms of their relation with sexual harassment perceptions and experiences. With regard to the relation between the age of the participant and SH perceptions, the findings in the literature (e.g., Fain & Anderton, 1987; Foulis & McCabe, 1997) showed inconsistent results. The present study failed to reveal a relationship between age and perceptions. With regard to experiencing SH, contrary to the findings in the literature stating younger women experience more SH (e.g., Farley, 1983; USMSPB 1981, 1988, 1995), the present study in general, did not find any relation between age and experiencing SH. Only with regard to sexual bribery and sexual coercion type of incidents, older participants reported experiencing more harassment, which is in the opposite direction of what the literature suggests.

Although no study was identified with regard to the relation between marital status and SH perceptions, it was argued previously in the present study that women with a spouse may label a behavior as less sexually harassing, because the behaviors would appear to them as less likely to be experienced, and thus less threatening. Although the correlation coefficients were negative, meaning married women tended to perceive less SH, the relation between marital status and SH perceptions was not found to be significant. With regard to the relation between marital status and SH experiences, findings of the present study replicated the findings in the literature (e.g., MacKinnon, 1979; Schneider, 1982; Tangri, Burt, & Johnson, 1982; USMSPB, 1981, 1988) as married women were found to experience less SH incidents than

unmarried woman on every type of sexual harassment. This is consistent with the argument of Backhouse and Cohen (1981) that the existence of a spouse discourages the potential harasser. As a result, single women in organizations in Turkey also appear to be more vulnerable to sexual harassment.

With regard to the education level of women the two significant negative correlations between education level and perceptions related to the harassment types of verbal sexual attention and sexist hostility were quite unexpected. As the level of education decreased women tended to perceive more harassment. Especially concerning harassment incidents related to verbal sexual attention, women with an education level lower than a 4-year university degree significantly perceived the behaviors as more harassing. A plausible explanation for this finding could be that these women with lower levels of education may feel themselves more vulnerable in the organization in terms of men trying to take advantage of them. Whereas women with higher education may perceive themselves as being less likely to be a target of SH, relying on the assumption that men in the organization could not have the courage or chance to seriously try to harass woman. Moreover, women with lower levels of education mostly hold lower level positions, which may lead them being potential targets of SH coming from men in relatively higher positions. These women with lower education could be coming from a low socio economic background, where the attitudes toward women are more conservative, which makes them more sensitive to these type of behaviors.

Findings concerning organizational variables were not surprising, yet worth mentioning. As the ratio of men to women in an organization increased, perceiving unwanted personal attention type and sexual bribery and sexual coercion type of incidents as sexual harassment also increased. Likewise, as the ratio of men to

women in a department increased, perceiving sexual bribery and coercion type of incidents as harassment also increased. All correlations were negative, suggesting that as the ratio of men to women increases in a work environment, women perceiving a social-sexual incident as sexual harassment also increases. However, not all correlations were significant. The significant correlations are in accord with the argument of Luthar and Pastille (2000) claiming that females in a male-dominated culture where men are numerically high would more easily perceive a social-sexual incident as SH, as they would attribute hostile negative intent to those behaviors. Similarly, in the present study, as the ratio of men to women increased at the organizational level, experiences of unwanted personal attention also increased, and as the ratio of men to women increased at the departmental level, experiencing unwanted personal attention, incidents related to verbal sexual attention, sexist hostility, and incidents related to insinuation of interest also increased. This is consistent with the findings of Gruber (1998) pointing that most of reported SH in the literature comes from male dominated work places.

Finally, in the present study, women in the private sector experienced more sexual harassment compared to those in the public sector, except for the types of harassment related to physical sexual assault or sexual bribery and sexual coercion.

6.4 Factors Affecting Sexual Harassment Perceptions

The effects of experiencing sexual harassment and the individual differences variables on perceiving an incident as sexual harassment were investigated separately for each social sexual incident type. The effects of each variable are discussed next.

6.4.1 Experiencing Sexual Harassment

A surprising finding of the present study was that experiencing sexual harassment in general did not predict sexual harassment perceptions. Only experiencing unwanted personal attention appeared to predict harassment perceptions of the type, however in a negative direction. That is, those reporting experiencing more harassment tended to perceive the behaviors as less sexually harassing. That may be because of the nature of the incidents, as they are related to showing an interest in the woman. Those who have experienced this type of SH, may not have been disturbed by the interest, and thus may not have a negative image of such behaviors. The significant negative correlation between experiencing such behavior and disturbance ratings also seem to confirm this argument.

The findings in the literature concerning the relation between frequency and perceptions have generally showed that as frequency of the behavior increased, frequency of labeling the behavior as sexually harassing also increased (e.g., Ellis, Barak, & Pinto, 1991). At first this seems to contradict the findings of the present study. Nevertheless, the literature findings refer to the frequency of occurrence of the same specific behavior in perceiving that behavior as harassment, rather than the effects of the frequency of experiencing different behaviors over time, considered in the same category. As a conclusion, the present findings suggested that exposure to or experience of a kind of sexual harassment did not affect perceiving the same or similar kinds of behavior as harassment.

6.4.2 Emotional Affectivity

One hypothesis of the present study was that emotional affectivity would affect perceiving a social-sexual incident as sexual harassment. It was thought that although positive affectivity would not affect perceptions, it was hypothesized that women high in negative affectivity would perceive social-sexual behaviors as more sexually harassing. This hypothesis was formed before the harassment factors were identified. Results indicated that, negative affectivity predicted harassment perceptions for unwanted personal attention, verbal sexual attention, and sexist hostility type of behaviors only, resulting in a partial support the first hypothesis. Thus, the hypothesis found partial support, as women with higher negative affectivity perceived such incidents as more sexually harassing than did women lower in negative affectivity.

The reason for negative affectivity not predicting behaviors related to physical sexual assault or sexual bribery and sexual coercion could be that those type of behaviors are already seen as severe behaviors, therefore being high in negative affectivity or not may not be making any difference in terms of perceiving such severe behaviors as harassing. Those behaviors could be referred to as “severe” since physical sexual assault violate the women’s sense of “honour,” and sexual bribery and sexual coercion type of behaviors are related to employment terms and conditions (Fitzgerald et al., 1988). Likewise, Fitzgerald and Hesson-McInnis (1989) had also found that, incidents related to sexual impositions and sexual coercion were rated as being severe. The type of behaviors that negative affectivity had an influence on perceptions are also directed to the woman, however the woman has more control over them compared to the more severe forms. As a conclusion, negative affectivity

predicts SH perceptions concerning relatively less severe (as indicated by participants' harassment and disturbance ratings) types of harassment, except for behaviors related to insinuation of interest.

Although not expected, positive affectivity predicted perceiving sexist hostility as harassment. This is an unexpected finding as the relationship between positive affectivity and perceptions was found to be negative. This also contradicts the finding that women with high levels of negative affectivity perceive more harassment. Together with this finding, women with higher levels of positive affectivity also perceiving sexist hostility as more harassing could not be explained.

6.4.3. Attitudes Towards Women's Gender Roles

The second hypothesis of the study was that as attitudes towards women's gender roles were more egalitarian, social-sexual incidents would be perceived as more harassing. This hypothesis also was partially supported, as participants' attitudes towards women's gender roles only predicted perceiving behaviors as harassing, related to physical sexual assault and behaviors related to sexual bribery and sexual coercion. Women with more egalitarian attitudes perceiving such behaviors as more harassing is not surprising since one would expect them to have a lower threshold of tolerance towards behaviors which imply that women do not have the right to choose and are forced to engage in relationships they do not want. Women with more egalitarian attitudes could interpret such behaviors as the man viewing the woman as an object, rather than a productive employee in the organization, and therefore show more reaction to them.

One might also expect that egalitarian attitudes would predict perceiving sexist behaviors as more harassing since such behaviors convey negative attitudes toward women having an occupation. The finding that attitudes of women not predicting such behaviors as harassing, could be because sexist type of behaviors are not perceived as sexually harassing by the study participants.

So, as a conclusion, as attitudes towards women's gender roles become more egalitarian, more severe social-sexual behaviors are perceived as more sexually harassing.

6.4.4 Self-esteem

The third hypothesis of the study was that as self-esteem levels of women increased, social-sexual behaviors would be perceived as more harassing. This hypothesis was almost fully supported, as self-esteem predicted each social-sexual behavior type, except behaviors related to sexist hostility. Thus, women with high levels of self-esteem perceived behaviors as more sexually harassing, including unwanted personal attention, verbal sexual attention, physical sexual assault, insinuation of interest, and behaviors related to sexual bribery and sexual coercion.

6.4.5 A General Discussion of Individual Differences Variables Effects on Perceptions

The hypotheses of the present study regarding individual variables' affects on SH perceptions were either almost fully or partially supported. Despite findings yielding full or partial support for the hypotheses, regression analyses revealed that

only a very small portion of variance in SH perceptions was explained by the individual differences variables, ranging from 6% to a maximum of 10%. This may be due to other potential factors like contextual factors or perpetrator characteristics, having a greater impact on sexual harassment perceptions. Additionally, it may be due to the restricted range of the individual differences variables. Especially attitudes and self-esteem were quite restricted, with attitudes showing a range of 1.64 (out of a possible range of 3) and self-esteem showing a range of 2.50 (out of a possible range of 4). Negative affectivity showed positive skewness; attitudes and self-esteem showed negative skewness, which apparently restricted the range of scores.

A potential reason for the skewness in variables may be the social desirability effect. Emotional affectivity, attitudes towards women's gender roles, and self-esteem are sensitive issues, since people value others being more happy, attentive, excited, strong, proud, determined, active etc, (which are attributes of positive affectivity), being less unhappy, guilty, afraid, hostile, nervous, and afraid etc. (which are attributes of negative affectivity), being high in self-esteem and value protecting the rights of women in society. The effects of social desirability on self-ratings of affectivity has been shown by Chen, Dai, Spector, and Jex (1997). Accordingly, negative affectivity items were viewed as less desirable, and positive affectivity items were viewed as more desirable. Rating the affectivity items was found to be related to item desirability, resulting in a positively skewed negative affectivity dimension, and a negatively skewed positive affectivity dimension. Moreover, people with high social desirability were found to rate themselves high on positive affectivity and low on negative affectivity using the PANAS. Chen et al. argued that items constituting negative affect in the scale such as "guilty" and "ashamed" were not likely to be used by people in describing themselves, likewise

people were least likely to fail to describe themselves with highly desirable, socially approved, and valued items constituting positive affectivity in the scale, such as “strong” and “attentive.” Moreover, in the present study since the data were collected from the participants in their work environments, although confidentiality was assured, participants could have showed a tendency to present themselves in a desirable manner.

6.5 Harasser and Manager Stereotype Domains and Stereotype Profiles

Women’s stereotypes towards harassers had not been investigated previously in the sexual harassment literature. First, six stereotype domains based on adjective ratings were identified in the present study; stereotypes of a harasser being ill-mannered, lacking control, dominant, ambitious, socially competent and dependable.

Next, three harasser stereotype profiles were identified based on the domains identified; the group of women who had ambivalent stereotypes towards harassers, the group of women who had negative but also power related stereotypes towards harassers, and finally the group of women who had stereotypes of harassers characterized only by negative attributes. Here, the ambivalent stereotype group was different from the other two profiles on all harasser domains, whereas the other two groups differed from each other on stereotypes of dominance, ambitiousness, and social competency. That is, one group of women believed that although harassers were rather negative, they were also dominant and powerful.

Besides harasser profiles, three manager stereotype profiles were identified; the group of women who had stereotypes of managers as being competent and powerful, the group of women who had stereotypes of managers as being successful,

and finally the group of women who had stereotypes of managers as being dominant but irrepectable. The group with stereotypes of dominant but irrepectable managers differed from the others, such that those women attributed more negative characteristics to managers than women in the other groups. The group with stereotypes of successful managers attributed negative characteristics and also dominancy the least compared to the other two groups.

From these harasser and manager profiles of three clusters of women, and from the comparison of the six stereotype domains of harassers and managers of the study sample as a whole, the shared attribute between harasser and manager stereotypes emerges. Apparently, women tend to think of both managers and harassers as being dominant. When the items comprising the domain of dominancy are examined, it can be said that women have stereotypes of managers and also harassers as being powerful, as eager to use power, as being in need for power, as being repressive, stubborn, alert, and strong.

Research up to now has emphasized the role of power of superiors affecting sexual harassment perceptions. Power has been suggested as a strong reason for women rating a behavior as more harassing when it is initiated by a superior (e.g., Ellis, Barak, & Pinto, 1991; Pryor, 1985; Tata, 1993, USMSPB, 1988). Accordingly, power has been linked to position power in the organization, and women tended to perceive a social-sexual behavior as sexual harassment when they felt threatened by the intentions (e.g., Ellis et al. 1991; Luthar & Pastille, 2000).

Nevertheless, as it has appeared in the present study, women do not only attribute power to superiors but also to sexual harassers. Attributing power to sexual harassers could have two explanations. One could be that women tend to think that some people striving for and valuing power, harass women as a means of feeling and

expressing power. The other could be that women tend to think that only people who possess power would have the courage to sexually harass women. This argument could find support from the preliminary study findings of the present study, in which women tended to attribute higher positions to harassers than the targets in the vignettes. This does not mean that women see all managers as potential harassers. On the contrary the majority of women (indicated by the competent and powerful, and successful profiles) tend to attribute high social competency and high dependability to managers. Nevertheless, because of the power issue, women may expect a sexual harassment initiation from someone who is a superior, or they may be more apt in identifying or labeling sexual harassment when the behavior is initiated by someone with some power over them.

Although the study sample overall showed positive attributes to managers, one group of women tended to see them as dominant and irrespectable. That is, this group of women had stereotypes of managers being ill-mannered and lacking control, together with being dominant. Besides the possibility of identifying superiors as harassers only because of the power they have, it could be that a group of women also possess some negative expectations towards managers in general. When stereotypes of dominancy are combined with stereotypes of being ill-mannered and especially lacking control, this specific group of women may be perceiving more harassment when social-sexual behaviors are initiated by superiors, as they also attribute negative intentions. Luthar and Pastille (2000) had argued that prior knowledge about the superior, or having heard about the incidents initiated by a particular superior might influence subordinate's attributions relating to superior's intention. In addition to this argument, one could include stereotypes towards managers, especially those which include negative attributions, in attributing

intentions to the superior. A study by Craig, Kelly, and Driscoll (2001) seems to support the argument of the issue of power and intentions, where it was found that participants (both males and females) used negative and dominant descriptors when describing men who are high in likelihood to sexually harass (LSH). As a result, either those who want to feel and exercise power, or those who are already superior, could be incorporated into the notion of LSH created by Pryor (1987), which is measured by self-reports of men. Apparently men high in LSH indicated high desires for status, toughness, macho, and dominance over women. In the present study, the question was not whether men were really high in the LSH, but it was whether women perceive men in general, or superiors as likely to sexually harass. According to the literature on LSH, Pryor, LaVite, and Stoller found that those who were likely to sexually harass, actually do so, when localized social norms permit the harassing behavior (cited in Sbrage & O'Donohue, 2000). The characteristics of the Turkish culture forms a basis of harassing behaviors, as it is a collectivist culture. Pryor and Whalen argued that men could engage in sexual harassment when social norms allow for such behavior (cited in Luthar & Luthar, 2002). In collectivist cultures, people act according to the norms and values of the culture, and in turn protection is offered by the group (Hostfede, 1998). In a culture with traditional values of men being superior to women, and women subjected to discrimination, men feel that the norms would permit sexually harassing or sexually discriminating behavior. In the Turkish culture men see themselves as being in charge of the sexuality of women and their sense of honor depends on this being socially accepted. Wasti et al. (2000) also pointed out that Turkey was classified as a patriarchal culture where there are clearly defined asymmetrical gender roles for men and women.

Concerning different stereotypes of women held towards harassers, it was found that those who have negative-power related or negative stereotypes perceived physical sexual assault, and sexual bribery and sexual coercion as more sexually harassing than those who show ambivalent stereotype profile, suggesting that stereotypes held towards harassers can also affect harassment perceptions.

6.6 Limitations of the Study and Suggestions for Future Research

With regard to the individual differences factors, attitudes towards women's gender roles was assessed by Spence, Helmreich and Stapp's (1973) Attitudes Towards Women's' Sex Roles Scale- Short Form. This measure has been used in the Turkish context for the first time and the internal consistency reliability coefficient of the scale was not found to be quite promising. To assess attitudes towards women's gender roles, future studies could make use of a scale that is more reliable and that has been demonstrated to be applicable to the Turkish culture.

As discussed earlier, the restricted range of measures may have resulted in low power of the analysis, and small effect sizes. This could be because of the social desirability effect, which may prove useful if measured and controlled in future studies assessing sensitive attributes such as emotional affectivity, self-esteem and attitudes towards women's gender roles.

Apart from the individual variables affecting sexual harassment perceptions, organizational variables affecting perceptions should also be investigated as a separate study in Turkey. A more systematic study investigating the effects of male-dominated environments on perceptions and harassment experiences, both regarding the ratio of men to women, and regarding occupational types considered traditionally

masculine would prove useful in a culture where women have not been fully accepted in work life. Especially women from different occupations should be reached and compared in terms of harassment perceptions and experiences.

With regard to harasser and manager stereotypes, women with different harasser stereotype profiles were compared in terms of harassment perceptions. However, it was not possible to compare women with different manager stereotype profiles in terms of harassment perceptions, as the items assessing perceptions were not referring to the initiator as a manager, except for sexual bribery and sexual coercion type of behaviors. Future research could focus on perceiving social-sexual behaviors as sexual harassment when initiated by superiors, and could investigate whether stereotype profiles of managers predict harassment perceptions.

6.7 Implications and Importance of the Study

The present study revealed the effects of individual differences variables on sexual harassment perceptions and hence contributed to the understanding of the antecedents of sexual harassment perceptions. Although individual differences variables explained a small portion of variance of harassment perceptions, they showed the role of individual factors on perceiving a social-sexual incident as harassment. The effects of negative affectivity on harassment perceptions was introduced into the sexual harassment literature. Inconsistent results appearing in the literature regarding attitudes towards women's sex roles, and self-esteem were clarified, by showing their effects on different types of sexual harassment.

The concept of women's stereotypes of harassers was also introduced into the sexual harassment literature. The overlapping stereotype of dominance of both

managers and harassers emphasizes the importance of women's perceptions of power in relation to sexual harassment. Stereotypes towards harassers also appeared to be a potential individual differences factor that appeared to influence harassment perceptions.

With regard to the contributions of the present study to the Turkish context, it provided an approximate estimate of sexual harassment experiences in Turkish organizations. The study sample comprised of a heterogeneous workforce, thus the findings could be generalized quite well. Sexual harassment studies in Turkey had focused on a specific work group or sector up to now. This study investigated the perceptions of women employed in various sectors and occupations, in a more systematic manner and demonstrated which types of social-sexual behaviors were perceived to be sexual harassment in the Turkish context.

Sexist behaviors not appearing to be perceived as sexually harassing was a different finding compared to the US sexual harassment literature, which should be taken into account when developing sexual harassment legislations in Turkey. Nevertheless, as sexist behaviors were rated quite disturbing, which in turn could affect psychological, health, and work-related outcomes in a negative direction, the importance of protecting women against discrimination becomes evident. Besides the issue of protecting women against discrimination, organizations should pay attention to protecting women against sexist hostility by implementing organizational policies parallel to those that could be implemented for sexual harassment cases.

The Social Sexual Incidents Questionnaire has been developed in the present study, which revealed good psychometric properties after minor revisions. This scale is hoped to be useful in future sexual harassment studies that will be conducted in Turkish work settings. As it was developed based on interviews with Turkish women

currently employed in organizations, it has captured culture specific social-sexual incidents, and proved useful in conveying culture specific perceptions. Therefore, the SSIQ would be a useful tool for assessing sexual harassment perceptions in a scientific study in Turkey, or to reveal sexual experiences of employed women in certain organizational settings.



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APPENDICES

APPENDIX A

ATTITUDES TOWARD WORKPLACE INTERACTIONS (AWI)

INTERVIEW FORM - PART I



MÜLAKAT SORULARI

Bu çalışma herhangi bir kurumda kadın çalışanların, iş ortamındaki diğer çalışanlarla olan ilişkilerine karşı tutumlarını araştırmayı amaçlamaktadır. Tartışma soruları iki bölümden oluşmaktadır. İlk bölümde yedi açık uçlu soruya genel düşünceleriniz ve fikirleriniz doğrultusunda cevap vermeniz beklenmektedir. İkinci bölümde ise size sunulacak olan iki ayrı olay üzerinde bir takım değerlendirmeler yapmanız istenecektir.

Bölüm I

1. İş yerinizdeki herhangi bir çalışan size karşı ne tür sözlü ifadelerde bulunursa bundan rahatsız olursunuz?
2. İş yerinizdeki herhangi bir çalışan size karşı ne tür fiziksel davranışta bulunursa rahatsız olursunuz?
3. İş yerinizdeki bir erkek çalışan size karşı ne tür sözlü ifadelerde bulunursa rahatsız olursunuz?
4. İş yerinde herhangi bir erkek çalışan size karşı ne tür fiziksel davranışta bulunursa bundan rahatsızlık duyar veya uygun olmadığını düşünürsünüz?
5. İş yerinde cinsel taciz deyince aklınıza ne tür davranışlar geliyor?
6. İş yerinde cinsel tacizde bulunan birini nasıl tanımlarsınız?

Yaş:

Görev:

Medeni durumu:

Toplam çalışma süresi:

APPENDIX B

ATTITUDES TOWARD WORKPLACE INTERACTIONS (AWI)

INTERVIEW FORM - PART II



Bölüm II

Bu bölümde ise size, hayali bir kurumda iki kişi arasında geçen hayali iki olay sunulmaktadır. Bu iki ayrı olay üzerinde bir takım değerlendirmeler yapmanız istenmektedir.

1. Mehmet Bey ile Aylin Hanım aynı kurumda çalışmaktadırlar. Mehmet Bey ne zaman Aylin Hanım'ın yanına gelse işle ilgili bir konuda konuşmaya başlasa Aylin Hanım'ın ellerine, dirseğine ya da omzuna dokunmaktadır. Aylin Hanım başlarda bunu yadırgamakla birlikte olağan karşılamaya çalışmış, Mehmet Bey'e karşı herhangi bir olumsuz tavır takınmamıştır. Ancak Mehmet Bey'in tekrar eden davranışları sonucu, konuşurken ona sırtını dönmek, birkaç adım yanından uzaklaşmak ve yüz ifadesini ciddileştirmek suretiyle kendini geri çekmeye çalışmıştır.

☞ Bu olayda adı geçen Mehmet Bey'i en az 5 sıfatla tanımlayınız.

- ① ② ③ ④ ⑤
⑥ ⑦ ⑧ ⑨ ⑩

Sizce;

☞ Mehmet Bey ile Aylin Hanım arasındaki statü ilişkisi nedir? _____

☞ Aylin Hanım'ın medeni durumu nedir?

- ◇ Bekar ◇ Evli ◇ Boşanmış ◇ Dul

☞ Mehmet Bey'in medeni durumu nedir?

- ◇ Bekar ◇ Evli ◇ Boşanmış ◇ Dul

☞ Mehmet Bey kaç yaşındadır?

- ◇ 20-25 ◇ 26-30 ◇ 31-40 ◇ 41-50 ◇ 51 ve üzeri

☞ Aylin Hanım kaç yaşındadır?

- ◇ 20-25 ◇ 26-30 ◇ 31-40 ◇ 41-50 ◇ 51 ve üzeri

2. Ahmet Bey ile Ayşe Hanım aynı kurumda çalışmaktadırlar. Ayşe Hanım kimi zaman Ahmet Bey'in profesyonellik dışına taşan davranışlarından yakınmaktadır. Ahmet Bey sık sık Ayşe Hanım'a çalışma düzeninin ne kadar disiplinli olduğuna, Ayşe Hanım gibi iyi niyetli bir çalışanın kolay bulunmadığına ve ne kadar güzel bir bayan olduğuna dair iltifatlar yağdırmaktadır. Bunun yanı sıra Ahmet Bey, Ayşe Hanım ve diğer kadın çalışanların yanında, erkek çalışanlara yüksek sesle müstehcen içerikli fıkralar anlatmakta, şakalar yapmaktadır. Bazen de, Ayşe Hanım Ahmet Bey'i, kendisinin ya da diğer hanım arkadaşlarının göğüslerine veya bacaklarına bakarken yakalamaktadır.

☞ Bu olayda adı geçen Ahmet Bey'i **en az 5 sıfatla** tanımlayınız.

- ① ② ③ ④ ⑤
⑥ ⑦ ⑧ ⑨ ⑩

Sizce;

☞ Ahmet Bey ile Ayşe Hanım arasındaki statü ilişkisi nedir? _____

☞ Ayşe Hanım'ın medeni durumu nedir?

- ◇ Bekar ◇ Evli ◇ Boşanmış ◇ Dul

☞ Ahmet Bey'in medeni durumu nedir?

- ◇ Bekar ◇ Evli ◇ Boşanmış ◇ Dul

☞ Ahmet Bey kaç yaşındadır?

- ◇ 20-25 ◇ 26-30 ◇ 31-40 ◇ 41-50 ◇ 51 ve üzeri

☞ Ayşe Hanım kaç yaşındadır?

- ◇ 20-25 ◇ 26-30 ◇ 31-40 ◇ 41-50 ◇ 51 ve üzeri

APPENDIX C

**INTERRATER AGREEMENT OF CLASSIFICATIONS OF ITEMS
APPEARING IN THE INITIAL CONTENT ANALYSIS**



İş Yerinde Rahatsız Edici Davranışlar – Kategori Dağılımı Değerlendirmesi

Aşağıda iş yerlerinde kadınların rahatsız olduklarını dile getirdikleri davranış örnekleri ve cinsel taciz olarak algıladıkları davranışlar iki bölüm halinde verilmiştir. Birinci bölüm iş yerinde bir erkek çalışandan geldiği takdirde rahatsızlık verebilecek davranışları, ikinci bölüm ise iş yerinde cinsel taciz olarak nitelendirilen davranışları içermektedir. Her bölümde, verilen davranışın aşağıda sunulan ilk yedi kategoriden hangisi içinde değerlendirilebileceğini, yandaki kutucuğa kategori numarasını yazarak belirtmeniz istenmektedir. Eğer verilen davranış size göre hiç bir kategoriye girmiyorsa, sekizinci kategoride olduğunu belirtmelisiniz. (Birinci bölümde 8. kategori belirtilmektedir, çekinmeyiniz, ikinci bölümde ise 8. kategoriyi kullanmamaya gayret gösteriniz). Şimdiden teşekkürler..

Kategoriler

- ① **Cinsiyet Ayrımcılığı:** Cinsiyet ayrımcılığı içeren, kadınları cinsiyetlerinden dolayı aşağılayıcı veya dışlayıcı yorumlarda veya davranışlarda bulunulması, bununla ilgili şakalar yapılması.
(**Sexist Hostility:** Generalized sexist remarks and behavior, gender discrimination conveying sexist attitudes toward women, such as telling sexist jokes or making sexist comments.)
- ② **Sözel Cinsel İlg:** Cinsel içerikli hikayeler, fıkralar, espriler yapılması, kadınlara karşı veya kadınların gıyabında rahatsızlık verecek şekilde konuşulması, erkeklerin kadınların yanında rahatsızlık verecek şekilde konuşmaları.
(**Verbal Sexual Attention:** Related to offensive sexual stories or jokes.)
- ③ **Fiziksel Cinsel İlg:** Kadına istenmeyen şekilde dokunmak, yaslanmak, değmek veya bakmak şeklinde gerçekleştirilecek davranışlar.
(**Physical Sexual Attention:** Related to unwanted mild physical sexual contact aimed at the woman, such as touching the shoulders, leaning against, or looking.)

- ④ **Rüşvet/Gözdağı Niteliğindeki Cinsel Yaklaşım:** Cinsel içerikli yaklaşımın ödül veya tehditlere bağlanması.
(*Sexual Bribery and Sexual Coercion (Sexual Activity tied to Threats or Favors): Solicitation of sexual activity by promise of rewards or by means of threats or punishment.*)
- ⑤ **Cinsel veya Romantik İlişki Kurmaya Yönelik Yaklaşım:** Rüşvet veya gözdağı içermeyen, kadının isteği dışında olmasına rağmen cinsel veya romantik bir ilişki içine girmeye yönelik olarak yaklaşılması.
(*Attempts to develop a sexual or romantic relationship (Seductive Behavior): Offensive but sanction-free sexual advances, such as attempting to develop a romantic or sexual relationship despite the opposite party's efforts to discourage.*)
- ⑥ **Fiziksel Zorlama:** Kadını öpmeye, sarmaya, kavramaya yönelik girişimde bulunulması.
(*Sexual Assault: Gross sexual imposition or assault, such as making a forceful attempt to fondle, kiss, or grab.*)
- ⑦ **İstenmeyen Kişisel İlgisi:** Kadının istemi dışında olmasına rağmen kadına yaklaşmak amacıyla kadınla ilgili iltifatlarda, yorumlarda veya sorgularda bulunulması.
(*Unwanted Personal Attention: Showing unwanted personal attention towards the woman such as making complimenting, commentor inquiries about the woman.*)
- ⑧ **Diğer:** Sunulan kategorilerin dışında değerlendirilebilecek davranışlar.
(*Miscellaneous/Other: Behaviors that could not be considered in either category.*)

I. İş yerinde bir erkek çalışandan gelen rahatsızlık verici davranışlar:													
1	2	3	4	5	6	7	8	9	10	No	%		
1.	Küfür olarak algılanabilecek sözler söylenmesi	1	1	8	2	1	8	2	1	2	8	1	40
2.	Özel hayatın sorgulanması	7	7	8	7	7	7	7	7	7	7	7	90
3.	İş yerinde ulaşılan konumun kadın olmanın getirdiği avantajlardan kaynaklandığının söylenmesi	1	1	8	1	1	1	1	1	1	1	1	90
4.	Cinsel kimliğe yönelik konuşmalar yapılması	1	1	8	1	1	2	2	1	8	1	1	60
5.	Kadınları aşağılayıcı, ayrımcı, cinsiyetçi ifadeler kullanılması "Kadınların saç uzun aklı kısa", "Siz kadınlar..." "Kadının çalışması ayıp, evinde otur" "Sus, sen kadınsın, çok konuşma"	1	1	1	1	1	2	1	1	1	1	1	90
6.	Özel hayatı soruşturur nitelikte ifadeler edilmesi/soru sorulması	7	7	7	7	7	2	7	7	7	7	7	90
7.	İş yerinde konuşulabilecek konuyu dışarıda konuşmak üzere teklifte bulunulması		5	7	5	5	5	5	5	7	5	5	70
8.	Laubali, yülük bir tarzda konuşulması "Güzel hemşire..şeklinde hitap"	7	2	2	2	7	7	2	2	2	2	2	70
9.	Topluluk içerisinde argo konuşulması	8	2	2	2	2	2	2	2	2	2	2	80
10.	Senli benli hitap edilmesi	8	8	2	8	8	8	8	8	7	8	8	80
11.	İsimle hitap edilmesi	5	8	2	8	8	8	8	8	8	8	8	80
12.	Bir erkekle samimi olduğunda diğerlerinin çıkıyorlar diye laf çıkarması	8	8	1	2	8	2	8	7	7	2	8	40
13.	El kol hareketleri yapılması/El şakaları yapılması	3	3	6	1	3	3	3	3	3	3	3	80
14.	Selamlaşırken veya vedalaşırken öpmesi	3	8	8	3	3	8	3	3	3	3	3	60
15.	Yanaktan makas alınması	3	3	8	3	3	3	3	3	3	3	3	90
16.	Rahatsız edici bakışlar atılması	3	3	5	3	3	3	3	3	3	3	3	90
17.	Kimseyi umursamaz bir tavır sergileyerek durması/duruş önemli	8	8	8	8	8	8	8	8	8	8	8	80
18.	Kendi cinsel bölgelerini kaşınması	8	8	5	8	5	8	8	3	1	3	8	50
19.	Kılık kıyafet ile ilgili iltifat/orum yapılması "Pantolonun çok yakışmış"	7	7	8	7	8	8	2	7	7	2	7	50
20.	Vücutun herhangi bir yerine olur olmaz dokunulması	3	3	8	3	3	3	3	3	3	3	3	90
21.	Yakın fiziksel temasta bulunulması vücut temasında bulunulması	3	3	6	3	3	6	3	6	3	3	3	70
22.	Sarılması	3	8	8	3	3	6	6	6	3	3	3	50
23.	Erkek olduğu için kendini üstün gören bir tarzda konuşulması	1	1	1	1	1	1	1	1	1	1	1	100
24.	Mesaiden sonra buluşma teklifinde bulunulması	5	5	8	5	5	5	5	5	5	5	5	90
25.	Hakaret edilmesi "Ay çok şişmanlamışsın!" "Sen kimsin ki, hemşiresin!"	1	2	1	2	8	2	8	8	8	8	8	40

I. İşyerinde bir erkek çalışandan gelen rahatsızlık verici davranışlar:											
1	2	3	4	5	6	7	8	9	10	No	%
26.	Açık bir şekilde hoşlandığımı ifade etmesi	5	8	5	5	7	5	5	5	5	70
27.	Emredici bir tarzda konuşulması	1	1	8	2	8	4	8	1	8	30
28.	Görevin hatırlatılması	8	8	8	8	8	4	8	8	8	70
29.	Sık sık omza dokunulması/elin omza atılması/omzun sıvazlanması	3	3	8	3	3	3	3	3	3	90
30.	Yılışık yüzük giütünmesi	3	3	5	2	5	3	3	3	3	70
31.	Ukala bir tarzda konuşulması	8	8	8	8	7	8	4	8	8	80
32.	Kesmek anlamında bakılması	3	3	5	3	5	3	3	3	3	70
33.	Oturuşa dikkat edilmemesi/Yayılmaması	8	8	5	8	8	3	8	3	8	70
34.	Sert bir tavırla el kol hareketi yapılması	1	3	8	8	1	3	7	8	8	40
35.	Kıçımseyici/alaycı tavırla konuşulması(ış ile ilgili)	1	2	8	1	8	1	4	8	8	50
36.	Söz konusu kişiyle ilgili sorunun bir başkasına anlatılması	8	8	8	2	8	8	8	8	8	90
37.	Arkadan konuşması	8	8	8	2	8	8	8	8	8	80
38.	Yan yana otururken diz dize, kol kola değmesi ve buna dikkat edilmemesi	3	3	3	3	3	3	3	3	3	100
39.	Açık bir kıyafet(dekolte, mini etek vb)giyildiğinde vitüde bakılması "Gözlüleriyle soyması"	3	3	1	3	3	3	3	3	3	80
40.	Koklamaya çalışması	3	3	1	3	3	3	3	3	3	80
41.	Fiziğe yönelik iltifatlar edilmesi/yorumlar yapılması "Bugün çok güzelsiniz", "Ne güzel, böyle güzel bir bayanla randevum var" "Saçın çok güzel"	7	7	5	7	8	7	7	7	7	70
42.	Kadının mesleğinin değersiz görülmesi/kabullenilmemesi	1	1	1	8	1	1	1	1	1	90
43.	Burnunu karıştırması	8	8	8	8	8	8	8	8	8	100
44.	Konuşurken süzmesi	3	3	1	3	3	3	3	3	3	70
45.	Vurulması/itilmesi	1	1	8	3	1	3	6	8	1	40
46.	Başına dokunulması	3	3	8	3	3	3	3	3	3	70
47.	Sinirli bir şekilde konuşulması	1	8	8	8	8	1	8	8	8	80
48.	İmalarda bulunulması "Eşiniz evde, siz bu saatte burada, ne iş"	1	4	1	7	1	2	1	7	5	40
49.	Çay/kahve içme teklifinde bulunulması	5	5	8	5	5	5	5	5	5	80
50.	Ukala bir tarzda konuşulması	8	8	8	8	8	2	8	8	8	90
51.	Dar bir yerden geçerken dokunmaya sürünmeye çalışılması	3	3	3	3	6	3	3	3	3	80
52.	Bir şey verirken elini tutmaya çalışması	3	3	3	3	5	3	3	3	3	80
53.	Alaycı bir dille konuşması	1	1	8	2	8	1	8	8	8	50
54.	"Hayaum", "canım", "şekerim", "bacım" gibi samimi bir dille hitap edilmesi	7	2	2	2	7	2	2	2	2	80

I. İş yerinde bir erkek çalışandan gelen rahatsızlık verici davranışlar:											
1	2	3	4	5	6	7	8	9	10	No	%
	7	2	2	7	2	2	2	2	2	2	80
55. "Aşkım", "birtanem" gibi özel sözler ile hitap edilmesi											
56. Karşı tarafın kendi özel hayatı ile ilgili çok şey anlatması	5	7	8	8	8	2	7	8	8	8	60
57. Kaba sözler söylenmesi	1	8	8	2	8	1	2	8	8	8	60
58. İş ile ilgili hataların kişiliğe atfedilerek söylenmesi	1	1	2	2	8	8	8	7	8	8	50
59. Başka bir erkek arkadaşına davrandığı gibi davranılması	8	8	8	2	8	1	8	8	8	8	80
60. Cinsel içerikli konuşmalar yapılması	2	2	2	2	2	2	2	2	2	2	100
61. Cinsiyet kullanılarak kadının aşağılanması "Söyle o kadına..."	1	1	1	1	1	1	1	1	1	1	100
62. Konuşmaların, hareketlerin, yürüyüşün sürekli gözetlenmesi (Göz hapsinde kalmak)	3	3	7	3	3	3	5	3	3	3	80
63. Bacağa el atmaya çalışması	3	3	3	6	6	6	6	3	3	3	50
64. Onur kırıcı ifadeler/olumsuz sıfatlar kullanılması	1	1	8	2	8	2	8	1	8	8	50
65. Bel altı espiri yapılması	2	2	2	2	2	2	2	2	2	2	100
66. Arabasıyla eve bırakma teklifinde bulunması	5	5	8	5	5	5	7	5	5	5	80
67. Konuşurken elleri tutması	3	2	8	3	3	3	3	6	3	3	70
68. Kadınlara atfen argo konuşulması	1	2	1	2	2	1	1	1	1	1	60
69. Konuşurken sık sık dokunulması	3	3	3	3	3	3	6	3	3	3	90
70. "Ablacım", "yenge", "teyze", "kız" şeklinde hitap edilmesi	8	1	2	2	8	2	1	8	8	7	40
71. El/omuz dışında dokunulması	3	6	3	3	3	3	3	6	3	3	80
72. Kişiyile konuşurken başka bir objeye karşı şiddetli davranışlarda bulunması "tekmelemek"	8	8	3	8	8	8	8	8	8	8	80
73. Cinsel içerikli açık fikirler anlatılması	2	2	8	2	2	2	2	2	2	2	90
74. El sıkışırken uzun tutulması	3	3	8	3	3	3	3	3	3	3	90
75. Samimi olmayan biri de olsa herkesin ortasında samimiyetini sergilemesi	8	8	8	2	8	7	7	5	8	8	50
76. Yan yana çalışırken rahatsız edecek şekilde sokulması	3	3	3	3	3	6	3	3	3	3	90
77. Yemek yer-ken sürekli izlenmek	3	3	3	3	8	3	3	3	3	3	90
78. Kadınlara yanında pornodan konuşulması	2	2	2	2	2	2	2	2	2	2	100
79. Fikirlere önem vermek yerine cinselliğin ön plana çıkarılması	5	1	1	8	1	1	1	1	1	1	70
80. Üstün pohpohlar tarzda koruyucu bir havaya bürünerek dokunması	3	3	4	3	3	3	3	5	3	3	80
81. Saçın okşanması	3	3	3	3	3	3	3	6	3	3	90
82. Laf atar tarzda konuşulması	5	2	2	2	2	2	2	2	2	2	90
83. Görüşmek üzere çeşitli bahaneler yaratması	5	5	8	5	5	5	7	5	5	5	80
84. Sinirlendiğinde kadının üzerine yürünmesi	8	6	1	8	8	8	8	8	8	1	70

II. İş yerinde cinsel taciz olarak nitelendirilen davranışlar:												
1	2	3	4	5	6	7	8	9	10	No	%	
1.	İstenenleri yapmadığı takdirde işini kaybedeceğine dair tehdit etmek	4	4	4	4	4	5	8	4	4	70	
2.	Cinsiyet ayrımcılığı anlamı içeren ifadeler kullanılması "Elinin hamuruyla erkek işine karışma"	1	1	1	1	1	1	1	1	1	100	
3.	İstenmeyen bir ilişkiye girmek üzere söylenen sözler/imalar/ısrar	5	5	5	2	2	5	4	5	7	60	
4.	Berberer içki içmek için ısrar edilmesi	5	4	5	5	5	5	5	5	5	90	
5.	Fiziksel görüntüsü ile ilgili yorumlar yapılması/iftifatlar edilmesi "Şiz ne kadar güzelsiniz bugün!", "Vücutunuz çok güzel", "Kalçan güzel, bacakların güzel" "Ne kadar genç ve güzelsiniz!", "Zayıflamışsın", "Şişmanlamışsın", "hamile misin yoksa?"	7	2	5	7	8	7	2	7	2	7	40
6.	İftifatın ötesine geçen övgüler edilmesi	7	2	5	7	2	2	7	2	5	7	40
7.	İş yerinde sık sık kadının odasına gelip uzun uzun alakasız/iş dışı konulardan konuşulması	5	2	5	2	2	2	5	2	5	50	
8.	Aşırı kibar davranılması "Sık sık önden kapı açma, çanta taşıma, kadın istemeden de olsa çay getirme"	5	1	5	7	1	8	7	5	7	7	40
9.	Cinsel içerikli espriler yapılması/fıkralar anlatılması	2	2	2	2	2	2	2	2	2	100	
10.	İş görüşmelerinin mesai bitimine konulması	5	5	8	5	5	8	2	4	5	60	
11.	Kelime oyunu yaparak cinsel içerikli şakalar yapılması	2	2	2	2	2	2	2	2	2	100	
12.	İstenmeyen bir ilişkiye girmek üzere yapılan davranışlar	5	5	5	5	3	5	5	4	6	70	
13.	Vücutun bir yerine sık sık dokunulması/bir yerinin okşanması	3	3	3	3	3	3	6	3	3	80	
14.	El kol hareketleri/el şakaları	3	3	3	2	3	3	3	3	3	90	
15.	Biraz açık bir kıyafet (dekolte, mini etek vb.) giyildiğinde vücutta bakılması/odaklanması, kesmesi, süzmesi	3	3	3	3	3	3	3	3	3	100	
16.	Eğilip doğruldukları bakılması	3	3	3	3	3	3	3	3	3	100	
17.	Erkeğin bir kadının karşısında kendi vücudunun bazı bölgelerine dikkati çekmesi	5	3	5	8	5	3	8	3	5	50	
18.	Eşyalarının karıştırılması	7	8	7	8	8	8	8	7	8	60	
19.	Sırtın sıvazlanması	3	3	8	3	8	3	3	3	3	80	
20.	Kazara/tesadüfen olmuş izlenimi yaratmaya çalışarak veya bahane ile, aslında davranışın hiçbir fonksiyonu yokken, vücutta, ellere, omza, saçta temas etmek	3	3	3	3	3	3	3	3	3	90	
21.	Hoşlanılmayan kişinin yakınlaşma çabası	5	5	3	5	7	5	3	6	7	50	
22.	E-mail ile taciz edilmesi	5	5	2	5	7	2	2	2	5	50	
23.	Kapıyı kapatılarak konuşmak istenmesi	5	8	8	8	7	8	5	4	5	40	
24.	Bir kadının yanında cinsel içerikli konuşmalar yapılması	2	8	5	2	2	2	2	2	2	80	

II. İş yerinde cinsel taciz olarak nitelendirilen davranışlar:												
1	2	3	4	5	6	7	8	9	10	No	%	
25.	Kadından daha çok ilgi görmek beklentisi (yemeğe çıkma, beraber oturma) ile iş bahane edilerek yaklaşılmaması	5	5	5	5	5	5	5	5	5	5	100
26.	İmalî itifatlar edilmesi "Ah keşke erken doğsaydım, senle evlenirdim"	7	2	5	7	2	2	5	7	7	7	40
27.	Evli bir erkeğin evli/bekar bir hanıma çıkma teklif etmesi	5	5	5	5	7	8	5	5	5	5	80
28.	Bir kadının anne olması ve çocuğuna bakması gerektiğinin söylenmesi	1	1	8	1	8	1	7	1	1	1	70
29.	Maaş artışı, pozisyonda yükselmek gibi ödülleri karşılığında ilişkiye zorlanması veya imalarda bulunması (peşkeş çekme)	4	5	4	4	4	4	4	4	4	4	90
30.	İş toplantısında bir kadının fikrinin dalgaya alınması	1	1	8	1	1	1	1	1	1	1	90
31.	Sık sık mesaiden sonra dışarı çıkma teklifinde bulunulması	5	5	5	5	5	7	5	5	5	5	90
32.	Telefon numarasının istenmesi	5	7	8	5	7	5	7	5	5	5	50
33.	Sık sık, acil olmayan durumlarda ev veya cep telefonunun aranması	5	7	5	5	7	7	5	2	5	5	60
34.	Kadının giyimi kuşamı ile ilgili yorumlar/espriler yapılması	7	2	2	7	8	3	2	2	2	2	50
35.	Bir erkekle otururken bir başkasının gelip erkek arkadaşına/eşe hitaben "Abi kızmamın" demesi	1		2	1	1	2	2	1	5	1	50
36.	Kadına yaklaşmak üzere kaba kuvvet kullanılması	6	6	6	6	6	6	6	6	6	6	100
37.	Kişisel mesafenin korunmaması/çok yakın durulması/herhangi bir yerde otururken/dururken sıkıştırılmak, kafese alır gibi kadının üzerine eğilme	3	3	6	3	6	6	3	6	3	3	60
38.	Saçı dokunulması, oynanması, okşanması	3	3	3	3	3	3	3	3	3	3	90
39.	Giyilen kıyafetlerin incelenmesi	3	3	8	3	3	3	3	3	3	3	90
40.	Bilgisayarda pornografik sitelere girilmesi	1	8	8	8	8	8	2	3	1	8	60
41.	Bacaklarını açarak oturması	5	3	8	8	5	8	3	1	3	8	30
42.	El öpmesi	8	7	8	3	8	3	3	3	5	3	50
43.	İftira atılması	1	8	8	2	8	8	2	8	8	8	60
44.	Sürekli peşinde dolaşılması	5	7	5	5	7	5	5	3	5	7	60
45.	Amirin işi bahane edip sık sık görüşmek istemesi	5	7	5	5	5	4	5	3	5	5	70
46.	Bir üstün ünvanını kullanarak altında çalışan bir elemanına yakınlaşmaya çalışması "Patronun sekreterini sıkıştırması"	6	6	4	4	6	4	4	4	5	4	60
47.	Cinsiyet ayrımı yaparak erkeklerin yükseltilmesi, kadınların yönetimden dışlanması	1	1	1	1	1	1	1	1	1	1	100
48.	İsrarlı çıkma teklifinde bulunulması	5	7	5	5	5	5	2	5	5	5	70
49.	El sıkıştırken uzun tutması, omza dokunulması, "Merhaba", "Teşekkür ederim" derken elin tutulması	3	3	8	3	3	3	3	3	3	3	90
50.	Sarılması	3	3	8	3	3	6	3	6	3	3	60

II. İş yerinde cinsel taciz olarak nitelendirilen davranışlar:											
1	2	3	4	5	6	7	8	9	10	No	%
	3	3	6	6	6	6	6	6	3	6	70
51. Öpmeye çalışması	3	3	3	3	3	3	3	3	3	3	100
52. Sürekli kadına bakılması/Süzlülmesi "Gözleriyle soyması" "Göz hapsine alması"	5	7	7	8	7	8	8	7	7	7	50
53. Cep telefonunun karıştırılması	3	3	3	3	3	3	3	3	3	3	90
54. Anlamlı bakışlar atılması	5	3	5	5	5	5	5	5	5	5	80
55. Bir ortamda kadını sürekli yalnız kalmaya çalışılması	5	3	5	5	8	8	4	2	5	5	40
56. Sebepsiz yere geç saatlerde çalışmaya kalma zorunluluğunun getirilmesi	1	1	8	1	1	1	1	2	2	1	70
57. Kadın- erkek ayrımı/ilişkileri ile ilgili yorum/şaka yapılması	1	1	8	2	8	2	8	7	5	7	30
58. Üst makamdaki birinin "kızım" şeklinde hitap etmesi	5	8	8	5	5	5	5	2	5	5	60
59. İş ile ilgili yardım talebiyle kadının evine gelmeyi önermek	7	7	1	7	7	7	7	7	7	7	90
60. Kadının özel yaşamına karışılması "Kadının özel yaşantısı ile ilgili yorumlar yapılması" "Kadının özel yaşamı ile ilgili (erkek arkadaşı, eş, aile) soru sorulması											
61. "Öperim" "seni seviyorum" şeklinde konuşması	5	5	2	2	2	2	2	2	5	2	70
62. Bir erkeğin eşyle/sevgiliyle konuştuğu tarzda iş arkadaşıyla konuşması	5	8	2	2	2	2	2	2	5	2	70
63. İlgisini ifade eden yazılı notlar bırakılması	5	5	5	5	7	2	5	3	5	5	70
64. Karşı tarafın kendi özel hayatından/seks hayatından bahsetmesi	5	2	2	8	8	5	8	2	5	2	40
65. Dostluk gösterişi çerçevesinde fiziksel yavaşmalar	3	3	3	3	3	3	3	3	3	3	100
66. Muhabbet ederken elini, kolunu gereksiz şekilde koyması, omza dokunması, el sıkışırken uzun tutması	3	3	3	3	3	3	3	3	3	3	100
67. Bacaklara veya cinsel bölgelere bakılması	3	3	3	3	3	3	3	3	3	3	100
68. Magazin dünyasındaki kadınlara övgüler "Biz bulamalıyık böyle birini"	7	2	2	2	8	2	8	7	2	2	60
69. Kadının arkasından cinsellik içeren dedikodular yapılması	2	2	5	2	1	2	1	2	2	2	70
70. Üst düzeydeki bir erkeğin karşılık bekleyerek alt düzeydeki kadınları iyi konumlara getirmesi, diğerlerinin hakkını gasp etmesi	4	4	4	4	4	4	4	4	4	4	100
71. İş yerindeki diğer çalışma arkadaşlarına eşlerinin köttülenmesi											
72. İş çıkışı sık sık eve bırakmak istemesi	5	7	8	5	5	5	5	2	5	5	70
73. "Canım," "cicim," "kızım," şeklinde hitap edilmesi	7	2	2	2	7	7	2	2	5	2	60
74. "Güzelim," "bebeğim," "aşkım," "yavrım," "hayatım" şeklinde hitap edilmesi	7	2	2	2	7	7	2	2	5	2	60
75. Kadının yanında ağza alınmayacak küfürler edilmesi	8	2	8	2	2	2	2	2	2	2	80
76. Kadının vücudunun belli bölgelerini görebilmek amacıyla kadına hareket etmesini gerektirecek işler yaptırılması	3	3	3	3	3	3	3	3	3	3	100
77. Olayın aslı yokken, üçüncü kişilere kadının kendisine çıkmaya teklifi ettiğinin, yaklaşmaya çalışıldığının anlatılması	5	2	8	2	2	5	2	2	8	1	50

II. İş yerinde cinsel taciz olarak nitelendirilen davranışlar:												
	1	2	3	4	5	6	7	8	9	10	No	%
78. Sürekli telefonla rahatsız edilmesi	5	5	7	5	7	5	5	2	5	5	5	70
79. Bel altı bölgelere temas edilmesi	3	3	3	3	6	3	6	6	3	3	3	70
80. Manalı gültürmeler	3	3	5	3	3	3	2	3	3	3	3	80
81. Elini tutmaya çalışmak	3	3	6	3	3	3	3	6	3	3	3	80
82. Aynı yerde çalışan insanların yakın arkadaşlık kurarak üçüncü kişilerin aleyhine kullanmaları	8	8	8	4	8		8	4	8	8	8	70
83. Kadını bir kişi olarak değil bedenden ibaret görürcesine sözler söylenmesi "Şu kadın da kemik gibi, çok zayıf, hoş değil."	1	2	1	2	1	2	1	2	1	1	1	60
84. Sistematik olarak yakınlasmaya çalışılması	5	7	5	5	7	5	5	2	5	5	5	70
85. İş yerinde konuşulması gereken şeylerin özel hayata taşınması "Özel bir ortama davet ederek bire bir konuşmak istenmesi"	5	5	5	5	5	5	5	2	5	5	5	90
86. Cinsel içerikli e-mailler gönderilmesi	5	5	2	2	7	2	2	3	2	2	2	60
87. "Hadi burdan seç beğen hangisini istiyorsan yapalım" şeklinde yaklaşım	5	5	8	2	4	5	2	2	5	2	2	40
88. Bir kadınla konuşurken sohbet konusunun cinselliğe çekilmesi	5	5	2	2	2	2	2	2	5	2	2	70
89. Uygunsuz tekliflerde bulunulması	5	5	2	2	7	8	5	2	5	5	5	50
90. Sürtürmesi, bilerek çarpması, dokunarak geçmesi	3	3	3	3	3	3	3	6	3	3	3	90
91. Yanaktan makas alınması	7	3	8	3	3	3	3	6	3	3	3	70
92. İş yerinde iki kişi görüşme yapılan odanın görüşme esnasında kilitlenmesi	5	6	8	8	5	8	8	6	6	5	8	40
93. Kadının cinselliğini ön plana çıkaran bölgelerine temas etmeye çalışma	3	3	3	3	6	3	6	6	3	3	3	70
94. Kadını terfi etmek için hırslı bir şekilde patrona yaklaştığında patronun bu durumu değerlendirmesi	4	4	3	4	4	4	4	4	4	4	4	90
95. Vücudun herhangi bir yerinin elle tutulması/ sıkılması/cimciklenmesi	3	3	6	6	6	6	3	6	3	6	6	60
96. Alt düzeydeki kadınları beraber olma karşılığında terfi ettiren erkeğin bunun reklamını yapması	4	4	4	4	4	4	4	4	4	4	4	100
"Kadınların hepsini bir yerlere getirdim, bana hayır demeyenler iyi yerlere geldi."												
97. İş arkadaşı olarak değil zevklerini tatmin edebileceği bir kadın olarak görmesi	1	1	1	1	1	5	1	5	1	1	1	80

APPENDIX D

**FINAL CONTENT ANALYSES RESULTS OF DISTURBING BEHAVIORS
AND BEHAVIORS CONSIDERED AS SEXUAL HARASSMENT AT
WORKPLACE**



**DISTURBING BEHAVIORS AND SEXUAL HARASSMENT AT
WORKPLACE
CONTENT ANALYSIS RESULTS – (N=56)**

Categories	N
I. İş Yerinde Rahatsızlık Verici Davranışlar “Disturbing Behaviors at the Workplace”	
1. İş ile İlgili “Related to the Job”	
• Emredici tarzda konuşulması	11
• Aşağılayıcı, küçük görür tarzda konuşulması “Sen bu işi kıvrabilir misin” “Sen uyuyor musun, görmüyor musun?” “Çalışmıyor oturuyor, geziyorsun”	7
• Yapılan işin uygun olmayan şekilde eleştirilmesi/olumsuz ifadeler kullanılması	5
• İş ile ilgili eleştirilerin arkasında kişisel imalar taşıyan sözler edilmesi “Bu çok salakça olmuş” “Bu işi becerememişsin”	3
• İş ile ilgili istenen fikrin eleştirilmesi/yargılanması	2
• Bir iş rica edildiğinde laubali bir şekilde karşılık verilmesi	1
• Hatalı yapılan işin yüzüne vurulması	1
• Hatalı yapılan işin başkalarının yanında açıklanması	1
• Sorumlu olunmayan bir işteki aksaklıktan ötürü suçlanmak	1
• Kişisel problemlerin iş yerinde işe yansıtılması	1
• Kişinin işteki başarısının başka şeylere atfedilmesi	1
• Statü ilişkisinin çok fazla hissedilmesi	1
• Statü ilişkisinin suistimal edilmesi	1
• Bilgi sahibi olunmayan bir alanda atıp tutulması	1
• İş konusunda söylenenlerin dinlenmemesi	1
• Bayan yöneticilerin çocuk azarlar gibi çalışanlarını azarlaması	1

<p>2. Sosyal ilişkiler ile ilgili “Related to Social Relationships” a. Sözel İfadeler “Verbal Approaches”</p>	
• Bağırılması/Yüksek ses tonu kullanılması/Ses tonunun yükseltilmesi	9
• Aşağılayıcı/küçük düşürücü/küçümseyici/gurur kırıcı ifadeler	9
• Sıfatlarla hitap edilmesi “Kadın” “yavrum”, “güzelim” şeklinde hitap edilmesi “Abi”, “abla”, “yenge”, “bacım” şeklinde hitap edilmesi “Kızım”, “kız”, “hey”, “şşt”, şeklinde hitap edilmesi	7
• Direk isimle hitab edilmesi	7
• Kişilik zedeleyici sözler	6
• Küfür olarak algılanabilecek sözler söylenmesi	6
• “Aptal” “salak” gibi sözler söylenmesi	3
• Argo kullanılması	3
• Gereksiz tartışma/gerginlik yaratılması	3
• Samimi olmayan biri tarafından senli benli hitab edilmesi	2
• Ukalalık yapılması/çok bilmişlik/kendini üstün görme	2
• Kızgınlık/sinirlilik ve sertlik içeren ifadeler kullanılması	2
• Arkadan konuşulması/dedikodu yapılması	2
• Fiziksel görünüş ile ilgili ifadeler, iltifatlar edilmesi	2
• Özel hayatı soruşturur nitelikte ifadeler edilmesi/soru sorulması	2
• Özel yaşantıya ilişkin eleştiri yapılması/karışılması	2
• Karşı tarafın kendi özel hayatı ile ilgili çok şey anlatması	1
• Nasıl davranılacağıнын, nasıl giyinileceğinin söylenmesi	1
• İş ilişkisi ile arkadaşlık ilişkisinin karıştırılması	1
• Konuşurken sözün kesilmesi	1
• Namusa karşı laf söylenmesi	1
• Diğer çalışanlarla olan ilişkilere/iletişime karışılması “Yeni evlisin, erkeklerle niye öpüşüyorsun?”	1
• Dalga geçilmesi, alay edilmesi, imalı konuşmalar	1
• Açık espriler yapılması	1

b. Fiziksel Davranışlar “Physical Behaviors”	
• El kol hareketleri/el şakaları	14
• Samimiyetin olmadığı birinin çok sık dokunması	6
• Eşyalara karşı sert davranışlar sergilenmesi “Masa üstü eşyalarının atılarak bırakılması” “Camların, kapıların vurarak kapatılması” “Eşyaya tükürmek, tekmelemek” “Konuşurken masaya yumruk vurulması”	4
• Yüz mimiklerinin/ifadesinin dalgaya alma tarzında veya sert olması	3
• Kaba kuvvet içeren hareketler/itme kakma	3
• Sağdan soldan geçilirken değmesi, sürtünmesi, af dilememesi	2
• Kadınların aşağılayıcı bakışları/süzmeleri	2
• Bayanların da dokunarak şakalaşması	1
• El sıkışırken garip tutması	1
• Kişisel alana girilmesi	1
• Çok yan yana çalışmak zorunda olması	1
• Konuşurken çok yakın durulması	1
• Eşyaların/çalışma masasının karıştırılması	1
• Bele sarılmak	1
• Toplantı esnasında yanda oturan kişinin sırtını dönmesi	1
• Yan yana otururken belden aşağı kısmın temas etmesi	1
• Konuşurken konuşan kişiye bakılmaması	1
• Yanaktan makas alınması	1
• Başına dokunulması	1
• Sert bir tavırla el kol hareketi yapılması	1

II. İş yerinde bir erkek çalışandan gelen rahatsızlık edici davranışlar “Disturbing behavior coming from a man at the workplace”	N
1. Cinsiyet Ayrımcılığı “Sexist Hostility”	
<ul style="list-style-type: none"> • Küfür olarak algılanabilecek sözler söylenmesi 	10
<ul style="list-style-type: none"> • Kadınları aşağılayıcı, ayrımcı, cinsiyetçi ifadeler kullanılması “Kadınların saçını uzun aklı kısa”, “Kadın değil mi işte...” “Kadının çalışması ayıp, evinde otur” “Sus, sen kadınsın, çok konuşma” “Kadınlığına mı güveniyorsunuz...” 	3
<ul style="list-style-type: none"> • Cinsel kimliğe yönelik konuşmalar yapılması 	3
<ul style="list-style-type: none"> • Kadınlara atfen argo konuşulması 	3
<ul style="list-style-type: none"> • Kadının mesleğinin değersiz görülmesi/kabullenilmemesi 	1
<ul style="list-style-type: none"> • Fikirlere önem vermek yerine cinselliğin ön plana çıkarılması 	1
<ul style="list-style-type: none"> • İş yerinde ulaşılan konumun kadın olmanın getirdiği avantajlardan kaynaklandığının söylenmesi 	1
<ul style="list-style-type: none"> • Erkek olduğu için kendini üstün gören bir tarzda konuşulması 	1
<ul style="list-style-type: none"> • Cinsiyet kullanılarak kadının aşağılanması “Söyle o kadına...” 	1
<ul style="list-style-type: none"> • İmalarda bulunulması “Eşiniz evde, siz bu saatte burada, ne iş” 	1
<ul style="list-style-type: none"> • Vurulması/itilmesi 	1
2. Sözel Cinsel İlgisi “Verbal Sexual Attention”	
<ul style="list-style-type: none"> • “Hayatım”, “canım”, “şekerim”, “bacım” gibi samimi bir dilde hitap edilmesi 	11
<ul style="list-style-type: none"> • Laubali, yılışık bir tarzda konuşulması “Güzel hemşire..şeklinde hitap” 	5
<ul style="list-style-type: none"> • Cinsel içerikli konuşmalar yapılması 	3
<ul style="list-style-type: none"> • Bel altı espri yapılması 	3

• Topluluk içerisinde argo konuşulması	3
• Cinsel içerikli açık fıkralar anlatılması	2
• “Aşkım”, “birtanem” gibi özel sözler ile hitap edilmesi	1
• Kadınların yanında pornodan konuşulması	1
• Laf atar tarzda konuşulması	1
3. Fiziksel Cinsel İlgi	
“Physical Sexual Attention”	
• El kol hareketleri yapılması/El şakaları yapılması	14
• Vücudun herhangi bir yerine olur olmaz dokunulması	12
• Yakın fiziksel temasta bulunulması vücut temasında bulunulması	9
• Sarılması	5
• Sık sık omza dokunulması/elin omza atılması/omzun sıvazlanması	5
• Kesmek anlamında bakılması	4
• Yan yana otururken diz dize, kol kola değmesi ve buna dikkat edilmemesi	3
• Dar bir yerden geçerken dokunmaya sürünmeye çalışılması	3
• Konuşurken elleri tutması	3
• Biraz açık bir kıyafet (dekolte, mini etek vb.) giyildiğinde vücuda bakılması “Gözleriyle soyması”	2
• Selamlaşırken veya vedalaşırken öpmesi	2
• El/omuz dışında dokunulması	2
• Rahatsız edici bakışlar atılması	2
• Yanaktan makas alınması	1
• Yılışık yılışık gülünmesi	1
• Koklamaya çalışması	1
• Konuşurken süzmesi	1
• Başına dokunulması	1
• Bir şey verirken elini tutmaya çalışması	1
• Konuşurken sık sık dokunulması	1

• El sıkışırken uzun tutulması	1
• Yan yana çalışırken rahatsız edecek şekilde sokulması	1
• Üstün pohpohlar tarzda koruyucu bir havaya bürünerek dokunması	1
• Saçın okşanması	1
• Bacağa el atmaya çalışması	1
• Konuşmaların, hareketlerin, yürüyüşün sürekli gözetlenmesi (Göz hapsinde kalmak)	1
• Yemek yerken sürekli izlenmek	1
<p>4. Rüşvet/Gözdağı Niteliğindeki Yaklaşımlar “Sexual Bribery and Sexual Coercion” (Sexual Activity tied to Threats or Favors) No items appeared under this category.</p>	
<p>5. Cinsel veya Romantik İlişki Kurmaya Yönelik Yaklaşımlar “Attempts to Develop a Sexual or Romantic Relationship” (Seductive Behavior)</p>	
• Açık bir şekilde hoşlandığını ifade etmesi	2
• İş yerinde konuşulabilecek konuyu dışarıda konuşmak üzere teklifte bulunulması	1
• Mesaiden sonra buluşma teklifinde bulunulması	1
• Çay/kahve içme teklifinde bulunulması	1
• Arabasıyla eve bırakma teklifinde bulunması	1
• Görüşmek üzere çeşitli bahaneler yaratması	1
<p>6. Fiziksel Zorlama “Sexual Assault” No items appeared under this category.</p>	

7. İstenmeyen Kişisel İlgı “Unwanted Personal Attention”	
• Fiziğe yönelik iltifatlar edilmesi/yorumlar yapılması “Bugün çok güzelsiniz,” “Ah ne güzel, böyle güzel bir bayanla randevum var,” “Saçın çok güzel,” “Yaşlandıkça güzelleşiyorsun”	7
• Kılık kıyafet ile ilgili iltifat/yorum yapılması “Pantolonun çok yakışmış”	6
• Özel hayatı soruşturur nitelikte ifadeler edilmesi/soru sorulması	2
• Özel hayatın sorgulanması	1
8. Diğer “Other”	
• Hakaret edilmesi “Çok şişmanlamışsın!” “Sen sadece hemşiresin!”	4
• Oturuşa dikkat edilmemesi/Yayılmaması	4
• Senli benli hitap edilmesi	4
• İsimle hitap edilmesi	3
• Kimseyi umursamaz bir tavır sergileyerek durması	2
• Ukala bir tarzda konuşulması	2
• Kaba sözler söylenmesi	2
• Onur kırıcı ifadeler/olumsuz sıfatlar kullanılması	2
• “Ablacım,” “yenge,” “teyze,” “kız” şeklinde hitap edilmesi	2
• Söz konusu kişiyle ilgili sorunun bir başkasına anlatılması	1
• Burnunu karıştırmaması	1
• Başka bir erkek arkadaşına davrandığı gibi davranılması	1
• Kişiyle konuşurken başka bir objeye karşı şiddetli davranışlarda bulunması “tükürmek” “tekmelemek”	1
• Bir erkekle samimi olduğunda diğerlerinin çıkıyorlar diye laf çıkarmaması	1
• Kendi cinsel bölgelerine dikkat çekmesi	1
• Görevin hatırlatılması	1

• Sert bir tavırla el kol hareketi yapılması	1
• Küçümseyici/alaycı tavırla konuşulması (iş ile ilgili)	1
• Arkadan konuşması	1
• Sinirli bir şekilde konuşulması	1
• Alaycı bir dille konuşması	1
• Karşı tarafın kendi özel hayatı ile ilgili çok şey anlatması	1
• İş ile ilgili hataların kişiliğe atfedilerek söylenmesi	1
• Sinirlendiğinde kadının üzerine yürünmesi	1
• Samimi olunan biri de olsa herkesin ortasında samimiyetini sergilemesi	1
III. İş Yerinde Cinsel Taciz Olarak Nitelendirilen Davranışlar “Behaviors Considered to be Sexual Harassment at the Workplace”	<u>N</u>
1. Cinsiyet Ayrımcılığı “Sexist Hostility”	
• Cinsiyet ayrımcılığı anlamı içeren ifadeler kullanılması “Elinin hamuruyla erkek işine karışma”	4
• Bir kadının anne olması, çocuğuna bakması gerektiğinin söylenmesi	1
• İş toplantısında bir kadının fikrinin dalgaya alınması	1
• Cinsiyet ayrımı yaparak erkeklerin yükseltilmesi, kadınların yönetimden dışlanması	1
• Kadın- erkek ayrımı/ilişkileri ile ilgili yorum/şaka yapılması	1
• Kadını bir kişi olarak değil bedenden ibaret görürcesine sözler söylenmesi. “Şu kadın da kemik gibi, çok zayıf, hoş değil.”	1
• İş arkadaşı olarak değil zevklerini tatmin edebileceği bir kadın olarak görmesi	1
• Bir erkekle otururken bir başkasının gelip erkek arkadaşına/eşe hitaben “Abi kızmasın” denmesi	1

2. Sözel Cinsel İlgı “Verbal Sexual Attention”	
• Cinsel içerikli espriler yapılması/fıkralar anlatılması	11
• Bir kadının yanında cinsel içerikli konuşmalar yapılması	6
• Kadının giyimi kuşamı ile ilgili yorumlar/espriler yapılması	5
• “Canım”, “cicim”, “kızım”, şeklinde hitap edilmesi	5
• “Güzelim,” “bebeğim,” “aşkım,” “yavrum,” “hayatım” şeklinde hitap edilmesi	4
• İş yerinde sık sık kadının odasına gelip uzun uzun alakasız/iş dışı konulardan konuşulması	4
• Karşı tarafın kendi özel hayatından/seks hayatından bahsetmesi	3
• Kadının arkasından cinsellik içeren dedikodular yapılması	3
• “Öperim” “seni seviyorum” şeklinde konuşması	2
• Kadının yanında ağıza alınmayacak küfürler edilmesi	2
• Kelime oyunu yaparak cinsel içerikli şakalar yapılması	1
• Cinsel içerikli e-mailler gönderilmesi	1
• Bir kadınla konuşurken sohbet konusunun cinselliğe çekilmesi	1
• Bir erkeğin eşiyle/sevgilisiyle konuştuğu tarzda iş arkadaşıyla konuşması	1
• Magazin dünyasındaki kadınlara övgüler “Biz bulamadık böylesini”	1
• İş yerindeki diğer çalışma arkadaşlarına eşlerinin kötülenmesi	1
• Olayın aslı yokken, üçüncü kişilere kadının kendisine çıkma teklifi ettiğinin, yaklaşmaya çalıştığının anlatılması	1
• “Hadi burdan seç beğen hangisini istiyorsan yapalım” şeklinde yaklaşım	1

3. Fiziksel Cinsel İlgisi “Physical Sexual Attention”	
• Vücudun bir yerine sık sık dokunulması/bir yerinin okşanması	23
• Kazara/tesadüfen olmuş izlenimi yaratmaya çalışarak veya bahane ile, aslında davranışın hiçbir fonksiyonu yokken, vücuda, ellere, omza, saça temas etmek El sıkışırken uzun tutması, omza dokunulması, “Merhaba,” “Teşekkür ederim” derken elin tutulması	17
• Biraz açık bir kıyafet (dekolte, mini etek vb.) giyildiğinde vücuda bakılması/odaklanması, kesmesi, süzmesi	17
• Kişisel mesafenin korunmaması/çok yakın durulması/herhangi bir yerde otururken/dururken sıkıştırılmak, kafese alır gibi kadının üzerine eğilme	12
• Sürekli kadına bakılması/Süzülmesi “Gözleriyle soyması” “Göz hapsine alması”	9
• Anlamlı bakışlar atılması	7
• Bel altı bölgelere temas edilmesi	6
• Sürtünmesi, bilerek çarpması, dokunarak geçmesi	4
• Muhabet ederken elini, kolunu gereksiz şekilde koyması, omza dokunması, el sıkışırken uzun tutması	4
• Sarılması	3
• El kol hareketleri/el şakaları	3
• Sırtın sıvazlanması	2
• Saça dokunulması, oynanması, okşanması	2
• Giyilen kıyafetlerin incelenmesi	2
• Kadının cinselliğini ön plana çıkaran bölgelerine temas etmeye çalışma	1
• El öpme	1
• Dostluk gösterişi çerçevesinde fiziksel yavaşmalar	1
• Elini tutmaya çalışmak	1
• Yanaktan makas alınması	1

• Manalı gülümsemeler	1
• Kadın vücudunun belli bölgelerini görebilmek amacıyla kadına hareket etmesini gerektirecek işler yaptırılması	1
• Bacaklara veya cinsel bölgelere bakılması	1
• Eğilip doğruldukça bakılması	1
<p>4. Rüşvet/Gözdağı Niteliğindeki Yaklaşımlar “Sexual Bribery and Sexual Coercion” (Sexual Activity tied to Threats or Favors)</p>	
• İstenenleri yapmadığı takdirde işini kaybedeceğine dair tehdit etmek	9
• Maaş artışı, pozisyonda yükselmek gibi ödüller karşılığında ilişkiye zorlanması veya imalarda bulunması (peşkeş çekme)	5
• Bir üstün ünvanını kullanarak altında çalışan bir elemanına yakınlaşmaya çalışması	5
• “Patronun sekreterini sıkıştırması”	
• Üst düzeydeki bir erkeğin karşılık bekleyerek alt düzeydeki kadınları iyi konumlara getirmesi, diğerlerinin hakkını gasp etmesi	1
• Kadın terfi etmek için hırslı bir şekilde patrona yaklaştığında patronun bu durumu değerlendirmesi	1
• Alt düzeydeki kadınları beraber olma karşılığında terfi ettiren erkeğin bunun reklamını yapması	1
• “Kadınlarımın hepsini bir yerlere getirdim, bana hayır demeyenler iyi yerlere geldi.”	
<p>5. Cinsel veya Romantik İlişki Kurmaya Yönelik Yaklaşımlar “Attempts to Develop a Sexual or Romantic Relationship” (Seductive Behavior)</p>	
• İstenmeyen bir ilişkiye girmek üzere söylenen sözler/imalar/ısrar	12

• İstenmeyen bir ilişkiye girmek üzere yapılan davranışla “Kadınlığımdan faydalanmaya çalışması”	7
• Sık sık mesaiden sonra dışarı çıkma teklifinde bulunulması	6
• Israrlı çıkma teklifinde bulunulması	5
• Sık sık, acil olmayan durumlarda ev veya cep telefonunun aranması	3
• Hoşlanılmayan kişinin yakınlaşma çabası	3
• Erkeğin bir kadının karşısında kendi vücudunun bazı bölgelerine dikkati çekmesi	2
• Kadından daha çok ilgi görmek beklentisi (yemeğe çıkma, beraber oturma) ile iş bahane edilerek yaklaşılması	2
• Evli bir erkeğin evli/bekar bir hanıma çıkma teklif etmesi	2
• Amirin işi bahane edip sık sık görüşmek istemesi	2
• Sebepsiz yere geç saatlerde çalışmaya kalma zorunluluğunun getirilmesi	2
• İş yerinde konuşulması gereken şeylerin özel hayata taşınması “Özel bir ortama davet ederek bire bir konuşmak istenmesi”	2
• E-mail ile taciz edilmesi	1
• Beraber içki içmek için ısrar edilmesi	1
• İş görüşmelerinin mesai bitimine konulması	1
• Telefon numarasının istenmesi	1
• Sürekli telefonla rahatsız edilmesi	1
• Sürekli peşinde dolaşılması	1
• Bir ortamda kadınla sürekli yalnız kalınmaya çalışılması	1
• İş ile ilgili yardım talebiyle kadının evine gelmeyi önermek	1
• İlgisini ifade eden yazılı notlar bırakılması	1
• İş çıkışı sık sık eve bırakmak istemesi	1
• Sistemik olarak yakınlaşmaya çalışılması	1
• Uygunsuz tekliflerde bulunulması	1

<p>6. Fiziksel Zorlama</p> <p>“Sexual Assault”</p>	
<ul style="list-style-type: none"> Vücudun herhangi bir yerinin elle tutulması/ sıkılması/cimciklenmesi 	2
<ul style="list-style-type: none"> Öpmeye çalışması 	2
<ul style="list-style-type: none"> Kadına yakınlaşmak üzere kaba kuvvet kullanılması 	1
<p>7. İstenmeyen Kişisel İlg</p> <p>“Unwanted Personnal Attention”</p>	
<ul style="list-style-type: none"> Fiziksel görünüş ile ilgili yorumlar yapılması/iltifatlar edilmesi “Siz ne kadar güzelsiniz bugün!,” “Vücudunuz çok güzel,” “Kalçan güzel, bacakların güzel” “Ne kadar genç ve güzelsiniz!” “Zayıflamışsın,” “Şişmanlamışsın, hamile misin yoksa?” “Çok şıksınız” 	10
<ul style="list-style-type: none"> Kadının özel yaşamına karışılması “Kadının özel yaşamı ile ilgili (erkek arkadaş, eş, aile) soru sorulması “Kadının özel yaşantısı ile ilgili yorumlar yapılması” 	9
<ul style="list-style-type: none"> İltifatın ötesine geçen övgüler edilmesi 	7
<ul style="list-style-type: none"> İmalî iltifatlar edilmesi “Ah keşke erken doğsaydım, senle evlenirdim” “Ay senin gibisini bulamadım, bulsaydım evlenirdim.” “Ah sen yok musun!” “Sen çok iyisin, mükemmelsin, bizim hanımda iş yok.” 	5
<ul style="list-style-type: none"> Aşırı kibar davranılması “Sık sık önden kapı açma, çanta taşıma, kadın istemeden de olsa çay getirme” 	3
<ul style="list-style-type: none"> Cep telefonunun karıştırılması 	1

8. Diğer “Other”	
• Eşyalarının karıştırılması	1
• Kapıyı kapatılarak konuşmak istenmesi	1
• Bilgisayarda pornografik sitelere girilmesi	1
• Bacaklarını açarak oturması	1
• İftira atılması	1
• Üst mekanmdaki birinin “kızım” şeklinde hitap etmesi	1
• Aynı yerde çalışan insanların yakın arkadaşlık kurarak üçüncü kişilerin aleyhine kullanmaları	1
• İş yerinde iki kişi görüşme yapılan odanın görüşme esnasında kilitlemesi	1
IV. Davranışın cinsel taciz olarak algılanmasına neden olan faktörler “Factors contributing to perceiving an incident as sexual harassment”	N
• Kadının karşısındaki kişi ile arasında fazla samimiyet yok ise/iyi tanımiyorsa	26
• “Bu davranış/hareket çok gereksiz, nereden çıktı bu şimdi” düşüncesi uyanması	18
• Kurulmaya çalışılan ilişkinin/yakınlığın istem dışı olması	16
• Hareketlerin ardında kadının kötü niyet hissetmesi “Temiz ve iyi niyetli olduğuna inanıyorsam rahatsız olmam”	15
• Söz konusu davranışta bulunan kişi kadının işini etkileyebilecek gibi üst makamdaysa/güçlü konumdaysa	7
• Arada yaş farkının olması	5
• Sınırı aştığı zaman	2
• Hareketin fiziksel olması (bu durumda samimi isem de farketmez	2
• Yaklaşılmaya çalışılan kadının evli oluşu	2

• Yakınlaşmaya çalışan erkeğin evli oluşu	2
• Sistematik bir şekilde yapılıyorsa	2
• Bir tek kişiye karşı samimi davranıyor diğerlerine farklı yaklaşıyorsa	1
• Masum bir ilişki isteğinin ifade edilış tarzı	1
• Erkek egemen bir grupta küçük bir grup kadının yüksek statüye gelmiş olması	1
• Davranışın profesyonellik dışı olarak algılanması	1
• Harekette bulunan kişiyle aralarındaki geçmişe bağı	1



APPENDIX E

INTERRATER AGREEMENT OF CLASSIFICATION OF NEGATIVE ADJECTIVES DESCRIBING A HARASSER



Cinsel Tacizde Bulunan bir Kişiyeye Atfedilen Özellikler

Aşağıda kadınların iş yerinde cinsel tacizde bulunan bir kişiyeye atfettikleri özellikleri belirten bir dizi sıfat veya tanım bulunmaktadır. Her bir sıfat veya tanımın aşağıda açıklaması verilen 15 kategoriden hangisinin içinde değerlendirilebileceğini, karşısındaki kutucuğa kategori numarasını yazarak belirtmeniz istenmektedir.

Araş. Gör. Yonca Toker

ODTÜ Psikoloji Bölümü

Kategoriler

- 1. Cinsel Sapkınlık:** Cinselliğe aşırı düşkünlük.
- 2. Güç İhtiyacı:** Sahip olduğu gücü kullanma, bunu gösterme ve hissetme veya güç arayışı içinde olma.
- 3. Erkeksilik:** Erkek olduğunu vurgulamaya çalışma, bunu kullanma, erkekleri üstün görme.
- 4. Sınır tanımazlık:** Bir kadınla ilişkisi dahilinde sınırları olmama, ne zaman ne yapacağı belli olmama.
- 5. Ahlaki değer yoksunluğu ve saygısızlık:** Ahlaki değerlere riayet etmeme ve karşısındaki insana saygısızca davranma.
- 6. Fırsatçılık:** Her fırsatı değerlendirmeye çalışma ve fırsat yaratmaya çalışma.
- 7. Gizli/Kötü amaç:** Bir kadınla normal bir ilişki içerisindeyken daha ileri seviyede bir ilişkiye girme amacı gözetme, veya bu doğrultuda davranışlarda bulunma.
- 8. Israrcılık:** Israrcı olma, vazgeçmeme.
- 9. Ciddiyetsizlik:** İnsanlarla ilişkilerinde ciddiye bir tavır sergilememe.
- 10. Başarısızlık, acizlik:** Hayatında başarısızlıklar yaşama, sağlık, sosyal hayat, iş hayatı bakımından sorunları olma.
- 11. İğrendirici özellikler:** İletişime girdiği insanın sinirlerini bozma, irite etme.
- 12. Kendini beğenme:** Kendini çok fazla beğenme, bunu göstermeye çalışma.
- 13. İlgi ve dikkat çekme ihtiyacı:** Çevresindeki insanların ilgisini ve dikkatini çekme ihtiyacında olma.
- 14. Diğer:** Yukarıdaki 14 kategoriden birine dahil edilemeyeceğini düşündüğünüz sıfat veya tanımlar.

Kategoriler

1. Cinsel Sapkınlık
2. Güç İhtiyacı
3. Erkeksilik
4. Sınır tanımazlık
5. Ahlaki değer yoksunluğu ve saygısızlık
6. Fırsatçılık
7. Gizli/Kötü amaç

8. Israrcılık
9. Ciddiyetsizlik
10. Başarısızlık, acizlik
11. İğrendirici özellikler
12. Kendini beğenme
13. İlgi ve dikkat çekme ihtiyacı
14. Diğer

Sıfatlar / Tanımlar	1	2	3	4	5	6	7	8	9	10	son	%
kadınlardan hoşlanan	1	3	14	14	14	14	14	14	1	14	14	70
röntgeni	1	5	1	1	5	5	5	1	1	1	1	60
saldırgan	3	7	2	2	2	2	4	3	3	2	2	50
aklı fikri cinsellikte olan	1	1	1	1	1	1	1	1	1	1	1	100
kadının ekmeği ile oynayan	5	14	5	6	14	7	5	5	5	5	5	60
statüsünü kullanan	6	2	2	6	2	2	6	2	2	2	2	70
güç sahibi	8	2	14	2	3	2	2	2	2	3	2	60
baskıcı	2	2	2	2	2	2	8	2	3	2	2	80
kendini ispatlamaya çalışan	2	12	2	2	13	14	13	3	2	2	2	50
ekonomik gücüne güvenen	2	2	14	2	14	12	2	2	2	2	2	70
kadınları küçük/asağı gören	3	11	3	3	3	3	5	3	3	3	3	80
maço	3	3	3	3	3	3	3	3	3	3	3	100
taciz eden	5	5	1	5	1	1	6	4	1	1	1	50
erkek olduğundan kendini üstün gören	3	2	3	3	3	3	3	3	3	3	3	90
toplumdaki erkek imajı	3	2	14	3	3	3	2	3	3	3	3	70
kadınları zor durumda bırakan	4	2	5	14	2	5	5	8	5	8	5	40
kadınlara erkeklere davrandığı gibi davranan	4	9	14	14	14	4	14	4	11	5	-	-
haddini bilmez	4	4	10	4	4	11	4	5	8	12	4	50
dengesiz	11	5	10	4	7	14	4	14	14	4	-	-
küstah	9	12	10	5	5	11	4	5	3	5	5	40
çapkın	1	6	4	6	1	14	12	3	1	4	-	-
temas alışkanlığı olan	1	7	14	1	1	2	1	4	1	1	1	60
kendini bilmeyen	14	4	10	5	4	11	4	4	4	4	4	60
samimi olmaya çalışan	6	14	6	7	9	14	6	4	6	7	6	40
densiz	9	4	10	14	5	11	4	4	8	7	-	-
disiplinsiz	10	10	10	9	9	10	10	9	8	4	10	50
münasebetsiz	4	4	9	14	5	5	5	9	5	1	5	40
müstehcen	1	1	1	5	1	1	11	1	5	1	1	70
ölçüsüz	4	4	4	9	4	5	4	4	5	1	4	60
fazla yakın	6	6	8	11	4	1	6	4	9	9	-	-
kur yapan		14	6	14	9	9	7	14	7	6	-	-
sapık	1	1	1	1	1	1	1	1	1	1	1	100
cüretkar	5	12	12	5	4	4	4	2	4	7	4	40
dürtüsel	13	1	14	1	1	4	13	3	1	1	1	50
saygısız	2	2	5	5	5	5	5	5	5	5	5	80
anlayışsız	14	2	5	11	8	14	14	9	11	8	-	-
sulu	9	4	9	5	9	9	4	11	9	6	9	50
düşüncesiz	14	14	9	5	4	14	11	9	11	5	-	-
farklı amaçlar peşinde	7	7	6	6	7	6	7	6	7	4	7	50
doyumsuz	2	2	7	1	1	14	1	2	1	1	1	50
sinsi	7	7	6	6	7	7	7	5	7	6	7	60

Kategoriler

1. Cinsel Sapkınlık
2. Güç İhtiyacı
3. Erkeksilik
4. Sınır tanımazlık
5. Ahlaki değer yoksunluğu ve saygısızlık
6. Fırsatçılık
7. Gizli/Kötü amaç

8. Israrcılık
9. Ciddiyetsizlik
10. Başarısızlık, acizlik
11. İğrendirici özellikler
12. Kendini beğenme
13. İlgi ve dikkat çekme ihtiyacı
14. Diğer

Sıfatlar / Tanımlar	1	2	3	4	5	6	7	8	9	10	son	%
ahlaksız	5	5	5	5	5	5	5	5	5	5	5	100
görgüsüz	14	5	5	11	5	14	5	14	11	3	5	40
bütün kadınları aynı gözle gören	14	14	3	14	3	9	7	4	3	1	-	-
sorumsuz	9	9	10	9	9	9	10	9	8	4	9	60
seviyesiz/düzeysiz	4	4	10	11	4	5	4	9	9	3	4	40
bencil	12	12	2	5	5	14	6	2	5	5	5	40
kültürsüz	14	14	14	14	14	10	5	14	10	3	14	60
duyarsız	14	14	9	5	14	10	6	12	5	11	-	-
kaba	3	3	14	14	3	11	5	3	5	3	3	50
cinsiyet ayrımı yapan	3	3	3	14	3	5	14	3	3	3	3	70
utanmaz	5	5	4	5	5	5	5	5	6	6	5	70
namussuz	14	5	4	5	5	5	7	5	5	1	5	60
yalancı	14	5	7	5	11	5	11	5	5	5	5	60
samimiyetsiz	11	12	7	5	11	14	13	11	7	11	11	40
iktidar/otorite düşkünlü	2	2	13	2	14	2	2	2	2	2	2	80
sahtekar	14	5	7	5	11	5	11	11	5	7	5	40
yersiz	4	4	5	14	5	9	4	11	4	9	4	40
iyi niyeti suistimal eden	7	7	14	6	7	6	6	7	6	6	6	50
prensipsiz	9	9	9	9	10	9	5	4	6	1	9	50
fırsatçı	6	7	6	6	7	6	6	5	6	4	6	60
aç gözlü	6	2	4	5	4	4	7	5	6	4	4	40
kurnaz	7	6	14	6	7	14	7	2	6	6	6	40
kadınlara düşkün/zaafı olan	1	1	14	1	1	3	1	1	1	1	1	80
arsız	14	5	4	11	5	5	4	5	5	6	5	50
riyakar	11	5	11	5	7	5	11	5	7	6	5	40
yağcı	13	5	7	14	11	7	11	5	6	6	-	-
cinsiyetiyle yaklaşan	3	1	3	1	3	1	1	3	1	1	1	60
şansını deneyen	14	6	14	6	6	6	6	6	6	6	6	80
çıkarcı	7	6	7	6	6	6	6	6	5	6	6	70
kadınlığından dolayı terfi ettiğinin düşünülmesi isteyen	10	7	12	14	7	3	5	13		3	-	-
uyanık	6	6	6	6	6	6	7	14	6	6	6	80
kaypak	14	5	11	5	11	11	11	5	6	10	11	40
saman altından su yürüten	7	7	7	7	7	7	6	6	7	4	7	70
başkalarından yararlanmaya çalışan	6	6	11	5	6	6	6	7	6	6	6	70
art niyetli	7	11	7	7	7	7	6	7	7	6	7	70
ikiyüzlü	11	11	11	5	7	7	6	7	7	4	7	40
cinsel beklentiler içinde	7	1	3	7	1	1	1	1	1	1	1	70
dürüst olmayan	14	14	2	5	11	5	11	5	5	7	5	40
iyi niyeti kötüye kullanan	7	7	11	7	11	7	6	5	5	6	7	40
kadını kandırmak isteyen	14	7	11	7	7	3	7	1	7	7	7	60
karşı cinsten mutluluk arayışı içinde	10	14	14	14	14	3	4	14		7	14	50

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6. Fırsatçılık
7. Gizli/Kötü amaç

8. Israrcılık
9. Ciddiyetsizlik
10. Başarısızlık, acizlik
11. İğrendirici özellikler
12. Kendini beğenme
13. İlgi ve dikkat çekme ihtiyacı
14. Diğer

Sıfatlar / Tanımlar	1	2	3	4	5	6	7	8	9	10	son	%
kadın çalışanı erkekten üstün tutan	14	14	14	1	14	3	7	3	6	7	14	40
cinselliği kullanarak çalışanları motive etmek isteyen	1	1	4	1	9	1	2	1	5	1	1	60
güvenilmez	9	6	9	5	7	5	9	5	5	4	5	40
ısrarcı	8	8	8	8	8	8	11	8	8	8	8	90
yapışkan	8	8	8	8	8	4	11	8	8	1	8	70
inatçı	8	8	2	8	8	8	4	2	14	8	8	60
laubali	4	4	9	11	4	11	9	11	9	9	9	40
ciddiyetsiz	9	9	9	9	9	9	9	9	9	9	9	100
cıvık	4	9	9	11	9	9	9	9	9	8	9	70
yüzsüz	11	14	5	11	8	11	5	5	4	8	-	-
sırnaşık	9	4	8	8	9	13	5	9	8	8	8	40
mesafesiz	4	4	4	11	9	4	5	9	9	4	4	50
zevzek	9	9	14	11	11	11	9	9	10	9	9	40
dalkavuk	9	6	11	11	11	11	9	5	9	14	11	40
geyik	9	9	14	11	9	11	9	9	9	9	9	70
işini ciddiye almayan	9	9	9	9	9	9	9	10	9	9	9	90
terbiyesiz	11	5	5	5	5	5	5	5	5	5	5	90
dalgacı	9	9	9	9	5	9	10	9	9	9	9	80
vurdumduymaz	12	9	9	9	8	9	9	9	4	9	9	70
dangalak	11	11	14	5	11	10	11	9		14	11	40
kötü niyetli	7	7	7	7	7	7	7	5	7	7	7	90
yavsak	9	9	9	11	11	11	11	9	4	9	9	50
gücünü kullanmayı seven	2	2	11	2	3	2	2	2	2	2	2	80
gönüllü eğlendirmek isteyen	5	9	11	9	7	9	5	9	9	4	5	50
gözü dışarıda	5	3	14	5	5	6	4	14	6	4	-	-
ruh sağlığı bozuk/psikolojik sorunları olan	10	13	14	10	10	14	13	14	14	10	10	40
özgüvensiz	10	14	2	10	10	10	13	10	10	6	10	60
sosyal becerisi yetersiz	10	14	2	10	10	10	13	10	10		10	60
kişiliksiz/karakersiz	14	14	11	5	10	14	10	10	5	10	10	40
profesyonel olmayan	14	14	14	14	10	10	9	10	9	2	14	40
özel hayatında mutsuz	10	14	14	10	10	14	1	10	14	10	10	50
zavallı	10	14	10	10	10	10	1	10	10	1	10	70
empati kuramayan/yoksunu	14	12	14	10	10	14	2	10	11	10	10	10
aptal	14	10	14	10	11	11	11	10	10	3	10	10
nerede nasıl davranacağını bilmeyen	4	5	14	14	11	10	4	10	10	10	10	10
olgunlaşmamış	13	13	14	14	10	10	13	10	13	10	10	10
akılsız	9	10	14	10	11	14	10	10	14	10	10	50
kontrolsüz	9	4	4	14	11	14	4	4	4	1	4	50
bilinçsiz	11	14	14	14	11	10	9	14	14	9	14	50
kişilik bozukluğu olan	10	14	14	10	11	14	1	14	10	10	10	40
faydacı	6	6	7	6	6	6	6	6	6	6	6	90
yetersiz	10	10	14	10	10	10	3	10	10	10	10	80

Kategoriler

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6. Fırsatçılık
7. Gizli/Kötü amaç

8. Israrlılık
9. Ciddiyetsizlik
10. Başarısızlık, acizlik
11. Öğrendirici özellikler
12. Kendini beğenme
13. İlgı ve dikkat çekme ihtiyacı
14. Diğer

Sıfatlar / Tanımlar	1	2	3	4	5	6	7	8	9	10	son	%
basit	14	14	14	11	14	11	12	10	5	5	14	40
sevilmeyen	11	14	14	10	10	12	13	10	10	10	10	50
antikarizmatik	13	14	14	10	14	13	14	10	10	10	10	40
başarısız	10	10	10	10	10	10	10	10	10	10	10	100
beceriksiz	10	10	14	10	10	10	13	10	10	10	10	80
zayıf	10	14	10	10	10	10	2	10	10	6	10	70
kadının sağlığını bozan	11	1	14	1	11	9	14	14	14	4	14	40
davranış bozukluğu olan	10	14	14	1	10	14	11	14	10	10	10	40
az gelişmiş	10	14	14	14	10	10	5	10	14	5	10	40
bilgisiz	10	14	14	14	10	10	14	9	10	10	10	50
içgörüsüz	10	14	14	1	10	14	1	10	11	10	10	40
kişilik çatışması olan	10	14	14	1	10	10	13	14	14	10	10	40
akli dengesi bozuk	10	14	14	1	10	10	1	14	14	10	10	40
korkak	14	14	14	10	10	10	2	10	10	10	10	60
ümitsiz	10	14	14	10	10	10	7	14	14	10	10	50
işe yaramaz	10	14	10	10	10	10	10	10	10	3	10	80
sorunlu	10	14	14	10	10	14	3	14	14	10	10	40
cahil	10	14	14	14	10	10	10	10	14	3	10	50
çatlak	9	14	14	14	10	11	9	14	14	14	14	60
saf	14	14	14	14	11	14	14	14	14	9	14	80
salak	11	14	14	14	11	11	1	10	14	11	11	40
hafif	14	9	14	14	11	11	5	9	13	5	-	-
rahatsız edici	11	14	8	5	11	5	7	11	11	5	11	40
itici	11	2	14	5	11	11	11	11	11	6	11	60
erkeklğini ispatlamaya çalışan	2	2	2	3	3	3	3	3	3	1	3	60
gıcık	11	14	14	14	11	11	11	13	11	11	11	60
hasta	10	14	14	10	11	14	11	14	11	11	11	40
aşağılık	11	14	11	10	11	11	1	11	11	3	11	60
yükseltilmemesi gereken	10	14	14	10	14	14	5	14	14	5	14	60
gerizekalı	11	14	14	10	11	14	14	11	11	14	11	40
mide bulandırıcı	11	11	14	11	11	11	11	11	11	1	11	80
pislik	11	11	14	11	11	11	11	11	11	14	11	80
rezil	11	11	11	11	11	11	4	11	11	14	11	80
adi	11	11	11	11	11	5	5	11	11	1	11	70
yılışık	8	11	9	11	11	11	8	11	11	7	11	60
sinir bozucu	11	14	14	11	11	11	11	11	11	11	11	80
sıkıcı	11	14	14	14	11	14	11	11	11	11	11	60
kıl	11	11	14	11	11	11	11	11	11	11	11	90
ukala	12	12	4	11	12	12	12	12	12	5	12	70
kendini beğenmiş	12	12	12	12	12	12	12	12	12	2	12	90
şımarık	11	12	13	12	13	12	5	12	12	11	12	50
kibirli	12	12	12	12	12	12	12	12	12	2	12	90
her istediğini yapabileceğini düşünen	12	12	4	12	4	12	4	2	12	2	12	50
rekabetçi	2	14	13	12	2	4	6	2	2	13	2	40

Kategoriler

1. Cinsel Sapkınlık
2. Güç İhtiyacı
3. Erkeksilik
4. Sınır tanımazlık
5. Ahlaki değer yoksunluğu ve saygısızlık
6. Fırsatçılık
7. Gizli/Kötü amaç

8. Israrcılık
9. Ciddiyetsizlik
10. Başarısızlık, acizlik
11. İğrendirici özellikler
12. Kendini beğenme
13. İlgi ve dikkat çekme ihtiyacı
14. Diğer

Sıfatlar / Tanımlar	1	2	3	4	5	6	7	8	9	10	son	%
ilgi çekmeyi seven/muhtaç	13	13	13	13	13	13	13	13	13	2	13	90
kadınların ilgisini çekmeye çalışan	13	13	2	13	13	3	13	13	13	2	13	70
kadının gururu ile oynayan	14		11	14	7	2	5	3	5	3	-	-
kendini ön plana çıkarmaya çalışan	13	13	2	13	13	2	13	13	13	2	13	70
gösteriş meraklısı	13	13	2	13	13	12	13	13	13	2	13	70
popüler olmaya çalışan	13	13	2	13	13	2	13	13	13	13	13	80
cinsel problemleri/ saplantıları olan	10	1	1	1	1	1	1	1	1	1	1	90
orta yaşlı	14	14	14	14	14	14	14	14	14	10	14	90
bıyıklı	2	14	14	3	14	3	3	14	14	14	14	60
zengin	12	14	14	14	14	14	12	14	14	8	14	70
kadının başarısını çekemeyen	12	3	5	14	3	3	14	3	3	3	3	60
manyak	11	11	14	1	10	14	13	11	14	11	11	40
kadının kalitesini düşüren	5	14	5	5	14	3	5	3	14	3	5	40
kendine güveniyormuş gibi görünmeye çalışan	13	13	2	12	14	2	13	12	14	2	-	-
uyarılması gereken	9	14	14	14	5	9	5	14	14	4	14	50
tehlikeli	11	7	14	14	1	14	4	2	4	7	-	-
iş adamı	2	14	14	14	14	3	14	2	14	2	14	60
maymun iştahlı	11	9	14	14	14	14	1	11	4	4	14	40
psikopat	11	14	14	11	11	14	11	14	14	11	11	50

APPENDIX F

**NEGATIVE AND POSITIVE ADJECTIVES USED IN DESCRIBING A
HARASSER**



**Frequency of Negatively Cannotated Adjectives used in Describing a
Social-Sexual Behavior Initiator**

Categories	Number of cases
Cinsel Sapkınlık “Sexual Deviance”	F
taciz eden*	23
sapık	15
doyumsuz*	13
cinsel problemleri/saplantıları olan	5
kadınlara düşkün/zaafı olan	4
röntgenci	3
temas alışkanlığı olan	3
müstehcen	2
cinsel beklentiler içinde	2
aklı fikri cinsellikte olan*	1
cinsiyetiyle yaklaşan	1
dürtüsel	1
cinselliği kullanarak çalışanları motive etmek isteyen	1
<u>F of subtotal responses</u>	<u>74</u>
Güç İhtiyacı “Need for power”	F
statüsünü kullanan	10
iktidar/otorite düşkünü*	4
gücünü kullanmayı seven*	3
güç sahibi*	3
baskıcı*	1
saldırgan*	1
kendini ispatlamaya çalışan	1
rekabetçi*	1
ekonomik gücüne güvenen	1
<u>F of subtotal responses</u>	<u>25</u>
Erkeksilik “Masculinity”	F
kadınları küçük/aşağı gören*	5
maço	4
erkeklğini ispatlamaya çalışan*	2
erkek olduğundan kendini üstün gören*	2
cinsiyet ayrımı yapan*	2
kaba*	2
kadının başarısını çekemeyen+ (kadınların başarılarını önemseyen)	1

toplumdaki erkek imajı	1
bütün kadınları aynı gözle gören	1
kadınlara erkeklere davrandığı gibi davranan	1
<u>F of subtotal responses</u>	<u>21</u>

Sınır tanımazlık “Lack of limits”

	<u>F</u>
haddini bilmez*	11
aç gözlü*	7
seviyesiz/düzeysiz	6
kontrolsüz*	6
dengesiz+ (dengeli)	5
çapkın*	3
kendini bilmeyen	2
densiz	2
mesafesiz	1
ölçüsüz+ (ölçülü)	1
fazla yakın	1
kur yapan	1
cüretkar	1
yersiz	1
<u>F of subtotal responses</u>	<u>48</u>

**Ahlaki değer yoksunluğu
“No moral values and no respect”**

	<u>F</u>
terbiyesiz+ (terbiyeli)	23
saygısız+ (saygılı)	12
anlayışsız*	11
düşüncesiz	10
ahlaksız+ (ahlaklı)	10
görgüsüz	7
bencil*	5
duyarsız+ (duyarlı)	3
küstah*	3
riyakar	2
arsız*	2
münasebetsiz*	1
utanmaz	1
namussuz	1
yalancı+ (dürüst)	1
güvenilmez+ (güvenilir)	1
dürüst olmayan	1
sahtekar	1
kadınları zor durumda bırakan	1

kadının ekmeđi ile oynayan	1
kadının kalitesini dūřüren	1
gönül eđlendirmek isteyen	1
<u>F of subtotal responses</u>	<u>99</u>
Fırsatçılık “Opportunist”	F
fırsatçı*	11
kurnaz*	3
yađcı	2
řansını deneyen	2
çıkarcı	2
samimi olmaya çalıřan	2
iyi niyeti suistimal eden	2
uyanık*	1
faydacı*	1
başkalarından yararlanmaya çalıřan	1
<u>F of subtotal responses</u>	<u>27</u>
Gizli/kötü amaç “Intentional”	F
kötü niyetli+ (iyi niyetli)	8
art niyetli*	6
ikiyüzlü*	4
farklı amaçlar peřinde	2
sinsi	1
saman altından su yürüten	1
kadını kandırmak isteyen	1
<u>F of subtotal responses</u>	<u>23</u>
Israrıcı “Insistent”	F
ısrarcı*	7
yapıřkan	5
inatçı*	2
<u>F of subtotal responses</u>	<u>14</u>
Ciddiyetsizlik “Lack of serios manner”	F
laubali*	10
yavsak	7
sorumsuz*	6
ciddiyetsiz+ (ciddiyetli)	5

cıvık	5
yüzsüz	3
sırnaşık	2
sulu	2
prensipsiz	1
zevzek	1
geyik	1
işini ciddiye almayan	1
dalgacı	1
vurdumduymaz	1
gözü dışarıda	1
F of subtotal responses	48

Başarısızlık, acizlik "Being a failure"

F

ruh sağlığı bozuk/psikolojik sorunları olan+ (psikolojik yönden sağlıklı)	6
özgüvensiz+ (kendine güvenen)	6
sosyal becerisi yetersiz+ (sosyal becerilere sahip)	5
kişiliksiz/karaktersiz*	5
özel hayatında mutsuz+ (özel hayatında mutlu)	3
zavallı	3
empati kuramayan/yoksunu	3
aptal	3
nerede nasıl davranacağını bilmeyen	3
olgunlaşmamış	3
akılsız+ (akıllı)	2
kişilik bozukluğu olan	2
yetersiz	2
disiplinsiz+ (disiplinli)	1
sevilmeyen*	1
antikarizmatik+ (karizmatik)	1
başarısız+ (başarılı)	1
beceriksiz+ (becerikli)	1
zayıf+ (kuvvetli)	1
davranış bozukluğu olan	1
az gelişmiş	1
bilgisiz	1
içgörüsüz	1
kişilik çatışması olan	1
akli dengesi bozuk	1
korkak	1
ümitsiz	1
işe yaramaz	1
sorunlu	1
cahil	1

salak	1
hafif	1
<u>F of subtotal responses</u>	<u>75</u>
İğrendirici özellikler “Disgusting aspects”	<u>F</u>
yılışık	10
rahatsız edici	6
itici+ (çekici)	3
gıcık*	3
hasta	3
aşağılık	2
psikopat	2
manyak	2
samimiyetsiz	1
gerizekalı	1
mide bulandırıcı	1
dalkavuk	1
kaypak	1
dangalak	1
pislik	1
rezil	1
adi	1
sinir bozucu	1
sıkıcı	1
kıl	1
<u>F of subtotal responses</u>	<u>43</u>
Kendini beğenmiş “Self-love, narcissus complex”	<u>F</u>
ukala+ (mütevazi)	5
kendini beğenmiş*	5
şımarık	4
kibirli	1
her istediğini yapabileceğini düşünen	1
<u>F of subtotal responses</u>	<u>16</u>
İlgi ve dikkat çekme ihtiyacı “Need for attention”	<u>F</u>
ilgi çekmeyi seven/muhtaç*	3
kadınların ilgisini çekmeye çalışan	1
kendini ön plana çıkarmaya çalışan	1
gösteriş meraklısı	1
popüler olmaya çalışan	1

kendine güveniyormuş gibi görünmeye çalışan	1
<u>F of subtotal responses</u>	<u>8</u>
Diğer “Misceleneous”	<u>F</u>
profesyonel olmayan	4
kadınlardan hoşlanan	3
kültürsüz	3
orta yaşlı	2
basit	2
bilinçsiz	2
maymun iştahlı*	1
kadın çalışanı erkekten üstün tutan	1
karşı cinsten mutluluk arayışı içinde	1
kadınlığından dolayı terfi ettiğinin düşünülmesi isteyen	1
kadının gururu ile oynayan	1
kadının sağlığını bozan	1
yükseltilmemesi gereken	1
uyarılması gereken	1
çatlak	1
bıyıklı	1
zengin	1
iş adamı	1
tehlikeli	1
saf	1
<u>F of subtotal responses</u>	<u>30</u>

(*) indicates that the adjective has been used in the Manager and Harasser Stereotypes Questionnaire.

(+) indicates that, the positive of the adjective has been used in the Manager and Harasser Stereotypes Questionnaire.

**Frequency of Positively Canotated Adjectives used in Describing a
Social-Sexual Behavior Initiator**

Positive representations	F
rahat*	4
cesur*	3
özgüven sahibi	3
dışa dönük*	2
espritüel*	2
samimi	2
şakacı*	1
eğlenceli*	1
sıcakkanlı*	1
atılgan*	1
özgür/bağımsız*	1
doğal*	1
açık sözlü*	1
hassas*	1
başarılı	1
insanlari seven	1
neşeli	1
babacan	1
konuskan	1
geleneksel	1
sevecen	1
candan	1
maceraperest	1
zararsız	1
insanları iyi tanıyan	1
iş yerinin katı havasını kıran	1
normal bir erkek	1
seven bir erkek	1
evlenmeye niyeti olan	1
<u>F of subtotal responses</u>	<u>39</u>

(*) indicates that the adjective has been used in the Manager and Harasser Stereotypes Questionnaire.

APPENDIX G

**ITEM POOL USED IN THE DEVELOPMENT OF THE
SOCIAL-SEXUAL INCIDENTS QUESTIONNAIRE**



ITEM POOL

1. Sexist Hostility (Cinsiyet Ayrımcılığı)

1. Bir erkek çalışanın cinsiyet ayrımcılığı anlamı içeren, kadınları aşağılayıcı deyimler kullanması, yorumlar veya şakalar yapması.
(Örneğin; “Elinin hamuruyla erkek işine karışma” veya “Bir kadının anne olması ve evinde oturup çocuğuna bakması gerektiğinin söylenmesi” gibi)
2. Bir üstün (patron/müdür/amir/şef) cinsiyet ayrımı yaparak erkekleri yükseltip, kadınları yönetimden dışlaması.
3. Bir erkek çalışanın, kadın çalışana iş yerinde ulaşılan konumun açıkça kadın olmanın getirdiği avantajlardan kaynaklandığını söylemesi veya ima etmesi.
4. Kadının yapmakta olduğu (icra etmekte olduğu) mesleğinin bir erkek çalışanın değersiz görmesi/kabullenememesi.
(Örneğin; “Sen kimsin ki, sadece bir hemşiresin.” gibi)
5. Erkek çalışma arkadaşının kadının iş ile ilgili istenen fikrini kötü bir şekilde eleştirmesi/yargılaması.
(Örneğin; “Bu çok salakça olmuş” “Bu işi becerememişsin” gibi)
6. Erkek çalışma arkadaşının kadının iş ile ilgili fikirlerini/önerilerini önemsememesi.
7. Başkalarının yanında bir kadına atfen argo ve küfürlü konuşulması**
8. Fikirlere önem vermek yerine cinselliğin ön plana çıkarılması.*
9. Kadının yanında ağıza alınmayacak küfürler edilmesi.**
10. İmalarda bulunulması.*

“Eşiniz evde, siz bu saatte burada, ne iş”

2. Verbal Sexual Attention (Sözel Cinsel İlgi)

11. Cinsel içerikli espriler yapılması/fıkralar anlatılması.
12. Cinsel içerikli e-posta gönderilmesi.
13. Kelime oyunu yaparak cinsel içerikli şakalar yapılması.
14. Bir kadının yanında cinsel içerikli konuşmalar yapılması veya pornodan bahsedilmesi.
15. Kadının arkasından giyimi kuşamı ile ilgili yorumlar/espriler yapılması.
16. Karşı tarafın kendi özel hayatından/cinsel hayatından ve cinsel tercihlerinden bahsetmesi.
17. Kadının arkasından cinsellik içeren dedikodular yapılması.
18. “Canım”, “cicim”, “kızım”, “tatlım”, gibi gayri resmi hitaplarda bulunması.**
19. “Güzelim”, “bebeğim”, “aşkım”, “yavrum”, “hayatım” gibi özel hitaplarda bulunması.*
20. İş yerinde sık sık kadının odasına gelip uzun uzun alakasız/iş dışı konulardan konuşulması.
21. Olayın aslı yokken, üçüncü kişilere kadının kendisine çıkma teklifi ettiğinin, yaklaşmaya çalıştığının anlatılması.
22. Laubali, yılışık bir tarzda konuşulması.
“Güzel hemşire..şeklinde hitap”
23. Bir kadınla konuşulurken sohbet konusunun cinselliğe çekilmeye çalışılması.

3. Physical Sexual Attention (Fiziksel Cinsel İlgisi)

24. Kazara/tesadüfen olmuş izlenimi yaratmaya çalışarak veya bahane ile, aslında davranışın hiçbir fonksiyonu yokken, vücuda, ellere, omza, saça temas etmek
- “El sıkışırken uzun tutması.”
- “Merhaba”, “Teşekkür ederim” derken elin tutulması.
25. Kişisel mesafenin korunmaması/çok yakın durulması/herhangi bir yerde otururken/dururken sıkıştırılmak, sokulması, kafese alır gibi kadının üzerine eğilmesi.
26. Sürtünmesi, bilerek çarpması, dokunarak geçmesi.
27. Muhabet ederken elini, kolunu gereksiz şekilde koyması, omza dokunması.
28. Sarılması.
29. Saça dokunulması, oynanması, okşanması.
30. Kadının cinselliğini ön plana çıkaran bölgelerine (göğüsleri, bel bölgesi, kalçalar, bacaklar) temas etmeye çalışılması.
31. Sık sık omza dokunulması/elin omza atılması/omzun sıvazlanması.*
32. Üstün sık sık pohpohlar tarzda koruyucu bir havaya bürünerek dokunması.*
33. Dostluk gösterişi çerçevesinde fiziksel yavaşmalarda bulunması.
34. Biraz açık bir kıyafet (dekolte, mini etek vb.) giyildiğinde vücuda bakılması/odaklanması, kesilmesi, süzülmesi.
35. Anlamli bakışlarla sürekli kadının süzülmesi
- “Gözleriyle soyması” “Göz hapsine alması”
- Anlamli bakışlar atılması
36. Bacaklara veya cinsel bölgelere bakılması.

4. Sexual Bribery and Sexual Coercion / Sexual Activity Tied to Threats and Favors (Rüşvet/Gözdağı Niteliğindeki Yaklaşımlar)

37. Üstün (patron/müdür/amir/şef) altında çalışan kadınla, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak romantik ilişkiye girmek istemesi.
38. Üstün (patron/müdür/amir/şef) altında çalışan kadınla, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak cinsel yakınlık kurmak istemesi.
39. Üstün (patron/müdür/amir/şef) romantik ilişkiye girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.
40. Üstün (patron/müdür/amir/şef) cinsel yakınlaşmaya girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.
41. İş yerinde çalışan bir kadın terfi etmek için hırslı bir şekilde bir üstüne (patron/müdür/amir/şef) yaklaştığında üstün bu durumu değerlendirerek kadınlığından yararlanması sonucu kadını ödüllendirmesi.

5. Attempts to Develop a Sexual or Romantic Relationship / Seductive Behavior (Cinsel veya Romantik İlişki Kurmaya Yönelik Yaklaşımlar)

42. İstenmeyen romantik bir ilişkiye veya cinsel yakınlaşmaya girmek üzere ısrar edilmesi/imalarda bulunulması.
43. Sık sık mesaiden sonra beraber dışarı çıkma teklifinde bulunulması.
44. İsrarlı çıkma teklifinde bulunulması.
45. Evli bir erkeğin evli/bekar bir hanıma çıkma teklif etmesi.

46. İş ile ilgili yardım talebiyle kadının evine gelmeyi önermek.
47. İş çıkışı sık sık eve bırakmak istemesi.
48. Telefon numarasının istenmesi.
49. Sebepsiz yere geç saatlerde çalışmaya kalma zorunluluğunun getirilmesi
“İş görüşmelerinin mesai bitimine konulması”
50. Bir ortamda kadınla sürekli yalnız kalınmaya çalışılması.
51. Karşı tarafın cesareti kırılmaya çalışıldığı halde sık sık masaya bırakılan notlar, telefonla arama, telefonla mesajlaşma veya e-posta yolu ile iletişim kurmaya, yakınlaşmaya çalışılması.
52. İş yerinde konuşulması gerekenlerin özel hayata taşınması.
53. Üstün işi bahane edip sık sık görüşmek istemesi.
“Odama rapor getir”
54. Erkeğin bir kadının karşısında kendi vücudunun bazı bölgelerine dikkati çekmesi/bacaklarını açarak oturması.

6. Sexual Assault (Fiziksel Zorlama)

55. Öpmeye çalışması
56. Vücudun herhangi bir yerini sıkması, cimciklemesi.
57. İstenmeyen bir ilişkiye girmek, kadına yaklaşmak amacıyla fiziksel kuvvet kullanılması.
58. Kadına yakınlaşmak üzere kaba kuvvet kullanılması.

7. Unwanted Personal Attention (İstenmeyen Kişisel İlgisi)

59. Fiziksel görünüş veya giyim kuşam ile ilgili yorumlar yapılması/iltifatlar edilmesi.**

“Vücudunuz çok güzel”, “Kalçan güzel, bacakların güzel” “Ne kadar genç ve güzelsiniz!”

“Zayıflamışsın”, “Şişmanlamışsın, hamile misin yoksa?”, “Çok şıksınız”

“Bugün çok güzelsiniz”, “Saçın çok güzel”, “Yaşlandıkça güzelleşiyorsun”

60. Kadına kişisel ilgisini belli eden imalı iltifatlar edilmesi.

“Ah keşke erken doğsaydım, senle evlenirdim”

“Ay senin gibisini bulamadım, bulsaydım evlenirdim.” “Ah sen yok musun!”

“Sen çok iyisin, mükemmelsin, bizim hanımda iş yok.”

“Ah ne güzel, böyle güzel bir bayanla randevum var”

61. Kadının özel yaşamına karışılması, erkek arkadaş, eş, ailesi ile ilgili soru sorulması veya yorum yapılması.**

62. Kadının cinsel yaşantısına karışılması, soru sorulması.

63. Kadının cinsel yaşantısı ile ilgili yorum yapılması.

64. Kadına karşı aşırı kibar davranılması.

8. Other (Diğer)

65. İftira atılması.

66. Hakaret edilmesi.**

“Ay çok şişmanlamışsın!”

67. Başka bir erkek arkadaşına davrandığı gibi davranılması.*

68. Samimi olmayan birinin iş yeri resmiyetinin dışında isimle veya senli benli hitap etmesi.**
69. Kadının kişisel eşyalarının(masa üstü eşyaları, ajanda, cep telefonu vb.) karıştırılması.
70. Bilgisayarda pornografik sitelere girilmesi.

Items that could be included

71. Kadınlar hakkında küfürler sarfetmesi.
72. Kadınların kullanıldığı pornografik resimler veya hikayeler göstermeye çalışması veya anlatması.

* Items that appeared in “disturbing verbal remarks coming from a male employee” and “verbal harassment” categories.

** Items that appeared in “disturbing verbal remarks in the workplace”, “disturbing verbal remarks coming from a male employee” and “verbal harassment” categories.

Items 1, 6, 19, 37, 38, 39, 40, 61, 62, and 63 in the item pool are items that also appear in the Sexual Experiences Questionnaire (Fitzgerald, et al., 1988).

APPENDIX H

MAIN STUDY SAMPLE CHARACTERISTICS



Demographic Characteristics of Participants

Variable	N	Percent (%)	Mean	Sd	Range
Age	339		31.47	7.61	16-56
Total tenure	346		10.1	7.02	.10-32
Organizational tenure	346		6.57	6.23	.10-32
Marital status	346				
Single	153	44.2			
Engaged	5	1.4			
Married	161	46.5			
Divorced/Widow	27	7.8			
Education	346				
Literate	-	-			
Primary school	7	2.0			
Secondary school	11	3.2			
High school	77	22.3			
2-year bachelors	60	17.3			
Bachelors degree	126	36.4			
Masters	48	13.9			
Doctorate degree	17	4.9			
Position	353				
Manager/supervisor/chief	46	13.0			
Subordinate	307	87.0			
City	352				
Ankara	310	87.8			
İstanbul	28	7.9			
Denizli	7	2.0			
Bursa	4	1.1			
İzmir	2	0.6			
Mersin	1	0.3			

Occupational and Organizational Characteristics

Variable	N	Percent (%)
Is it a male occupation or not?	344	
Yes	77	22.4
No	267	77.6
Current chief	347	
Male	227	65.4
Female	120	34.6
Organization type	351	
Private	118	33.6
Public	140	39.9
University	62	17.6
Research Institute	28	7.9
Other	3	0.9
Sector	343	
Education	85	24.8
Health	65	19.0
Service	37	10.8
Banking	25	7.3
Scientific	21	5.9
Automotive	19	5.5
Transportation	16	4.7
Machine Production	15	4.4
Construction	9	2.6
Telecommunication	9	2.6
Textile	8	2.3
Ministry	7	2.0
Electronical	6	1.7
Informatics	6	1.7
Notary	3	0.8
Food	2	0.6
Finance	1	0.3
Other	13	3.9

Occupational and Organizational Characteristics (Continued)

Variable	N	Percent (%)
Organizational sex ratio	351	
Almost all employees are men	11	3.1
Men are more than women	81	23.1
Approximately equal	215	61.3
Women are more than men	39	11.1
Almost all employees are women	5	1.4
Departmental sex ratio	349	
Almost all employees are men	32	9.2
Men are more than women	69	19.8
Approximately equal	116	33.2
Women are more than men	72	20.6
Almost all employees are women	60	17.2

Current Job of Participants

Job	Frequency	Percentage (%)
Secretary	35	9.9
Nurse	31	8.8
White-collar employee	26	7.4
Blue-collar worker	25	7.1
Teacher	22	6.2
Sales person	16	4.5
Cashier/Waiter/waitress	15	4.2
Engineer (not defined)	13	3.7
Environmental engineer	8	2.3
Electrical engineer	6	1.7
Industrial engineer	3	.9
Construction engineer	2	.6
Jeological engineer	2	.6
Chemical engineer	1	.3
Mechanical engineer	1	.3

Current Job of Participants (Continued)

Job	Frequency	Percentage (%)
Map engineer	1	.3
Librarian	10	2.8
Academician	9	2.5
Economist	8	2.2
Psychologist	7	2.0
Bank clerck	6	1.7
Social worker	6	1.7
Computer operator	6	1.7
Pharmacist	5	1.4
Public relations	5	1.4
Human Resources	5	1.4
Management	5	1.4
Architect	5	1.4
Sales representative	4	1.1
Physiotherapist	4	1.1
Customer representative	3	.9
Information processing	2	.6
Accountant	3	.8
Doctor	3	.8
Technician	3	.8
Biolog	2	.6
Bus Hostess	2	.6
Statistician	2	.6
Marketing	2	.6
Advertising	2	.6
Rezervation officer	2	.6
Insurance	2	.6
Technical artist	2	.6
Manager	2	.6
Journalist	2	.6
Computer programmer	1	.3
Lingustic	1	.3

Current Job of Participants (Continued)

Job	Frequency	Percentage (%)
Dietician	1	.3
Industrial designer	1	.3
Philosopher	1	.3
Financial consultant	1	.3
Physics	1	.3
Air traffic controler	1	.3
Public administration	1	.3
Chemist	1	.3
Pyschological consultant	1	.3
Radio tv	1	.3
Radiology technician	1	.3
Health personnel	1	.3
Technician	1	.3
Tourism management	1	.3
Specialist	1	.3
missing	10	2.8
Total	353	100.0

APPENDIX I

QUESTIONNAIRE INFORMATION FORM



İŞ YERİ İLİŞKİLERİNE YÖNELİK TUTUMLAR ÇALIŞMASI

Bu çalışma çalışan kadınların iş yeri ilişkileri ile ilgili temel algılarını, iş ortamında kişilerarası iletişimde onları rahatsız eden davranışları ve bunların nedenlerini araştırmak amacıyla yürütülmektedir. Anket yedi bölümden oluşmaktadır. Her bölüm araştırmanın amacı dahilinde ayrı bir konuya değinmektedir ve birden çok seçeneği olan sorulardan oluşmaktadır. Sorularda doğru veya yanlış cevap yoktur, sizin düşünceleriniz önemlidir. Anketin tümünü yanıtlamak yaklaşık olarak 40 dakika sürmektedir. Lütfen her bölümün başındaki açıklamayı okuduktan sonra cevaplama başlayınız.

Bu çalışmaya katılım tamamen gönüllülük esasına dayanmaktadır. Çalışmadan elde edilen bilgiler kesinlikle gizli tutulacak ve araştırmacılar dışında kimse ile paylaşılmayacaktır. İsmınızı belirtmeniz kesinlikle istenmemektedir. Araştırma sonunda toplanan veriler toplu halde değerlendirilecek ve yalnızca araştırma amaçları doğrultusunda kullanılacaktır.

Anketi cevaplarken sorular karşısında herhangi bir rahatsızlık duyarsanız anketi yarıda bırakmakta serbestsiniz. Öte yandan, soruları eksiksiz bir şekilde ve içtenlikle doldurmanız, sağlıklı veri toplanabilmesi açısından önem taşımaktadır. **Araştırmaya sağlayacağınız önemli katkılardan dolayı şimdiden çok teşekkür ederim.**

Araş. Gör. Yonca Toker
Orta Doğu Teknik Üniversitesi
Psikoloji Bölümü
Ankara

Telefon:



APPENDIX J

MANAGER STEREOTYPES QUESTIONNAIRE



BÖLÜM I

Aşağıda insanları tanımlamakta kullanılan sıfatlar ve terimlerden oluşan bir liste bulunmaktadır. Her bir sıfatın **BİR YÖNETİCİYİ** ne oranda tanımladığını sunulan ölçeği kullanarak belirtiniz.

1 = Bir yöneticinin ÖZELLİĞİ HİÇ DEĞİLDİR

2 = Bir yöneticinin ÖZELLİĞİ PEK DEĞİLDİR

3 = Bir yöneticinin NE ÖZELLİĞİDİR NE ÖZELLİĞİ DEĞİLDİR

4 = Bir yöneticinin BİRAZ ÖZELLİĞİDİR

5 = Bir yöneticinin TİPİK ÖZELLİĞİDİR

Lütfen sıfatların karşısındaki boşluğa ölçekte sizin düşüncenize uygun olan ifadenin karşısındaki rakamı yazınız.

- | | | |
|---|---|---|
| 1. akıllı ____ | 29. küstah ____ | 58. sevilmeyen ____ |
| 2. anlayışsız ____ | 30. dengeli ____ | 59. haddini bilmez ____ |
| 3. güç sahibi ____ | 31. bencil ____ | 60. faydacı ____ |
| 4. saldırgan ____ | 32. kararlı ____ | 61. ahlaklı ____ |
| 5. kendine güvenen ____ | 33. rahat ____ | 62. kişiliksiz ____ |
| 6. duygusal ____ | 34. ikiyüzlü ____ | 63. sosyal becerilere sahip ____ |
| 7. kurnaz ____ | 35. atılgan ____ | 64. ısrarcı ____ |
| 8. açık sözlü ____ | 36. doyumsuz ____ | 65. maymun iştahlı ____ |
| 9. münasebetsiz ____ | 37. ölçülü ____ | 66. kontrolsüz ____ |
| 10. karizmatik ____ | 38. dürüst ____ | 67. mütevazı ____ |
| 11. gıcık ____ | 39. özel hayatında mutlu ____ | 68. çekici ____ |
| 12. aktif ____ | 40. hırslı ____ | 69. dışa dönük ____ |
| 13. çapkın ____ | 41. saygılı ____ | 70. akli fikri cinsellikte olan ____ |
| 14. disiplinli ____ | 42. bağımsız ____ | 71. terbiyeli ____ |
| 15. arsız ____ | 43. kaba ____ | 72. duyarsız ____ |
| 16. iyi niyetli ____ | 44. ilgi çekmeyi seven ____ | 73. şakacı ____ |
| 17. gücünü kullanmayı seven
____ | 45. başarılı ____ | 74. fırsatçı ____ |
| 18. iktidar düşkünü ____ | 46. cesur ____ | 75. hassas ____ |
| 19. laubali ____ | 47. erkekliğini ispatlamaya
çalışan ____ | 76. sıcakkanlı ____ |
| 20. becerikli ____ | 48. ciddiyetli ____ | 77. aç gözlü ____ |
| 21. baskıcı ____ | 49. kendini beğenmiş ____ | 78. kadınların başarılarını
önemseyen ____ |
| 22. güvenilir ____ | 50. inatçı ____ | 79. erkek olduğundan kendini
üstün gören ____ |
| 23. sorumsuz ____ | 51. teşhirci ____ | 80. başkalarının duygularının
farkında olan ____ |
| 24. espritüel ____ | 52. uyanık ____ | 81. taciz eden ____ |
| 25. kuvvetli ____ | 53. psikolojik yönden sağlıklı _ | |
| 26. doğal ____ | 54. art niyetli ____ | |
| 27. rekabetçi ____ | 55. değer yargılarına önem
veren ____ | |
| 28. kadınları küçük/aşağı
gören ____ | 56. eğlenceli ____ | |
| | 57. cinsiyet ayrımı yapan ____ | |

APPENDIX K

POSITIVE AND NEGATIVE AFFECTS SCHEDULE (PANAS)

by

Watson, Clark, & Tellegen (1988)



BÖLÜM 2

Aşağıda farklı duyguları tanımlayan bir takım sözcükler verilmiştir.

Geçtiğimiz hafta kendinizi nasıl hissettiğinizi düşünerek her bir maddeyi okuyun ve buna göre aşağıda verilen 5 seçenekten size uygun olan cevabı her maddenin yanına ayrılan yere uygun rakamı daire içine alarak işaretleyin.

	1 Hiç veya çok az	2 Biraz	3 Ortalama	4 Oldukça	5 Çok fazla
1) İlgili	1	2	3	4	5
2) Sıkıntılı	1	2	3	4	5
3) Heyecanlı	1	2	3	4	5
4) Mutsuz	1	2	3	4	5
5) Güçlü	1	2	3	4	5
6) Suçlu	1	2	3	4	5
7) Ürkmüş	1	2	3	4	5
8) Düşmanca	1	2	3	4	5
9) Hevesli	1	2	3	4	5
10) Gururlu	1	2	3	4	5
11) Asabi	1	2	3	4	5
12) Tetikte	1	2	3	4	5
13) Utanmış	1	2	3	4	5
14) İlham dolu	1	2	3	4	5
15) Sinirli	1	2	3	4	5
16) Kararlı	1	2	3	4	5
17) Dikkatli	1	2	3	4	5
18) Tedirgin	1	2	3	4	5
19) Aktif	1	2	3	4	5
20) Korkmuş	1	2	3	4	5

APPENDIX L

ATTITUDES TOWARD WOMEN SCALE (AWS) – SHORT FORM

by

Spence, Helmreich, & Stapp (1973)



BÖLÜM 3

Aşağıda yer alan maddeler değişik kişilerin “kadınların toplum içindeki rollerine karşı olan tutumlarını” tanımlamaktadır. Maddelerin doğru veya yanlış cevapları bulunmamaktadır, ifadeler yalnızca farklı görüşler içermektedir. Lütfen her bir ifadeye ne kadar katıldığınızı (1) hiç katılmıyorum, (2) pek katılmıyorum, (3) biraz katılıyorum, (4) kesinlikle katılıyorum seçeneklerinden birini daire içine alarak belirtiniz.

	<u>1</u> <u>Hic</u> <u>katılmıyoru</u> <u>m</u>	<u>2</u> <u>Pek</u> <u>katılmıyoru</u> <u>m</u>	<u>3</u> <u>Biraz</u> <u>katılıyoru</u> <u>m</u>	<u>4</u> <u>Kesinlikle</u> <u>katılıyorum</u>
1. Bir kadının konuşmasında yer alan küfür ve müstehcen ifadeler bir erkeğin kullandığı benzer ifadelerden daha tiksindiricidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
2. Kadının, evin dışında aktif durumda olduğu modern ekonomik koşullarda erkek; bulaşık yıkamak ve çamaşır yıkamak gibi ev işlerini kadınlara paylaşmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
3. Bir kadın evlilik teklifi etmek konusunda bir erkek kadar özgür olmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
4. Kadınlar, kadın hakları konusu ile uğraşmak yerine iyi bir eş ve anne olmaya önem vermelidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
5. Kadınlar iş hayatında ve her türlü meslek dalında, erkeklerin yanında, hakettikleri yerlerini alabilmelidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
6. Bir kadın, bir erkeğin gittiği her yere gidebilmeyi ve gene bir erkek kadar hareket özgürlüğüne sahip olmayı beklememelidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
7. Bir kadının lokomotif sürücüsü olması ve bir erkeğin çorap söküğü dikmesi çok saçmadır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
8. Bir toplumda entelektüel liderlik çoğunlukla erkeklerin elinde olmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
9. Kadınlara farklı iş alanlarında çıraklık yapmak üzere erkeklerle eşit fırsatlar tanınmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
10. Beraber oldukları erkeğin kazandığı kadar kazanan kadınlar, beraber dışarı çıktığında hesabı paylaşmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
11. Bir ailedeki erkek çocuklar, yüksek öğrenim yapma konusunda kızlardan daha çok özendirilmelidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
12. Genel olarak, çocuk yetiştirme konusunda, baba anneden daha çok söz hakkına sahip olmalıdır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
13. Kadınlar için, ekonomik ve sosyal özgürlük, erkeklerce ortaya konulmuş ideal dişilikten çok daha değerlidir.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>
14. İşe alımlarda veya terfilerde kadınların yerine erkeklerin tercih edilmesi gereken pek çok iş vardır.	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>

APPENDIX M

HARASSER STEREOTYPES QUESTIONNAIRE



BÖLÜM 4

Aşağıda insanları tanımlamakta kullanılan sıfatlar ve terimlerden oluşan bir liste bulunmaktadır. Bu listeyi **İŞ YERİNDE KADIN ÇALIŞANLARA CİNSEL TACİZDE BULUNAN BİR ERKEĞİ** tanımlamak üzere değerlendirmeniz istenmektedir. Sıralanan her bir sıfatın tacizde bulunan bir erkeği ne kadar iyi tanımladığını aşağıda sunulan ölçeği kullanarak belirtiniz.

- 1 = Tacizde bulunan birinin **ÖZELLİĞİ HİÇ DEĞİLDİR**
2 = Tacizde bulunan birinin **ÖZELLİĞİ PEK DEĞİLDİR**
3 = Tacizde bulunan birinin **NE ÖZELLİĞİDİR NE ÖZELLİĞİ DEĞİLDİR**
4 = Tacizde bulunan birinin **BİRAZ ÖZELLİĞİDİR**
5 = Tacizde bulunan birinin **TİPİK ÖZELLİĞİDİR**

Lütfen sıfatların karşısındaki boşluğa ölçekte sizin düşüncenize uygun olan ifadenin karşısındaki rakamı yazınız.

- | | | |
|--------------------------------------|--|--|
| 1. akıllı ____ | 29. küstah ____ | 56. eğlenceli ____ |
| 2. anlayışsız ____ | 30. dengeli ____ | 57. cinsiyet ayrımı yapan ____ |
| 3. güç sahibi ____ | 31. bencil ____ | 58. sevilmeyen ____ |
| 4. saldırgan ____ | 32. kararlı ____ | 59. haddini bilmez ____ |
| 5. kendine güvenen ____ | 33. rahat ____ | 60. faydacı ____ |
| 6. duygusal ____ | 34. ikiyüzlü ____ | 61. ahlaklı ____ |
| 7. kurnaz ____ | 35. atılgan ____ | 62. kişiliksiz ____ |
| 8. açık sözlü ____ | 36. doyumsuz ____ | 63. sosyal becerilere sahip ____ |
| 9. münasebetsiz ____ | 37. ölçülü ____ | 64. ısrarcı ____ |
| 10. karizmatik ____ | 38. dürüst ____ | 65. maymun iştahlı ____ |
| 11. gıcık ____ | 39. özel hayatında mutlu ____ | 66. kontrolsüz ____ |
| 12. aktif ____ | 40. hırslı ____ | 67. mütevazı ____ |
| 13. çapkın ____ | 41. saygılı ____ | 68. çekici ____ |
| 14. disiplinli ____ | 42. bağımsız ____ | 69. dışa dönük ____ |
| 15. arsız ____ | 43. kaba ____ | 70. akli fikri cinsellikte olan ____ |
| 16. iyi niyetli ____ | 44. ilgi çekmeyi seven ____ | 71. terbiyeli ____ |
| 17. gücünü kullanmayı seven ____ | 45. başarılı ____ | 72. duyarsız ____ |
| 18. iktidar düşkünlü ____ | 46. cesur ____ | 73. şakacı ____ |
| 19. laubali ____ | 47. erkekliğini ispatlamaya çalışan ____ | 74. fırsatçı ____ |
| 20. becerikli ____ | 48. ciddiyetli ____ | 75. hassas ____ |
| 21. baskıcı ____ | 49. kendini beğenmiş ____ | 76. sıcakkanlı ____ |
| 22. güvenilir ____ | 50. inatçı ____ | 77. aç gözlü ____ |
| 23. sorumsuz ____ | 51. teşhirci ____ | 78. kadınların başarılarını önemseyen ____ |
| 24. espritüel ____ | 52. uyanık ____ | 79. erkek olduğundan kendini üstün gören ____ |
| 25. kuvvetli ____ | 53. psikolojik yönden sağlıklı ____ | 80. başkalarının duygularının farkında olan ____ |
| 26. doğal ____ | 54. art niyetli ____ | 81. taciz eden ____ |
| 27. rekabetçi ____ | 55. değer yargılarına önem veren ____ | |
| 28. kadınları küçük/aşağı gören ____ | | |

APPENDIX N

SOCIAL-SEXUAL INCIDENTS QUESTIONNAIRE



BÖLÜM 5

Yönerge

Aşağıda herhangi bir iş yerinde samimi bir arkadaşlık ilişkisi içinde olmayan bir erkek çalışan ile bir kadın çalışan arasında geçebilecek çeşitli davranış örnekleri maddeler halinde verilmiştir. Ölçek 61 maddeden oluşmaktadır. Her bir maddeyi aşağıda gösterilen üç bölümde değerlendirmeniz istenmektedir. Öncelikle her bir maddede ifade edilen davranışın sizin için “**ne derece rahatsız edici olduğunu**” her sayfanın başında sunulan 5 noktalı ölçekteki açıklamalara göre, maddenin karşısında size uygun rakamı daire içine alarak değerlendirmeniz istenmektedir. Daha sonra aynı davranışı “**ne derece cinsel taciz**” olarak değerlendirdiğinizi, yine her sayfanın başında sunulan 5 noktalı ölçeğe göre değerlendirmeniz istenmektedir. En son ise, maddede ifade edilen davranışa son iki sene içerisinde sizin maruz kalıp kalmadığınız sorusuna Evet (E) veya Hayır (H) seçeneklerinden size uyanını daire içine alarak cevap vermeniz istenmektedir.

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Siz böyle bir davranışa maruz kaldınız mı?

Evet	Hayır
E	H

Örnek

“Bir erkek çalışanın kadın çalışanın bulunduğu ortamda bilgisayarda pornografik sitelere girmesi” davranışını çok rahatsız edici buluyorsanız 4 rakamını aşağıda gösterildiği gibi daire içine alınız. Yine, aynı davranışın cinsel taciz sayılabileceğini düşünüyorsanız 3 rakamını aşağıda gösterildiği gibi daire içine alınız. Son 2 sene içerisinde iş yerinizde bir erkek çalışan sizin bulunduğunuz ortamda bilgisayarda pornografik sitelere girmiş ise E harfini daire içine alınız.

Örnek

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evnet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
Bir erkek çalışanın kadın çalışanın bulunduğu ortamda bilgisayarda pornografik sitelere girmesi.												

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
1. Üstün (patron/müdür/amir/şef) altında çalışan kadını, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak onunla <u>romantik ilişkiye</u> girmek istemesi.	1	2	3	4	5	1	2	3	4	5	E	H
2. Bir erkek çalışanın kadın çalışana cinsiyet ayrımcılığı anlamı içeren, kadınları aşağılayıcı deyimler kullanması, yorumlar veya şakalar yapması.	1	2	3	4	5	1	2	3	4	5	E	H
3. Bir erkek çalışanın, resmi iş ilişkisi içinde bulunduğu bir kadın çalışandan yüz görmediği halde, <u>romantik bir ilişkiye</u> girmek üzere açıkça çıkma teklif etmesi veya sıkça bu yönde imalarda bulunması.	1	2	3	4	5	1	2	3	4	5	E	H
4. Bir erkek çalışanın işi bahane ederek kadın çalışan ile sık sık özel bir ortamda görüşmek istemesi.	1	2	3	4	5	1	2	3	4	5	E	H
5. Bir erkek çalışanın samimiyeti olmadığı bir kadın çalışana cinsel içerikli espriler yapması, fıkralar anlatması veya bunları e-posta yolu ile göndermesi.	1	2	3	4	5	1	2	3	4	5	E	H
6. Cinsel anlamda yaklaşmak amacıyla, bir erkek çalışanın bir kadın çalışanı fiziksel kuvvet kullanarak kavramaya çalışması.	1	2	3	4	5	1	2	3	4	5	E	H
7. Bir erkek çalışanın kadın çalışma arkadaşına “el-ense” çekmek gibi başka bir erkek arkadaşına davrandığı gibi davranması.	1	2	3	4	5	1	2	3	4	5	E	H
8. Erkek çalışanın biraz açık bir kıyafet giyen kadın çalışanın vücuduna odaklanarak bakması, uzun uzun süzmesi, gözleriyle soyması.	1	2	3	4	5	1	2	3	4	5	E	H
9. İş yerinde bir erkek çalışanın bir kadın çalışana, onun kendisine veya iş yerindeki bir başka erkek çalışana ilgi duyduğunu ima etmesi.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
10. Herhangi bir erkek çalışanın konuşurken kadın çalışana küfür etmesi	1	2	3	4	5	1	2	3	4	5	E	H
11. Bir erkek çalışma arkadaşının, kadın çalışanın iş ile ilgili fikirlerini/önerilerini önemsememesi.	1	2	3	4	5	1	2	3	4	5	E	H
12. Bir erkek çalışanın samimi arkadaşlık ilişkisi içerisinde olmadığı bir kadın çalışana iş çıkışı sık sık eve bırakmak istemesi.	1	2	3	4	5	1	2	3	4	5	E	H
13. Erkek çalışanın iş yeri resmiyetinin dışında samimiyeti olmadığı bir kadın çalışana ismi ile veya senli benli hitap etmesi.	1	2	3	4	5	1	2	3	4	5	E	H
14. Bir erkek çalışanın iş yerinde bir kadın çalışan ile konuşurken sohbet konusunu cinselliğe çekmeye çalışması.	1	2	3	4	5	1	2	3	4	5	E	H
15. Kadın çalışanın istemi dışında olmasına rağmen erkek çalışanın özel bir ortamda kadın çalışana öpmeye çalışması.	1	2	3	4	5	1	2	3	4	5	E	H
16. Üstün (patron/müdür/amir/şef) sık sık değişik bahanelerle altında çalışan kadına dokunması. (Örneğin; takdir ettiğini belirtir bir şekilde omza dokunması veya sırt sıvazlaması.)	1	2	3	4	5	1	2	3	4	5	E	H
17. Herhangi bir erkek çalışanın iş yerinde bir kadın çalışana kadınların kullanıldığı pornografik resimler, karikatürler göstermeye çalışması veya iş yerinde görülebilecek ortamda bu tip materyaller bulundurması.	1	2	3	4	5	1	2	3	4	5	E	H
18. Üstün (patron/müdür/amir/şef) altında çalışan kadını, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak onunla <u>cinsel yakınlık</u> kurmak istemesi.	1	2	3	4	5	1	2	3	4	5	E	H
19. Bir üstün (patron/müdür/amir/şef) cinsiyet ayrımı yaparak erkeklerin iş yerindeki pozisyonunu yükseltip, kadınları yönetimden dışlaması.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici değildir	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
20. Samimi veya resmi bir erkek iş arkadaşının, kadın çalışandan yüz görmediği halde, ona <u>cinsel anlamda yakınlaşmak üzere ısrar etmesi veya sıkça imalarda bulunması.</u>	1	2	3	4	5	1	2	3	4	5	E	H
21. Bir erkek çalışanın özel bir ortamda kadın çalışan ile sık sık yalnız kalmaya çalışması.	1	2	3	4	5	1	2	3	4	5	E	H
22. Herhangi bir erkek çalışanın bir kadın çalışana onunla ilgili cinsel içerikli şakalar yapması.	1	2	3	4	5	1	2	3	4	5	E	H
23. Bir erkek çalışanın, kazara/tesadüfen olmuş izlenimi yaratmaya çalışarak veya bir bahane ile, samimiyeti olmadığı bir kadın çalışma arkadaşının ellerine, omzuna, beline ya da saçına temas etmesi veya kadına sarılması. (Örneğin; el sıkışırken uzun tutması veya muhabet ederken elini, kolunu gereksiz şekilde koyması, omza dokunması gibi)	1	2	3	4	5	1	2	3	4	5	E	H
24. Bir erkek çalışanın kadın çalışanın bulunduğu ortamda bilgisayarda pornografik sitelere girmesi.	1	2	3	4	5	1	2	3	4	5	E	H
25. Bir erkek çalışanın bir kadın çalışanın yanında kelime oyunu yaparak cinsel içerikli şakalar yapması.	1	2	3	4	5	1	2	3	4	5	E	H
26. Erkek çalışanın iş yerinde başkalarının yanında bir kadın çalışanın غيابında küfürlü konuşması.	1	2	3	4	5	1	2	3	4	5	E	H
27. Erkek çalışanın kadın çalışanın karşısında veya aynı ortamda iken kendi vücudunun bazı bölgelerine dikkati çekmesi, bacaklarını açarak veya elini bacaklarının arasına koyarak oturması.	1	2	3	4	5	1	2	3	4	5	E	H
28. Bir erkek çalışanın sorulmadığı halde, kadın çalışma arkadaşına kendi özel/cinsel hayatından veya cinsel tercihlerinden bahsetmesi.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici değildir	Pek rahatsız edici değildir	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

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Kesinlikle cinsel taciz değildir	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
29. Erkek çalışanın, kadın çalışana kadının iş yerinde ulaştığı konumunun kadın olmanın getirdiği avantajlardan kaynaklandığını açıkça söylemesi veya ima etmesi.	1	2	3	4	5	1	2	3	4	5	E	H
30. Erkek çalışanın sık sık mesaiden sonra bir kadın çalışma arkadaşına beraber dışarı çıkma teklifinde bulunması.	1	2	3	4	5	1	2	3	4	5	E	H
31. Bir erkek çalışanın, samimiyeti olmadığı bir kadın çalışanın fiziksel görünüşü veya giyimi kuşamı ile ilgili doğrudan cinsellik içermeyen yorumlar yapması veya iltifatlar etmesi. (Örneğin; "Bugün çok güzelsiniz," "Çok şıksınız, pantolon size ne kadar yakışmış").	1	2	3	4	5	1	2	3	4	5	E	H
32. Bir erkek çalışanın resmi iş ilişkisi içinde bulunduğu bir kadın çalışma arkadaşına sık sık "canım", "cicim", "fıstık", "güzelim", "kız", "kızım", "küçük hanım", "şekerim" gibi gayri resmi hitaplarda bulunması.	1	2	3	4	5	1	2	3	4	5	E	H
33. Herhangi bir erkek çalışanın bir kadın çalışanın yanında ağza alınmayacak küfürler ederek konuşması.	1	2	3	4	5	1	2	3	4	5	E	H
34. Bir erkek çalışanın, kadın çalışma arkadaşı tarafından yüz görmediği halde, sık sık onun masasına ilgisini belli eden notlar bırakarak, telefonla arayarak, telefonla mesaj atarak veya e-posta göndererek iletişim kurmaya, yakınlaşmaya çalışması.	1	2	3	4	5	1	2	3	4	5	E	H
35. Erkek çalışanın kadın çalışan ile arasındaki kişisel mesafeyi korumaya özen göstermeyerek kadına çok yakın durması veya herhangi bir yerde otururken ya da dururken kadın çalışanı fiziksel olarak sıkıştırması ya da ona sokulması.	1	2	3	4	5	1	2	3	4	5	E	H
36. Bir erkek çalışanın, samimiyeti olmadığı bir kadın çalışan ile laubali, "yılışık" bir tarzda konuşması.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı ? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
37. Kadın çalışanın icra etmekte olduğu mesleğini bir erkek çalışanın değersiz görmesi veya kabullenememesi. (Örneğin; “Sen kimsin ki, sadece bir hemşiresin.” demesi gibi)	1	2	3	4	5	1	2	3	4	5	E	H
38. Herhangi bir erkek çalışanın kadın çalışanın fiziksel görünüşü veya giyimi kuşamı ile ilgili cinsellik içeren yorumlar yapması veya iltifatlar etmesi. (Örneğin; “Siz mini etek giymelisiniz, bacaklarınız çok güzel.” demesi gibi).	1	2	3	4	5	1	2	3	4	5	E	H
39. Herhangi bir erkek çalışanın bir kadın çalışanın yanında diğer erkek çalışanlara cinsel içerikli konuşmalar yapması veya pornodan bahsetmesi.	1	2	3	4	5	1	2	3	4	5	E	H
40. Bir erkek çalışanın zaman zaman kadın çalışana sebepsiz yere geç saatlerde çalışmaya kalma zorunluluğu getirmesi.	1	2	3	4	5	1	2	3	4	5	E	H
41. İş yerindeki herhangi bir erkek çalışanın, olayın aslı yokken, üçüncü kişilere bir kadın çalışma arkadaşının kendisine çıkma teklifi ettiğini veya yaklaşılmaya çalıştığını anlatması.	1	2	3	4	5	1	2	3	4	5	E	H
42. Üstün (patron/müdür/amir/şef) romantik ilişkiye girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.	1	2	3	4	5	1	2	3	4	5	E	H
43. Bir erkek çalışanın zaman zaman anlamlı bakışlarla kadın çalışana süzmesi, göz hapsine alması.	1	2	3	4	5	1	2	3	4	5	E	H
44. Erkek çalışanın, cesareti bir kez kırıldığı halde, kadın çalışana ısrarlı çıkma teklifinde bulunması.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış “cinsel taciz” midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
45. Bir erkek çalışanın kendi isteği ile sık sık kadın çalışanın odasına gelerek uzun uzun iş dışı alakasız konulardan konuşması.	1	2	3	4	5	1	2	3	4	5	E	H
46. <u>Üstün (patron/müdür/amir/şef) cinsel yakınlaşmaya girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.</u>	1	2	3	4	5	1	2	3	4	5	E	H
47. Zaman zaman bir erkek çalışanın, bir kadın çalışana soru sorarak veya yorum yaparak onun cinsel yaşantısına karışması.	1	2	3	4	5	1	2	3	4	5	E	H
48. Bir erkek çalışanın bir kadın çalışanın arkasından onun giyimi kuşamı ile ilgili olumsuz yorumlar veya espriler yapması.	1	2	3	4	5	1	2	3	4	5	E	H
49. Bir erkek çalışanın dar bir yerden geçerken bilerek kadın çalışana çarpması, veya sürtünerek geçmesi.	1	2	3	4	5	1	2	3	4	5	E	H
50. Bir erkek çalışanın, kadın çalışana kişisel ilgisini belli eden imalı iltifatlar etmesi. (Örneğin; “Ah keşke erken doğsaydım, seninle evlenirdim” demesi gibi).	1	2	3	4	5	1	2	3	4	5	E	H
51. Bir erkek çalışma arkadaşının sık sık bir kadın çalışana “aşkım”, “bebeğim”, “hayatım”, “tatlım”, “yavrum” gibi özel hitaplarda bulunması.	1	2	3	4	5	1	2	3	4	5	E	H
52. Bir erkek çalışanın kadın çalışanın kişisel eşyalarını (çanta, masa üstü eşyaları, ajanda, cep telefonu vb.) karıştırması.	1	2	3	4	5	1	2	3	4	5	E	H
53. Bir erkek çalışanın bir kadın çalışanın arkasından cinsellik içeren dedikodular yapması.	1	2	3	4	5	1	2	3	4	5	E	H

Ölçek 1. Sizce bu davranış ne derece rahatsız edicidir?

1	2	3	4	5
Hiç rahatsız edici <u>değildir</u>	Pek rahatsız edici <u>değildir</u>	Rahatsız edicidir	Çok rahatsız edicidir	Aşırı rahatsız edicidir

Ölçek 2. Sizce bu davranış "cinsel taciz" midir?

1	2	3	4	5
Kesinlikle cinsel taciz <u>değildir</u>	Pek cinsel taciz sayılmaz	Cinsel taciz sayılabilir	Cinsel tacizdir	Kesinlikle cinsel tacizdir

Davranış:	Ne derece rahatsız edicidir?					Cinsel taciz midir?					Siz buna hiç maruz kaldınız mı? (E:Evet, H:Hayır)	
	1	2	3	4	5	1	2	3	4	5	E	H
54. Bir erkek çalışma arkadaşının, kadın çalışanın iş ile ilgili fikirlerini kötü bir şekilde eleştirmesi/aşağılaması.	1	2	3	4	5	1	2	3	4	5	E	H
55. İş yerindeki bir erkek çalışanın bir kez cesareti kırıldığı halde, bir iş üzerinde beraber çalışma teklifi ile zaman zaman kadın çalışanın evine gelmeyi önermesi.	1	2	3	4	5	1	2	3	4	5	E	H
56. İş yerinde bir erkek çalışanın bir kadın çalışana hakaret etmesi.	1	2	3	4	5	1	2	3	4	5	E	H
57. Erkek çalışanın kadın çalışanın bacaklarına veya cinsel bölgelerine bakması.	1	2	3	4	5	1	2	3	4	5	E	H
58. Bir erkek çalışanın dostluk gösterisi çerçevesinde sık sık samimiyeti olmadığı bir kadın çalışanın omzuna dokunması veya sıvazlaması.	1	2	3	4	5	1	2	3	4	5	E	H
59. Zaman zaman bir erkek çalışanın kadın çalışma arkadaşına erkek arkadaşı, eşi ve/veya ailesi ile ilgili soru sorarak veya yorum yaparak özel yaşamına karışması.	1	2	3	4	5	1	2	3	4	5	E	H
60. Terfi etmek için hırslı davranan bir kadın çalışana, üstün (patron/müdür/amir/şef) ayrıcalıklı davranması ve karşılığında cinsel bir beklenti içine girmesi.	1	2	3	4	5	1	2	3	4	5	E	H
61. Bir erkek çalışanın, istenmediği halde kadın çalışanın boyun, göğüs, bel, kalça veya bacakları gibi cinsel bölgelerini okşamaya/dokunmaya yeltenmesi.	1	2	3	4	5	1	2	3	4	5	E	H

APPENDIX O

SELF-ESTEEM SCALE

by

Rosenberg (1965)



BÖLÜM 6

Aşağıdaki ifadelere ne kadar katıldığınızı yan tarafta sunulan ölçeği kullanarak belirtiniz. Size uygun olan rakamı daire içine alınız.

	Hiç katılmıyorum	Pek katılmıyorum	Biraz katılıyorum	Katılıyorum	Tamamen katılıyorum
1. Kendimi en az diğer insanlar kadar değerli buluyorum.	1	2	3	4	5
2. Bazı olumlu özelliklerim olduğunu düşünüyorum.	1	2	3	4	5
3. Genelde kendimi başarısız bir kişi olarak görme eğilimindeyim.	1	2	3	4	5
4. Ben de diğer insanların birçoğunun yapabildiği kadar bir şeyler yapabilirim	1	2	3	4	5
5. Kendimde gurur duyacak fazla bir şey bulamıyorum.	1	2	3	4	5
6. Kendime karşı olumlu bir tutum içindeyim.	1	2	3	4	5
7. Genel olarak kendimden memnunum.	1	2	3	4	5
8. Kendime karşı daha fazla saygı duyabilmeyi isterdim.	1	2	3	4	5
9. Bazen kesinlikle kendimin bir işe yaramadığını düşünüyorum.	1	2	3	4	5
10. Bazen hiç de yeterli bir insan olmadığımı düşünüyorum.	1	2	3	4	5

APPENDIX P

DEMOGRAPHIC QUESTIONS



BÖLÜM 7

Son olarak lütfen aşağıdaki bilgileri doldurunuz.

✍ Yaşınız: _____	
✍ Medeni durumunuz: <input type="checkbox"/> Evli <input type="checkbox"/> Bekar <input type="checkbox"/> Boşanmış/Dul <input type="checkbox"/> Diğer: (Açıklayınız) _____	
✍ Eğitim durumunuz: <input type="checkbox"/> Okuma-yazma biliyorum <input type="checkbox"/> Ön lisans mezunuyum <input type="checkbox"/> İlkokul mezunuyum <input type="checkbox"/> 4 senelik bir lisans programı mezunuyum <input type="checkbox"/> Orta okul mezunuyum <input type="checkbox"/> Yüksek lisans mezunuyum <input type="checkbox"/> Lise mezunuyum <input type="checkbox"/> Doktora yaptım	
✍ Mesleğiniz: _____ ✍ Şu anda bu mesleğinizi mi yapmaktasınız? Evet ____ Hayır ____	
✍ Mesleğiniz, çoğunlukla erkeklerin yapmakta olduğu bir meslek midir? <input type="checkbox"/> Evet <input type="checkbox"/> Hayır	
✍ Toplam kaç senedir çalışmaktasınız? _____ ✍ Şu anda bulunduğunuz kurumda kaç senedir çalışmaktasınız? _____	
✍ Şu an çalışmakta olduğunuz kurumdaki göreviniz/pozisyonunuz nedir? _____	
✍ Şu anki amiriniz: <input type="checkbox"/> Erkek <input type="checkbox"/> Kadın	
✍ Çalışmakta olduğunuz kurum: <input type="checkbox"/> Özel sektör <input type="checkbox"/> Devlet dairesi <input type="checkbox"/> Diğer: (Açıklayınız) ____	
✍ Kurumunuzun bağlı bulunduğu sektör: <input type="checkbox"/> Otomotiv <input type="checkbox"/> Makina ve parça imalatı <input type="checkbox"/> İnşaat <input type="checkbox"/> Hizmet <input type="checkbox"/> Enerji <input type="checkbox"/> Petro-Kimya/İlaç <input type="checkbox"/> Elektronik <input type="checkbox"/> İletişim/Telekomünikasyon <input type="checkbox"/> Enformatik/Bilişim <input type="checkbox"/> Tekstil <input type="checkbox"/> Finans <input type="checkbox"/> Sağlık <input type="checkbox"/> Eğitim <input type="checkbox"/> Bankacılık <input type="checkbox"/> Ulaşım ve taşımacılık <input type="checkbox"/> Diğer: (Açıklayınız) ____	
✍ <u>Kurumunuzdaki çalışanların:</u> <input type="checkbox"/> Neredeyse hepsi erkek <input type="checkbox"/> Erkekler kadınlardan daha fazla <input type="checkbox"/> Aşağı yukarı eşit sayıda erkek ve kadın var <input type="checkbox"/> Kadınlar erkeklerden daha fazla <input type="checkbox"/> Neredeyse hepsi kadın	✍ <u>Sizin çalıştığınız birimdeki çalışanların:</u> <input type="checkbox"/> Neredeyse hepsi erkek <input type="checkbox"/> Erkekler kadınlardan daha fazla <input type="checkbox"/> Aşağı yukarı eşit sayıda erkek ve kadın var <input type="checkbox"/> Kadınlar erkeklerden daha fazla <input type="checkbox"/> Neredeyse hepsi kadın

Katılımınız, sağladığınız değerli katkılar ve özellikle de sabrınız için çok

teşekkür ederiz 😊

APPENDIX R

**MEANS AND STANDARD DEVIATIONS OF PERCEIVED SEXUAL
HARASSMENT, PERCEIVED DISTURBANCE RATINGS, AND
PERCENTAGE OF EXPERIENCE OF EACH ITEM**



Means and Standars Deviations of Disturbance and Perceived Sexual Harassment Ratings of each Item
Percentages of Experiencing each Incident

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
1. Üstün (patron/müdür/amir/şef) altında çalışan kadını, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak onunla romantik ilişkiye girmek istemesi.	4.78	.50	4.61	.75	4.3
2. Bir erkek çalışanın kadın çalışana cinsiyet ayrımcılığı anlamı içeren, kadınları aşağılayıcı deyimler kullanması, yorumlar veya şakalar yapması.	4.25	.87	3.01	1.13	18
3. Bir erkek çalışanın, resmi iş ilişkisi içinde bulunduğu bir kadın çalışandan yüz görmediği halde, romantik bir ilişkiye girmek üzere açıkça çıkma teklif etmesi veya sıkça bu yönde imalarda bulunması.	4.19	.96	3.56	1.26	17.7
4. Bir erkek çalışanın işi bahane ederek kadın çalışan ile sık sık özel bir ortamda görüşmek istemesi.	4.07	.97	3.70	1.14	10.3
5. Bir erkek çalışanın samimiyeti olmadığı bir kadın çalışana cinsel içerikli espriler yapması, fıkralar anlatması veya bunları e-posta yolu ile göndermesi.	4.33	.81	3.94	1.00	8.9
6. Cinsel anlamda yaklaşmak amacıyla, bir erkek çalışanın bir kadın çalışana fiziksel kuvvet kullanarak kavramaya çalışması.	4.79	.61	4.76	.65	2
7. Bir erkek çalışanın kadın çalışma arkadaşına "el-ense" çekmek gibi başka bir erkek arkadaşına davrandığı gibi davranması.	3.95	.98	3.17	1.14	8.3
8. Erkek çalışanın biraz açık bir kıyafet giymiş olan kadın çalışanın vücuduna odaklanarak bakması, uzun uzun süzmes gözleriyle soyması.	4.49	.81	4.26	.95	76.9
9. İş yerinde bir erkek çalışanın bir kadın çalışana, onun kendisine veya iş yerindeki bir başka erkeğe ilgi duyduğunu ima etmesi.	3.64	1.07	2.86	1.13	13.3
10. Herhangi bir erkek çalışanın konuşurken kadın çalışana küfür etmesi	4.50	.79	2.53	1.15	7.5

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
11. Bir erkek çalışma arkadaşının, kadın çalışanın iş ile ilgili fikirlerini/ önerilerini önemsememesi.	3.88	1.07	1.65	.96	24.5
12. Bir erkek çalışanın samimi arkadaşlık ilişkisi içerisinde olmadığı bir kadın çalışana iş çıkışı sık sık eve bırakmak istemesi.	3.53	1.02	2.93	1.07	10.4
13. Erkek çalışanın iş yeri resmiyetinin dışında samimiyeti olmadığı bir kadın çalışana ismi ile veya senli benli hitap etmesi.	3.04	1.03	1.96	.98	43.5
14. Bir erkek çalışanın iş yerinde bir kadın çalışan ile konuşurken sohbet konusunu cinselliğe çekmeye çalışması.	3.97	.88	3.43	.99	22.6
15. Kadın çalışanın istemi dışında olmasına rağmen erkek çalışanın özel bir ortamda kadın çalışana öpmeye çalışması.	4.80	.52	4.76	.57	2.9
16. Üstün (patron/müdür/amir/şef) sık sık değişik bahanelerle altında çalışan kadına dokunması. (Örneğin; takdir ettiğini belirtir şekilde omza dokunması veya sırt sıvazlaması.)	3.90	1.09	3.55	1.18	23.3
17. Herhangi bir erkek çalışanın iş yerinde bir kadın çalışana kadınların kullanıldığı pornografik resimler, karikatürler göstermeye çalışması veya iş yerinde görülebilecek ortamda bu tip materyaller bulundurması.	4.53	.75	4.10	.94	5.5
18. Üstün (patron/müdür/amir/şef) altında çalışan kadını, işini kaybedeceği veya terfi edemeyeceği gibi konularda açıkça tehdit ederek veya bu yönde imalarda bulunarak onunla <u>cinsel yakınlık</u> kurmak istemesi.	4.91	.33	4.86	.47	2.6
19. Bir üstün (patron/müdür/amir/şef) cinsiyet ayrımı yaparak erkeklerin iş yerindeki pozisyonunu yükseltip, kadınları yönetimden dışlaması.	4.44	.91	2.31	1.27	9.2
20. Samimi veya resmi bir erkek iş arkadaşının, kadın çalışandan yüz görmediği halde, ona <u>cinsel anlamda yaklaşmak</u> üzere ısrar etmesi veya sıkça imalarda bulunması.	4.70	.62	4.53	.77	6.6
21. Bir erkek çalışanın özel bir ortamda kadın çalışan ile sık sık yalnız kalmaya çalışması.	4.06	.92	3.67	1.05	9.4

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
22. Herhangi bir erkek çalışanın bir kadın çalışana onunla ilgili cinsel içerikli şakalar yapması.	4.45	.76	3.96	.95	7.5
23. Bir erkek çalışanın, kazara/tesadüfen olmuş izlenimi yaratmaya çalışarak veya bir bahane ile, samimiyeti olmadığı bir kadın çalışma arkadaşının ellerine, omzuna, beline ya da saçına temas etmesi veya kadına sarılması. (Örneğin; el sıkışırken uzun tutması veya muhabet ederken elini, kolunu gereksiz şekilde koyması, omza dokunması gibi)	4.24	.84	3.84	1.00	27.4
24. Bir erkek çalışanın kadın çalışanın bulunduğu ortamda bilgisayarda pornografik sitelere girmesi.	4.47	.75	3.84	1.06	5.1
25. Bir erkek çalışanın bir kadın çalışanın yanında kelime oyunu yaparak cinsel içerikli şakalar yapması.	4.23	.87	3.69	1.02	17.6
26. Erkek çalışanın iş yerinde başkalarının yanında bir kadın çalışanın giyabında küfürlü konuşması.	4.39	.83	2.68	1.12	17.1
27. Erkek çalışanın kadın çalışanın karşısında veya aynı ortamda iken kendi vücudunun bazı bölgelerine dikkati çekmesi, bacaklarını açarak veya elini bacaklarının arasına koyarak oturması.	4.43	.82	3.82	1.09	19.1
28. Bir erkek çalışanın sorulmadığı halde, kadın çalışma arkadaşına kendi özel/cinsel hayatından veya cinsel tercihlerinden bahsetmesi.	4.37	.83	3.77	1.09	10
29. Erkek çalışanın, kadın çalışana kadının iş yerinde ulaştığı konumunun kadın olmanın getirdiği avantajlardan kaynaklandığını açıkça söylemesi veya ima etmesi.	4.13	.96	2.76	1.22	7.2
30. Erkek çalışanın sık sık mesaiden sonra bir kadın çalışma arkadaşına beraber dışarı çıkma teklifinde bulunması.	3.69	1.08	3.04	1.13	16.7

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
31. Bir erkek çalışanın, samimiyeti olmadığı bir kadın çalışanın fiziksel görünüşü veya giyimi kuşamı ile ilgili doğrudan cinsellik içermeyen yorumlar yapması veya iltifatlar etmesi. (Örneğin; “Bugün çok güzelsiniz” veya “Çok şıksınız, pantolon size ne kadar da yakışmış”).	2.36	1.08	2.03	.99	62.1
32. Bir erkek çalışanın resmi iş ilişkisi içinde bulunduğu bir kadın çalışma arkadaşına sık sık “canım”, “cicim”, “fıstık”, “güzelim”, “kız”, “kızım”, “küçük hanım”, “şekerim” gibi gayri resmi hitaplarda bulunması.	3.61	1.06	2.82	1.13	36.1
33. Herhangi bir erkek çalışanın bir kadın çalışanın yanında ağza alınmayacak küfürler ederek konuşması.	4.42	.83	2.58	1.18	18.6
34. Bir erkek çalışanın, kadın çalışma arkadaşı tarafından yüz görmediği halde, sık sık onun masasına ilgisini belli eden notlar bırakarak, telefonla arayarak, telefonla mesaj atarak veya e-posta göndererek iletişim kurmaya, yakınlaşmaya çalışması.	4.28	.83	3.49	1.17	8
35. Erkek çalışanın kadın çalışan ile arasındaki kişisel mesafeyi korumaya özen göstermeyerek kadına çok yakın durması veya herhangi bir yerde otururken ya da dururken kadın çalışanı fiziksel olarak sıkıştırması ya da ona sokulması.	4.56	.71	4.26	.87	11.8
36. Bir erkek çalışanın, samimiyeti olmadığı bir kadın çalışan ile laubali, “yılışık” bir tarzda konuşması.	4.30	.82	3.25	1.10	19.8
37. Kadın çalışanın icra etmekte olduğu mesleğini bir erkek çalışanın değersiz görmesi veya kabullenememesi. (Örneğin; “Sen kimsin ki, sadece bir hemşiresin.” demesi gibi)	4.13	.96	2.08	1.13	15

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
38. Herhangi bir erkek çalışanın kadın çalışanın fiziksel görünüşü veya giyimi kuşamı ile ilgili cinsellik içeren yorumlar yapması veya iltifatlar etmesi. (Örneğin; "Siz mini etek giymelisiniz, bacaklarınız çok güzel." demesi gibi).	3.69	1.08	3.61	.99	15.9
39. Herhangi bir erkek çalışanın bir kadın çalışanın yanında diğer erkek çalışanlara cinsel içerikli konuşmalar yapması veya pornodan bahsetmesi.	2.36	1.08	3.60	1.02	11.5
40. Bir erkek çalışanın zaman zaman kadın çalışana sebepsiz yere geç saatlerde çalışmaya kalma zorunluluğu getirmesi.	3.61	1.06	3.43	1.04	4.6
41. İş yerindeki herhangi bir erkek çalışanın, olayın aslı yokken, üçüncü kişilere bir kadın çalışma arkadaşının kendisine çıkma teklifi ettiğini veya yaklaşmaya çalıştığını anlatması.	4.42	.83	3.18	1.23	5.5
42. Üstün (patron/müdür/amir/şef) romantik ilişkiye girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.	4.28	.83	4.20	1.00	2.6
43. Bir erkek çalışanın zaman zaman anlamlı bakışlarla kadın çalışana süzmesi, göz hapsine alması.	4.56	.71	3.75	.96	22.2
44. Erkek çalışanın, cesareti bir kez kırıldığı halde, kadın çalışana ısrarlı çıkma teklifinde bulunması.	4.30	.82	3.42	1.18	13.4
45. Bir erkek çalışanın kendi isteği ile sık sık kadın çalışanın odasına gelerek uzun uzun iş dışı alakasız konulardan konuşması.	4.13	.96	3.00	1.20	20.5
46. Üstün (patron/müdür/amir/şef) cinsel yakınlaşmaya girmek niyeti ile altında çalışan kadına maaş artışı, pozisyonda yükselmek gibi ödüller veya ayrıcalıklı davranışlar vaat etmesi veya bu tür imalarda bulunması.	4.69	.62	4.48	.81	2
47. Zaman zaman bir erkek çalışanın, bir kadın çalışana soru sorarak veya yorum yaparak onun cinsel yaşantısına karışması.	4.42	.89	3.75	1.03	6.8
48. Bir erkek çalışanın bir kadın çalışanın arkasından onun giyimi kuşamı ile ilgili olumsuz yorumlar veya espriler yapması.	4.06	.95	2.70	1.11	14

Behavior	Disturbance		Perceived Sexual Harassment		Experience of Incident
	M	sd	M	sd	Yes (%)
49. Bir erkek çalışanın dar bir yerden geçerken bilerek kadın çalışana çarpması, veya sürtünerek geçmesi.	4.56	.69	4.23	.85	12.1
50. Bir erkek çalışanın, kadın çalışana kişisel ilgisini belli eden imalı iltifatlar etmesi. ("Ah keşke erken doğsaydım, seninle evlenirdim" demesi gibi).	3.64	1.13	3.10	1.16	24.4
51. Bir erkek çalışma arkadaşının sık sık bir kadın çalışana "aşkım", "bebeğim", "hayatım", "tatlım", "yavrum" gibi özel hitaplarda bulunması.	4.19	.95	3.63	1.14	12.6
52. Bir erkek çalışanın kadın çalışanın kişisel eşyalarını (çanta, masa üstü eşyaları, ajanda, cep telefonu vb.) karıştırması.	4.38	.87	2.63	1.19	9.6
53. Bir erkek çalışanın bir kadın çalışanın arkasından cinsellik içeren dedikodular yapması.	4.56	.70	3.65	1.06	5.8
54. Bir erkek çalışma arkadaşının, kadın çalışanın iş ile ilgili fikirlerini kötü bir şekilde eleştirmesi/aşağılaması.	4.24	.89	2.02	1.03	10.2
55. İş yerindeki bir erkek çalışanın bir kez cesareti kırıldığı halde, bir iş üzerinde beraber çalışma teklifi ile zaman zaman kadın çalışanın evine gelmeyi önermesi.	4.34	.85	3.68	1.05	1.8
56. İş yerinde bir erkek çalışanın bir kadın çalışana hakaret etmesi.	4.48	.79	2.07	1.05	8.6
57. Erkek çalışanın kadın çalışanın bacaklarına veya cinsel bölgelerine bakması.	4.78	.54	4.44	.79	15.7
58. Bir erkek çalışanın dostluk gösterisi çerçevesinde sık sık samimiyeti olmadığı bir kadın çalışanın omzuna dokunması veya sıvazlaması.	4.09	.94	3.48	1.05	23
59. Zaman zaman bir erkek çalışanın kadın çalışma arkadaşına erkek arkadaşı, eşi ve/veya ailesi ile ilgili soru sorarak veya yorum yaparak özel yaşamına karışması.	3.84	1.03	2.55	1.05	26.1
60. Terfi etmek için hırslı davranan bir kadın çalışana, üstün (patron/müdür/amir/şef) ayrıcalıklı davranması ve karşılığında cinsel bir beklenti içine girmesi.	4.67	.62	4.42	.84	0.6
61. Bir erkek çalışanın, istenmediği halde kadın çalışanın boyun, göğüs, bel, kalça veya bacakları gibi cinsel bölgelerini okşamaya/dokunmaya yeltenmesi.	4.95	.26	4.91	.31	2.3

APPENDIX S

**HIERARCHICAL CLUSTER DENDOGRAM OF ADJECTIVES
RATED FOR HARASSERS**



**HIERARCHICAL CLUSTER ANALYSIS
OF
HARASSER RATINGS**

Dendrogram using Ward Method

CASE Label	Num	Rescaled Distance Cluster Combine					
		0	5	10	15	20	25
Dürüst	38	--					
Saygılı	41	--					
Ölçülü	37	--					
Dengeli	30	--					
Ciddiyetli	48	--					
Değer yargı önem veren	55	--					
Psikolojik yönden sağlıklı	53	---+					
Ahlaklı	61	-- I					
İyi niyetli	16	-- I					
Güvenilir	22	-- I					
Terbiyeli	71	-- +-----+					
Özel hayatında mutlu	39	-- I	I				
Duygusal	6	-- I	I				
Hassas	75	-- I	I				
Mütevazı	67	---+	I				
Kadın başarılarını önemseyen	78	--	+-----+				
Başkalarının duygu.farkında	80	--	I	I			
Şakacı	73	--	I	I			
Sıcakkanlı	76	---+	I	I			
Karizmatik	10	-- I	I	I			
Espritüel	24	-- I	I	I			
Eğlenceli	56	-- +-----+		I			
Çekici	68	-- I		I			
Sosyal becerilere sahip	63	-- I		I			
Akıllı	1	-- I		I			
Kendine güvenen	5	---+		I			
Aktif	12	--		+-----+			
Başarılı	45	--		I			I
Disiplinli	14	--		I			I
Becerikli	20	--		I			I
Doğal	26	--		I			I
Cesur	46	--		I			I
Dışa dönük	69	--		I			I
Açık sözlü	8	---+		I			I
Rekabetçi	27	-- I		I			I
Hırslı	40	-- I		I			I
Kararlı	3	-- I		I			I
Atılgan	35	-- +-----+					I
Rahat	33	-- I					I
Bağımsız	42	-- I					I
Güç sahibi	3	---+ I					I
Kuvvetli	25	-- I I					I
Kurnaz	7	-- ---+					I
Uyanık	52	---+					I

Dendrogram using Ward Method (Continued)

CASE Label	Num	Rescaled Distance Cluster Combine					
		0	5	10	15	20	25
Çapkın	13	-+					I
Gücünü kullanmayı seven	17	-+					I
İktidar düşkünü	18	---+					I
Baskıcı	21	-+					I
İnatçı	50	-+					I
Aklı fikri cinsellikte olan	70	-+					I
Taciz eden	81	-+					I
Haddini bilmez	59	---+					I
Maymun iştahlı	65	-+ I					I
Kontrolsüz	66	-+ I					I
Fırsatçı	74	-+ I					I
Aç gözlü	77	-+ +-+					I
Erkek ol.kendi üstün gören	79	-+ I I					I
Laubali	19	-+ I I					I
Erkeklüğünü ispat. çalışan	47	-+ I I					I
Küstah	29	-+ I I					I
Doyumsuz	36	---+ I					I
Teşhirci	51	-+ I					I
İkiyüzlü	34	-+ +-----+					
Kendini beğenmiş	49	-+ I					
İlgi çekmeyi seven	44	-+ I					
Kişiliksiz	62	-+ I					
Israrcı	64	---+ I					
Bencil	31	-+ I I					
Art niyetli	54	-+ I I					
Sevilmeyen	58	-+ I I					
Faydacı	60	-+ +-+					
Münasebetsiz	9	-+ I					
Gıcık	11	---+					
Arsız	15	-+ I					
Cinsiyet ayrımı yapan	57	-+ I					
Duyarsız	72	---+					
Anlayışsız	2	-+ I					
Kadını küçük/aşağı gören	28	-+ I					
Kaba	43	-+ I					
Saldırgan	4	---+					
Sorumsuz	23	-+					

APPENDIX T

**HIERARCHICAL CLUSTER DENDOGRAM OF ADJECTIVES
RATED FOR MANAGERS**



HIERARCHICAL CLUSTER ANALYSIS OF MANAGER RATINGS

Dendrogram using Ward Method

Rescaled Distance Cluster Combine

CASE Label	Num	Rescaled Distance Cluster Combine					
		0	5	10	15	20	25
Kadını küçük/aşağı gören	28	--					
Küstah	29	--					
Art niyetli	54	--					
Sevilmeyen	58	--					
Cinsiyet ayrımı yapan	57	--					
İkiyüzlü	34	--					
Kaba	43	--					
Haddini bilmez	59	--					
Kişiliksiz	62	--					
Duyarsız	72	--					
Sorumsuz	23	--					
Erkekliğini ispat. çalışan	47	--					
Kendini beğenmiş	49	--					
Erkek ol.kendi üstün gören	79	--					
İlgi çekmeyi seven	44	--					
Laubali	19	--					
Teşhirci	51	--					
Arsız	15	--					
Çapkın	13	--					
Münasebetsiz	9	--					
Gıcık	11	---+					
Anlayışsız	2	--	I				
Saldırgan	4	--	I				
Aklı fikri cinsellikte olan	70	--	I				
Taciz eden	81	--	I				
Maymun iştahlı	65	--	I				
Aç gözlü	77	--	I				
Kontrolsüz	66	--	-----+				
Fırsatçı	74	--	I				I
Bencil	31	--	I				I
Doyumsuz	36	--	I				I
İktidar düşkünü	18	--	I				I
Baskıcı	21	---+					I
Gücünü kullanmayı seven	17	--	I				I
İnatçı	50	--	I				I
Israrcı	64	--	I				I
Faydacı	60	--	I				I
Kurnaz	7	--	I				I
Uyanık	52	---+					I
Rekabetçi	27	--					I
Hırslı	40	--					I
Psikolojik yönden sağlıklı	53	--					I

Dendrogram using Ward Method (Continued)

CASE Label	Num	Rescaled Distance Cluster Combine					
		0	5	10	15	20	25
Ahlaklı	61	--+					I
Terbiyeli	71	--+					I
Değer yargı önem veren	55	--+					I
Güvenilir	22	--+					I
Dürüst	38	--+					I
Ölçülü	37	--+					I
Saygılı	41	--+					I
Dengeli	30	--+					I
Başkalarının duygu.farkında	80	--++					I
İyi niyetli	16	--+ I					I
Doğal	26	--+ I					I
Açık sözlü	8	--+ I					I
Duygusal	6	--+ I					I
Hassas	75	--+ I					I
Sıcakkanlı	76	--+ I					I
Mütevazı	67	--+ I					I
Özel hayatında mutlu	39	--+ I					I
Kadın başarılarını önemseyen	78	--+ +-----+					
Başarılı	45	--+ I					
Cesur	46	--+ I					
Ciddiyetli	48	--+ I					
Kendine güvenen	5	--++					
Kararlı	32	--+ I					
Akıllı	1	--+ I					
Aktif	12	--+ I					
Disiplinli	14	--+ I					
Becerikli	20	--+ I					
Atılgan	35	--+ I					
Güç sahibi	3	--+ I					
Kuvvetli	25	--+ I					
Rahat	33	--+ I					
Bağımsız	42	--++					
Eğlenceli	56	--+					
Şakacı	73	--+					
Espritüel	24	--+					
Sosyal becerilere sahip	63	--+					
Dışa dönük	69	--+					
Karizmatik	10	--+					
Çekici	68	--+					