

**ATTITUDES, BIOLOGY OR ENVIRONMENT: SEXUALISED
BEHAVIOUR IN THE WORKPLACE.**

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ABSTRACT

Workplace Sexual Harassment (WSH) research predominantly focuses on the effect that sexual harassment has on (female) victims or the organisation, with little being understood about the key characteristics or underlying motivations of those who display WSH. This has implications for our understanding of WSH and identifying appropriate interventions. This thesis aimed to investigate the key characteristics and motivations for displaying WSH, examining the impact of environmental, personality, and/or societal factors for displaying such behaviour. Methods used to explore these issues included a systematic review, two empirical research studies, and a psychometric critique.

Following an introduction to the concept of sexual harassment in Chapter One, which also provides an overview of the WSH literature and thesis aims, Chapter Two contains a systematic review of the literature on the psychological factors linked to sexually harassing behaviours in the workplace. A review of six studies, dated between 1998 and 2018, found that no research had been undertaken with perpetrators of WSH, rather victim's perspectives were often used to describe perpetrator characteristics. As such, only considered presumptions can be inferred. These included the impact of a non-restrictive environment, the opportunity to display, and the characteristics of the victim. Another limitation of the reviewed studies included the lack of UK data. These limitations highlighted the need for further high-quality research.

Chapter Three presents qualitative research, undertaken with four males who self-identified as displaying sexual behaviour in the workplace. Using Interpretative Phenomenological Analysis (IPA), three superordinate themes and four subordinate themes were identified. Results provided an understanding into the cognitive processes that perpetrators use to justify their behaviour. Chapter Four comprises a

quantitative research report, examining the difference in personality characteristics, attitudes towards women, and behaviour displayed in the workplace/a licensed venue, between those who do and do not display WSH. Results highlighted a difference in the type and amount of sexual behaviour demonstrated in the workplace and a licensed venue, as well as differences in the personality characteristics of those who do and do not display WSH. There was no difference in the attitudes towards women.

Chapter Five presents a critical review of the updated Illinois Rape Myth Acceptance Scale (uIRMA, McMahon & Farmer, 2011), which was used as a measure in Chapter Four. The review explores the literature on the validity and reliability of the uIRMA and considers its strengths and limitations. The critique demonstrates that the uIRMA is a reliable and valid tool for assessing rape myth acceptance, though is not without its limitations, including concerns regarding generalisability. The thesis conclusions are presented in Chapter Six, drawing together the findings from each chapter, discussing the factors associated with perpetrating WSH, whilst also recommending how these findings can be utilised for intervention and prevention methods. The chapter also highlights the need for future research and to consider female perpetrators of WSH.

DEDICATION

This thesis is dedicated to my parents, Steve and Kirsty, the best individuals that I know. Thank you for all your love and guidance, without which it would not have been possible for me to achieve my dreams. You have always championed me and without you, I would be lost.

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CHAPTER ONE - INTRODUCTION

The concept of sexual harassment first began to gain traction in the early to mid-1970's by women's rights activists in North America (Jackson, 2021; Hunt et al., 2010). Through feminist networking and publishing, it quickly extended to other countries with references to sexual harassment appearing periodically in mainstream news media from 1975 (Jackson, 2021). Over the last decade, sexual harassment has received significant interest, academically and more generally, due to the media's reporting of high-profile cases and social media campaigns, e.g. the #MeToo movement (Samuels, 2003). However, myths and misconceptions continue to prosper, with individuals believing that it is typically a form of sexual conquest/romance (Cortina & Areguin, 2020), rather than a criminal act that may result in the victim experiencing significant psychological harm (McDonald, 2012).

Fitzgerald et al. (1995) identified sexual harassment as one of the most detrimental barriers to female career success and satisfaction. Recipients of such behaviours can experience significant negative psychological and health outcomes, ranging from anxiety to anger, humiliation, and depression to post-traumatic stress disorder (McDonald, 2012). Workplace sexual harassment (WSH) can also have potential adverse effects on bystanders witnessing such behaviours and can be costly to the organisation, including lower productivity, increased absences, negative effects on retention and recruitment, as well as possible legal fees from litigation (Willness et al., 2007; McDonald, 2012). Given the detrimental consequences associated with WSH, our knowledge of this

phenomenon is increasing through the expanding levels of research that has been undertaken in the area, especially over the last two decades (Willness et al., 2007). However, there remains gaps in our understanding, some of which this thesis attempts to address.

Since the 1970's, researchers, legal scholars, and policy makers have attempted to understand sexual harassment using legal and psychological constructs, though a single universal definition is still to be established (Pina et al., 2009; Willness et al., 2007). As sexual harassment is both a behavioural experience and legal concept it is important that both definitions are taken into consideration (Cortina & Areguin, 2021).

Defining what constitutes as sexual harassment has been a source of contention for researchers for many years. Fitzgerald et al. (1975b) defined WSH as 'unwanted sex-related behaviour at work that is appraised by the recipient as offensive, exceeding her resources, or threatening her well-being' (p. 15). Whilst this definition is widely within academic literature, to describe WSH, it only addresses WSH directed towards females. Further, Fitzgerald et al.'s (1975b) definition specifically focuses on the recipient viewing the behaviour as offensive or threatening. A prominent issue that has arisen in WSH definitional debates is who the behaviour affects. Contemporary writers have expressed the view that WSH doesn't just impact on primary victims, but can create a hostile work environment, negatively affecting bystanders

and co-workers (Pina et al., 2009). By only concentrating on the recipient viewing such behaviour as offensive or threatening, it is suggested that Fitzgerald et al.'s definition fails to capture the negative effects that WSH can have on colleagues. Berdahl (2007a) attempted to provide an updated definition, to include all genders and placing less emphasis on the recipient in recognising and reporting WSH, conceptualising WSH as "behaviour that derogates, demeans, or humiliates an individual based on that individual's sex" (p.644).

As a result of the difficulties in defining WSH, social scientists use sexual harassment as an umbrella term, often utilising Fitzgerald's Tripartite Model of Sexual Harassment as a classification system (Fitzgerald et al. 1995, 1997b). This model understands WSH in three broad categories: sexual coercion (explicit and/or implicit threats to employment for sexual cooperation, e.g. a promotion dependent upon a sexual act), unwanted sexual attention (e.g. nonconsensual touching, unwanted/unreciprocated discussions regarding sex, continually pressurising a colleague for dates and/or sex), and gender harassment (e.g. insults regarding females skills/abilities, sexually degrading images and words displayed in the workplace, and the use of vulgar terms such as calling a female colleague a 'dumb bitch' (Cortina & Areguin, 2021). Whilst sexual coercion is most commonly associated with WSH, this behaviour is the least likely to be displayed (Cortina & Areguin, 2021). Perpetrators are more likely to display gender harassment, such as verbalising condescending or hostile attitudes based on the victim's

gender; or unwanted sexual attention, where expressions of sexual interest are unreciprocated, unpleasant, and at times, traumatic for the victim. People frequently assume that sexual harassment and sexual assault are distinct phenomena's, however, the sexual aggression literature has argued that they present on a continuum (Fitzgerald et al., 1988; Quina, 1996). Cortina & Areguin (2021) furthered this, stating that unwanted sexual attention is directly linked with other sexually aggressive behaviours, such as rape. In relation to this, they provided the example that if a manager rapes their employee, it would be classified as sexual assault (a crime) and sexual harassment (a civil rights violation in employment) (Cortina & Areguin, 2021, p.287). Viewing sexual harassment as being on a continuum with sexual aggression indicates the potential harm sexual harassment may cause, regardless of how 'minor' the behaviours may be (Fileborn, 2013).

Despite the significant amount of attention WSH was receiving in the 1970's, the Sexual Discrimination Act 1975 failed to include a legislative definition but focused instead on harassment within gender discrimination (Pina et al., 2009). WSH continued to be overlooked by legal policies, in the UK, until March 2005, wherein Section 4A of the Sexual Discrimination Act 1975 (McDonald, 2011; Pina et al., 2009) was amended to explicitly state that sexual harassment is 'unwanted conduct of a sexual nature that has the intention or influence of creating a hostile, intimidating, degrading, humiliating or offensive environment or violating an individual's dignity' (Equality Act, 2010). Modification to such

legislation was prompted by the European Equal Treatment Directive (2002) which required all member states to specifically outlaw sexual harassment. In 2008, the Sexual Discrimination Act 1975 was amended further to “make it unlawful for an employer to fail to take reasonably practicable steps to protect an employee from persistent third-party harassment where the employer has knowledge of such harassment” (Explanatory Memorandum to the Sex Discrimination Act 1975 [Amendment] Regulations 2008, 2008 No. 656, 2.1, Office of Public Sector Information, 2008). WSH being outlined in legislation may be viewed as positive by some, in that it provides potential victims with some form of legal protection, however, WSH continues to be prevalent within the UK.

Pina et al. (2009) indicated that sexual harassment has more victims than any other sexual crime, including the most physically violent forms of sexual aggression. Further, whilst the Equal Opportunities Review undertaken by The UK Government, in 2002, reported that almost 70% of employers deemed sexual harassment to be a “fairly important problem”, with 17% of respondents viewing it as a “major problem”. The Department of Trade and Industry (2005) found that, out of 3,936 employees interviewed across the UK, less than 1% reported experiencing sexual harassment in the last 2 years, with 4% stating that they had observed sexually harassment occurring towards a coworker. The 2020 Sexual Harassment Survey, undertaken by the Government Equalities Office, suggests that the prevalence of sexual harassment has

significantly increased with almost three-quarters (72%) of the UK population reporting experiencing at least one form of sexual harassment in their lifetime, and two in five people (43%) experiencing sexual harassment in the last 12 months (Adams et al., 2020). Whilst the change in the sociocultural understanding of WSH may have impacted respondents' likelihood to affirm or deny being a victim (McDonald, 2011), the data used within the surveys may include bias. Hunt et al. (2010) note that the Equal Opportunities Review was undertaken with 112 organisations, though fail to provide any further information about the type of organisations included, thus making it difficult to assess sampling bias. Further, whilst the Sexual Harassment Survey reported being particularly interested in gaining data from a range of subgroups (gender, age, disability, and ethnic minority status), it overlooked socio-economic status and those in lower ranked employment positions who may not have access to a computer. Different testing methods were also utilised (e.g. interviews and online surveys) which also may have affected the data collected.

Recent research reported that unwelcome sexual jokes and leering were the most common forms of WSH (reported by 15% and 10% of those in work retrospectively) (Adams et al., 2020). In comparison, McDonald (2011) had, some nine years earlier, stated that remarks about the size of women's breasts/buttocks, intrusive questions about private life/sexual matters/appearance, offensive language and comments of a degrading nature were most frequently reported by victims. It could be

suggested that in the timescale between these two papers, that more subtle harassing behaviours have become more prominent than the overt harassing behaviours identified in McDonald's paper (2011). Some may argue that the change from overt to covert sexual behaviours may be an effect of sexual harassment legislation being introduced, however, whilst cultural change can take time, McDonald's (2011) paper was written six years after the legislation was amended. Therefore, it could be hypothesised that such change is due to the attention sexual harassment received as a result of social media campaigns (e.g. #MeToo) and mainstream media, commencing in 2017. This assisted in shaping individual's attitudes and beliefs, whilst raising awareness to what constitutes as sexual harassment, resulting in society challenging sexism, the patriarchy, and other forms of oppression (Fairbairn, 2020).

Despite high numbers of WSH being reported in the academic literature, research has indicated that victims rarely make formal complaints within the work settings, with only a small number seeking formal legal redress (between 5% and 30% raise formal grievances to their workplace/external agency, with less than 1% participate in legal proceedings) (McDonald et al., 2011). To be prosecuted for sexual harassment, the perpetrator must have behaved in a way intended to cause alarm or distress, on more than one occasion (CPS, 2023). This prosecution is also reliant on the victim and/or bystander recognising that the harassment is occurring, and subsequently accurately record the behaviours when they arise (Minnotte & Legerski, 2019; CPS, 2023).

Research has, however, identified that younger females and males often dismiss sexual harassment as innocent sexualised interactions (Minnotte & Legerski, 2019). Without knowledge regarding what sexual harassment is and the way that it functions in organisations, reporting of WSH behaviours is less likely to occur, encouraging gender inequalities (Minnotte & Legerski, 2019). This is likely to maintain the cycle of negative implications for both organisations (e.g. increased absences, lower retention rates, productivity issues) and employees (e.g. increased stress, anxiety, anger), highlighting the importance for both WSH intervention and prevention strategies.

When victims recognise WSH behaviours, structural vulnerability (i.e. an individual's lower position in societal/organisational hierarchies) and unequal power dynamics may contribute to a reluctance to formally report such behaviours. Referencing research articles, which had used diverse samples of female victims, Minnotte & Legerski (2021) reported that female's reluctance to report WSH is often linked with fear of job loss, concerns about potential damage to one's reputation, and the reactions of co-workers. Hart (2019, p. 534) found that females who report sexual harassment risk being stereotyped as "less moral, warm and, socially skilled" which may affect their career progression. Such labelling can act as a deterrent to reporting WSH behaviours, subsequently informing those who are likely to display such behaviours that there will be limited or no formal consequences for their actions. Vara-Horna et al. (2023) also indicated that a leadership system focused

on respect, fairness, equality, and inclusivity is likely to mitigate WSH occurring. Therefore, by developing a greater understanding as to the extent to which the environment, personality, and/or societal factors impact on WSH, may assist in developing training/prevention programmes that provide victims with assurance, allowing them to feel comfortable in reporting WSH without fear of repercussions.

Theoretical Explanations for WSH

As highlighted above, researchers and legal scholars are yet to agree upon a single definition for WSH, and with the literature focusing on theoretical models for WSH being so varied, it is perhaps unsurprising that there is no single agreed framework that best explains WSH (Pina et al., 2009; Samuels, 2003). This has implications for our theoretical understanding of WSH, because the suitability of any theory that tries to explain WSH has been and will continue to be reliant on how it is defined (Sundaresh & Hemalatha, 2013). As such, early research has looked at WSH using various frameworks, including organisational approach, feminist theory, and attributional models of WSH (e.g. perpetrator motivation, possible consequences, and whether the behaviour was unsolicited) (Kapila, 2017). Across this evidence base, there appear to be five widely accepted theories which attempt to explain the phenomenon: the natural/biological theory, sociocultural theory, organisational theory, sex-role spillover, and the four-factor theory (Pina et al., 2009; Kapila, 2017). Whilst these theories are all independent of

one another, they are often not self-contained because they share some similarities (Samuels, 2003).

Researchers who align with the natural/biological model interpret WSH as a natural attraction between two individuals, arguing that it should not be constituted as harassment, because it does not have harmful consequences, is not discriminatory, nor is it sexist (Tangri et al., 1982). Instead, the natural/biological model proposes that males display WSH due to 'natural' and 'unavoidable' feelings of sexual desire towards their female counterparts (Berdahl, 2007). It purports that the male sex-drive is greater than that of females, and therefore the sexual pursuit of females is underpinned by biological motivation and need (Kapila, 2017). They further suggest that because of increased physiological urge to engage in sexual activity, males may exert aggressive and/or coercive behaviours. The natural/biological model purports that males and females have a mutual attraction and therefore, they are both responsible for the sexual behaviour being displayed in the workplace (Kapila, 2017). According to this model, males do not intend to harass the females that they pursue, but rather their interactions are best viewed through a lens of courtship behaviour (O'Hare & O'Donohue, 1998; Berdahl & Raver, 2011). A key assumption of the model is that it acknowledges that sexually aggressive behaviour may occur as a result of human's innate instincts (O'Hare & O'Donohue, 1998; Kapila, 2017). However, the model has been highly criticised due to the lack of supporting empirical evidence, with it being difficult to design studies

that test the models core assumptions, and the absence of sexual harassment prevention strategies (Kapila, 2017). The model also fails consider the role of situational factors (O'Hare & O'Donohue, 1998), with its core concepts also considered to be sexist.

The sex-role spillover model attributes sexual harassment to inappropriate and irrelevant gender-based expectations 'spilling' into the workplace (O'Hare & O'Donohue, 1998). Such expectations are usually based on female's traditional role in society and may be seen as culturally informed, for example asking a female worker to make a coffee and/or females being expected to clean the office (Kapila, 2017). The sex-role spillover model purports that WSH is likely to occur in environments where the gender ratio is skewed (O'Hare & O'Donohue, 1998; Pina et al., 2009). When females work in male-dominated environments, their gender becomes perhaps their most noticeable feature. Males are, therefore, more likely to view the female in their gender stereotyped role above their work role (O'Hare & O'Donohue, 1998). A strength of this model is that unlike the natural/biological theory, the sex-role spillover model is supported by empirical research, with Gutek and Morasch (1982) reporting that females employed in non-traditional jobs were more likely to experience WSH than the 'average working' female (e.g. females working as farmers, lorry drivers, firefighters, etc., as opposed to females working as admin support, hairdressers, nurses, etc.) . Nevertheless, the model has been critiqued for failing to account for other organisational factors (e.g. lack of preventative

policies/procedures, reduced management) and/or personality characteristics (e.g. increased motivation, power) that may influence WSH (O'Hare & O'Donohue, 1998)

The organisational model proposes that environmental and structural conditions evident in the workplace provide opportunities for and encourage harassment due to workplace norms, gender bias, and imbedded power relations between males and females (Sundaresh & Hemalatha, 2013). Specifically, the model suggests that WSH results from power differentials created by ingrained hierarchical structures (Tangri et al., 1982). It proposes that those in legitimate positions of authority are likely to use their power for their own sexual gratification, using harassment to intimidate and control their subordinates (O'Hare & O'Donohue, 1998). The organisational model suggests that females are more likely to be the victim of WSH due to occupying positions that are not central to the organisation and have less authoritative power (Sundaresh & Hemalatha, 2013).

The Socio-Cultural theory views sexual harassment through a feminist lens, examining the wider social and political context in which WSH may develop and occur. Societal and cultural norms have historically directed males into roles of leadership, sexual assertion, and persistence, and females into passive and submissive roles. The Socio-Cultural theory asserts that workplace structures and cultures are reflective of wider societal and cultural norms, thus WSH is a manifestation of general male

dominance (O'Hare & O'Donohue, 1998; Pina et al., 2009; Kapila, 2017). Specifically, it emphasises that males are more likely to be perpetrators of WSH, enabling them to express power, whereas females are more likely to be victims due to their inherent passive and accepting behaviour (Kapila, 2017; Pina et al., 2009). Gutek (2013) supported this theory, stating that at times, subtle pressures encourage females to behave in a sexual manner at work, but also that they do not choose to be a sexual object. Rather they are defined as such by male colleagues/supervisors, regardless of their actions. Therefore, a female's behaviour is noticed and labelled as sexual, even if it is not intended as such. The Socio-Cultural Theory has been commended for recognising gender issues, dominance, and patriarchy in its explanation of sexual harassment. It also incorporates wider supporting research, for example, prevalence studies have indicated that the majority of perpetrators are male and, other research has highlighted that harassment is more predominant in male-dominated workforces (Pina et al., 2009). However, it fails to account for the evolution of stereotyped gender roles and associated, behaviours.

McDonald (2011) suggested that WSH is one of many counterproductive or abusive workplace behaviours which have hierarchical power interactions at the core. Previously, research has suggested that WSH is more prevalent in organisations that are male dominated (Hunt et al., 2010; Hershcovis & Barling, 2010), with females who defy gender stereotypes and challenge the gender hierarchy being the targets of WSH

(Minnotte & Legerski, 2019). This is likely linked to power differentials between males and females, with males sexually harassing females because of their social identity being threatened due to females now working in traditional male roles (Hershcovis & Barling, 2010). Research undertaken by Berdahl (2007), assessing whether sexual harassment is motivated by sexual desire or an inclination to punish gender-role deviants, found that females who possessed masculine traits and males who expressed feminine traits experienced greater sexual harassment. Such findings have been echoed throughout the WSH literature, specifically in relation to careers where females have gradually advanced their position and status in relation to their male colleagues, such as those in supervisory positions, or holding positions of organisational power, with longer job contracts, or with higher levels of education (Hunt et al., 2010; Minnotte & Legerski, 2019). In such instances, it is proposed that WSH is the result of exclusionary behaviour by male counterparts in order to uphold the patriarchal power structures when they appear threatened (Hunt et al., 2010; Minnotte & Legerski, 2019).

The Four-Factor theory attempts to incorporate the key components of the single factor theories, as well as elements of Finklehor's four factor theory of child sexual abuse (Pina et al., 2009). It proposes that four factors must be met for harassment to occur: (1) Motivation (e.g., driven by the need for power, control or sexual attraction), (2) overcoming internal inhibitions against harassment (e.g., moral restraints), (3) overcoming external inhibitions against harassment (e.g., organisational

barriers), (4) overcoming victim resistance (e.g., victims ability to recognise and stop harassment) (O'Hare & O'Donohue, 1998). In their study to test the theory, O'Hare & O'Donohue (1998) found that poor knowledge of the complaint's procedures, sexist attitudes, and an unprofessional workplace were all indicators of increased prevalence of WSH. Whilst this research adds to the strength of the theory, it has been criticised for only empirically testing the organisational and victim related factors, thus factors one and two have not been empirically tested (Pina et al., 2009). O'Hare and O'Donohue (1998) also argue that individuals who sexually harass are likely to be motivated by sexual attraction and a need for power and control, though they do not present a clear typology of perpetrators (Pina et al., 2009).

Thesis Aims

WSH, as a concept, has acquired some positive and valuable research attention over the past few decades (Pina et al., 2009). Most of the studies and theories have focused predominantly on victim-based perspectives, or an organisational/socio-cultural standpoint, whilst failing to examine the underlying processes of sexual harassment behaviour itself (McDonald, 2012; Pina et al., 2009). Further, whilst previous research has identified that males are more likely to be the perpetrators of WSH (Cortina & Areguin, 2021; McDonald, 2011; Pina et al., 2009), the underlying characteristics and motivations of the individual perpetrator remain ambiguous. It is argued that it is now

necessary to develop typologies of those who sexually harass and establish effective prevention strategies (Pina et al., 2009).

This thesis defines workplace sexual harassment (WSH) as sexual behaviours that have occurred on more than one occasion and causes or could potentially cause physical, psychological, or emotional harm to others.

The thesis aims to investigate the key characteristics of male workplace sexual harassers, addressing the following research questions: What are the primary underlying motivations for displaying WSH? And to what extent do environmental, personality, and/or societal factors impact the behaviour demonstrated by perpetrators of WSH?

THESIS OVERVIEW

This thesis examines the individual characteristics of those who demonstrate sexual behaviour in the workplace, deemed to be sexual harassment. Focus will also be given to the motivations for engaging in such behaviour. It comprises of a systematic literature review of the existing available literature, a qualitative research study exploring perpetrator's perspectives of workplace sexual harassment (WSH), an empirical research study investigating the impact of the environment, attitudes towards women and personality characteristics of individuals who display workplace sexual harassment (WSH), and a critique of the Updated Illinois Rape Myth Acceptance Scale (McMahon & Farmer, 2011).

Chapter Two provides a systematic literature review examining the current literature on understanding and explaining the psychological factors which may impact on an individual's propensity to demonstrate workplace sexual harassment (WSH). The review sought to establish the function of sexually harassing behaviours in order to guide the development of sexual harassment interventions. Six studies, published between 1998 and 2018, were considered suitable for the review. Results found that there was no research undertaken with perpetrators of WSH, therefore presumptive conclusions regarding the psychological factors were identified, including the demographics of the recipient, environmental factors, and opportunity to display WSH. The review identified a need for future research to develop an understanding of why

individuals display WSH and whether such behaviour is affected by personality characteristics and/or environmental factors, using the self-report data of perpetrators.

Chapter Three presents a qualitative study, exploring the perspectives of those who display WSH, following an identified need within the systematic review (presented in Chapter Two). Using semi-structured interviews, with four males who had self-identified as displaying sexualised behaviour in the workplace, the research explores their personal perceptions of such WSH behaviours. This provided information regarding the motivations for engaging in WSH. The study identified that individuals presented with a motivation for admiration and acknowledgement, along characterising their behaviour as an act of humour. Further empirical research focusing on whether the environment and/or personality factors effected such characteristics was recommended.

Chapter Four presents a quantitative study investigating the difference between those who do and do not display workplace sexual behaviours, as recommended in the systematic review (Chapter Two) and qualitative study (Chapter Three). Specifically, it explored whether there were differences in the attitudes towards women and personality characteristics between those who do and do not display WSH. The study also aimed to address whether there were differences in the type of behaviour displayed in a work environment compared to a licensed

venue. Three psychometric questionnaires were included in the study: the Sexual Experiences Questionnaire (Fitzgerald et al., 1988), Updated Illinois Rape Myth Acceptance scale (McMahon & Farmer, 2011) and the Short Dark Tetrad scale (Paulhus et al., 2020). Results found differences in the behaviour depending on the environment, as well as differences in personality characteristics.

Chapter Five presents a critical review of the Updated Illinois Rape Myth Acceptance scale (uIRMA; McMahon & Farmer, 2011) used in the empirical study in Chapter Four. The uIRMA is a psychometric tool that assesses an individual's endorsement of rape myths. The measure is incorporated in the quantitative study, as it provides information regarding individuals attitudes towards women. The review explores the background to the development of the uIRMA. A critique of the measure is offered through a review of the empirical evidence of the reliability and validity of the uIRMA, as well as considering its strengths and limitations. Results suggested that the psychometric properties of the uIRMA were good, though further research utilising the measure is recommended to enhance these further.

Chapter Six provides a discussion of the work presented, collating the main findings, and considering directions and implications for future research.

**CHAPTER TWO - PSYCHOLOGICAL FACTORS LINKED TO
SEXUALLY HARASSING BEHAVIOURS IN THE WORKPLACE:
A LITERATURE REVIEW.**

ABSTRACT

The sexual harassment literature has identified that workplace sexual harassment (WSH) can result in significant psychological distress for the recipients of such behaviour. Whilst the literature has referred to policies and interventions to assist with WSH, the characteristics of those who demonstrate WSH behaviours remains ambiguous. The current review aimed to explore the psychological factors used to describe perpetrators of WSH, and whether such factors could be used to guide future interventions. A systematic review was conducted using five databases. Following the application of an inclusion and exclusion criteria, six studies, published between 1998 and 2018, were deemed suitable for the review. All six articles were subject to quality assessment. Following the systematic search, it was found that none of the research articles used individuals who had been identified/self-identified as displaying WSH, instead participants were individuals who had been the victim of such behaviour. Five of the six studies included in the review used a cross-sectional design. The studies exposed slight disagreement regarding factors associated with displaying WSH, though there was convergence regarding the impact of a non-restrictive environment, the likely demographics of the recipient, and the opportunity to display WSH. As descriptions of the perpetrator were provided by victims, it is likely that information is limited and may contain bias, therefore it was not possible to make firm conclusions regarding psychological factors

associated with the perpetration of WSH nor was it possible to evaluate whether the psychological factors can be used to guide interventions.

INTRODUCTION

With the rise of the #MeToo movement and the mainstream media's reporting on the inappropriate sexual behaviours demonstrated by politicians, celebrities, and influencers, increased awareness has focused on sexual harassment in the workplace. Although this is positive, sexual harassment in other settings appears to have become the 'norm', particularly in the night-time economy, where females are no longer surprised at being hassled, harassed, or assaulted (Parliament, 2018).

Government policies and sexual harassment literature often refers to workplace sexual harassment (WSH) as a specific and illegal form of bullying, affecting victim's personal lives and professional performance, preventing them from progressing in the workplace (Pina et al., 2009; Roscigno, 2019). Specifically, research has reported that female's actions were often interpreted by males as sexual, despite their intentions being that of friendliness rather than sexually suggestive (Abbey, 1982, Sbraga & O'Donohue, 2000). Gutek (2013) proposed that being a 'sex object' and projecting a sexual image are aspects of the female sex-role. As such, when females behave, or are perceived to behave, in a certain manner, this seen as a 'spillover' of sex-role expectations and behaviour into the workplace. This consequently violates one of their fundamental human rights; the right to work with dignity (Gutek, 2013; Pina et al., 2009).

Scholars have argued that sexual harassment is especially harmful, as it is rarely considered as a form of sexual violence (Galdi & Guizzo, 2020). Yet, the literature regarding what behaviours define WSH appears to be somewhat ambiguous. McDonald (2011) reported that WSH behaviours are heterogeneous, though are often presented on a continuum, ranging from requests to socialise, teasing, staring, offensive comments and non-verbal gestures, to sexual propositions and sexual/physical assault. Hunt, Davidson, Fielden and Hoel (2010) argued that the term sexual harassment represents two types of behaviour. The first behaviour, "quid pro quo", suggests that an individual makes sexual requests and/or advances in exchange for some desired result, such as a promotion. The second type is that an individual may display behaviour that makes the receiver feel uncomfortable, creating a hostile environment. This type of behaviour is described as being more subtle, thus making it a "grey area" (Smolensky & Kleiner, 2003, p. 60). In response to WSH, organisations have produced policies, provided training, issued guidance on complying with laws and introduced sexual harassment grievance procedures (McDonald, 2011).

As the organisational world adapts, with more individuals working from home and the use of technology increasing, it is likely that what constitutes as WSH will be revised further, both occupationally and academically. Nevertheless, behaviours such as sexual jokes, unwanted messages and invasion of privacy are likely to increase, with offensive and sexually explicit visual material being easily transferred both within

and outside of the workplace and beyond work hours (McDonald et al., 2008). This will likely make it increasingly difficult for victims to distance themselves from WSH. Such messages rely on the receiver being confident in asserting their views to the sender, though with the reporting of WSH being low (Adams et al., 2020), it is unlikely that such occurrences will be a common feature. However, it is feasible that the use of technology will eradicate the "grey area", with WSH behaviours being displayed through written/audio communications, allowing for evidence to be collated.

Previous Reviews

McDonald (2012) undertook a review of the WSH literature from when it was first recognised as a socio-legal phenomenon in the 1970s until 2011. However, when reviewing the characteristics of those who display WSH, they reported that no research had been undertaken regarding females who display WSH nor did they examine how the literature can guide psychological interventions for perpetrators of WSH. Similarly, the Government Equalities Office (2021) commissioned a review of the overall literature relating to sexual harassment in the workplace. However, whilst the Government review addresses intervention for WSH, the onus is on intervention prevention, thus failing to assist those displaying the problematic sexual behaviour. The extent and focus therefore, of sexual harassment interventions for individuals who display such behaviour or the content is unknown (e.g. do they focus on

particular factors that cause sexual harassment?). Neither of the reviews focused on whether the same factors are used to describe female and male perpetrators of WSH.

Rationale for Review

This review seeks to establish, through the available literature, the function of sexual harassing behaviours in order to guide sexual harassment interventions. The specific review questions to be addressed are:

1. Are the same psychological factors used to describe both female and male perpetrators of WSH?
2. Can the psychological factors be used to guide interventions for perpetrators?
3. Is WSH a result of one psychological factor or is it comprised of several contributing factors?

METHOD

Sources of Information

A scoping exercise was conducted to ascertain the existence and extent of any earlier reviews in this subject. A search of the Cochrane Database of Systematic Reviews and Google search engine were conducted.

Search Strategy

A search of the electronic databases was undertaken, in one sitting, in July 2023. Four databases were searched: Medline, PsycINFO, Scopus, and ProQuest Dissertations & Theses A&I. Google was also searched, to identify any further literature, though no further articles were detected that had not already been identified by the databases. No limits were applied during the electronic search stage, to allow for the search to be encompassing.

Search Terms

Keyword and search terms associated with sexual harassment, the workplace and perpetrators were used during the searches. Wildcard and truncation symbols were used to maximise the search, and terms were combined using Boolean operators (e.g. "AND" and "OR") to provide a more focused search (see Table 1). A full list of search syntax is noted in Appendix A.

Table 1 Search terms used for searching databases

Concept	Search Terms
Sexual Harassment	"Sexual behavior" OR "sexual harass*" OR "sexual inappropriate behavior" OR "exp sexual abuse/" OR "sexual coerc*" OR "sexual advances" OR "sexual exploit*" OR "generalized sexual harassment" OR "sex* offenses" OR "sexism" OR "sexual pestering" OR "sexual intimidation" OR "sex* violence" AND
Workplace	"Workplace" OR "work" OR "place of work" OR "work environment" OR "workplace culture" AND
Perpetrators	"perpetrat*" OR "perpetrator*"

Eligibility criteria

The eligible articles included in the review were: Observational studies researching workplace sexual harassment, full text, concerning variables that may affect whether individuals display workplace sexual harassing behaviours. Qualitative studies, narratives, reviews, editorials, unpublished papers, dissertations, and abstracts were excluded. Due to the study being focused on workplace sexual harassment, studies that did not include individuals who were in employment or only reported other types of harassment were excluded. Studies not written in English were also excluded.

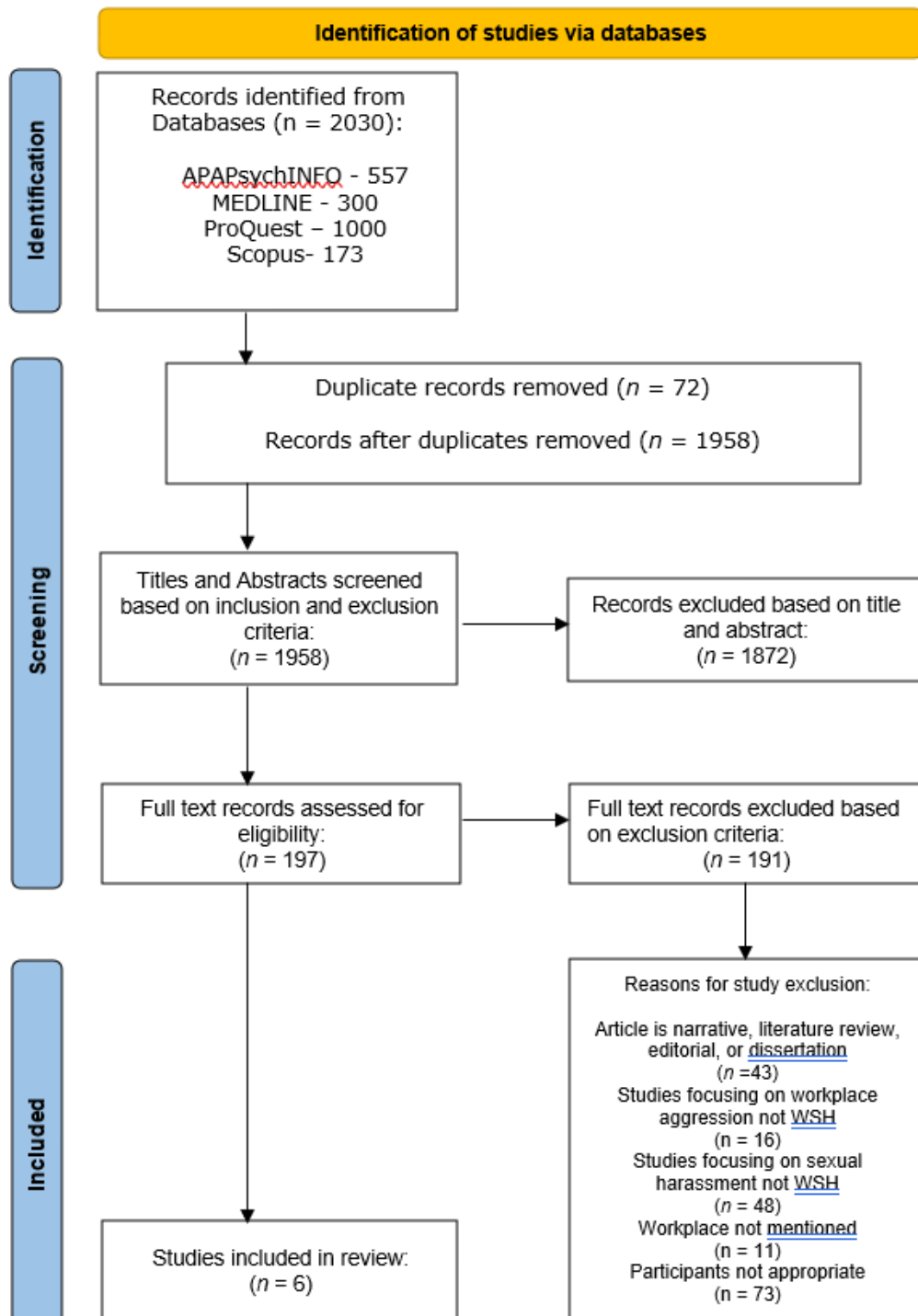
Study Selection

The electronic database search generated a total of 2030 articles. All results were downloaded and imported into EPPI Reviewer. After accounting for duplicates ($n=72$), a total of 1,958 remained for review. Titles and abstracts were subsequently screened, using the inclusion/exclusion criteria, detailed in Table 2. 1,928 articles were excluded at this stage. Where abstracts provided insufficient information, the full text article was reviewed. A further 21 articles were omitted based on the exclusion criteria. The remaining 6 articles were included for quality assessment. A detailed overview of this search process is provided in Figure 1.

Table 2 *PECO Inclusion/Exclusion Criteria*

	Inclusion	Exclusion
<u>P</u>opulation	Female Male Aged 17 and above Is currently or has previously been in employed	Individuals who have never been employed.
<u>E</u>xposure	Individuals self-reported/ been identified as displaying sexual harassing behaviour.	Other types of workplace harassment are reported on, without mention of workplace sexual harassment.
<u>C</u>omparator	Individuals who do not display workplace sexual harassing behaviour	
<u>O</u>utcome	Variables that may affect whether individuals display workplace sexual harassment, such as environment, biology, personality, job roles	
Study Design	Prospective and retrospective studies Experimental and quasi-experimental studies. Quantitative research.	Narratives, Reviews, Editorials Unpublished papers, dissertations, and thesis.
Other Factors	Publication Language- English	Published in a language other than English

Figure 1- PRISMA diagram



Quality Assessment

Following the inclusion/exclusion process, the studies' methodological quality were assessed. Due to the focus of the review being based on workplace sexual harassment, many of the articles used a cross-sectional study design, focusing on exposure to a specific risk factor and investigating how this may correlate with particular outcomes (Drukker et al., 2021). As a result, it was considered that the most appropriate quality assessment tool was the Modified Newcastle Ottawa Scale for Cross-sectional Studies (Herzog et al., 2013; Appendix C).

The Modified Newcastle Ottawa Scale for Cross-sectional Studies quality assessment tool is an adapted version of the Newcastle Ottawa scale, allowing for cross-sectional studies to be critically appraised (Herzog et al., 2013). Areas of assessment included: the representativeness of the sample, sample size, non-respondents, use of a validated tool, comparability, outcome, and use of appropriate statistical test. Using ordinal scoring, each component is given a score of either 1 or 2 if the item is present, and 0 if the item is not met.

An overall quality score was attained by totalling the scores for each article, with the maximum possible score being 10. The overall score was then used to indicate the quality of the study, with 9-10 being 'very good' quality, 7-8 'good' quality, 5-6 'satisfactory' quality, and 0-4 'unsatisfactory' quality (Kahsay et al., 2020). A cut off score of 5

('satisfactory') was applied for the inclusion in the systematic review. For reporting purposes, the scores were converted to percentages. None of the articles reviewed at the quality assessment stage were excluded.

Data Extraction

The information extracted included the article reference, along with sample demographics, recruitment, use of any assessment tools, statistical analysis, study findings, and the recorded strengths and limitations of the study (see Table 5).

RESULTS

The study selection process produced six studies for the inclusion of the review (see Appendix B). Tables 3, 4, and 5 summarise the participant and study characteristics, the details of the information gathered through the data extraction process, and the strengths and limitations of the studies, along with their quality assessment score.

Descriptive Data Synthesis

The results of the studies were examined qualitatively. It should be noted that the studies differed in numerous ways, including variables and outcomes measured, statistical analysis utilised, and populations studied.

Study Design and Demographic Information

The majority of the studies employed a similar study design, in that they used a cross-sectional, self-report design to capture individuals' previous experiences. Four studies were conducted in America (Das, 2009; Henry & Meltzoff, 1998; Lee, 2008; Settles et al., 2014), with one study being undertaken in Canada (O'Connell & Korabik, 2000) and the remaining study being carried out in Taiwan (Huang & Caso, 2008). Whilst 66% of studies in the current review were conducted in America, various organisations and institutions were included in the studies allowing for a more diverse sample.

A recurring pattern evident in the majority of studies (with the exception of two) was the gender ratio of the participants, with females being the greater percentage of participants for each study. A total of 10,756 participants were recorded across the six studies, with 7,498 (70%) females and 3,248 (30%) males accounted for. In the other two studies, the sample were similar with regard to gender, with 2 or 3 additional males to females (Henry & Meltzoff, 1998; Lee, 2018). The age range reported across four of the studies was between 17 and 67 years, with two studies not defining the age range sampled (Lee, 2018; Settles et al., 2014). Regarding the mean age of the participant sample, two studies did not provide this information (Das, 2009; Settles et al., 2014) and the others reported means typically between 35 and 38 years (Henry & Meltzoff, 1998; Huang & Cao, 2008; Lee, 2018; O'Connell & Korabik, 2000).

Ethnicity was reported in four of the six studies (Das, 2009; Henry & Meltzoff, 1998; Lee, 2018; Settles et al., 2014), although the way in which this was reported differed across the studies (see table 3). All studies provided the occupations of their sample group, though again, the reporting of this differed across the studies with three studies providing a detailed breakdown of job positions (Henry & Meltzoff, 1998; Lee, 2018; O'Connell & Korabik, 2000), whilst the remaining studies provided more general information. Only two studies included participant marital status (Huang & Cao, 2008; O'Connell & Korabik, 2000). Please see table 3 for participant demographic information.

Table 3 Demographic information of study participants

Author(s)/Year	Sample Size/ Response Rate	Gender	Age	Ethnicity	Organisation/ Company Type	Job Position	Marital Status
Das (2009)	2,999 (78.6%)	1,692 Female 1,307 Male	18-59 (<i>M</i> = N/S*)	Black Hispanic Asian Native American Non- Hispanic White (<i>n</i> =not provided)	Nationwide- various USA companies**	Manual workers Office workers Military (<i>n</i> =not provided)	N/S*

Henry & Meltzoff (1998)	122 (N/S%)	60 Female 62 Male	17-67 (<i>M</i> = 37)	90 White-European-American 30 Other	Hospitals and residential treatment centre	34 Semi-skilled Workers 28 Administrators 24 Technicians 13 Clerical Workers 11 Manual Workers 7 Managers 5 Professionals	N/S*
Huang & Cao (2008)	185 (61.4%)	189 Female 0 Male	20-55 (<i>M</i> = 38)	N/S*	Police department in Taiwan	189 police officers	126 Married 63 N/S*
Lee (2018)	237 (59%)	112 Female 115 Male	(<i>M</i> = 35.81)	185 Caucasian 52 N/S	Various US organisations**	45 Manufacturing 26 Construction 24 Service 19 Wholesale 19 Finance 17 Retail 88 Other	N/S*

O'Connell & Korabik (2000)	214 (24%)	214 Female 0 Male	22-65 (<i>M</i> = 45)	N/S*	Canadian University	52 Professors/Librarians 45 Administrators 24 Assistants 84 Clerical/Technical Staff 7 Did Not Respond 2 N/S	150 Married 64 N/S*
Settles, Buchanan, Yap & Harrell (2014)	6,304 (N/S%)	4,540 Female 1,764 Male	N/S*	881 Hispanic 4067 Non-Hispanic White 1356 Black/African American	Department of Defence	Military (<i>n</i> =not provided)	N/S*

- N/S= Not Stated
- ** Not provided with further details.

Participants and Recruitment

Variability was observed across the samples in terms of descriptions of the selection of cohorts used. Three of the studies (Das, 2009; Henry & Meltzoff, 1998; Lee, 2018) did not have an inclusion criterion, except for participants needed to currently or previously have been in employment. Two studies restricted their sample to include only females (Huang & Cao, 2008; O'Connell & Korabik, 2000), with one study implementing an inclusion criterion that participants must have experienced sexual harassment in the year prior to the research (Settles et al., 2014). None of the studies included a sample group comprising solely of perpetrators of WSH.

There was a convergence in participant recruitment, with four of the six included studies using opportunistic sampling methods, either through electronically circulating the survey to a directory of individuals (Huang & Cao, 2008; Lee, 2018; O'Connell & Korabik, 2000) or posting study information in employee areas (Henry & Meltzoff, 1998). The remaining two studies used retrospective data collected through a National Health and Social Life Survey (Das, 2009) or the Department of Defence's "Status of the Armed Forces Surveys: Workplace and Gender Relations" (Settles et al., 2014).

Quality of studies

The quality assessment scores (QAS) can be found in Table 5 (please see appendix C for scoring guide). The highest score was 80% (Lee, 2018), with the lowest achieving 50% (Huang & Cao, 2008; O'Connell & Korabik, 2000). The average QAS was 62%, suggesting that the overall quality of the studies was reasonable, though could be improved. The key weaknesses of the studies were a) sample sizes not being justified, b) limited comparability to subjects in different outcome groups, and c) studies do not account for confounding factors. A further weakness in all of the six studies was the lack of standardised assessment tools for data collection. Three studies utilised a validated tool, with the other three providing a detailed description of the tool utilised, though failed to provide a copy of the tool to allow use in future research. Table 5 provides the quality appraisal for the six studies included in the review.

Perpetrators of WSH

Whilst the included studies had varying aims resulting in different conclusions being reported, five out of the six referenced sexism as being a factor associated with sexual harassment (Das, 2009; Huang & Cao, 2008; Lee, 2018; O'Connell & Korabik, 2000). This typically related to gender harassment and the environment. Huang and Cao (2008) noted that the amount of sexism, perceived and experienced by recipients, is likely to create a hostile work environment. Similarly, O'Connell and Korabik (2000) discussed how gender harassment typically reflects a work

environment that devalues females. Whereas Lee (2018) focused on leadership, noting that passive leadership could contribute to such hostility, which in turn may result in the employees being exposed to sexual harassment. Specifically, they noted that when working under a passive leader, both males and females are more likely to experience gender harassment, unwanted sexual attention, and sexual coercion.

Das (2009) meanwhile, suggested that hostile sexism is potentially an underlying factor in sexual harassment being displayed by dominant heterosexual males, in order to perform to traditional gender roles in a workplace setting. However, following their multivariate analysis, they found that hostile sexism alone failed to account for the behaviour of most perpetrators. They argued that when perpetrators perceived the benefits and opportunity for harassment as high, combined with anticipated reduced third-party sanctions by workplace systems (e.g., policies and leadership), WSH becomes more likely. They also noted that individuals with more sexualised personality structures (e.g., individuals described as hypersexual) may send out signals that indicate receptivity for sexual engagement. Thus, applying the routine activities model (Cohen & Felson, 1979), Das' paper highlights the importance of the link between motivation, specific and identified targets (i.e., victims for unwanted WSH) and the absence of 'capable guardians' in an organisational setting, such as managers and processes designed to protect employees.

With regard to the reduced third-party sanctions, three of the six articles described power dynamics between the perpetrator and victim. Settles et al. (2014) reported that 45.7% of male participants and 67.9% of female participants had a perpetrator of a higher rank. In their results, they suggested that the rank of the perpetrator is a critical factor in whether the recipient views the harassment as frightening, resulting in subsequent poor outcomes (e.g. psychological distress, role limitations, and low work satisfaction). Similarly, O'Connell and Korabik (2000) reported that the more formal power perpetrators have over their targets, the more likely the recipients were to describe experiencing negative consequences. Further, they reported that their data reflected that males, of a higher position, were more likely to perpetrate sexual harassment. Nevertheless, they reported little evidence for sexual coercion in their data. Whereas Huang and Cao (2008) reported that individuals who experienced perceived hostile and unsupported attitudes from senior staff were more likely to experience quid pro quo harassment (incorporating sexual coercion and the physical elements of unwanted sexual attention). Conversely, Das (2009) reported that, in their study, the differences in power were not correlated with workplace harassment.

Regarding opportunity for harassment, detailed in the routine activities model (Das, 2009), workplace gender ratio was documented in 3 of the studies. Lee (2018) reported that workplace gender ratio may reinforce the relationship between sexual harassment and hostility, with their results indicating that the effects of passive leadership on sexual

harassment through hostility are stronger for females in a male-dominated environment. However, they noted differences between the effect of a gendered environment on males and females, with results being significant in the female group, though not in the male group. On closer examination of the male sample used in the study, it was recognised that approximately 29% reported having more female coworkers than males or almost all female coworkers, compared to 52% who reported that males were the more prominent sex in their workplace. They proposed that the small sample size of males working in a female-dominated organisation may have resulted in the effect of the workplace gender ratio on male experiences of WSH not being captured.

Huang and Cao (2008) argued that their findings support the argument that the differences between males and females in gendered organisations are important factors in understanding female's experiences of sexual harassment. They noted that job barriers, including 'men's club culture' and sexual discrimination, related to such gendered organisations, are indicators of increased tolerance for WSH. O'Connell and Korabik (2000) reported that gender harassment and unwanted sexual attention tended to be reported by females in environments with a higher proportion of male co-workers. They also noted that in male-dominated environments, gender harassment was likely to be perpetrated by equal- and lower-level males. It was argued that this was a result of an increased opportunity to interact with such

individuals (due to there being so many around). It was considered that the long-term consequences of being a victim to such behaviour was minimal, owing to the lack of formal power that the male perpetrator had over the female victim. Whilst gender harassment demonstrated by males in higher positions was reported to be less frequent, as a result of opportunity to interact with such individuals, , the effects of such interactions were considered to set a tone in the workplace resulting in long-lasting effects for the victim.

Henry and Meltzoff (1998) was the only study to attempt to investigate WSH using an experimental design. In doing so, they found that both male and female participants held the same view that physical contact would constitute as sexual harassment, and both expressed a dislike towards the male perpetrator whilst viewing the vignettes. Further, there was also no reported gender differences between participants perceptions of unwelcomeness, judgement of sexual behaviour and judgements of future behaviour. Such findings refute previous studies, which have shown gender differences in how harassment is perceived (Ekore, 2012; Rotunda et al., 2001). They also refute the natural/biological model, in that should males be innately predisposed to display WSH, there would likely be a significant difference in the views expressed by both genders. However, these findings may also be related to the sample used within Henry and Meltzoff's (1998) study, as participants were well-educated and likely had a good understanding of WSH, along with the probable social consequences of supporting such

behaviour. Further experimental research regarding the different perceptions towards WSH, focusing on gender, socio-economic background, age, and ethnicity is required. None of the other 5 articles examined the differences between male and female judgements.

Victims of WSH

Whilst perpetrator characteristics were not specifically discussed in Settles et al. (2014), they discussed how different characteristics may impact on a victim. Particularly, they discussed that having a male perpetrator is related to greater psychological distress, reduced work satisfaction, and more role limitations in victims. It was also documented that if the perpetrator is of a higher occupational status, there are likely to be negative outcomes due to victims appraising the situation as frightening.

In terms of who is likely to be the victim of harassment by higher level males, O'Connell and Korabik (2000) described two profiles which emerged from their dataset: the highly educated female working in a male dominated environment, and lower educated, lower income females. They argued that those in lower ranked positions were the individuals more likely to be sexually harassed by their male counterparts, whereas those who were of a higher status were more likely to be subjected to gender harassment.

Similar to O'Connell and Korabik (2000), in that sexual harassment tends to be perpetrated on those in lower status positions, who have less perceived

power than others, Settles et al. (2014) made reference to the victims as vulnerable individuals. They described that military males who are sexually harassed are likely to be targeted due to their perceived homosexual orientation, violation of masculine norms, or some aspect of their personality. However, whilst they reported that these factors are likely to be contributing components, their data did not permit them to make such concluding comments.

Das (2009) reported that the 'vulnerable victim mechanism' (i.e. harassment is driven by the organisational or societal power that a perpetrator has over the victim) could apply to the harassment of males, noting that homosexual males were more likely to report harassment, with the correlation reaching significance despite a small sample size. They stated that occupational power is not likely to impact on an individual's likelihood of harassment, with no significant correlations being found for males or females at the bottom or top of the occupational hierarchy.

Only one of the six studies (Lee, 2018) identified the impact of age, gender, race, and organisation rank on data collection, noting that young, female, non-white and low status employees were likely to be more vulnerable to sexual harassment than their male counterparts. In contrast, Huang and Cao (2008) suggested that age, marital status and education were not statistically related to the experience of sexual

harassment. Rather they suggested that being female was sufficient as a standalone factor for being a victim of sexual harassment.

Studies using Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1988; 1995)

Of the four studies that utilised the SEQ (Fitzgerald et al., 1988; 1995), two used the full version within the research (Lee, 2018; O'Connell & Korabik, 2000). Lee (2018) asked participants if they had been exposed to any of the items on the SEQ by organisational members, while working with their supervisor. Results indicated that observed hostility was positively related to sexual harassment. Additionally, passive leadership was positively correlated to all three subtypes of sexual harassment, on the SEQ: gender harassment, unwanted sexual attention, and sexual coercion. Similarly, in an amended version of the SEQ which asked participants to indicate their responses differentially for males at higher, equal, and lower levels than themselves, O'Connell and Korabik (2000) found that participants endorsed items for all three subtypes, though did not endorse items associated with sexual assault.

O'Connell and Korabik (2000) reported that a greater percentage of respondents endorsed items relating to sexual harassment, gender harassment, unwanted sexual attention, and sexual coercion by males in a higher position. These results were similar to the percentage of respondents reporting that they had experienced the same behaviours by males of an

equal position to them. Results were somewhat lower for males in a subordinate role.

Due to translation and ethnocentrism issues, one study was only able to use ten items from the SEQ (Huang & Cao, 2008). Unlike the other studies, Huang and Cao (2008) divided the behaviours into two subcategories: Hostile work environment (incorporating gender harassment and unwanted sexual attention) and Quid pro quo harassment. Results suggested that the incidence rates for the two categories were similar.

One study utilised the SEQ as a screening tool (Settles, Buchanan, Yap & Harrell, 2014)., In the 12 months prior to the research, individuals who reported experiencing any of the sixteen unwanted, unprofessional, gender-related behaviours whilst at work, were defined as experiencing sexual harassment and thus included in the study.

Outcomes

In reporting the key findings of the studies reviewed, it is important to consider the range of statistical analyses used, as this may influence the significance of any results and reflect limitations. Across the six papers, the use of statistical tests utilised vary, from multivariate and multiple regression employing mediational analysis, to ANOVA and Mann-Whitney U tests. The choice of analysis is reflective of the nature of the variables being examined and the need to accommodate both differences and relationships between sets of variables.

Table 4 *Data Extraction- characteristics of studies*

Authors/Year & Study Title	Research Aims	Measure and Analysis used	Results/Main Findings
<p>Das (2009)</p> <p>'Sexual harassment at work in the United States'</p>	<p>- To explore the prevalence and risk factors of lifetime workplace sexual harassment among both women and men.</p>	<p>A self-administered survey was administered, following interviews, which included questions focusing on sexual harassment, life course variables, current behaviours/traits, occupation and work situation.</p> <p>Simple analysis was undertaken using a preset command 'svy', used for analysing survey data, in Stata (a statistical programme)</p>	<p>It was reported that, whilst males were likely to experience WSH (95% Confidence Interval [CI]= 29-35), females were 46% more likely to report workplace harassment, suggesting a significant gender difference. However, such gender difference appeared to be dependent on age, with males aged ≤ 20 years being no less likely to experience workplace harassment than their female counterparts.</p> <p>Females who held positions of lesser power in the occupational hierarchy had a relatively equivalent correlation to those in white-collar occupations. However, males in less powerful positions were more likely to experience WSH, by both male and female perpetrators.</p> <p>Overall, results suggested that a need to defend traditional gender roles was a mechanism driving male WSH. As such, it was reported that such behaviour is likely</p>

			to be perpetrated by dominant heterosexual males upon females and weaker, more effeminate or homosexual males.
Henry & Meltzoff (1998) 'Perceptions of Sexual Harassment as a Function of Target's Response Type and Observer's Sex'	- To investigate the effects of various responses on perceptions of unwelcomeness, sexual harassment, and judgments of future behaviour.	The measure included: - A demographic questionnaire - A set of three 15-centimetre rating scales, ranging from "no, definitely not" to "yes, definitely", to measure perceptions of three dependent variables: sexual harassment, judgement of future behaviour, communication of unwelcomeness. Participants were asked to rate three questions. ANOVAs were initially used to analyse the data, however, when testing for all assumptions, Mann-Whitney U-tests were employed, as protection against violations.	The results supported previous research findings in that both males and females agree that physical contact constitutes sexual harassment. Further, there were no differences between genders with regards to the various conditions regarding communication of unwelcomeness, judgements of future behaviour, or judgement of sexual harassment. During the debrief interview, male participants expressed confusion, noting uncertainty as to what behaviours are appropriate when interacting with females. It was therefore recommended that more education is required regarding sexual harassment, including open discussions centred around how behaviours may be perceived by others.

		analyse the data. The results revealed the same findings with both tests, therefore only the ANOVA test results were reported.	
Huang & Cao (2008) 'Exploring sexual harassment in a police department in Taiwan'	<ul style="list-style-type: none"> - To explore to what extent the items of the survey developed in the west can apply to the study of SH in the police in Taiwan, an Eastern Asian society. - To examine whether data of SH from Taiwan load on one single factor or on three or more factors. - To explore the sources of SH in the police department. 	<p>A survey, titled 'Experiences in the Workplace Survey', was provided by the Australian Centre for Policing Research. This was amended, following review by selected female police officers and scholars who had expertise in police studies, and circulated to participants.</p> <p>The survey incorporated ten items from the SEQ, which focused on unwelcome, uninvited, coercive or threatening sexual attention, often displayed in sexual harassment. Participants were asked to respond to the questions, considering their own experiences with co-</p>	<p>It was noted that the results differ from the common views within the Taiwan police organisation and wider Taiwan community, which associates sexual harassment incidents with personal traits, such as the recipient being young, unmarried, and adopting an unusual dressing code. Rather, it was found that age, marriage, and education were not statistically related to sexual harassment.</p> <p>The current study reported a correlation between sexism and sexual harassment incidents, $\beta = 0.23$, $SE = 0.090$, $p < 0.05$. Further, it suggested that quid pro quo harassment (sexual harassment using coercion) is related to job barriers. Specifically, individuals are likely to also experience sexual discrimination, social pressure, and unfair treatment by senior staff.</p>

		workers/supervisors in the past 12 months.	
		Multiple regression analysis was used for analysis.	
Lee (2018)	<ul style="list-style-type: none"> - To explore the relationship between passive leadership and observed hostility - To explore the relationship between observed hostility and the frequency of sexual harassment experienced by employees. - To investigate whether observed hostility will mediate the relationship between passive leadership and sexual harassment. - To investigate whether workplace gender ratio will moderate the relationship between 	<p>Four measures were used to assess passive leadership, observed hostility, sexual harassment, workplace gender ratio, and control variables. These included the Multi-factor Leadership Questionnaire, Workplace Incivility Measure, Sexual Experiences Questionnaire, and MLSQ-5X. Workplace gender was assessed by asking participants to rate the gender of their coworkers on a five-point scale (1=almost all men to 5= almost all women).</p> <p>Data was analysed using the mediation analysis procedure, which performs a</p>	<p>The authors concluded that passive leadership could contribute to ambient hostility in the workplace, which, in turn, results in employees being frequently exposed to sexual harassment.</p> <p>It was reported that the significant mediating role of hostility appeared to be true of the three sub-types of sexual harassment (gender harassment, unwanted sexual attention, and sexual coercion) in both males and females. Such results suggest that passive leadership may act as a common factor, mediated by hostility, therefore when working under a passive leader, both men and women, are more likely to experience sexual harassment.</p>

	<p>observed hostility and sexual harassment.</p> <p>- To investigate workplace gender ratio will moderate the indirect effects of passive leadership on sexual harassment.</p>	<p>bootstrapping method and provides a significance test of the indirect effects.</p>	<p>The study highlighted workplace gender ratio as a reinforcing factor for hostility and sexual harassment. Results indicated that when the work environment is dominated by the opposite gender, for females the positive association between hostility and sexual harassment will become stronger ($\beta = 0.15$, $SE = 0.09$, $95\% CI = 0.02, 0.38$). For males, the gender ratio does not moderate the relationship between sexual harassment and hostility.</p>
<p>O'Connell & Korabik (2000)</p> <p>'Sexual Harassment: The Relationship of Personal Vulnerability, Work Context, Perpetrator Status, and Type of Harassment to Outcomes'</p>	<p>- To examine the antecedents and outcomes of sexual harassment in relation to both the type of harassment and the status of the perpetrator.</p>	<p>Participants were asked single-item questions relating to their demographics and income. They were also asked to report the gender ratio in their workplace. The Organizational Sanctions against Sexual Harassment Scale (Dekker & Barling, 1998), SEQ, a modified adjective checklist, Job Description Index, along with measures assessing Job Stress, Turnover intentions, Psychosomatic health, and</p>	<p>Results suggest that, for females, having a male perpetrator is associated with increased psychological distress, less work satisfaction and more role limitations due to appraising the harassment as frightening. Similarly, having a higher rank perpetrator is associated with worse outcomes, for both males and females, due to appraising the harassment as frightening.</p> <p>The relationship between frightening appraisals and psychological distress, work satisfaction, and role limitations were stronger for males than females. This may be linked to males being targeted less often and therefore, less likely to</p>

		<p>Interaction opportunity were also administered.</p> <p>Multivariate analysis of variance was employed.</p>	<p>anticipate harassing behaviours. Contrastingly, females may be more familiar with harassing behaviours, especially in a male-dominated environment, therefore they may not experience such a strong violation.</p> <p>Sexual harassment of both males and females is perpetrated by males.</p>
<p>Settles, Buchanan, Yap & Harrell (2014)</p> <p>'Sex Differences in Outcomes and Harasser Characteristics Associated with Frightening Sexual Harassment Appraisals'</p>	<p>- To explore the relationship between frightening appraisals of sexual harassment and perpetrator characteristics and psychological and work outcomes.</p>	<p>The SEQ was administered to assess whether they had experienced any unwanted or uninvited, unprofessional, gender-related behaviours in the past 12 months. Those that scored positively were asked to consider 'one situation that had the greatest effect on them in the past 12 months' and indicate how much they perceived this to be frightening and threatening using a scale ranging from 0 (not at all) to 4 (extremely). Participants were also asked to indicate the gender and status of their perpetrator.</p>	<p>Participants were asked to describe the gender of the perpetrator, for one significant sexual harassment experience that had occurred in the last 12 months. 52.2% of males and 86.2% of females reported that the perpetrator was male. 47.8% of males and 13.8% of females reported that the perpetrator was female, or a female and male acting together.</p> <p>With regard to the rank of the perpetrator, male respondents were somewhat even with 54.3% of reporting that the perpetrator was of equal or lower rank, and 45.7% reporting that the perpetrator was of a higher rank. However, the results for female respondents were more</p>

		<p>To measure psychological distress and role limitations, participants were administered the distress and role limitations subscales of the Rand Corporation's Short Form Health Survey. Work satisfaction was measured using a modified version of the Status of the Armed Forces Survey Form B-Gender Issues.</p> <p>Preliminary analysis was conducted using a multivariate analysis of variance, with mediational analyses being used for hypothesis testing.</p>	<p>contrasting, with 67.9% reporting that the perpetrator was of a higher rank.</p> <p>The authors suggested that having a male perpetrator is associated with more role limitations, greater psychological distress, and less work satisfaction, for females, due to the harassment being considered to be more frightening. Similarly, harassment perpetrated by an individual with higher status is associated with worse outcomes, with both males and females judging this harassment as more frightening.</p>
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Table 5- *Strengths and limitations of the included studies*

Authors/Year	Study Design	Study Strengths	Study Limitations	Quality Assessment Score
Das (2009)	Cross-sectional mixed methods study combining both qualitative and quantitative methods.	<ul style="list-style-type: none"> - Representative sample. - Study limitations referenced. - Comparable to other studies. - Controls for background variables were used. 	<ul style="list-style-type: none"> - Cross-sectional data and dependent variable meant that causal direction could not be demonstrated. - No information regarding the perpetrator's power/status, or exposure to victim was included in the data. - Relied on self-report data, propensity for differential sensitivity to occur. - Data set used was 15 years old, harassment patterns have since evolved. 	6/10 (60%)
Henry & Meltzoff (1998)	Analogue Study (an experimental design where participants are similar to the situation of interest,	<ul style="list-style-type: none"> - Sample included variable occupational levels. - Employs experimental design rather than self-report like previous research. - Participant exclusion criteria utilised and detailed. 	<ul style="list-style-type: none"> - May have different outcomes if participants were involved in the incident. - Sample consisted of solely healthcare workers. - Focused on co-worker sexual harassment, unable to generalise 	6/10 (60%)

	though not identical)	<ul style="list-style-type: none"> - Statistical test used to analyse the data is clearly described, with confidence and probability levels reported. 	findings to a <i>quid pro quo</i> situation.	
Huang & Cao (2008)	Exploratory cross-sectional design	<ul style="list-style-type: none"> - Comparable to other studies. - Non-respondents identified and referenced. - Dependent and independent variables clearly stated and discussed. - Reliability scores for the measures utilised provided. 	<ul style="list-style-type: none"> - Study limitations not transparent. - Sample characteristics insufficiently described. - Self-report data used. 	5/10 (50%)
Lee (2018)	Cross-sectional self-report design	<ul style="list-style-type: none"> - Limitations and future directions for research referenced. - Representative sample. - Demonstrates strong external validity. - Findings consistent with theoretical explanations. - Excluded data referenced. - Standardised measures utilised. - Confounding factors are controlled for. 	<ul style="list-style-type: none"> - Cross-sectional design- unable to make causal inferences. - Small sample of males working in female-dominated organisation (29%). - Self-report data. 	8/10 (80%)

O'Connell & Korabik (2000)	Exploratory cross-sectional design	<ul style="list-style-type: none"> - Comparable to other studies. - Sample included variable occupational levels. - Participant demographic referenced. - Standardised measures utilised for data collection. - Limitations and future research directions provided. 	<ul style="list-style-type: none"> - Follow-up participation not available. - Potential sampling bias. - Retrospective accounts used for data. - Confounding factors are not controlled for. - Self-report data. - Probability values not reported. 	5/10 (50%)
Settles, Buchanan, Yap & Harrell (2014)	Cross-sectional design	<ul style="list-style-type: none"> - Representative sample. - Validated tool used for participation inclusion criteria. - Large sample size. - Limitations and future research directions provided. - Statistical test used to analyse the data is clearly described, with confidence and probability levels reported. 	<ul style="list-style-type: none"> - Non-respondents/ excluded survey entries not detailed. - Confounding factors not controlled for - Unable to determine causal relationships. - Retrospective data utilised, restricting type of sexual harassment appraisals focused on. - Demographic information not collected. - Unable to collect follow-up data. 	7/10 (70%)

Table 6. *Characteristics of included studies.*

Author/Year	Environment Sexual Harassment Displayed							Measure of Sexual Harassment	Other variables controlled for						
	Manual	Clerical	Upper white collar	Military	Sales	Hospital	Organisation/ Institution	SEQ	Negative affectivity	Age	Age at first job	Ethnicity	Gender	Race	Organisational Rank
Das (2009)	X	X	X	X	X					X	X	X			
Huang & Cao (2008)						X		X (10 items)							
Henry & Meltzoff (1998)						X									
Lee (2018)							X	X		X			X	X	X
O'Connell & Korabik (2000)							X	X							
Settles, Buchanan, Yap & Harrell (2014)				X				X							

Note. SEQ= Sexual Experiences Questionnaire (Fitzgerald et al., 1995),

DISCUSSION

Main Findings

This paper aimed to systematically review existing literature pertaining to psychological factors which may influence individuals to perpetrate WSH. A total of six studies were included, the results of which varied. Whilst there was consistency between the studies in terms of some findings, there was also discrepancy with regard to their discussion regarding the psychological factors associated with perpetrating sexual harassment in the workplace.

As noted in the introduction, sexual harassment, specifically WSH, is an area that has received a lot of attention both in the media (as a result of movements including #MeToo) and academic literature. It was therefore intended that this review would focus on articles whose participants were identified as displaying sexual behaviour in the workplace. However, following the study selection process, it became evident that there were no studies which had focused on the characteristics of those who display sexual behaviour in the workplace, nor had they considered individuals who were identified as displaying such behaviour. Rather, articles tended to focus on the victims of WSH. As a result, for the current review, the articles focusing on victim's experiences and descriptions of perpetrators were used. This raises several questions, which will be explored in this discussion.

A victim focus

In this review alone, the studies identified 9,931 individuals who reported experiencing WSH, suggesting that there are a significant number of individuals perpetrating such behaviour. It could therefore be queried as to why such a large sample has not been the focus of research, given that such information may assist in developing/updating training and interventions targeted at reducing WSH. A theory that may be proposed for this gap in the literature may be that individuals do not see themselves as displaying or using sexually harassing behaviours in the workplace and thus considering this 'the norm'. Further, this may be reinforced by the lack of social or occupational repercussions for such behaviours compared to other more 'obvious' sexually harmful behaviours or offences.

Whilst using victim descriptions of their perpetrators provides some knowledge regarding perpetrator characteristics, the narratives that victims are able to provide could involve bias. For example, if the sexual harassment has caused the recipient to experience significant psychological distress, it is possible that they may have experienced difficulty with their memory processing, resulting in some important information not being remembered accurately (Christianson, 1992). Further, dependent on their relationship with the perpetrator, it may be that the victim will only be aware of particular, low-level characteristics, e.g., age, marital status, gender. This review can, therefore, only offer

inferences regarding psychological factors associated with perpetrators of workplace sexual harassment.

The environment and the passive leader

Five of the six studies included in the review, discussed the impact of the workplace environment on WSH. Das (2009) highlighted results that were consistent with the routine activities model (referenced above), in that a perpetrator will consider the benefit and opportunity to engage in WSH, along with a perceived or actual low cost of third-party sanctions. Regarding the benefit and opportunity to engage in WSH, two of the articles in the review found that a high male to female gender ratio, within a workplace, strengthens the relationship between sexual harassment and hostility (O'Connell and Korabik, 2000; Lee, 2018). Literature has indicated that, when placed in situations with other males, men will often compete to attain power and status (Fahlberg & Pepper, 2016). It may, therefore, be considered that in a workplace where there are a high number of males to females, there may be a higher level of interpersonal competition for the female employee's attention, and thus a higher level of WSH. However, the impact of the lower cost of third-party benefits needs to be taken into consideration prior to making such conclusions.

Passive leadership has been associated with workplace incivility (Harold & Holtz, 2016), in that individuals who work under a passive leader are

more likely to encounter and/or engage in deviant behaviour that has the propensity to cause harm to others. Lee (2018) found that passive leadership can contribute to hostility in the workplace, which, in turn, is related to employee's exposure to and experience of sexual harassment. Further, Das (2009) reported that individuals working weekends or evenings, were more likely to be exposed to WSH, due to reduced management presence, resulting in perpetrators being less likely to be observed demonstrating such behaviour or sanctioned for such. Such passiveness also relates to company policies, with sexual harassment policies likely to prevent blatant sexual harassment (e.g., coercion), but failing to prohibit more subtle forms of harassment (e.g., gender harassment) (O'Connell & Korabik, 2000). This raises an interesting empirical question, as to whether perpetrators are likely to have a predisposition to demonstrate WSH, though require the opportunity and unrestricted environment to display such behaviours or whether the environment itself has caused individuals to behave in such a manner, due to social conditioning.

Evolutionary or Power

Sexual needs are a recognised basic human need (Tangri et al., 1982) and the biological model of sexual behaviour noted in the introduction to this thesis, proposes that males have a stronger sex drive than females, and thus are more likely to demonstrate sexually aggressive behaviours (O'Hare and O'Donohue, 1998). Other research has suggested that most

males having a desire for sexual intercourse can become sexually aroused in situations where a female (or male) has not provided consent or reciprocated interest (Thornhill & Thornhill, 1991). Studd and Gattiker (1991) went so far to argue that sexual harassment could be seen as an extension of an evolved tendency to use sexual tactics, from romantic to coercive, in order to mate.

Research has found that females are more likely to be the primary target of sexual advances than men (Sheets & Braver, 1999). Das (2009) noted that females were 46% more likely to report WSH, suggesting a significant gender difference. Further, Settles et al. (2014) noted that 52.2% of males and 86.2% of females reported their perpetrator as being male. However, it has also been argued that females are the primary victims of sexually harassing behaviours due to social structures making them more susceptible targets, in that they are often placed in subordinated positions both in organisations and society (Sheets & Braver, 1999).

None of the articles in the current review focused on the female perpetrator. Research has recognised that when males are the recipient of sexual advances, they are less likely to define them as harassing instead viewing them as desirable (Sheets & Braver, 1999). This may, in part, be due to gender-socialisation scripts which portray females as less dangerous than males, and with males being more capable of defending themselves (Brooks et al., 2021). As a result, it is likely that male

victims, as well as female perpetrators, are vastly underreported in the sexual harassment literature.

A recurring theme in the literature is that of the 'powerful perpetrator' and the 'vulnerable victim'. Early literature focused on the power model, relating an individual's propensity to engage in WSH to the occupational hierarchy, in that individuals in positions of authority have the opportunity to abuse their power through the sexual harassment of their subordinates (O'Hare and O'Donohue, 1998). However, Das (2009) found that power, indexed by occupational categories, did not correlate with WSH. O'Connell and Korabik (2000) , when looking at male perpetrators in a higher position, found that the interrelationship of contributors and outcomes were dependent on the source of the harassment and the personal characteristics/work context of the target. They also found that WSH was likely to be perpetrated by equal level males, who have a higher opportunity to interact with their chosen 'targets'. This suggests that WSH is better related to the opportunity to demonstrate such behaviour, as opposed to the direct and planned coercion of subordinates.

The articles referenced in the current review indicated that the vulnerable victim mechanism did not adequately explain the experience of female recipients, with their occupational position having little or no difference on the amount of harassment they faced (Das, 2009). Rather, it was suggested that such terminology could only be applied to male

recipients, particularly those who do not identify as heterosexual, thus suggesting that rather than importance being placed on occupational power, societal power takes precedence (Das, 2009; Settles et al. 2014). Previous literature has identified that workplaces may condition, facilitate and shape heteronormativity, sustaining a binary gender discourse (Rumens, 2012). Therefore, it is likely that those who do not meet the ingroup expectations, are chosen as a target due to the lack of protection that they would have, which would also reduce any likely subsequent repercussions for the perpetrator.

The homosexual male victim may also be associated with perceptions of threat to masculine norms in a workplace. Connell (2005) noted that masculinity is a condition that can be defined as “not femininity” (p.70). Therefore, whilst masculine identities are variable, they are incompatible with homosexuality (Dunn, 2012). Such views were also reported in the review, in that it was suggested that dominant heterosexual males may use sexual harassment to defend traditional gender roles (Das, 2009).

Strengths and Limitations of the Review

The aim of the review was to assess the existing literature concerning the characteristics of individuals who display WSH, using a structured, systemic approach that could be replicated at a later date.

The limited number of studies included in the review potentially reduces the utility of this review. From the outset, the author experienced difficulty in sourcing reviews and literature in this area and thus has the potential to weaken conclusions that the results are representative of the majority of WSH perpetrators. Systematic searches were run through a number of electronic databases, with the number of citations found being in the tens of thousands. It was not possible to review this many articles, therefore the search strategy was revised, and an additional parameter was included. This reduced the number of citations received, however, in hindsight, it is likely that this may also have potentially, and erroneously, excluded relevant articles. To counter this, the author completed a broad electronic search, including conducting a search on Google to account for any grey literature.

A hand-search of the individual references, noted in a number of studies included in the review, and even some of those excluded, may have resulted in a wider literature base being retrieved. This potentially may have increased the literature included for consideration at the PECO stage or within this review. Additionally, contacting the authors of the studies used to clarify any ambiguities and source unpublished works may have provided additional resources. If the review were to be repeated, it would need to take into account these limitations.

A further limitation of this review is that the sole researcher conducted both the data extraction and quality assessment process. Therefore, the

review has the potential to be considered as biased, as a second reviewer may have scored articles differently which may have increased/decreased the number of articles used in the review, due to different emphasis being placed on different factors (Stoll et al, 2019). . It should, therefore, be noted that a second reviewer would have increased inter-rater reliability.

Focusing on the studies, there are limitations which potentially affect the conclusions made and, subsequently the wider review itself. The majority of the included studies were conducted in America, with one undertaken in Canada and the other in Taiwan. None of the studies were conducted in the UK. The absence of studies conducted in the UK raises concern for not only the conclusions of this review but also research into perpetrators of WSH. There are likely to be notable cultural differences, owing to the variations of workplace and sexual harassment policies/laws dependent on country. This may affect whether individuals are classed as perpetrating sexual harassing behaviours, thus data may be overlooked which may alter conclusions regarding psychological factors impacting on an individual's propensity to display WSH.

None of the studies obtained during the data extraction stage and used within the current review, focused specifically on perpetrators of WSH nor did they incorporate a perpetrator sample group. This is reflective of the wider sexual harassment literature which has tended to focus attention on victims. Whilst victim data can provide some insight into

perpetrator typologies, it is reliant on self-report and may result in reporting biases. Research undertaken directly with individuals who perpetrate WSH would assist in creating a robust body of evidence profiling perpetrators, contributing to the sexual harassment literature and strengthening interventions/policies.

Conclusions and Further Research

The review identified that there appears to be little if any research undertaken with individuals who exhibit sexual harassment behaviours in a workplace setting. Instead, perpetrator characteristics have been suggested through the perspectives of individuals who have experienced WSH and these are potentially limited further due to their self-report nature and bias. Further, the research reviewed focused on male perpetrators, with no research articles discussing female perpetrators. It is therefore difficult to determine psychological factors used to describe both female and male perpetrators of WSH, nor is it possible to develop a typology as a result. It could be inferred from the papers reviewed that perpetrators may possess a need to demonstrate masculinity and dominance over other males, including males who are viewed as less powerful due to sexuality and the perceived social positioning associated with this, supporting the Socio-Cultural theory. The review also suggests that the impact of the environment should also be taken into consideration when developing an understanding of WSH, especially where a lack of

workplace boundaries and social or occupational repercussions may exist, as this appears to be correlated with higher rates of WSH.

Due to the research focusing specifically on victims of WSH, it is not possible to evaluate whether the psychological factors can be used to guide interventions. Future research would benefit from developing an understanding of why individuals may display WSH, examining whether such behaviour is impacted by personality and/or environmental factors and whether these differ from individuals who do not display WSH. This may assist in developing intervention programmes targeted to address problematic sexual behaviours in the workplace.

**CHAPTER THREE - SEXUAL HARASSMENT IN THE
WORKPLACE: PERSPECTIVES OF PERPETRATORS**

ABSTRACT

Social sexual behaviour in the workplace has been reported as having a positive impact. However, when demonstrated frequently, such behaviour can affect an individual's personal life, as well as professional performance (Pina et al., 2009). Much of the research concerned with Workplace Sexual Harassment (WSH) has focused on the experiences of victims/bystanders, therefore this study explored the personal perceptions of individuals who display such behaviour. Semi-structured interviews were undertaken with four males who identified as displaying sexual behaviour in the workplace. Interpretative Phenomenological Analysis was used to analyse the resulting transcripts. Findings confirmed and expanded on previous research, providing comparable personality characteristics for the perpetrators, intertwined with motivational factors for displaying such behaviours, such as the need for admiration and control. The findings contribute to the wider literature focusing on the perpetrators of WSH, whilst supporting theoretical models. Further understanding of perpetrators attitudes, motivations, and shared personality/behaviour characteristics will assist with the development of targeted intervention programmes.

INTRODUCTION

"If your flirting strategy is indistinguishable from harassment, it's not everyone else that's the problem."- John Scalzi

With the development of the #MeToo movement, originated in 2007 by Tarana Burke and later used by Allyssa Milano, to inspire females to voice their experiences of sexual harassment and assault on social media, the literature has recognised that WSH is about more than just sexual desire (Minnotte & Legerski, 2019). As noted in the introduction to this thesis, following a survey undertaken with 112 organisations in the UK, 87% of respondents considered WSH to be a fairly important or major problem, with almost 72% reporting that they had experienced least one form of sexual harassment in their lifetime. However, whilst there have been attempts to apply theoretical models defining WSH (see introduction to thesis), perpetrators motivations and/or characteristics remain ambiguous. To date, no research has been undertaken with males who perpetrate WSH, therefore characteristics, detailed below, are based on victim's accounts.

Research undertaken by the UK Government found that, similar to previous research, the majority of individuals who experienced WSH reported that the perpetrator was male (Government Equalities Office, 2020; Moylan & Wood, 2016; Pina et al., 2009). Further, research has suggested that perpetrators of WSH were likely to be older and more

educated than the victim, married, somewhat unattractive based on physical appearance, and hold a higher position than their victims (Gutek, 1985; Lucero et al., 2006; Pina et al., 2009).

Pryor (1987) found that perpetrators tended to identify with hypermasculine, "macho", stereotypes viewing themselves as having greater status than others, including their targets (Berdahl, 2007; Sbraga & O'Donohue, 2000). As a result, it was considered that behaviours were demonstrated by male supervisors towards female subordinates, motivated by a desire to control and dominate others (Moylan & Wood, 2016; Sbraga & O'Donohue, 2000). Other literature has disputed the hierarchal aspect of the harasser, reporting that WSH is more frequently displayed by co-workers, customers, subordinates, and strangers (Berdahl & Raver, 2011), suggesting that perpetrators may target those of a similar status, as well as individuals who are equally (or more) educated.

Regarding other characteristics, research has suggested that perpetrators of WSH are lonely individuals, who have difficulty in establishing and maintaining intimacy, coping with negative life events and emotional regulation (Brewer, 1982; Pina et al, 2009). Further, perpetrators have been characterised as lacking a social conscience, engaging in reckless and immature behaviours or exploitative and controlling behaviours (Lucero et al., 2006).

Initially, research focused on the sexual harassment of males presumed that the perpetrator would be female. Whilst this is more common than male-on-male sexual harassment, Waldo et al. (1998) found that male-on-male sexual harassment occurs more frequently than typically assumed by researchers and the general public. Data shows that, in 1981 and 1994, 22% of male targets identified that the perpetrator was male (Das, 2009). In 2014, Settles et al. found that 52.2% of male victims reported a significant sexual harassment experience being perpetrated by another male. Interestingly, research has suggested that harassment by homosexual or bisexual males is less common, mainly due to the fear of repercussions that may occur in a heterosexual work environment (Waldo et al., 1998), thus suggesting that WSH on males is perpetrated by heterosexual males. As noted in the systematic review, presented in Chapter Two of this thesis, it could be considered that the male victims are targeted due to their perceived homosexual orientation, violation of masculinity norms, or some aspect of their personality, with heterosexual males using sexual harassing to maintain dominance and gender roles. However, this may differ in environments that are supportive of all sexual orientations, as the persecution based solely on sexual preference is minimised (Waldo et al., 1998).

Typology of WSH Behaviours

Previous research has attempted to formulate a categorisation system based on the characteristics of perpetrators of WSH. Using behaviours

and attitudes reported by victims of sexual harassment perpetrated by professors, Dziech and Wiener (1984) labelled perpetrators as either 'private' or 'public' harassers. The 'private' harasser was considered to behave in a conversative manner, using power to covertly control and gain access to sexual encounters, thus avoiding dishonour. The 'private' harasser was considered to typically demonstrate the sexual harassment in a domain where there are no witnesses. Whereas the 'public' harasser was thought to present as articulate and approachable, engaging in overt and deliberate behaviours to coerce the victim (Lucero et al., 2003). The 'public' harasser was described as always being available, creating a high profile, thus when they demonstrate sexually harassing behaviours, observers and/or victims are less likely to protest.

Zalk (1990) described difficulty in collecting data from harassers, specifically male professors, reporting that they "do not judge their behaviour to be in any way symptomatic of a personal problem" (p. 142). Expanding on the 'private' and 'public' harasser descriptions, using demographic data, Zalk (1990) proposed that perpetrators could be categorised into three different types: the Seducer/Demander versus the Receptive Non-initiator (the extent to which the harasser actively seeks a victim), the Untouchable versus the Risk Taker (the extent of vulnerability and exposure in the behaviour during the encounter), and the Infatuated versus the Sexual Conqueror (the degree of affection for the victim). However, due to using data taken from research articles that

had specifically focused on faculty sexual harassers, these typologies were limited to those who display sexual harassment in an academic context (Lucero et al., 2003).

Lengnick-Hall (1995) suggested a more extensive set of profiles, describing three types of perpetrators: 'Insensitive', 'Opportunist', and 'Hardcore'. 'Insensitive' perpetrators were unaware of how their actions may affect others, whilst 'Opportunists' were believed to have taken advantage of an occasion rather than actively seeking out a situation to display WSH. These two types of perpetrators were considered to be more likely to discontinue the harassment if confronted about their behaviours. Whereas the 'Hardcore' perpetrator was thought to be an individual who actively seeks out opportunities to display WSH and, if confronted, would not desist.

O'Leary-Kelly et al. (2000) argued that previous research failed to address when or how perpetrators may harass. They therefore proposed the use of an actor-based perspective to provide a dynamic model to explain the sexual harassment process. In this, O'Leary-Kelly et al. (2000) proposed that perpetrators are decision-makers choosing behaviours centred around their goals and the reactions of their victims. Expanding on this, Lucero et al. (2003) analysed 92 arbitration decisions published in Labor Arbitration Reports. Cases involved disciplinary action due to sexually harassing behaviours. Perpetrator behaviours were categorised into gender harassment, unwanted sexual attention, and

sexual coercion, as identified by Fitzgerald and colleagues (Fitzgerald et al., 1995). They proposed that perpetrators could be grouped into four categories: Type I, Type II, Type III, and Type IV (see Table 7 for detailed descriptions).

Table 7- *Description of Lucero et al. (2003) perpetrator typologies*

Type	Title	Description
Type I	'Persistent'	Harass several victims using aggressive or competitive behaviours on multiple occasions. Divided into two sub-categories: Persistent-pursuers- Fewer victims and a less severe behavioural history Persistent-marauders- More victims and a more severe behavioural history
Type II	'Malicious'	Similar to Type I perpetrators, used competitive and aggressive behaviours to achieve their desired outcome. However, unlike Type I, Type II harassers had adversarial relationships with females and showed little concern for victims, using escalating intimidation.
Type III	'Exploitative'	Out-going individuals in a position of power. They tend to have multiple victims and present with a need to control. These perpetrators were more likely to demonstrate coercive behaviours.
Type IV	'Vulnerable'	Presented with low self-esteem and have difficulty in establishing relationships. As a result, these perpetrators were considered to demonstrate sexual harassment in an attempt to gain a positive or romantic relationship. Whilst Type IV perpetrators were likely to only have one victim, they were likely to demonstrate emotionally coercive behaviours over an extended period of time.

Whilst there appeared to be less statistical support for Type II and Type IV, Lucero et al (2003) highlighted that these two categories had a small sample size (Type II $n=8$, Type IV $n=3$) making it difficult to detect and describe common characteristics. It was noted that the 'vulnerable' perpetrator was similar to Lengnick-Hall's (1995) 'insensitive' perpetrator, confirming beliefs that WSH reflects a lack of interpersonal skills or social awkwardness (Pina et al., 2009).

These typological attempts have been criticised in the literature for being simplistic, likening them to the first typological attempts in the sexual offending literature, approximately three decades ago (Pina et al., 2009). As such, it was considered that the typologies were useful for providing professionals with a broad, though simplified, outline of characteristics of perpetrators of sexual harassment. However, due to little information regarding the etiological components of sexual harassment being considered, it was suggested that the typologies provide little guidance for reducing sexual harassment (Pina et al., 2009).

Why is understanding WSH important?

Sexual mockery, flirting, and dating are common within a work environment (Aquino et al., 2014). This may result in some perpetrators not realising that their victims viewed their actions as inappropriate and/or could lead to them minimising the perceived effects of their behaviour, placing blame on others (e.g., "I was just joking...everyone

does it”) (Lucero et al, 2006). Further, feminist research has queried whether females ever truly and freely provide consent to engage in sexual relationships with males in any context, including the workplace. Even if this is not the widely accepted belief, the literature has argued that sexual relationships in the workplace poses particular difficulty for consent, especially if the relationships were between colleagues in differing hierarchical positions (Clarke, 2006).

Perpetrators of WSH face numerous consequences if allegations made against them are investigated, in that they may experience both personal and professional reprisals for their behaviour. These may include strained relationships with colleagues, demotion, loss of job, difficulty in personal relationships and, subsequent mental health difficulties owing to the humiliation and embarrassment associated with the loss of career and/or family (Sbraga & O’Donohue, 2000). Perpetrators of WSH are often ordered to undertake treatment before they are able to return to the workplace (Pina et al., 2009). However, such specific treatment is limited, resulting in many perpetrators engaging in more generalised counselling or psychotherapy (Pina et al., 2009; Sbraga & O’Donohue, 2000).

Educational programs and training on WSH are considered to be beneficial to both employers and employees, assisting in the recognition and education of WSH, however, similar to the generalised treatment offered to perpetrators, prevention programmes do not address the

essential issues surrounding the occurrence of the phenomenon (Pina et al., 2009). By undertaking further research into the characteristics of perpetrators, also increasing knowledge regarding etiological factors for such behaviours, treatment programmes can be developed to address the specific treatment needs, reducing the prevalence of WSH and the likelihood that the male perpetrator's behaviour will escalate to other forms of aggression and violence (Lucero et al., 2003; Pina et al., 2009).

Current Study

Although efforts have been made to develop typologies of perpetrators of WSH, research has highlighted a need for a robust body of evidence profiling perpetrators (Adams et al., 2020). Whilst the aim of the current research was not to directly focus on the profiling of perpetrators, it intended to find recurring themes in the way that individuals who display WSH describe their experiences and define their sexualised behaviour in the workplace. As such, it was anticipated that this may assist in wider research regarding the profiling of perpetrators of sexual harassment in the workplace.

From the literature review, presented in Chapter Two, it was identified that, to date, there has not been any research undertaken with perpetrators, rather research has tended to focus on victimisation and prevalence. As a result, little is known about the motivations for engaging in WSH. Therefore, the primary aim of the current research

was focused on gaining an understanding of workplace sexual harassment based on the personal perceptions of those who display such behaviours, through exploring their experiences using the qualitative methodology of Interpretative Phenomenological Analysis (IPA, Smith, 1996).

METHOD

Participants

A distinctive characteristic of IPA is its commitment to the comprehensive interpretive account of the participants experiences. Such analysis can only realistically be undertaken with a small sample (Smith & Osborn, 2008). As IPA analyses the understandings and perceptions of a particular group, it is recommended that samples for such studies are selected through using a purposeful sample of participants who have experienced a particular phenomenon (Smith & Osborn, 2003; Rivotuso, 2014).

The current study used purposeful sampling to select four voluntary male participants; within the recommended sample size for doctoral studies (Clarke, 2010) This allowed for sufficient in-depth engagement with each participant, whilst also permitting a detailed examination of similarity and difference (Smith, Flowers & Larkin, 2009). Advertisements for the study were placed on social media (Facebook, Instagram, Reddit and LinkedIn), with the participant criterion (have contact with females and identify as having displayed WSH). In line with the definition for WSH, used throughout the research (detailed in the introduction), it was important that participants displayed behaviours associated with WSH on more than one occasion, though the severity of the behaviour was not crucial.

Participants self-referred for the study and provided confirmation that they met the participant criterion, noted above. Mean age of volunteers at the time of the interview was 48 years ($SD = 8.86$), ages ranged from 35 to 58 years. Participants were predominantly, white British and were residing in the Midlands area of the UK at the time of the interview (Please see table 8 for demographic information). All participants were employed and had been in full-time employment for a significant period of time (10+ years). None of the participants reported any involvement in workplace disciplinarys and/or legal proceedings as a result of their workplace sexual behaviours. Whilst participants current job title was not explicitly collected as part of the study, throughout the interview process, participants referred to a range of employment history, including lorry driver, builder, managerial positions, taxi driver, factory worker, warehouse associate, chef, and DJ. No other demographic information such as employment sector, educational history, socio-economic status and job title were collected.

Table 8- *Participant Demographic information*

	N	%
Age		
35-40	1	25%
40-50	1	25%
50-60	2	50%
Marital Status		
Co-habiting	1	25%
Married	3	75%
Ethnicity		
White British	3	75%
Black or African American	1	25%
Industries worked in		
Construction	1	-
Entertainment	1	-
Hospitality	1	-
Manufacturing	1	-
Retail	4	-
Transportation	1	-
Other	1	-

Materials

Interviewing is one of the most powerful and widely used tools within qualitative research and whilst other methods can be utilised, semi-structured interviews remain the exemplary data collection method for IPA (Eatough & Smith, 2008). The use of the semi-structured interviews in the current study, allowed participants to introduce views the lead

researcher has not considered, whilst also ensuring that the topic of interest is covered (Smith & Osborn, 2008).

In the current study, the researcher used an interview schedule, consisting of open-ended questions, for guidance to allow discussions to flow and stay on topic throughout (see Appendix D). Each participant was interviewed on one occasion. Interviews were conducted over Microsoft Teams due to Covid-19 restrictions. By undertaking the interviews on Microsoft Teams, participants were able to choose their location, allowing for comfort and safety, whilst allowing for the necessary privacy required given that it was not possible to meet in a secluded office.

The interviews were, with the permission of participants, audio and visually recorded using the Microsoft Teams app to ensure that all the interview is captured proficiently, and no speech was missed. Observations made by the researcher during the interview were also recorded using a notepad and pen (Alase, 2017).

Procedure

Following their expressed interest, individuals were provided with an information form providing a concise summary of the purposes for the study, ethical considerations and involvement requisites (see Appendix F).

Interviews lasted between 81 and 120 minutes. At the outset of each interview, participants were asked to provide their informed consent for the interviews to be visually/audio recorded and their participation in the study (see Appendix E). On providing consent, participants were reminded of the ethical considerations (their right to withdraw, confidentiality and use of breaks throughout the interview). Interviews commenced by the participants describing their current job role, allowing them to focus their thought processes and to become accustomed to the researcher/interview.

Participants were asked to describe their interactions with their colleagues, prior to being asked a series of questions regarding their experiences/perceptions of WSH. Interviews concluded with participants again being asked to describe their interactions with their colleagues. This was used to assess whether the participant's response was influenced following the focused discussions on WSH. Following completion, participants were thanked and provided with debrief information (see appendix G).

Analysis

IPA is an efficient data collecting tool which attempts to explore personal perceptions/accounts of an event rather than producing objective assertions (Smith & Osborn, 2008). Such analysis involves the researcher attempting to develop significant familiarity with the participants' personal experiences, enabling them to gain an understanding of what it is like to have experienced such an event and empathise with participants, whilst also allowing for critical analysis to fully make sense of the experience (Smith & Osborn, 2008). It was therefore considered that IPA was the best approach to answer the current study's research questions and apply meaning to WSH from the perceptions/experiences of those who identify as displaying such behaviour. Data analysis followed a five-step process (see Table 9).

Table 9- *Five step data analysis procedure*

Step Number	Procedure
Step 1	The researcher transcribed the interviews, following Mergenthaler and Stinson's seven principles (McLellan et al. 2003). This included long pauses and deep sighs to characterise the emotion participants felt towards a certain topic. Phrases and inaccurate use of the English language was also included throughout transcription, so as not to change the characteristic of the participants viewpoint/experience (see appendix H). Participant names were replaced with pseudonyms (Carl, Trevor, Matt, and Ken).
Step 2	The transcript was read on several occasions to allow for researcher familiarity with the account. During this stage, the transcripts were annotated, noting areas of interest or significance (Smith & Osborn, 2008). This ensured that preconceptions did not influence the analysis (Larkin & Thompson, 2012).
Step 3	A line-by-line analysis was then undertaken on a new, clean version of the transcript, providing the core analysis of the data and assisting in identifying themes, psychological concepts and metaphors/imagery (Larkin & Thompson, 2012). Where similar themes were identified, the same theme title was repeated (Smith & Osborn, 2008) (see Appendix I)
Step 4	The initial themes were listed based on their chronological order (see Appendix J). These were then analysed for patterns, with similar themes being 'clustered' together (See Appendix K). Once confident that the transcript was interpreted sufficiently, cumulative patterns were accumulated into a table, with the line number (see Appendix L).
Step 5	Following the interpretative analysis of all transcripts, a final table of superordinate themes was constructed (Smith & Osborn, 2008).

Validity and Reliability

Unlike Quantitative research, Qualitative researchers are rarely afforded the opportunity to employ sampling strategies or statistical manipulations to control for the effect of particular variables (Maxwell, 2008). Rather, they must use evidence collected during the research to make the alternative hypothesis implausible. Researcher bias and reactivity were considered to be the most prominent threats to the current study. Descriptive validity and interpretation validity were also relevant, though considered to be less salient.

Researcher Bias

The current study was completed as part of a doctoral thesis and as such there were insufficient resources to employ an additional researcher for peer feedback. In part such bias was reduced by the research being reviewed by the University supervisor, though this did not include full in-depth analysis of the data transcripts.

Research into WSH has, historically, focused on the female 'victims', therefore this study aimed to understand the experiences/perceptions of the male 'perpetrators' (e.g. Berdahl, 2007). When considering factors that may negatively impact the current study, the researcher identifies as female, with their views and values aligning with fourth wave feminism. Fourth-wave feminism seeks equality and is inclusive of

diverse sexualities/cultures, using intersectionality as a theoretical framework (Philips & Cree, 2014). As a result, fourth-wave feminism has created a 'call out' culture in which misogyny or sexism is challenged to demobilise the power that one gender has over another (Philips & Cree, 2014). The researcher, as a practitioner, was aware of the effects of blame (rejection, self-hate, shame) and therefore, felt it was more beneficial to gain further understanding when misogynistic/sexist remarks were made as opposed to placing blame (Pickard, 2014).

Whilst remaining integral to the research aims, the following measures were implemented to reduce researcher bias. Participants were allowed to self-select to participate in the study, with no inclusion restrictions being implemented regarding the type or extent of WSH being demonstrated. An interview schedule also assisted in ensuring that questions remained on topic, minimising the opportunity for the data to be contaminated by collection techniques (Onwuegbuzie & Leech, 2007). Additionally, as part of the requirements of a practitioner doctorate, a forensic practice diary was maintained documenting reflections and decisions made throughout the current study.

Reactivity

Due to the topic of the research, there was a possibility that participants may have altered their responses/experiences in an effort to present as socially desirable, out of concern that the researcher would condemn

their behaviour and/or their employers would be informed. There was a possibility this could have been enhanced further due to a lack of familiarity with the researcher, along with the interviews being visually recorded. To control this threat to validity, time was given at the beginning of the interviews to speak with the participant assisting in them feeling comfortable with the researcher. They were also asked for informed consent for the interviews to be recorded and reminded of the data management procedures. Throughout the interview, the researcher displayed empathy and non-verbal cues (such as nods, eye contact and different facial expressions), to ensure the participants felt emotionally and psychologically supported, allowing for a greater rapport to be developed. Additionally, due to the interviews being semi-structured, the participants were able to control the discussions. If a topic was explored where they felt uncomfortable, they were provided the opportunity not to answer the question.

Ethical Considerations

Approval

Ethical approval was granted from the Faculty of Medicine & Health Sciences Research Ethics Committee at the University of Nottingham on 8th February 2022 (Ethical Reference Number: FMHS 433-0122). Please refer to Appendix W for ethical approval.

Considerations

Given the nature of the research topic, it was considered necessary that the participants were fully aware of the what the study entailed, so that no deception occurred, and they were able to have as much control as possible. Participants were provided with a concise summary of the purposes for the study, ethical considerations and involvement requisites following an expressed interest in the study. They were reminded, when given this information, that there was no obligation to participate.

Participants were reminded to maintain confidentiality, at the beginning of their interview and advised not to provide specific details about themselves, their workplace(s) or colleagues which could reveal their identity. Upon transcription, each participant was allocated a pseudonym, in order to protect their confidentiality. It was anticipated that participants may have concerns regarding their contributions being identifiable, thus resulting in repercussions with employers. Therefore, minimal demographic data was collected to reduce possible identification.

This study did not aim to cause distress to participants, and, therefore, did not explicitly ask participants to disclose emotionally harmful experiences. Whilst the use of an interview schedule assisted with this, the format of semi-structured interviews allowed for participants to voluntary share information. Further, due to the nature of the study,

participants may have felt a sense of shame with regard to their behaviour. Care was taken in advance to emphasise to participants that they were free to decline to respond. During interviews, the researcher regularly checked the welfare of the participant and offered to pause/terminate the interview. Within the debrief process, participants were provided information of charities that could offer further support should they require it.

Data Storage

Following completion, video recordings were automatically uploaded to a private Microsoft Streams account. Recordings were downloaded onto a password-protected laptop and stored on the University of Nottingham's servers, which only the Lead Researcher had access to. In line with the university policy, video recordings were deleted after transcription. The research aligned with the requirements of the University of Nottingham's Research Data Management Policy, Information Security Policy, Code of Research Conduct and Research Ethics. Due to handling personal data, the research also abided by the University of Nottingham's Handling Restricted Data Policy and Data Protection Policy. All third-party commercial data or new data that may be suitable for commercial exploitation was protected by the University's Intellectual Property policy.

RESULTS

The primary aim for this study was to examine the motivations and attitudes towards sexual harassment in the workplace based on the personal perceptions of those who display such behaviours. Three superordinate themes with four subordinate themes were identified during the analysis (see table 10).

Table 10- *Superordinate and subordinate themes*

Superordinate themes	Subordinate themes
Perpetrator Characteristics	Inflated view of self Pushing boundaries
Limited Responsibility	Restricted by intimate relationships 'Good honest fun'
Judgement of Others	

Participants were asked to describe their interactions with their colleagues, prior to and following being asked about their experiences/perceptions of WSH, to assess whether the participant's responses altered following focused discussions on WSH. However, there was no observable change in the participants responses, with them providing a general overview of their interactions, rather than being more sexually explicit.

Perpetrator Characteristics

Whilst the participants all presented slightly different to one another, they all demonstrated a need to please others. In some interviews, this was reflected through putting the feelings and needs of others above their own.

I've got all the intentions of just being very arsey about it but obviously I'm a mug and I end up somehow pandering to their needs somewhere along the line. (Carl, pg. 8, line no. 362-363).

even if I'm having the worst day of my life, there's no point going to the shop and taking it out on the people, the staff at the shop. So, I'll I turn up with a smile on my face. You know, I'll have a chat. (Trevor, pg. 6, 232-235)

always there to help people, always there to sort of help out people, you know, with different things, when the shit hits the fan basically, you know. I'm very reliable. I'll always give an honest opinion and they know that as well (Matt, pg. 31, 1057-1062).

This suggests that participants have a desire to be accepted and respected by others, thus often presenting themselves differently in public. Such need to present differently in public was also evident in Ken's responses.

I wouldn't, I wouldn't publicly have a go at anybody, privately I would but not publicly (Ken, pg. 18, 793)

Whilst Carl, Trevor, and Ken appear to have an element of needing to act professional in their behaviour, Matt appears to use the opportunity to highlight his positive, socially respectable, qualities to the interviewer, reporting that he is "very reliable" and "honest".

Inflated view of self

The perception of being known by the majority of their colleagues, has created a sense of popularity and, subsequently, comfort for the participants. In that they have established familiarity with others and therefore, are less likely to be criticised for displaying unfavourable behaviours. Such popularity is also likely linked to a feeling of superiority, with the males feeling that others want to speak to them and therefore accept, or even admire, the behaviour that they demonstrate;

I mean there aren't many people that won't speak to me or don't speak to (Carl, pg. 5, 242-243)

We seem to have erm over the last 18 months, a mass influx of new drivers. So, they quite possibly know me. Do I actually know them no. There's still drivers walking about, and I don't even know who, who they are, and they'll come up to me and they'll talk to me and I'll talk back to

them but if you was to ask me what the names were, I'll be like, I don't know. (Trevor, pg. 5, 176-180)

I get on with everybody. I talk to everybody. I'm VERY, like I say, I'm very sociable. (Matt, pg. 7, 221-222)

This sense of popularity is evident across many of the transcripts, with most of the participants presenting with an inflated view of self. Such increased self-worth was presented differently between the participants, with some participants keen to show their perceived favoured qualities, whereas others demonstrated high self-confidence in the way that they referred to their appearance.

Apparently, I have got erm, I've got a follow, I've got groupies. Literally, staff at the shops, I wouldn't say idolise me but, erm I wear shorts, constantly wear shorts, and apparently, apparently, I've got cracking legs [laughs] (Trevor, pg. 15, 632-634).

her said "I'm telling you now you've got to come here more often, I think you're gorgeous... it was always like "oh you look like so and so off this T.V. programme, I think he's a good-looking guy". Probably wasn't gorgeous, good looking possibly, don't think gorgeous was the actual word she used. (Carl, pg. 9, 440-445).

I was never flirty with my wife, I just thought she was out of my league. Doing myself some injustice. (Matt, pg. 18, 602-603)

I'm a living legend, by the way (Trevor, pg. 5, 176)

Unlike the other participants, Ken presented slightly different. He did not appear to have an inflated sense of self, rather he appeared to not want to be viewed as different to others.

Just a normal guy. Probably a good laugh and a joke erm I don't know, a bit of a erm you know, outgoing guy, you know loves a drink, loves a laugh and a joke. Work hard, play hard. (Ken, pg. 18, 800-802)

By stating that he is "normal" suggests that Ken is attempting to show that his behaviour is not any different to that of other males, therefore he is part of a wider group rather than distinctive and unique. This may be linked with a desire to keep his behaviour secretive, in that by attempting to present as a "normal guy", less attention is given to his sexual behaviour. However, it may also be related to a lack of insight into his sexual behaviour. Similar to the other participants, Ken includes that he is an outgoing, sociable character, emphasising that he has a sense of humour.

I'm a social butterfly me, if you like (Matt, pg. 6, 183)

me as a person is very outgoing, very...I'd say sociable, but only to a certain degree. I do hold, I do tend to hold back. (Trevor, pg. 3, 108-109)

It is clear that being sociable is something that is of importance to the participants and may be linked to the need to be accepted, referenced above. By being sociable, they are also able to create a sense of familiarity with a large group of individuals. This, if intentional or not, is likely to result in them feeling more secure and, subsequently, may make it less likely that issue is going to be raised with regard to their behaviour. Alternatively, as noted above, it is possible that the participants have limited insight into their sexual behaviour in the workplace, viewing it as “normal” behaviour.

Pushing Boundaries

Although many of the participants reported being aware of boundaries, their need to display the behaviour they desired was often greater, resulting in them violating the boundaries set by others.

I can push boundaries, I've, I've been like that since I've, since I've been small (Trevor, pg. 11, 446).

I can push boundaries and I can have little innuendos and little flirtations back and that but that's it. There's no long game like or no prolonged back and forth (Carl, pg. 10, 486-487).

Although both Carl and Trevor have identified that they “*can push boundaries*”, neither demonstrate an attempt to alter their behaviour

rather they provide justifications for it. All participants based the boundaries on their interpretation of what was appropriate.

There's, there's definitely a line isn't there if, if, abusive or if, if the woman's coming on to a man touchy feely or the man's coming on to the woman touchy feely and the opposite person doesn't want it, you've got to say 'listen!' you know. (Ken, pg.12, 553-555).

Ken considered that acceptable sexual behaviour was consensual physical contact, acknowledging that he would intervene should he observe behaviour that breached such boundary. By setting the limit as physical contact, Ken is justifying his actions, as the verbal sexual behaviour that he described demonstrating, throughout the interview, would not violate such boundaries. Carl also justifies his behaviour in a similar manner,

I'd say stepping the boundaries is when you start getting personal, you know digging at them and start saying like you're this or you're this or you're not good at this. I think that's where it starts stepping the mark then (Carl, pg. 6, 270-272).

During interview, Carl reported experiencing "insecurities" (pg. 3, 146), specifically relating to people's perception of him and the need to "just fit in" (pg. 4, 154). It may be that Matt considers remarks defaming an individual's personality characteristics to be significant, as this is

something that he would find difficult. However, he does not consider sexual behaviour to be problematic, as this is something that would not personally affect him, *"I'm quite oblivious to most things"* (pg. 9, 419). Rather, Carl indicates that he is likely to display sexual behaviour in the workplace, without consideration to boundaries, *"things just roll off the tongue and you're like woah"* (pg. 9, 414). Whilst Carl reported that *"getting personal"* is overstepping the boundary, throughout the interview he provided examples of where he displayed such behaviour, demonstrating a disregard for the boundaries and, consequently, the emotions of others.

this person had got a bit of reputation for being a bit of a... she'd been with a few people within this workplace. Really paid no attention to it at first because it was like has she really, well done, congratulations, give her a pat on the back, you know is it some kind of trophy or what? Erm, but I'd been out the night before erm, like down the town bit worse for wear but I'd come in to do erm, a couple of hours overtime before the shift. Course I was in no fit state to do it. Erm, so I sort of sat in the despatch office with a couple of the boys in there and she happened to come in, I dunno what she came in for and then the verbal crap that come out of my mouth just rolled off my tongue and just, just to the point. I think it was something along the lines of "when's my turn?" she just looked me up and down and was like "your turn for what?" I'm like "I aye here to mess about you know what I'm talking about" you know

what I mean, she knew what I was on about but I was dancing around that instead of coming out with the actual word. I think I turned around and said, "listen we all know the rumours" or " we all know what you've been up to" I said erm, [laughs] I'm really gonna cringe saying this but I said something along the lines of "you aint been with me yet" I said, "so you know lets go there" and she was like "no." (Carl, pg. 12, 599-612).

Throughout his description, Carl continues to emphasise that his behaviour on this occasion differed to his usual presentation, reporting that he was "out the night before", hungover, and in "no fit state" to be in work. It is likely that Carl's behaviour violates his moral standards, and as such, he is attempting to portray that he was not able to exert control over his behaviour (Bandura et al., 1996). It is clear that Carl feels entitled to engage in a sexual encounter with his victim, due to her interactions with his colleagues. As such, it could be hypothesised that Carl has stopped viewing his colleague as a human and, instead, views her as a sexual object, thus supporting the socio-cultural theory. By dehumanising his colleague, Carl's empathetic responses are likely to be reduced making it easier for him to mistreat her (Bandura, 2011). .By stating, "*the verbal crap that come out of my mouth*" is another example of how Carl has rationalised his behaviour, minimising his behaviour to "verbal crap", deflecting any responsibility for negative consequences that could have occurred as a result of his words.

Interestingly, none of the participants referenced the boundaries set by the workplace, such as policies and procedures. Rather, some participants highlighted the limited boundaries being set by management.

There's bigger management in other offices, that can overhear any conversation through there. But they don't seem to sort of do much and they can blatantly hear... Probably, don't know, I don't really know. I think, I think some of them [managers] have got, like nobs on that they just turn and it's just off. (Matt, pg. 24, 804-807)

Back in the day with this company there was people there at the time who was managers and they was sleeping with other people, excluding the people who they were married to or living with. So there's these people married or in a serious relationship and they was having affairs with other people at work. (Ken, pg. 13, 562-565)

Although Ken justified his previous actions on the behaviours displayed by managers, his view in this regard has adapted over time with him being more aware of the consequences that his behaviour may have on his job.

nothing like that because in the day what you got away with then you wouldn't be able to get away with now. (Ken, pg. 13, 574-575)

Limited Responsibility

The participants identify several factors which they understand to be causal factors for the WSH they display. A central theme across all transcripts referred back to participants deflecting responsibility for their actions onto other individuals, the recipients of the behaviour, their naivety, and/or biology.

They kind of like sort of egg it on to the point like... cause I get told that she likes me, whether that's the case I don't know. (Carl, pg. 16, 768-769)

when it comes to sexual behaviour, whether it comes to racism, prejudice, it's all, it all depends on the person that it's aimed at. If you, if you know what I mean so everybody's different, I mean, something I could say, for instance to one person, I could say the exact same thing to another person in exactly the same way, and they could take it a completely different way. (Trevor, pg. 9, 379-383)

it was literally just to go for a drink, whether it was my naivety again because sometimes I can be a little bit naïve, I don't know. (Matt, pg. 30, 1025-1026)

There's people, certain, I think that's just like your hormones as such you still think crikey she's attractive. (Ken, pg. 12, 515-516)

By deflecting the accountability to these sources, the males appear to be minimising their involvement, whilst also, to an extent, justifying their actions. They are being influenced by other individuals and/or their own biology. This may be due to an awareness that their behaviour may not be viewed positively by others and, therefore, they do not wish to take responsibility and, subsequently, be associated with such behaviours.

Restricted by Intimate Relationships

In the transcripts, participants often expressed awareness of the impact of their behaviour on their intimate relationships, though rather than stop behaving in such a manner, they placed blame onto their significant other for not being accepting. As a result, the males reported being more secretive when displaying sexual behaviour.

I'll put more of an act on when I'm at home. The reason for that is erm... I have a controlling partner to a certain degree. So, me being... when we met, I was. The best way to describe me, should I say is I'm a rogue. I'm a jack the lad, I'll have a laugh and a joke, and you know, I can bend the rules a little bit and whatever, I'm a bit of a scallywag and that's the person she met but not the person she wants. You know she wants somebody like that, bit of a bad boy image and then mould them into somebody that they want erm, so me being me at work, gets frowned very, very much upon at home (Trevor, pg.7, 260-266).

I mean, I don't really go out as a rule, on my own or you know, go out, have a few beers or meet up with my mates. I don't do none of that because that part of my life is controlled. So, you know, I can probably get a, get a free hall pass for three maybe four times a year (Trevor, pg. 7, 280-283).

Trevor describes himself using terms such as "scallywag" and "jack the lad", attempting to display his behaviour as innocuous rather than malicious. By using such labels and adding "a little" projects his innocence, indicating that his partner is unreasonable for wanting to change this. Although Trevor describes his partner as "controlling", he adds "to a certain degree". It could therefore be considered that Trevor has some awareness that the behaviour he demonstrates is not appropriate and would not be accepted by his wife. However, due to the boundaries of his intimate relationship, he feels unfairly treated and restricted in his behaviour. Similar feelings of unfairness were displayed by Matt.

I couldn't go out anywhere with her because I couldn't talk to another woman. Erm or she would brand her a slag or 'what you talking to her for' and it was just...that's why I say that part of my life was the lowest of the low (Matt, pg. 5, 146-148)

Like Trevor, rather than adapting his behaviour, Matt chose to stop socialising with his ex-partner. Matt viewed the inability to talk to other

females as a restriction on his behaviour, feeling that this is unfair and thus describing that time of his life as the "*lowest of the low*". In an attempt to describe his behaviour as acceptable, Matt deflects responsibility, failing to understand how his behaviour may impact on his partner. Carl also demonstrated awareness of the affect his behaviour has on his partner, though continues to display such behaviour.

If my Mrs heard me say that her'd kill me. Her'd batter me. She probably knows I have these conversations, she ain't daft, but I think if she ever found out I was having these conversations and saying certain things she'd be like "well why don't you just go to her then, you know if that's what you want" her wouldn't be impressed. We've had, we've had things where erm, she's read too much into certain things. There was a message on Facebook a long time ago before I got married erm, and all it was it was very innocent it was a case of erm, it was somebody I was meeting well before I met my Mrs erm and then she messaged me randomly and it was very innocent it was a case of like erm, "hi how have you been?" (Carl, pg. 17, 821-828)

By stating that he would be the recipient of such behaviours, Carl attempts to place himself into the victim-role, rather than acknowledging that the behaviours would be a retaliation to his actions. He continues to provide an example, though states that his partner has "*read too much into certain things*". This deflects responsibility from himself and instead attributes blame onto his partner for misinterpreting his behaviour. The

repetition of the word “innocent” maintains the victim-stance, insinuating that his partner has ‘overreacted’ and that he is not responsible for such a reaction.

“Good Honest Fun”

A central theme within all the transcripts related to a sense of minimising their behaviour. In particular, the participants referred to their behaviour as “banter”. Describing their behaviour in such a way deflects responsibility from themselves, such that if an individual is affected by their behaviour this is a reflection of that individuals’ personality, in that they are unable to tolerate humour. Such outlook reduces the likelihood that victims will raise issue or report their behaviour, as they would not want to be viewed in such a manner.

I’ve been a bit flirty here and there but like sort of a banterish way (Matt, pg. 12, 423)

A lot of the time I think a good laugh and a joke makes the day go quicker. (Ken, pg. 11, 490)

Erm [pause] that's all I put it down to really. See, generally, on my side just innuendos and a laugh (Matt, pg. 9, 313-314)

I'll have a little cheeky, cheeky, bit of banter with them and that's all it is it's being cheeky. It aint, to me it's being cheeky, it aint sexualised in

any sort of way, if that, you know, if I say, 'where do you want this?' and they'll look at me and I'll look and say where you're thinking is not either big or is it clever or it's, you know what I mean, stuff like that (Trevor, pg. 12, 474-478).

The desire to meet their own needs through the use of humour is evident across the transcripts, with limited consideration into the affects that it may have on others. The ways in which the participants viewed such humour differed. Trevor acknowledged that he should not be displaying the sexual 'banter', though expressed an unfairness that he is unable to demonstrate such behaviour.

You know and erm, yes, I do... I have a lot of banter. But that's because I was brought up on old-school Carry-On films with all the double entendres and everything and I just, I... I think it's great. It's a shame that you can't... it's... I don't see why I should not be able to... as long as it's erm...what's the word I'm looking for? Erm as long as it isn't done in bad taste or to make someone uncomfortable. (Trevor, pg. 4, 122-126).

By expressing the view that the humour should not be done in "bad taste" or "make someone uncomfortable", indicates that Trevor likely has some insight that his "double entendres" may make others uncomfortable, though he does not apply this to the "double entendres" that he displays. Rather, he distorts the consequences of his WSH,

justifying it as humour that is not said in “*bad taste*”. This minimisation allows him to morally justify his actions and, subsequently, continue to demonstrate this behaviour (Bandura, 2011). Whilst Trevor’s humour appeared to be more generalised, Carl described using other’s emotions for his own entertainment, demonstrating little consideration into the impact that this may have on the other individual.

I found it quite funny. Whether I liked it or not I don't know, I think it was just a case of I could wind her up with it. So, erm, yeah I used to stir it up a bit like, not, not because I was like flirting back, it was a case of I can have a good laugh with this you know, she let it, she let it out the back that she's interested, obviously I aint looking at it that way, but I can give her some stick now like, just, just wind her up a bit. (Carl, pg. 10, 471-475)

Carl enjoyed the attention that he received from the female and wanted this to continue, therefore whilst he does not have the same romantic feelings towards the individual, he continues to show her interest for his own entertainment. Whereas Ken described using humour to enhance his sexual encounters.

Yeah, yeah just talking away, talking about sex, laughing and joking about sex and then we went outside later on (Ken, pg. 8, 351-352)

Whilst also justifying his sexual behaviour by referring to it as reciprocated humour.

Well flirting is different to sexual you know because I think flirting is open banter a lot of the times like a good laugh and a joke between two colleagues (Ken, pg. 8, 359-360).

But also as well, you, you get the thing with people, some people like having the sexual jokes and the flirting and things like that, other people I wouldn't say they find it offensive but they don't find it easy talking about things like that, which no problem (Ken, pg. 9, 389-391).

Although Ken is aware of not everyone being accepting of his behaviour, he recognises that an individual may not "*find it easy*" to engage in sexual humour and minimises the affect it may have on others. Rather, Ken is of the view that it is for him to be accepting of individuals who do not wish to demonstrate such behaviours, with him stating "*which no problem*".

Judgement of others

Whilst the participants attempted to minimise their behaviour, accepting it as "*good honest fun*", they did not have the same views towards others demonstrating such behaviour.

Like having access to certain places in the place and then going there with that individual. Erm abusing the position of power to be honest where like you know look at me, I can do this, I can make this happen obviously getting caught aint great is it erm and work aint the place for it is it. (Carl, pg. 20, 989-991)

I don't think he actually thought he had done anything wrong, but he was just like, yeah, me and my wife we're into swinging, blah blah, blah and it's like, like when I found out about that, I was like that's a little bit creepy you wouldn't do that to somebody that you've only met like 2 hours ago (Trevor, pg. 13, 551-554)

It, could, also be linked to the participants view of self, fearing competition from others or that their behaviour should be admired.

it probably in his eyes he's just having the same banter as I am really but erm, I tend to know what the limits are, whereas he probably didn't at that particular time. Erm and him only being there, going there for the first time, like, you know... (Matt, pg. 19, 644-646)

Although all the participants disagreed with certain sexual behaviour being demonstrated in the workplace, for the majority, they did not view the sexual behaviour as unacceptable, rather they felt that the manner in which the behaviour was undertaken was not acceptable. This was

highlighted when discussing whether they would intervene if they observed sexual behaviour being demonstrated.

Erm in probably a professional way, sort of got back to the cab and sort of gone, yeah I can't believe you've said that because you don't even know them, you need to be careful of what you're saying. I have said that [coughs] to a couple, you know like, you've got the whipper snappers, here now, like, the young kids who come in and took over you know. Yeah, some of them are a bit OTT you have to sort of knock them down a little bit. (Matt, pg. 19, 634-638)

I think I'd probably pass comments to that person away from the situation going "you was pushing it there" but I don't think I would say anything unless they were being well over the top and they was being full on and you can see that person was like very awkward, very uncomfortable. (Carl, pg. 21, 1064-1068)

DISCUSSION

This research has focused on the perpetration of workplace sexual behaviour, with the aim of exploring the personal perceptions of those who display such behaviours. By doing so, it contributes to a broader understanding of the cognitive processes that perpetrators use to justify their engagement in workplace sexual behaviour.

Throughout the current study, similar to previous research, participants were observed to minimise and/or justify their behaviour (Lucero et al., 2006). This often resulted in the participants deflecting responsibility for their actions, placing blame on others instead, *'they... sort of egg it on'*. Such externalisation of blame has been found in other sexual offending research and has been associated with attempts to reduce shame (Brennan et al., 2016). It is likely that similar attempts were made in the current study, with participants often attempting to present themselves positively.

The minimisation of how their behaviour may affect others was a recurring theme throughout the data, with participants presenting their behaviour as harmless, *"good honest fun"*. In particular, participants attempted to emphasise how WSH was reciprocal *"flirting...between two colleagues"*, describing that *"some people like having the sexual jokes"*. Whilst this refutes previous research, which suggests that sexual behaviour in the workplace can create a hostile, offensive, or intimidating

working environment (Fitzgerald et al., 1999), it is arguable that participants were aware that their behaviour has potential to create such an environment, though attempted to justify this in a positive manner. Some participants recognised that their behaviour may not be perceived positively by all individuals though continued to display the behaviour and, in one instance, recognised that that they use others for their own entertainment, with little consideration of the impact that this may have on the recipient. This supports the Socio-Cultural theory, in that males view females as objects for their own enjoyment (Pina et al., 2009), whilst also allowing perpetrators to overcome internal inhibitions by justifying their actions as reciprocated humour (O'Hare & O'Donohue, 1998).

The data evidenced a limited adherence to boundaries by participants with regard to their daily interactions, as well as their WSH. This may be linked to their increased sense of self-worth, feeling that the boundaries are not applicable to them, suggesting a lack of social conscience (Lucero et al., 2006). Similar to other sexual aggressive behaviours, it could be hypothesised that those who display WSH may experience entitlement bias, thus believing that their actions are justifiable because of their inherent superiority (Steel et al., 2020). Such cognitive distortions are likely to prevent the perpetrator from correcting their behaviour, thus being a causal factor to repeat perpetration (Brennan et al., 2016).

All the participants portrayed their victims as willing recipients and, whilst this may be the case according to the natural/biological model, it could again reinforce the cognitive distortions demonstrated by the participants. It may be that participants recognised that their behaviour was harmful, evidenced by their need to conceal the behaviours they demonstrate at work from their partners. However, by minimising their behaviour, referring to it as a “little innuendo and little flirtation” (Carl, pg.10, 486) and highlighting the lack of boundaries implemented by management, allows participants to be morally evasive, displacing and diffusing responsibility for their actions (Bandura, 2011).

The need to meet their own desires was evident in other areas of the participants behaviour. In particular, when considering their personality characteristics, participants highlighted a sociable aspect to their character, noting how they were popular amongst their colleagues. This has potential to create a sense of power within participants. Therefore, whilst they may not hold a higher position of power to their victims in terms of job responsibilities, they may perceive themselves to be more dominant. Such perceptions support the literature, which suggests that perpetrators identify with hypermasculine stereotypes, viewing themselves as having greater status to others (Berdahl, 2007; Sbraga & O’Donohue, 2000).

Lengnick-Hall (1995) suggested that there were three types of perpetrators: 'Insensitive', 'Hardcore', and 'Opportunistic'. The data from the current research suggests that these types are not independent of one another, with participants displaying all three types congruently. Specifically, participants appeared to be more willing to engage WSH despite being aware of the possible consequences. Additionally, they were more likely to opportunistically take advantage of a situation rather than plan their sexual encounters. Whilst the 'hardcore' traits were less evident in the participants, during interviews, the majority of participants reported that if confronted about their behaviour they would apologise, though would continue to demonstrate such behaviours away from the individual. This suggests that there is a self-centred motivation to engage in WSH, with the perpetrators being more concerned about their own needs rather than taking into account the effect on others.

Pina et al., (2009) reported that typological descriptions of sexual harassers were limited in their clinical usefulness, due to the simplistic nature of descriptors. Data collected from the current study is supportive of this, in that the participants displayed behavioural indicators related to three of the four types detailed in Lucero et al. (2003) research. Specifically, they demonstrated an element of persistence, in that they displayed WSH to several victims exhibiting competitive behaviours. 'Exploitative' behaviour was also evidenced, with participants displaying

out-going personality characteristics. Such characteristics created a sense of popularity, which is likely to have an intimidating effect.

The data in the current study supports O'Hare & O'Donohue's (1998) four factor model, in that it found that the motivations for harassment included a need for attention/admiration, control and power. Perpetrators overcame internal inhibitions through the minimisation of their behaviour, justifying their actions as harmless humour that is often desired by the recipient and, even reciprocal. With regard to overcoming external inhibitions, the perpetrators reported a lack of adherence to boundaries and/or organisational policies/procedures, reporting limited concern for potential repercussions. This largely related to a mistrust in management. To overcome victim resistance, the perpetrators described developing familiarity with the recipient, often seeking the recipient out and developing trust. This, along with presenting as a 'genuine', sociable, popular individual, is likely to have resulted in the recipient being unaware of the harassment, with this likely being perceived as 'friendliness'. In instances where the recipient is aware, it is likely that they would not communicate discomfort due to fear of repercussions.

Methodological Considerations

With qualitative research, there is always a concern that participants may not provide a true reflection of their experiences, related to apprehensions that they may not be perceived positively and/or will be judged. Whilst measures were put in place to reduce the threat of reactivity, it was not possible to eliminate it from the study completely and on reflection, it was evident that in two of the interviews the participants presented as seductive, at times. This likely affected the way in which they portrayed themselves and/or their experiences. However, in the interviews where the flirtatiousness was displayed, the participants appeared to be open about their experiences, discussing their behaviours in-depth.

By conducting semi-structured interviews, participants were able to reflect on issues of importance to them. Due to Covid-19, interviews were conducted over Microsoft Teams. Whilst this allowed individuals to participate in the interview in an environment where they felt comfortable, there were, at times, technological issues, which caused interruptions to the interview.

The data used in the study is from a limited group of volunteers, therefore there is potential that the findings may include bias. The study was intended to be exploratory in nature, therefore a small sample size

was utilised to develop detailed analysis of personal experience. Further research should be undertaken to allow for more generalizable results.

Conclusion and Future Directions

Overall, the findings from the current study suggest that there is an underlying egotistical element to perpetrators behaviour when displaying WSH. Specifically, perpetrators appear to be motivated by a need to be acknowledged and admired. This may be a disguise, concealing insecurities as a result of past trauma and interpersonal difficulties. Perpetrators described a sense of popularity. Such presentation provides perpetrators with a sense of safety, in that they can continue to display WSH with the knowledge that they are unlikely to experience consequences of their actions.

Perpetrators often attempted to deflect responsibility for their actions onto others. In particular, blame was placed on their intimate relationships, with many of perpetrators stating that their partners were controlling. The main reason provided for this was that they were unable to speak with other females or display the same behaviour that they did in the workplace, in front of their partner. Perpetrators did not appear to understand that this could be a reflection that their behaviour was inappropriate. Rather, they continued to display their behaviour, creating two personas, the out of work '*family man*' and in work '*sexual harasser*'. Again, this appeared to be motivated by a desire to meet their own need

for attention from others, regardless of any potential upset caused to their loved ones.

All perpetrators characterised their behaviour as an act of humour, with the majority being motivated by a desire for enjoyment in their daily work. They often justified their actions as "*open banter*" and "*flirting*", suggesting that the recipient was consenting to the WSH being displayed towards them and even reciprocating the behaviour. However, perpetrators did not hold the same view to others demonstrating WSH. Whilst they initially reported that they did not have issue with WSH being demonstrated, they often added conditions for the behaviour to be acceptable and following such with examples where they had reprimanded others for displaying the same behaviour as them. It appeared that this disdain for WSH being displayed was more motivated by competition, with perpetrators feeling that other individuals did not have the same right to display WSH and/or did not have the same level of familiarity with the recipient as they did.

Treatment options for perpetrators of WSH is currently limited, therefore perpetrators are often ordered to engage in more generalised counselling or psychotherapy (Pina et al., 2009; Sbraga & O'Donohue, 2000). The current study aimed to gain an understanding of perpetrators experiences due to WSH literature focusing on victimisation and prevalence. In doing so, it has provided a broader understanding of the cognitive processes used by perpetrators to justify their behaviour,

recognising that perpetrators may have difficulty in adhering to boundaries, will use humour to minimise their actions, and blame others. However, these accounts are limited to the perceptions of four individuals and does not take into account other factors that could potentially impact on the individuals behaviour. It would therefore be beneficial that empirical research is undertaken with individuals who identify as displaying WSH, comparing their sexual encounters, personality characteristics, and attitudes towards females with those who do not demonstrate such behaviours.

**CHAPTER FOUR - THE EFFECT OF THE WORKPLACE ON
SEXUALISED BEHAVIOUR**

ABSTRACT

Previous literature has suggested that workplace sexual harassment (WSH) is an unwelcome act of a sexual nature that is perceived by the recipient as hostile, humiliating or threatening to an individual's well-being (Fitzgerald et al., 1997; Ram et al., 2016). However, research has tended to focus on characteristics of those who experience sexual harassment, as opposed to the characteristics of those who display such behaviour (Pina et al. 2009). The empirical study presented in this chapter aims to address whether there was a difference in the attitudes towards women and personality characteristics of those who do and do not display WSH. A difference in the sexual behaviour displayed in a work environment to that in a licensed venue was also explored. 131 males, aged 18-65, volunteered to complete an online questionnaire; 90 of whom were determined to display WSH, with 41 not displaying such behaviour. Three psychometric measures were included in the study: the Sexual Experiences Questionnaire (Fitzgerald et al., 1988), Updated Illinois Rape Myth Acceptance scale (McMahon & Farmer, 2011) and the Short Dark Tetrad scale (Paulhus et al., 2020). Results showed a significant difference in the type and amount of unwanted sexual attention being displayed in a licensed venue compared to the workplace. Participants were more likely to endorse gendered views in a work environment than in a social context. With regards to attitudes towards women, there was no significant difference in the overall rape myth

acceptance between groups, suggesting that those who display WSH are no more likely to hold adversarial beliefs about females than those who do not demonstrate WSH. Nevertheless, those who display WSH are more likely to have narcissistic and/or psychopathy personality traits than those who do not display WSH. Findings suggest that sexual harassment is more likely to be demonstrated outside of the workplace, though those who display WSH are likely to have characteristics associated with grandiosity and a need for power/dominance. Further, they are likely to attempt to disregard the accountability of the actions of males who display sexual harassment. The findings support the recommendation that the term sex-based harassment is used rather than sexual harassment, to move away from the focus on sexuality and incorporate gender (Berdahl, 2007).

INTRODUCTION

What constitutes as sexual harassment is a continuing debate within the social science and legal arenas. As noted within the introduction to this thesis, Fitzgerald et al. (1997b) described sexual harassment as a psychological construct, in which unwanted sexual behaviour is considered by the recipient to be offensive or threatening to their wellbeing. Therefore, asserting that harassment is, by definition, behaviour that is considered to be unwelcomed by the recipient (Fitzgerald et al., 1995). However, such definition is flawed as individuals are likely to have different perceptions about what may be offensive or threatening. Some researchers have attempted to make the definition more specific, focusing on environment, gender, and behaviour. For example, in their definition of sexual harassment, Tuerkheimer (1997) stated, "when a woman in a public place is intruded on by a man's words, noises, or gestures ... he asserts his right to comment on her body or other features of her person, defining her as object and himself as subject with power over her" (p. 167). Similarly, Laniya (2005) also described sexual harassment as being "the unsolicited verbal and/or nonverbal act of a male stranger towards a female, solely on the basis of her sex, in a public space" (p. 100). Nevertheless, despite the slight differences in the definitions, research generally agrees that males are more likely to be perpetrators and female's victims.

According to the Organisational Model, referenced in the main introduction, sexual harassment is likely to be displayed in masculine workspaces, wherein the male perpetrator can exert power over his victim (Bergman, 2019; O'Hare & O'Donohue, 1998). However, such approach fails to understand why sexual harassment can occur outside of the workplace. Like the Organisational Model, the Interactionist Approach, developed by Pryor et al., (1993, 1995) suggested that situational factors are likely to impact on the occurrence of sexual harassment, whilst also recognising that individual differences are likely to also play a part. Fileborn (2013) suggested that the two main distinguishing factors between workplace and street harassment is the environment in which the behaviour is demonstrated and the relation of the perpetrator to the victim. In particular, Wesselmann and Kelly (2010) reported that sexual harassment is most likely to be perpetrated by males with individual inclinations for sexual harassment in settings where the situational norms are ambiguous, tolerant or supportive of such behaviours, with both factors needing to be present for sexual harassment to be displayed.

Social identity may also offer insight into why sexual harassment is displayed in and out of the workplace. Individuals frequently identify as part of a social group (Dougherty et al., 2011). As individuals become more involved in the group, they have a propensity to misplace their privately held norms and values, usually used to guide their behaviour,

resulting in the engagement of anti-normative behaviour, and the submergence of their rational behaviour with the 'group mind' (Stott, Hutchinson & Drury, 2001). Stott, Hutchinson and Drury (2001) argued that the 'group mind' obstructs rational control of an individual's behaviour, allowing unpremeditated influence and the domination of primitive drives. Further, the loss of public self-consciousness, caused by anonymity, a lack of accountability, and diffused responsibility, may result in individuals having a lower concern for others and reprisals (Prentice-Dunn & Rogers, 1982, 1989). Therefore, when such ingroup memberships are held in high regard, an individual is more likely to adapt their communication and behaviours to align with the group values and morals, with them viewing both self and other group members positively (Dougherty et al., 2011). Although some researchers have focused on social identity and group influence in perpetrating sexual harassment, further research is required.

Perpetrators and Type of Sexual Harassment Displayed

Research focusing on sexual aggression more generally has suggested that male perpetrators have higher levels of psychopathy-related personality traits when compared to non-offenders (Abbey et al., 2012). Further, it is also suggested that, due to narcissistic personality traits presenting as grandiose and dominant, those who have narcissistic personality features are at a heightened risk of displaying sexually coercive behaviours, as well as sexual aggression. Both Sadistic and

Machiavellianism personality traits have also been identified as important factors to consider when measuring sexual behaviour, due to social manipulation and coercion (Abbey et al., 2012). Koscielska, Flowe and Egan (2020) argued that these four personality traits are important aspects to consider when measuring sexual harassment. Nevertheless, no studies have specifically examined perpetration of sexual harassment or engaged with perpetrators, rather research has tended to focus on victimisation and prevalence (Fileborn & O'Neill, 2023). As a result, little is known about the motivations for engaging in sexual harassing behaviours.

Originally, workplace sexual harassment (WSH) was considered to be behaviours displayed by some male supervisors towards some female subordinates, though research has highlighted that this is not always the case with sexual harassment being displayed by co-workers, customers, subordinates, and strangers (Berdahl & Raver, 2011).

In exploring females' experiences of sexual assault amongst college students, Koss et al. (1989) found that attacks by strangers and intimates were more violent than those perpetrated by acquaintances. Little is known about the differences in the intensity between sexual harassment perpetrated by strangers or known associates. However, similar to findings in other sexual offending literature, McCarty et al. (2014) reported that sexual behaviours perpetrated by individuals known to the victim are rated as less sexually harassing when the relationship

between perpetrator and recipient is close. It was considered that this was associated with the recipient having a better understanding of the individual's personality, viewing the sexual behaviour as less hostile or malevolent. As such, McCarty et al. (2014) suggested that individuals who are known to the victim are likely to be granted more flexibility when displaying sexually harassing behaviours than a stranger who engages in the same behaviour.

Ullman et al. (1993) reported that females' resistance to sexual assault does not differ depending on their relationship to the perpetrator, though those who know the perpetrator are less likely to draw attention to the situation (e.g., through shouting/reporting) or run away. Not raising alarm to the situation, may be driven by the victims not wanting the known assailant to be punished, likely attributable to having an understanding of the perpetrator's personality prior to the assault, though could also be linked to fear of further repercussion or fear that they will not be believed by others. Clair et al. (2019) reported that declaring sexual harassment to others is "simultaneously painful and supportive" (p. 3), in that it requires the victims to express trauma with the possibility of not being believed.

When considering the victim's reaction, it is important to consider the type of sexual harassment being displayed. Previous research noted that the most frequent reported sexual harassment complaints are non-physical, focusing on sexual teasing, comments of a degrading nature,

intrusive questions, and verbal remarks/requests regarding the female's body (AHRC 2008; Berdahl and Aquino 2009; Fitzgerald et al. 1997b; Magley et al. 1999). Similarly, McCarty et al. (2014) suggested that stranger sexual harassment largely consists of unwanted sexual attention, with some forms of sexual harassment less likely to be perpetrated by a stranger, such as sexual coercion. Sexual coercion requires an element of power over the victim, to provide the victim with a desired outcome for a sexual deed, which is unlikely to be evident in a stranger relationship (McCarty et al., 2014).

While sexual coercion is perceived to be more harmful, due to it involving threats and bribes, unwanted sexual attention occurs more regularly (McDonald, 2012). Nevertheless, research has shown that more than half the women who reported experiencing one form of sexual harassment (unwanted sexual attention, gender harassment, or sexual coercion) had experienced at least one other form of sexual harassment, suggesting that where one type of sexual harassment is present, so typically is another (Berdahl & Raver, 2011).

Sexual Harassment and The Environment

Macmillan et al. (2000) reported that the primary distinguishing feature between WSH and street harassment was the environment. A UK Government survey, conducted between 2019 and 2020, found that of those who reported experiencing sexual harassment in the last 12 months, two-fifths (31%) had experienced sexual harassment inside

work, whilst nearly three quarters (57%) had experienced sexual harassment outside of work, with 31% reporting that the sexual harassment occurred in a licensed venue. This equated to 13% of the general public experiencing sexual harassment inside the workplace and 23% experiencing such behaviours outside of work (Government Equalities Office, 2020). Regarding the location of Workplace Sexual Harassment (WSH), 20% experienced sexual harassment at their physical place of work (e.g. the office) and 13% experienced sexual harassment when socialising with colleagues outside the workplace.

The Four-Factor Model has attempted to provide a theoretical explanation as to why WSH may occur. Specifically, O'Hare and O'Donohue (1998) proposed that an unprofessional environment, along with other external factors e.g. reduced grievance procedures, sexist attitudes, and lots of private spaces, may increase the occurrence of sexual harassment. Whilst gender harassment, and exposure to sexist attitudes, appears to be less threatening and, thus, more socially acceptable than physical sexual contact, such behaviour identifies a workplace as a masculinised space. As such, the workspace becomes an environment which supports and perpetuates harassment and discrimination in socially acceptable ways (Cleveland et al. 2005; Thornton 2002). By being in a masculinised space, individual's judgments and attitudes are likely to be influenced. Therefore, when a female is present, pre-existing beliefs result in behavioural information

being interpreted in a manner consistent with such beliefs (Ward et al., 1997). This is likely to affect the behaviour displayed towards the female. Further, in masculine work cultures, females often avoid defining their experience as sexual harassment, in order to be viewed as competent and a member of the team (Collinson and Collinson, 1996).

Although the Four-Factor model is useful in providing an explanation as to why sexual harassment may occur between colleagues both in and outside of the workplace, it dismisses sexual harassment occurring in other environments, e.g. a licensed venue. Researchers have highlighted the unique culture which licensed venues have, making them different from other social contexts (Fileborn, 2012). Specifically, Williams (2008) highlighted that licensed venues signify excitement, hedonism, and pleasure, providing a space which may not be available in day-time spaces. This may give rise to “non-regulated” behaviours being present (Williams, 2008,p.519). Further, one of the main reasons individuals frequent licensed venues is to connect with others, including potential romantic/sexual partners (Graham et al., 2010). Some researchers have therefore presented the argument that drinking establishments are considered to be open social spaces where individuals have the right to initiate interactions (Fileborn, 2012).

Sexual Harassment and Attitudes Towards Females

Crouch (2009) argued that the purpose of sexual harassment is “to keep women in their place... a means of maintaining women’s status as

subordinate in society” (p.137). Similarly, many researchers have suggested that sexual harassment is part of a larger, more general dimension of hostility towards women (Russell & Trigg, 2004). In that, males with a proclivity to display sexual harassment are more likely to hold hostile attitudes towards women (Pryor et al., 1995; Fileborn, 2013). This was supported by Begany et al. (2002), who argued that those who display sexual harassment are likely to present with underlying resentful disrespect towards females in general.

Koss and Dinero (1989; Begany et al., 2002) found that hostility towards females and acceptance of rape myths were, amongst other factors, predictors of sexual aggression. Rape myths actively work to reproduce and construct the reality of sexual violence, taking responsibility away from the male perpetrator and placing blame on the victim (blaming clothing, alcohol consumption and behaviour) (Fileborn, 2013), working as a function to deny and justify male sexual aggression against females (Payne et al., 1999). Pina and Gannon (2012, p. 215) found that males who demonstrate sexual harassment “hold beliefs about sexual behaviour that are adverse, endorse higher levels of rape-myths and are more accepting of interpersonal violence”.

Current Study

The systematic literature review, presented in Chapter Two, found that sexual harassment research has focused on the perspectives of victims of sexual harassment, as opposed to the characteristics of those who

display such behaviour (Pina et al., 2009). Therefore, whilst research has suggested sexual harassment is a function that serves to remind females of their status as sexual objects, with little social control (Fileborn, 2013), it is arguable that this is a bias view, based on the perceptions of victims. The qualitative study, presented in Chapter Three, has provided initial motivations and justifications for displaying such behaviour from the perspectives of perpetrators, though further research is required to examine the reasons as to why these behaviours are displayed remain ambiguous.

The current research aims to explore whether there is a difference in the type and amount of sexual behaviour displayed in a work environment to that in a licensed venue. These two contexts have been selected as they are more frequently discussed within the literature and have been identified as environments where females are more likely to experience sexual harassment. The current research also aims to address whether there are differences in the attitudes towards women and the personality characteristics of those who do and do not display sexually harassing behaviours.

The hypotheses investigated in the following study included:

1. The type of sexualised behaviour displayed in the workplace will be significantly different to the sexualised behaviour exhibited outside of the workplace.

2. The number of sexualised behaviours demonstrated is likely to be greater in licensed venues compared to inside of the workplace.
3. Individuals who display sexualised behaviour in the workplace are significantly more likely to endorse rape myths, suggesting negative attitudes towards women compared to individuals who do not display sexualised behaviour in the workplace.
4. Individuals who display sexualised behaviour in the workplace are significantly more likely to endorse dark personality traits than those who do not engage in such behaviours.

METHOD

Participants

Participants were recruited during a three-month period between February and May 2022. In order to inform the number of participants required for the study, *a priori* power analysis was undertaken ($\alpha = 0.05$, power = 0.80), suggesting that a total sample of 106 participants was required (Cohen, 1988; Faul, Erdfelder, Lang, & Buchner, 2007).

In order to respond to the research questions, an inclusion criterion was applied ensuring that participants identified as male, were aged between 18 and 65 (due to these being the current average ages that individuals enter and exit meaningful employment), were sexually attracted to females, and had the opportunity to associate with females within the workplace. Without these criteria, individuals working in an all-male environment may be inclined to display sexualised behaviour in the workplace but would not have been provided the opportunity to do so. In total, 131 males participated in the study.

Measures

Sexual Experiences Questionnaire (SEQ; Fitzgerald et al., 1999)

The Sexual Experiences Questionnaire (SEQ) is a measure of sexual harassment used to assess the frequency of sexual harassment (Fitzgerald et al., 1995). The SEQ is theoretically based on Till's (1980) five dimensions of sexual harassment: gender harassment, seductive

behaviour, sexual bribery, sexual coercion, and sexual assault. Each item describes a behaviour, and respondents are required to state whether they have engaged in/experienced the behaviour. The SEQ has been reported to have sufficient reliability and validity, with it also being used in numerous organizational and educational settings (Fitzgerald et al., 1995). As the SEQ was developed as a method of assessing the prevalence of sexual behaviour from the perspectives of victims, for the purposes of the current study the items were reworded so they were applicable to those who display sexual behaviour rather than experience it.

In the current study, the SEQ was used to determine whether there is a difference in the type and amount of sexualised behaviour displayed in the workplace to that outside of the workplace. The SEQ was therefore adapted to include seven items from research undertaken by Berdahl and Moore (2006). The SEQ assessed gender harassment, unwanted sexual attention and sexual coercion. By incorporating questions from Berdahl and Moore (2006) research, "not-man-enough" harassment (e.g., the amount which the participant felt their courage, toughness and strength were challenged) was also measured.

The questionnaire given to participants consisted of 20 items. The questionnaire was repeated on two occasions, asking respondents to initially reflect on their behaviour in work and subsequently in a social setting, such as a pub, club, bar or similar venue. All items were

measured on a five-point Likert-type scale that ranged from 0 (never) to 4 (most of the time). Respondents who indicated that they have displayed behaviours on the unwanted sexual attention, sexual coercion and/or sexual hostility subscales, when reflecting on their behaviour in the workplace, were considered to have displayed WSH.

The updated Illinois Rape Myth Acceptance Scale (uIRMA, McMahon & Farmer, 2011)

The updated Illinois Rape Myth Acceptance Scale (uIRMA; McMahon & Farmer, 2011) is a 22-item questionnaire, divided into five subscales: she asked for it, he didn't mean to, it wasn't really rape, she lied, and he was just drunk. Each item presents a statement, and respondents are required to state how much they agree with the statement on a 5-point scale from 'strongly agree' to 'strongly disagree'. Based on the Illinois Rape Myth Acceptance Scale (IRMA; Payne, Lonsway, & Fitzgerald, 1999), the uIRMA amended and modified the original IRMA items to capture the subtleties of rape myths and change in language used in society. It was identified to be the most appropriate measure for the current study, due to the high level of generalisability, as well as high internal consistency ($\alpha = .92$).

Rape myth acceptance has been found to highly correlate with attitudes toward women ($r = .58$) (Thelan & Meadows, 2021). Additionally, Nyúl and Kende (2021) found that individuals with higher rape myth acceptance endorsed hostile and benevolent sexism, suggesting that

those who accept rape myths are more likely to have aggressive and punishing attitudes towards women, as well as views that support male dominance over females. Therefore, the uIRMA was used in the current study to assess whether there was a difference in attitudes towards women when comparing individuals who do and do not display WSH.

Short Dark Tetrad scale (SD4; Paulhus et al., 2020)

The Short Dark Tetrad (SD4) is a 28-item personality questionnaire, divided into 4 subscales: 'crafty', 'special', 'wild' and 'mean', which are deemed to be less threatening than the scientific labels of Machiavellianism, Narcissism, Psychopathy and Sadism. The SD4 is an extension of the Short Dark Triad (SD3; Paulhus & Williams, 2002), incorporating items to measure sadism. Whilst the SD4 is used as a screening measure, it has been reported to have good structure, validity and generalizability (Neumann et al., 2021).

Previous research has established a link between unrestricted sexuality and dark personalities (Paulhus et al., 2020), therefore this measure was used in the current study to assess whether there is a difference in dark personality traits in those who do and do not display WSH. Each item presents a statement, and participants were required to respond using a 5-point Likert type scale, ranging from strongly disagree to strongly agree.

Procedure

Participants were recruited through opportunity and volunteer sampling. A link to the online questionnaire was shared on social media platforms (Facebook, Instagram, LinkedIn, Reddit), asking for individuals who meet the criterion (described below) to participate in the study. To ensure that all populations were targeted, the researcher requested that associates share the questionnaire link with colleagues and friends.

Data collection took place over a three-month period. After following the advertised link to the online questionnaire, participants were provided with the participant information sheet (see Appendix M) and consent form (see Appendix N). Informed consent was required to be able to progress to the next stage of the questionnaire. Participants were asked to confirm that they were a heterosexual/bisexual male and worked alongside females. Demographic information was also collected.

Following the completion of the demographic information, participants were presented with the SEQ along with the statement 'Whilst at work, how many times have you:'. They were encouraged to select the answer most appropriate to their behaviour, with them being unable to progress to the next stage of the questionnaire until they had responded to all items. Following this, participants were again presented with the SEQ with the statement 'When socialising in a pub, club, bar or similar venue, how many times have you:'. This item also included an asterisk informing

participants that when female was referenced in an item, this did not include any individual(s) with whom participants are/were in a relationship with or married to. Similar to the first SEQ, participants were unable to continue with the questionnaire until all items had been responded to. Participants were then presented with uIRMA, followed by the SD4. Post-participation, participants were thanked and presented with a debrief form (see Appendix O).

It became evident that a large proportion of participants discontinued the questionnaire when asked to complete the SEQ reflecting on their behaviours in the workplace. It was hypothesised that the predominant causes of this were likely due to fear of repercussions in their employment, fear of judgement and/or the length of the questionnaire. To test these hypotheses, the questionnaire was redesigned with participants responding to the SD4 first, followed by both SEQ questionnaires and concluding with the uIRMA. Whilst less respondents discontinued following the SEQ on the second questionnaire, there was a higher rate of drop-out at the information page, suggesting that other factors may have contributed to individuals' completion of the questionnaire.

Treatment of Data

The data was gathered, anonymised and inputted into the Statistical Package for the Social Sciences (SPSS), Version 27.0, for analysis.

Ethical Considerations

Approval

Ethical approval was granted from the Faculty of Medicine & Health Sciences Research Ethics Committee at the University of Nottingham on 8th February 2022 (Ethical Reference Number: FMHS 399-1121). The current study adheres to the ethical guidelines for research stipulated by the University of Nottingham and the British Psychological Society (BPS, 2021). Please refer to Appendix W for ethical approval.

Consent

To ensure that there was no deception, all information regarding the study and participant's rights were provided in the information sheet, at the beginning of the questionnaire. Participants were provided with the researcher's contact details allowing them to ask questions prior to signing the consent form. Participants were unable to progress with the questionnaire without providing informed consent and were able exit the online programme, without any repercussions.

Participants were informed that they were able to change their responses whilst completing the questionnaire, though it would not be possible to alter or withdraw their data from the study once they had submitted it. To allow for confidentiality, the data submitted was anonymous and, therefore, it was not possible to identify the data needing to be removed.

It was considered that individuals may not readily disclose information due to denial or wanting to present themselves positively, though the anonymity afforded by completing the questionnaire online likely prevented this from occurring. Although it was important to gather data regarding participants age and gender to ensure that they meet the criterion required for the study, only general demographic information was collated to guarantee that no individual could be identified.

Data Storage

The lead researcher collected and initially stored all data on Jisc Online Surveys. Data was subsequently downloaded onto a restricted cloud-based server at the University of Nottingham, which only the research team had permission to access, and deleted from Jisc Online Surveys. Following completion of the project, raw data was deposited in the University of Nottingham research data archive, where it will be retained and preserved for a minimum of 7 years, under the terms of its data protection policy.

RESULTS

Preliminary analyses were completed using descriptive statistics. All 131 participants in the sample were male. Participants were identified as displaying WSH and not displaying WSH groups based upon their responses to the Sexual Hostility, Unwanted Sexual Attention, and Sexual Coercion subscales on the SEQ (Fitzgerald et al., 1999). Participants who endorsed items on these subscales were placed into the 'Displays WSH' group and those who did not endorse items were placed into the 'Does not display WSH' group. 90 (69%) participants were identified as displaying WSH and 41 (31%) were identified as not displaying WSH.

The age of participants ranged between 18 and 65, with the mean age being 41 (SD= 13), which is reflective of the overall working age in the UK (Clark, 2023). Analysis of the data when categorised into age-related groups showed that 14 men were aged between 18 and 25 (11%), 37 were aged between 26 and 35 (28%), 20 were aged between 36 and 45 (21%), with the remaining 53 participants (40%) aged 46 and older (See Table 11).

Table 11- Age of Participants

Age Category	Displays WSH (N= 90)	Does not display WSH (N= 41)
18-25	8 (9%)	6 (15%)
26-35	19 (21%)	18 (44%)
36-45	24 (27%)	3 (7%)
46-55	21 (23%)	10 (24%)
56-65	18 (20%)	4 (10%)

The largest group in the sample had only worked in one industry (37%, $n= 49$), with 27% having worked in one other industry ($n= 36$), and 19% having worked in 3 industries ($n= 26$). 19 participants (14.5%) reported working in 4 or more industries, with 1 participant (1%) self-reporting working in 8 industries (See Table 12). Interestingly, this individual was within the 'Displays WSH' group.

Table 12- *Number of industries worked in*

Number of Industries	Displays WSH (N= 90)	Does not display WSH (N= 41)
1	33 (37%)	16 (39%)
2	20 (22%)	16 (39%)
3	23 (26%)	3 (7%)
4	7 (8%)	4 (10%)
5	3 (3%)	1 (2%)
6	3 (3%)	1 (2%)
7	-	-
8	1 (1%)	-

Regarding industry type, 16.8% of the sample reported that they work in Healthcare, with 17.6% working in Manufacturing and 13.0% in Retail (see Table 13). Although this is not entirely reflective of the overall UK population, Retail and Wholesale and Health and Social Care were the major industrial sectors in the UK as of March 2022 (Hutton, 2022). Further, these findings are reflective of the sectors where sexual harassment is most prevalent (Government Equalities Office, 2020).

Table 13 - Different types of industries worked in

Industry Type	Displays WSH (N= 90)	Does not display WSH (N= 41)
Business	1 (1%)	1 (2%)
Construction	1 (1%)	3 (7%)
Education	2 (2%)	3 (7%)
Finance	6 (7%)	2 (5%)
Healthcare	13 (14%)	9 (22%)
Hospitality	1 (1%)	1 (2%)
IT	2 (2%)	2 (5%)
Law/Public Safety/ Security	7 (8%)	1 (2%)
Manufacturing	16 (18%)	7 (17%)
Public Services	8 (9%)	6 (15%)
Retail	15 (17%)	2 (5%)
Sales	4 (4%)	2 (5%)
Science/Engineering/ Technology	5 (6%)	0
Other	8 (9%)	2 (5%)

The majority of the sample worked in 'white-collar' jobs (58%, $n = 76$), with 27 participants working in 'blue-collar' jobs (21%) and 8 in 'pink-collar' jobs (6%). 14 participants worked in 'grey-collar' jobs (11%). Interestingly, all the individuals in the 'pink-collar' jobs reported displaying WSH. Please refer to Appendix R for a description of the different collar jobs and Appendix P the table detailing the different job types.

Test of Normality

Shapiro-Wilk tests indicated that the data was significantly different to a normal distribution for hypotheses 1, 2, and 3 (see Appendix Q, Tables 15, 16, and 17 for the results), therefore measures of central tendency were reported in terms of median and range, as opposed to mean and standard deviation (Dancey & Reidy, 2011). With regard to hypothesis 4, a Shapiro-Wilk test indicated that whilst the data for three out of the four variables met the assumption of normal distribution, the Psychopathy variable was significantly different to a normal distribution (see Appendix Q, Table 18), therefore non-parametric statistical tests were utilised. An approximation of r was used for the effect size for the Wilcoxon Signed Rank test (Pallant, 2010).

Hypothesis 1: The type of sexualised behaviour displayed in the workplace will be significantly different to the sexualised behaviour exhibited outside of the workplace.

The number of questions endorsed on each subscale was used to determine whether there was a difference in the type of sexualised behaviour displayed.

A Wilcoxon Signed Rank test revealed a statistically significant outcome when comparing the differences between 'in the workplace' and 'outside the workplace' behaviours on the 'Not-Man-Enough' (NME) subscale of

the SEQ, $z = -3.00$, $p = .003$, with a small to medium effect size of $r = .26$. The median score on the NME subscale was unchanged across both settings, $Md = 1.00$, $n = 131$. However, when analysing the histogram (see appendix S, for figures 4 and 5) it was evident that the type of NME views being expressed were more significant in the workplace than they were outside the workplace.

A Wilcoxon signed rank test revealed that there was a statistically significant outcome on the 'Unwanted Sexual Attention' subscale of the SEQ when comparing the attitudes and behaviour displayed inside the workplace and outside of the workplace, $z = -4.71$, $p = <.001$, with a medium to large effect size of $r = .41$. The median score on the Unwanted Sexual Attention scale was greater outside the workplace ($Md = 1.00$) to inside the workplace ($Md = 0.00$).

There was no statistically significant outcome when comparing the differences between 'in the workplace' and 'outside the workplace' behaviours on the 'Sexist Hostility', 'Sexual Hostility' and 'Sexual Coercion' subscales of the SEQ.

In order to examine the relationship between perpetrators/non-perpetrators and the behaviours displayed/not displayed, Chi-square tests of independence were conducted. The results found that, in the workplace, there was a statistically significant relationship on 'Sexual Hostility' ($X^2 (1, N=131) = 100.31$, $p = <.001$, Cramer's $V/Phi = .875$),

'Unwanted Sexual Attention' ($X^2 (1, N=131) = 53.026, p = <.001,$ Cramer's $V/Phi = .636$), and 'Sexual Coercion' ($X^2 (1, N=131) = 5.470, p = .019,$ Cramer's $V/Phi = .204$). These findings conclude that perpetrators of WSH were more likely to display 'Sexual Hostility', 'Unwanted Sexual Attention', and 'Sexual Coercion' in the workplace than non-perpetrators. There were no significant differences in the 'Not-Man-Enough' and 'Sexist Hostility' displayed.

Chi-square tests revealed that, in licensed venues, there was a statistically significant relationship on 'Not-Man-Enough' ($X^2 (1, N=131) = 5.613, p = .018,$ Cramer's $V/Phi = .207$), 'Unwanted Sexual Attention' ($X^2 (1, N=131) = 7.385, p = .007,$ Cramer's $V/Phi = .237$), and 'Sexual Hostility' ($X^2 (1, N=131) = 34.307, p = <.001,$ Cramer's $V/Phi = .512$). These findings conclude that perpetrators of WSH were more likely to display 'Not-Man-Enough', 'Unwanted Sexual Attention', and 'Sexual Hostility' in a licensed venue than non-perpetrators. There were no significant differences in the 'Sexist Hostility' and 'Sexual Coercion' displayed.

Hypothesis 2: The amount of sexualised behaviours demonstrated is likely to be greater in licensed venues compared to inside of the workplace.

The amount each item was endorsed highlighted the frequency of such behaviours being demonstrated, the higher a participant scored the more sexualised behaviour they exhibited.

The Wilcoxon signed rank test revealed a statistically significant outcome when comparing the differences between the frequency of NME behaviours demonstrated 'in the workplace' and 'in a licensed venue', $z = -4.12$, $p = <.001$, with a medium effect size of $r = .36$. The median score on the NME subscale was unchanged across both settings, $Md = 1.00$, $n = 131$. On analysing the histograms (see figures 2 and 3), it was evident that NME views were held more frequently within the workplace than they were in a licensed venue.

Figure 2 Histogram for amount of NME inside the workplace

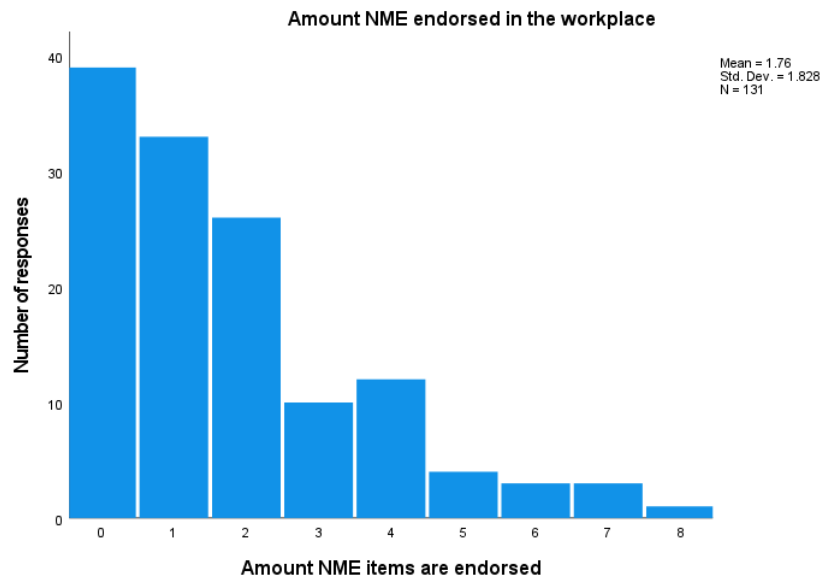
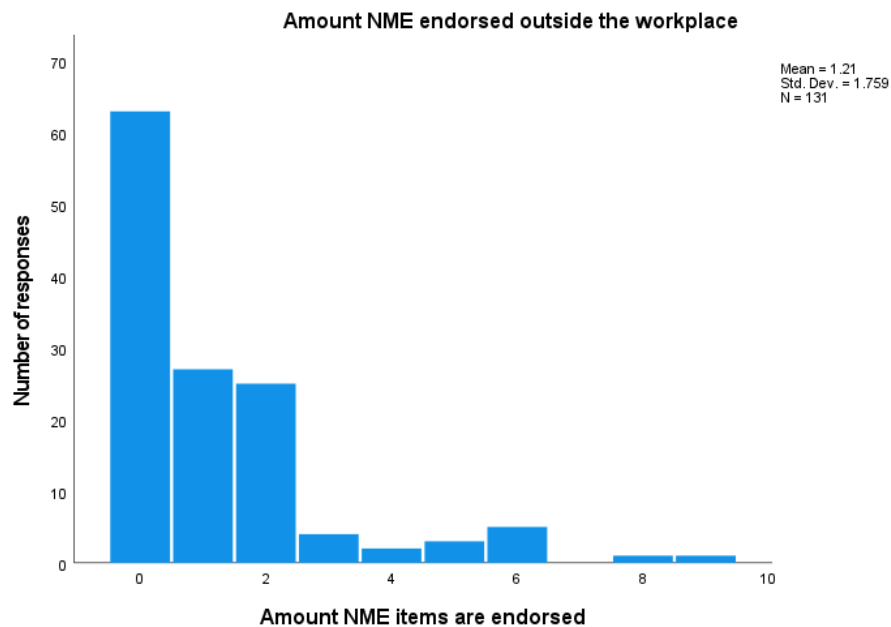


Figure 3 Histogram for NME in a licensed venue



The Wilcoxon signed rank test revealed that there was a statistically significant outcome when comparing the difference in the number of behaviours endorsed on the Unwanted Sexual Attention subscale for 'in the workplace' and 'in a licensed venue', $z = -4.83$, $p < .001$, with a medium to large effect size of $r = .42$. The median score on the Unwanted Sexual Attention scale was greater in a licensed venue ($Md = 1.00$) to inside the workplace ($Md = 0.00$).

There was no statistically significant outcome in the amount of behaviours endorsed on the 'Sexist Hostility', 'Sexual Hostility' and 'Sexual Coercion' subscales of the SEQ when comparing behaviours displayed 'in the workplace' and 'in a licensed venue'.

Following the initial analysis, above, to investigate whether the statistically significant results were influenced by the environment or the individual, further tests were conducted to explore whether there was a difference in the amount of sexual behaviour displayed by perpetrators and non-perpetrators in the workplace and in licensed venues.

A Mann-Whitney U test revealed that, within the workplace, perpetrators of WSH displayed significantly greater amounts of 'Not-Man-Enough' ($U= 987, z = -4.37, p= .001$), 'Sexist Hostility' ($U= 1187, z = -3.77, p= .001$), 'Sexual Hostility' ($U= 164, z = -8.616, p= .000$), 'Unwanted Sexual Attention' ($U= 779, z = -6.03, p= .001$), and 'Sexual Coercion' ($U= 1660, z = -2.09, p= .037$) compared to non-perpetrators. Whilst the 'Sexual Coercion' test had a small effect size of $r= .18$, there was a medium effect size on the 'Sexist Hostility' ($r=.33$) and 'Not-Man-Enough' ($r=.38$) tests. A large effect size was found on 'Sexual Hostility' ($r=.47$) and 'Unwanted Sexual Attention' ($r=0.53$).

A Mann-Whitney U test revealed that, in licensed venues, perpetrators of WSH displayed significantly greater amounts of 'Not-Man-Enough' ($U= 1346.5, z = -2.65, p= .008$), 'Sexual Hostility' ($U= 772.5, z = -5.42, p= .001$), and 'Unwanted Sexual Attention' ($U= 1317, z = -2.73, p= .006$) compared to non-perpetrators. A small to medium effect size was found on the 'Not-Man-Enough' ($r=.23$) and 'Unwanted Sexual Attention' ($r= .24$) scales, with a medium effect size on the 'Sexual Hostility' ($r=.47$) scale.

There was no statistically significant outcome when comparing the amount of 'Sexual Coercion' and 'Sexist Hostility' displayed by perpetrators and non-perpetrators of WSH outside of the workplace.

Hypothesis 3: Individuals who display sexualised behaviour in the workplace are significantly more likely to endorse rape myths, suggesting negative attitudes towards women compared to individuals who do not display sexualised behaviour in the workplace.

A Mann-Whitney U Test revealed no significant difference in the overall rape myth scores for those who do display WSH ($Md=34.5$, $n=90$) and those who do not display WSH ($Md= 30$, $n=41$), $U= 1496.5$, $z= -1.73$, $p= .083$, $r=0.15$.

Hypothesis 4: Individuals who display sexualised behaviour in the workplace are significantly more likely to endorse dark personality traits than those who do not engage in such behaviours.

A Mann-Whitney U Test, using a Bonferroni adjustment ($p<.013$), revealed that on the 'Narcissistic' subscale the scores were statistically significantly greater for participants who display WSH ($Md= 20.00$, $n=90$) compared to those who do not display WSH ($Md= 17.00$, $n=41$), $U = 1229.00$, $z = -3.12$, $p = .002$, with a small to medium effect size of $r=.27$.

A Mann-Whitney U Test, using a Bonferroni adjustment ($p < .013$), revealed that on the 'Psychopathy' subscale the scores were statistically significantly greater for participants who display WSH ($Md = 15.00$, $n = 90$) compared to those who do not display WSH ($Md = 11.00$, $n = 41$), $U = 1210.50$, $z = -3.16$, $p = .002$, with a small to medium effect size of $r = .28$.

A Mann-Whitney U Test revealed no significant difference in the scores on the 'Sadism' and 'Machiavellianism' subscales between those who display WSH and those who do not display WSH.

DISCUSSION

The aim of this paper was to explore whether there was a difference in the amount and type of sexual behaviour displayed in a work environment to that in a social context (in this instance, a licensed venue). Specifically, this study aimed to identify whether the environment, specific personality traits, or attitudes towards women were predictive factors in whether sexual behaviour was demonstrated.

Summary of Results

Difference in the type and amount of sexualised behaviour displayed in and out of the workplace.

Results from the present study support hypothesis one, indicating that there are statistically significant differences in the type of behaviour demonstrated in the workplace to those demonstrated in a licensed venue, specifically in relation to NME and unwanted sexual attention. There were no significant differences between the overall type of sexual hostility, sexist hostility or sexual coercion being displayed in the workplace and in licensed venues. There were, however, statistically significant differences in the type of sexual behaviours displayed by perpetrators of WSH and non-perpetrators. Specifically, perpetrators of WSH were significantly more likely to display sexual hostility, sexual coercion, and unwanted sexual attention within the workplace than non-perpetrators. Perpetrators of WSH were also significantly more likely to

display NME, sexual hostility, and unwanted sexual attention in a licensed venue than to non-perpetrators.

There is also a statistically significant difference in the amount of NME and unwanted sexual attention displayed in the workplace and in a licensed venue, supporting hypothesis two. However, there were no significant differences between the overall amount of sexual hostility, sexist hostility or sexual coercion being displayed in the workplace and in licensed venues. Further analysis was conducted to explore whether there is a difference between the amount of sexual behaviour displayed by perpetrators of WSH and non-perpetrators. Results found that, in the workplace, perpetrators of WSH displayed a statistically significant greater amount of sexual behaviour across all five categories of the SEQ (i.e. NME, unwanted sexual attention, sexual hostility, sexist hostility or sexual coercion) compared to non-perpetrators. In a licensed venue, however, perpetrators of WSH were only more likely to display a greater amount of NME, sexual hostility and unwanted sexual attention compared to non-perpetrators.

Following the initial analysis, above, to investigate whether the statistically significant results were influenced by the environment or the individual, further tests were conducted to explore whether there was a difference in the amount of sexual behaviour displayed by perpetrators and non-perpetrators in the workplace and in licensed venues.

Not-Man-Enough

Previous literature has reported that NME relates to behaviour/attitudes that slights individuals for not meeting the ideals for men (e.g., being dominant, courageous, and tough) or for being too feminine (e.g. being naive, nurturing, and sensitive) (Berdahl & Moore, 2006). McLaughlin, Uggem, and Blackstone (2012) reported that males are likely to overcompensate in their behaviours to exert masculinity and, subsequently, maintain their dominance. The findings from the current study indicate that, whilst there is a significant difference in NME being displayed in the workplace and in a licensed venue, there is no significant difference in the type of NME displayed by perpetrators of WSH and non-perpetrators. This suggests that NME is a present factor within workplace settings, with workplaces being masculine spaces. The significant difference in the amount of NME displayed by perpetrators than non-perpetrators further supports the theory, along with the Socio-Cultural theory, emphasising that WSH is related to the need to maintain dominance and exert power, and control, over female victims.

The results from the current study highlighted that views such as: felt like a female was not tough enough, not courageous enough, and/or was gullible or easily fooled were more frequently demonstrated in the workplace. This supports the Socio-Cultural theory, in that females are likely to experience stereotypical gender beliefs being placed on them about their natural abilities to perform the role to a good quality (Cortina

& Berdahl, 2008; McDonald, 2012). Subsequently, such results support the notion that research should focus on these sexist but non-sexualised behaviours when investigating WSH, as sexist behaviours directed at females regarding their intelligence or 'not belonging' in certain jobs represent the most frequent manifestations of sex-based harassment (Cortina & Berdahl, 2008).

Results from the current study indicated that perpetrators of WSH were significantly more likely to display NME in licensed venues compared to non-perpetrators. It could be considered that this may be associated with non-perpetrators misplacing their privately held norms and values and aligning with the 'group mind' within the workplace (Stott, Hutchinson & Drury, 2001). This may be due to fear of reprisal or judgement if they were to express views that refuted NME beliefs. This finding may also be indicative that, as suggested by the organisational model, the environment plays an important role in enabling or preventing sexual harassment.

Gender Harassment

There were no significant differences in the type/amount of sexist hostility demonstrated in and out of the workplace nor were there differences in the type/amount of sexual hostility displayed. Both subscales measure gender harassment. This supports previous research and mainstream media, which has focused on the unwanted sexual

attention and sexual coercion elements of sexual harassment, resulting in gender harassment being viewed as less offensive and thus less severe (Kabat-Farr & Crumley, 2019; Leskinen et al., 2011). Research into perceptions of sexual harassment has suggested that gender harassment is widely viewed as inconsequential and/or less important than unwanted sexual attention in the workplace (Leskinen et al., 2011). It is important to emphasise that the results from the current study indicated no significant difference in the amount or type of gender harassment displayed within the workplace or a licensed venue, although the behaviour is still demonstrated in both settings. The results from comparisons between perpetrators of WSH and non-perpetrators indicated that perpetrators are more likely, and more frequently, to display sexual hostility in the workplace and in a licensed venue compared to non-perpetrators. This finding supports recent research, which suggests that unwelcome sexual jokes and leering were more common features of WSH (Adams et al., 2020). It also highlights a difference between those who display WSH and those who do not, refuting the natural/biological model, which suggests that sexual behaviours are a result of a males natural sexual innate urges, that they are unable to control (Berdahl, 2007; Kapila, 2017).

Research undertaken with victims of sexual harassment, has documented a similarity between gender harassment and everyday sexism (Leskinen et al., 2011). Whilst the findings from the current study

could support this assertion, as there was no difference in the amount/type of sexist hostility displayed in the workplace and in a licensed venue, nor were perpetrators of WSH more likely to display sexist hostility in either environment compared to non-perpetrators. Leskinen et al. (2011) continued to report that gender harassment may be used to remind females that they are inadequate and unable to perform to the same level as their male counterparts (Leskinen et al., 2011). It is important to differentiate between gender harassment and not-man-enough, as the results from the current study found no difference in the amount/type of sexist hostility but a significant difference in the amount/type of not-man-enough behaviour displayed in the workplace and in a licensed venue. These differences may be associated with the need for power, with the NME statements relating directly to a females strength, thus supporting the Socio-Cultural theory. The findings also support previous research which suggests that females who possess greater organisational power are more likely to experience greater sexual harassment (Berdahl, 2007).

Unwanted Sexual Attention

Unwanted sexual attention has often been omitted from discussions regarding behaviours demonstrated in licensed venues, with the academic literature often focusing on male-on-male physical violence (Fileborn, 2018). The results from the current study suggest that unwanted sexual attention is more frequently displayed in licensed

venues than in the workplace. Such results support the importance of social media posts and campaigns, highlighting females need to protect themselves from unwanted sexual attention within licensed venues (e.g., Ask for Angela, Angel shots, #FindYourVoice). However, whilst instilling the need to be mindful of their safety in public spaces serves the purpose of maintaining a sense of control in an unpredictable environment (Fileborn, 2018), Brooks (2011) argued that protective strategies represent social control against females, with their actions and movements being limited.

Research has argued that licensed venues have a unique culture, wherein individuals frequent to connect with others (Fileborn, 2018; Graham et al., 2010). Therefore, it is likely that such settings have situational norms which are ambiguous, tolerant or supportive of unwanted sexual attention being displayed. Whilst it cannot be certainly said that such situational norms are not evident in some workplaces, sexually harassing behaviours are to some degree monitored by the Equality Act 2010 and workplace policies, with perpetrators potentially being reprimanded for displaying sexually inappropriate behaviour. Although the Equality Act 2010 includes discrimination displayed in public, for prosecution the behaviour must have been evidenced on more than one occasion, with a clear intention to cause alarm or distress. The likelihood of there being evidence of the sexual harassment in public, is low, reducing the possibility of any significant consequences. This may be a contributing

factor to there being a significant difference in the type/amount of unwanted sexual behaviour in and out of the workplace.

Whilst the Equality Act 2010 may act as a deterrent to some extent, the findings from the current study found that there was a significant difference in unwanted sexual behaviour being displayed by perpetrators of WSH and non-perpetrators in the workplace and in licensed venues. Further, findings also suggested that perpetrators of WSH were likely to display unwanted sexual attention, in both settings, more frequently than non-perpetrators. Such findings suggest that the natural/biological model may argue that the lack of control displayed by perpetrators is a result of their human instincts and that they do not intend to harass the victim (Berdahl & Raver, 2011). Whereas the Socio-Cultural theory may propose that the perpetrators behaviour is a way to exert dominance over the victim (Pina et al., 2009). Whilst both these models are likely to have a degree of truth to them, such behaviour is better explained using the Four-factor model, in that those who perpetrate WSH are likely motivated to engage in the behaviour (driven by a need for power, control, or sexual attraction) and overcome any external or internal inhibitions to do so (O'Hare & O'Donohue, 1998). It also indicates that they will display the behaviour against the victim's desire, placing their own needs above that of others.

Sexual Coercion

There was no significant difference in the type or amount of sexual coercion displayed in and out of the workplace, with very little sexual coercion being reported in both environments. McCarty et al. (2014) reported that sexual coercion requires an element of power over the victim, wherein a desired reward can be provided in return for sexual favours. To respond positively to the sexual coercion subscale, within the current study, the respondents would need to have some insight into their behaviour. Research has suggested that individuals who display sexual coercion view such behaviour as normal (Abbey et al., 2001), therefore it could be hypothesised that respondents were less likely to view their behaviour as forceful. Further, sexual coercion is arguably viewed as more harmful than other sexual behaviours (McCarty et al., 2014). Therefore, an alternative hypothesis may be that respondents did not wish to admit that their behaviours could constitute as sexual coercion due to the associated negative consequences.

Whilst the responses to the sexual coercion statements were minimal, the results found that perpetrators of WSH were more likely to display coercive behaviours in the workplace compared to non-perpetrators. This finding may be associated with the significant results found on the unwanted sexual attention subscale, as Cortina & Areguin (2021) reported a link between unwanted sexual attention and coercive behaviours. Given the significant findings on the sexual and sexist

hostility subscales, such findings may also be associated with the socio-cultural theory, in that perpetrators use sexual coercion to adopt a position of power and demonstrate their authority, placing the female victim in a passive, accepting position (Kapila, 2017).

Difference in attitudes towards women between those who do and do not display sexualised behaviour in the workplace.

Literature has suggested that oppressive and sexist attitudes towards females were positively associated with rape myth acceptance (Bowie, 2018). As Crouch (2009) argued that the purpose of sexual harassment was “to keep women in their place”, the current study hypothesised that individuals who display sexualised behaviour in the workplace are significantly more likely to endorse rape myths, suggesting negative attitudes towards women compared to those who do not display sexualised behaviour in the workplace. This hypothesis was not supported by the findings, with there being no significant difference in the overall rape myth acceptance between groups.

Difference in personality traits of those who display sexualised behaviour in the workplace compared to those who do not.

Similar to previous research, the findings of the current study highlight that perpetrators of WSH produced significantly greater scores on the Narcissistic personality scale compared to non-perpetrators. Narcissism

is often displayed through intense feelings of perceived superiority, entitlement, and interpersonal dominance (Koscielska et al., 2019; Mayshak et al., 2023). Research has suggested that individuals are likely to engage in sexual violence/ harassment when such feelings are threatened (Longpre et al., 2022). Particularly, it is suggested that males who present with narcissistic traits prefer to engage in consensual sexual activities, though are willing to use sexually coercive behaviours when they are unable to sexually engage with the female they desire (Zeiger-Hill et al., 2016). The Narcissistic Reactance theory states that, although a male's initial motivation is sexual, the reactance caused by a female's refusal results in the male needing to assert and validate himself. Therefore, he firstly desires sex, with his subsequent desire being to prove that he can have the sex he wants (Baumeister et al., 2002).

Whilst previous literature has not directly investigated the link between psychopathy and sexual harassment, research focused on sexual aggression has suggested that male perpetrators have higher levels of psychopathy than those who do not display such behaviours (Koscielska et al., 2019; Zeiger-Hill et al., 2016). As sexual harassment and sexual aggression are on the same continuum, the findings from the current study could support this notion. The results are also in line with Brewer et al (2021) who reported that those with psychopathic traits have a greater inclination to engage in rape and harassment.

Research has reported that both narcissism and psychopathy are associated with sexual coercion (Longpre et al., 2022; Zeiger-Hill et al., 2016). Particularly, it is suggested that when experiencing perceived or actual rejection/deprivation of a sexual encounter, individuals with high levels of narcissism and psychopathy can become hostile and harass others (Mayshak et al., 2023; Zeiger-Hill et al., 2016). Although many of the respondents in the current study denied demonstrating behaviours that were associated with sexual coercion, perpetrators were significantly more likely to display sexual coercion inside the workplace than non-perpetrators. Therefore, this suggests that personality characteristics may impact on an individual's propensity to demonstrate WSH.

Machiavellianism and Sadism

In the current study, the results indicated that there were no significant differences between the groups on the Machiavellianism subscale. Research regarding the relationship between Machiavellianism and sexual harassment appears to be elusive. In line with the current study's findings, research has suggested that the relationship is relatively low/non-existent (Longpre et al., 2022; Brewer et al., 2021). Whilst Zeiger-Hill et al. (2016) reported that Machiavellianism was an important factor to consider when measuring sexual behaviour, due to coercion and social manipulation. McHoskey (2001) also associated the exploitive characteristic of Machiavellianism with sexual aggression.

Similarly, research regarding the relationship between sadism and harassment is also limited (Longpre et al., 2022). Those with sadistic tendencies have been described to enjoy deliberately inflicting physical and psychological pain onto others (Mayshak et al., 2023). As a result, it has been positively associated with sexual aggression and coercion (Koscielska et al., 2019). However, the results from the current study indicated that there were no significant differences between the groups on the sadistic subscale.

Methodological Considerations

A number of limitations need to be considered within the present study. The first of these is the methodological design. Recruiting opportunistically increased the risk of sampling bias, in that the sample was only made up of participants willing to complete the questionnaire. The questions required participants to have a degree of insight into their behaviour. This is problematic as they may not evidence insight into their behaviour, if they have not been informed that it is problematic. As a result, their responses to questions may not have been an accurate reflection of their behaviour. Additionally, research has suggested that individuals feel embarrassed and/or vulnerable when asked about their sexual encounters (Meston et al., 1998). Whilst the anonymous responding may have minimised such feelings and controlled for socially desirable responding, in their study Meston et al. (1998) found that respondents produced high scores on an impression-management scale,

suggesting that even when surveys are anonymised respondents may systematically bias their responses.

Literature has predominantly reported that sexual harassment is perpetrated by males against females, with 85% of complaints raised by females and 15% by males (where males continued to mainly be the perpetrator) (McDonald, 2012). It was therefore felt necessary to focus on the sexual behaviour of males for the current study. However, it is important to recognise that males may be less likely to report sexual harassment by females or perceive it as such (Bartling & Eisenman, 1993), highlighting the need to examine both genders as perpetrators of sexual harassment. Future research should investigate whether females have proclivities to sexually harass and, if so, whether this is a result of the environment or personality characteristics.

The study consisted of three psychometric questionnaires, with the SEQ being presented on two occasions. As such the questionnaire was sizeable in length (90 questions), resulting in 175 individuals not completing the survey. However, in order to address the aims of the study, the questionnaires included were considered to be the most appropriate measures.

Regarding the measures used, the SEQ was deemed the most appropriate assessment of frequency and type of sexualised behaviour displayed in and out of the workplace, for reasons noted in the

methodology section of this paper. The literature has reported that the SEQ is a flawed instrument due to greatly exaggerating its positive features (Gutek et al., 2004). Further, questions have been raised regarding the test being a standardized measure of sexual harassment. Gutek et al. (2004) noted that the SEQ is continually evolving, therefore there is no base rate score which changes can be measured against. This was not particularly relevant for the current study, as the focus was on comparing the differences between the two dependent variables rather than investigating whether the respondents scores were above or below average.

The language used in the uIRMA resulted in some participants being offended, reporting that the use of the term 'slut' was repugnant and misogynistic. Research has suggested that rape myth acceptance is positively related to oppressive beliefs, including sexism and classism. Over time, rape myths have evolved towards more covert forms of victim blaming, with a lower tolerance for overt sexism/victim blaming. The term 'slut' is commonly associated with victim blaming, and therefore used to measure this concept (McMahon & Farmer, 2011; Nyúl & Kende, 2021).

Conclusion and Future Directions

The current study aimed to address whether there were differences in the type and amount of sexualised behaviour displayed in a work

environment to that of a licensed venue, whilst also exploring whether attitudes towards women and personality characteristics differ between those who do and do not display sexual behaviour in the workplace.

The findings from the current study suggested that there is a difference in the type and amount of NME behaviour displayed in the workplace compared to a licensed venue, however there was no significant difference in the amount of NME displayed by perpetrators of WSH and non-perpetrators within the workplace. There was, however, a difference in the amount of NME displayed by perpetrators of WSH and non-perpetrators in licensed venues. Such findings suggest that NME views are present within workplace environments, though may not be directly associated with an individual's propensity to perpetrate sexual harassment. It could be hypothesised that the presence of NME views makes the work environment a masculinised space. This, associated with societal and cultural norms, with males historically having had greater power and privileges, particularly in the workplace, than females (O'Hare & O'Donohue, 1998), is likely to result in pre-existing beliefs being projected onto female colleagues (Ward et al., 1997). It could also be hypothesised that, in a licensed venue, non-perpetrators are less likely to feel that there is a direct threat to their power or status, therefore, do not need to defend their job or maintain NME views.

Regarding the type of sexual behaviour being demonstrated, the results from the current study suggested that unwanted sexual attention is

displayed more frequently in a licensed venue than it is in the workplace. This relates to previous research that suggested the role of permissive norms in a licensed venue increases the likelihood of sexual harassment occurring (Fileborn, 2013). Licensed environments are social spaces, usually associated with fun and the use of substances. Substances, such as alcohol and party drugs, disinhibit individual's behaviour, resulting in them in demonstrating behaviours that could be considered impulsive, tactless and/or anti-social. These may be a contributing factor in explaining why individuals feel more comfortable in displaying sexually harassing behaviours in the licensed venue as opposed to their workplace. However, another contributing factor may also be the policies and procedures relating to workplace harassment that are not present in a licensed venue.

Previous literature has focused on the characteristics of victims with minimal research being undertaken on those who display such behaviour (Pina et al., 2009; Fileborn & O'Neil, 2023). The current study suggests that those who display WSH are likely to have Narcissistic and/or Psychopathy personality traits. Those who hold such personality traits are likely to be impulsive in their behaviour, whilst desiring admiration from others. They are likely to disregard other's feelings and have an unreasonably high sense of self-worth. Such personality styles are likely to ignore boundaries implemented due to viewing themselves as exempt or above rules, as a result of their high self-importance. The threat of

repercussions for their sexualised behaviour, such as job loss, is unlikely to be a deterrence nor would how others view them. Taking this into consideration, along with the finding that perpetrators of WSH are more likely to display sexual behaviours that are closely associated with sexual aggression (sexual hostility, sexual coercion, and unwanted sexual attention) in the workplace, compared to non-perpetrators, it could be argued that rather than having general negative attitudes towards females, perpetrators of WSH are likely wanting to fulfil their own needs and desire for power.

If perpetrators are less likely to be fearful of ramifications for their behaviour, consideration should be given to why unwanted sexual behaviour was greater in a licensed venue as opposed to the workplace. It could be hypothesised that this is a direct result of differing factors, such as a lack of opportunity, limited access to females, or work demands/schedule. Relational factors should also be considered; perpetrators may not feel sexually attracted to their colleagues as a result of knowing them on a more personal level. Further research on this matter would be beneficial.

In summary, the current study found differences in the type and amount of not-man-enough and unwanted sexual attention being displayed in the workplace and licensed venues. Perpetrators of WSH were also significantly more likely to display behaviours associated with sexual aggression (sexual hostility, unwanted sexual attention, and sexual

coercion) in the workplace compared to non-perpetrators. The difference between the two groups refutes the natural/biological theory's ideology that such behaviour is as a result of a biological motivation and sexual need (Kapila, 2017). Rather, it could be suggested that this aligns with the Four-Factor model, in that perpetrators are motivated to engage in the behaviour, and overcome external/internal inhibitions as well as victim resistance in order to do so (O'Hare & O'Donohue, 1998). Further, whilst perpetrators displayed a significantly greater amount of gender harassment in the workplace, there was not a significant difference in the overall rape myth acceptance between perpetrators of WSH and non-perpetrators, suggesting little difference in the overall attitudes towards women between the two groups. It may be that such gender harassment within the workplace is associated with a need to maintain the gender hierarchy, and its subsequent power, present within the workplace (Minnotte & Legerski, 2019).

Whilst the role of the environment should be considered, with there only being significant differences in the type and amount of not-man-enough and unwanted sexual attention, it is arguable that personality factors should also be explored when considering WSH. The findings from the current research highlighted significant differences in the type and amount of sexualised behaviour demonstrated by perpetrators of WSH and non-perpetrators. This, along with differences in personality traits, with perpetrators being significantly more likely to have narcissistic

and/or psychopathy personality traits compared to non-perpetrators, suggests that individuals with certain personality characteristics have a higher propensity to engage in WSH, in the right environment. A recurring theme of power and the need for masculine dominance was demonstrated throughout the research, supporting the notion that sexual harassment is used as a function to remind females of their status as sexual objects, with little control in society and thus supporting the Socio-Cultural theory, along with elements of the Four-Factor model (Fileborn, 2013). When discussing sexual harassment in the future, it is important that societal views towards gender and, power differentials, are taken into consideration. Overall, the current study supported Fitzgerald's Tripartite Model of Sexual Harassment (Fitzgerald et al., 1995, 1997b), with perpetrators of WSH more likely to display greater amounts of sexual coercion, unwanted sexual attention, and gender harassment in the workplace, likely as a result of underlying personality characteristics.

**CHAPTER FIVE - CRITIQUE OF PSYCHOMETRIC TOOL: THE
UPDATED ILLINOIS RAPE MYTH ACCEPTANCE (UIRMA)
SCALE**

ABSTRACT

The Updated Illinois Rape Myth Acceptance Scale (uIRMA; McMahon & Farmer, 2011) is a psychometric assessment that measures individual's endorsement of rape myths. Although the uIRMA is widely used, there does not appear to have been a critique of its utility as a psychometric tool, rather previous critiques have focused on the original Illinois Rape Myth Acceptance Scale (IRMA). The aim of this critique was to examine the properties of the uIRMA, in accordance with the principles of psychometric testing. It was found that the uIRMA continues to present with some limitations, in that data supporting inter-reliability and test-retest reliability were absent, along with concerns regarding generalisability. Nevertheless, the psychometric properties of the uIRMA were considered to be good. Further research utilising the measure, to enhance discriminant validity and allow for a greater population base, is recommended.

INTRODUCTION

The term 'rape myth' was initially coined during the second wave feminist movement, in the 1970's (Fejervary, 2017). Following research into the construct of rape myth acceptance (RMA), Burt (1980) provided the definition of rape myths as 'prejudicial, stereotyped, or false beliefs about rape, rape victims, and rapists' (p. 217). In 1994, Lonsway and Fitzgerald provided a further definition, reporting that rape myths are "attitudes and beliefs that are generally false but are widely and persistently held, and that serve to deny and justify male sexual aggression against women" (p. 134)

The theme of this thesis has explored sexual harassment, examining the causal factors for such behaviour, including attitudes towards women. As noted in Chapter 4, previous literature has reported a correlation between rape myth acceptance (RMA) and negative attitudes towards women (Forbes et al., 2004; Thelan & Meadows, 2021), with individuals who support rape myths being more likely to endorse benevolent and hostile sexism (Nyúl & Kende, 2021). Chapter 4 identified that individuals who display workplace sexual harassment were significantly more likely to endorse rape myths supporting the belief that the sexual assault was not intentional by the perpetrator and/or that it was encouraged by the victim.

As noted elsewhere in this thesis, the literature presents adverse sexual behaviours on a continuum, with rape and sexual harassment demonstrating male sexual aggression against females (McDonald, 2011; Lonsway et al., 2008). As such, several parallels between rape and sexual harassment have been noted. Arguably, the most apparent similarity is gender, with males being viewed as the perpetrator and females as the victim (Koss et al., 1994). Other similarities between rape and sexual harassment, alike other offending behaviours, include attitudes towards victims, victim's likelihood to report untoward behaviour, and the general pattern of recovery by the victim (Lonsway et al., 2008).

This review introduces and appraises the updated Illinois Rape Myth Acceptance Scale (uIRMA; McMahon and Farmer, 2011); a tool used for measuring individual levels of Rape Myth Acceptance (RMA; Fejervary, 2017). Rape myths are reported to serve numerous psychological functions enabling individuals to understand negative occurrences in their social world, rationalise problematic behaviour, and avoid negative affect (Hine et al., 2021). Similar to sexual harassment, Payne et al. (1999) reported that the function of rape myths is also to justify or deny sexual aggression against females. RMA is a well-researched topic in the harmful sexual behaviour literature, with research identifying RMA as having an impact across various settings and social contexts (Fejervary,

2017). This can include being treated differently by their families, peers, and criminal justice system (Fejervary, 2017).

Although this chapter provides an overview of the uIRMA, its primary consideration is to present a critique of its psychometrics properties. The uIRMA was used in the study 'The effect of the workplace on sexual behaviour' presented in Chapter 4, therefore it was considered important to understand the properties of the measure to effectively interpret outcomes from that chapter.

BACKGROUND TO THE uIRMA

Following pioneering research into rape myths, Burt (1980) developed the Rape Myth Acceptance Scale (RMAS), measuring distorted beliefs regarding the sexual assault of females. However, research has indicated that the RMAS is susceptible to socially desirable responding and does not explicitly measure rape myths (Bumby, 1996; Lonsway & Fitzgerald, 1994). Additionally, Payne, Lonsway, and Fitzgerald (1999) noted that, whilst the RMAS has been used in a large cohort of research, a limited number of robust conclusions have been made. In particular, they documented that whilst numerous beliefs, attitudes, and behaviours were associated with the construct of rape myth acceptance, many of these correlations convey "simple common sense" (Lonsway & Fitzgerald, 1994, p.148).

Following extensive research into demographic and background variables relating to rape myth acceptance, Lonsway and Fitzgerald (1994) concluded that the only consistent relationship with RMA, was the sex of the respondent. It was considered that the lack of clarity for the other variables was attributable to the use of varying rape myth scales (see appendix V for examples of rape myth scales). They reported that there appeared to be little effort to establish psychometric adequacy, with many scales failing to meet the basic standards for scale construction, item writing or validity, lacking theoretical relevance (Lonsway & Fitzgerald, 1994).

Payne, Lonsway and Fitzgerald (1999) aimed to address the failings of previous RMA scales, through initially conducting a large-scale investigation to clarify the field and structure of rape myth construct. This included discussion with experts, reviewing relevant literature, and empirical investigation. The results from the investigation were subsequently used to develop the Illinois Rape Myth Acceptance Scale (IRMA). In developing the scale, attention was given to the wording and polarity of items, ensuring that colloquial phrases were used sparsely and intentionally, areas which the developers considered that other RMA measures lacked (Baldwin-White, Thompson & Gray, 2016; Payne, Lonsway & Fitzgerald, 1999). As a result, the scale was deemed to represent the content and structure of the rape myth domain.

The IRMA is a self-report measure, consisting of seven subscales: (1) She Asked for It, (2) It Wasn't Really Rape, (3) He Didn't Mean To, (4) She Wanted It, (5) She Lied, (6) Rape Is a Trivial Event, and (7) Rape Is a Deviant Event. Respondents are asked to rate their agreement to 45 items by using a five-point Likert-type scale, ranging from 5 (strongly disagree) to 1 (strongly agree). Due to concern regarding the length, a 20-item short form was developed (Payne, Lonsway & Fitzgerald, 1999).

The original IRMA was found to evidence adequate internal reliability ($\alpha=0.93$), with subscale alphas ranging from 0.74 to 0.84, as well as demonstrating construct and predictive validity (Payne, Lonsway & Fitzgerald, 1999). However, challenges remained, with research

indicating that the IRMA fails to address victim blaming, an aspect that is considered to be significant with RMA (McMahon & Farmer, 2011). Methodological concerns were also noted by McMahon and Farmer (2011), specifically with regard to the language used in the measure and the ability to capture more subtle and covert rape myths. As a result, McMahon and Farmer (2011) sought to update the IRMA, altering the language used and capturing subtle rape myths, with an emphasis on victim blaming.

In developing the uIRMA, McMahon and Farmer (2011) initially undertook three focus groups: two of which were with undergraduate students, who were peer educators on issues regarding sexual violence, and one with professionals who worked with student victims of sexual violence. The groups were requested to consider comments they had heard from students regarding victim blaming, paying particular attention to what words and language were used. Participants were subsequently asked to review the 45-item IRMA to match the measure with the findings from the focus groups, experience with students, and previous research. Four of the seven subscales (27 items) were found to be theoretically relevant (McMahon & Farmer, 2011). Interviews were subsequently conducted with 100 undergraduate students, 40 graduate students and "a panel of experts", including five professionals who work with students on campus, with the survey being updated and modified several times, prior to the finalised uIRMA being agreed (McMahon &

Farmer, 2011, p. 75). The finalised uIRMA was piloted on a sample of 951 undergraduate students, from an American public university, as part of their new-student orientation.

Administration of the uIRMA

Rape myth acceptance is frequently measured using survey instruments, with scales typically using a Likert-type scale to ask respondents to rate their agreement (Fejervary, 2017). This was the preferred method in the original IRMA, as noted above. McMahon and Farmer (2011) amended the IRMA further, using the first 17 items from Payne et al.'s (1999) IRMA. An additional five items were added into the 'she lied' subscale following research focused on updating the IRMA. The uIRMA has four scales, with 22 items:

She asked for it- the belief that the sexual assault was encouraged by the victim.

E.g. "When girls go to parties wearing slutty clothes, they are asking for trouble".

She lied- the belief that the rape was fabricated by the victim.

E.g. "A rape probably didn't happen if the girl has no bruises or marks"

It wasn't really rape- denying that a rape occurred.

E.g. "If a girl doesn't physically resist sex—even if protesting verbally—it can't be considered rape."

He didn't mean to- the belief that the rape was not intentional by the perpetrator.

E.g. "Guys don't usually intend to force sex on a girl, but sometimes they get too sexually carried away"

The uIRMA takes approximately 5 minutes to administer. When completing the uIRMA, respondents are required to rate each item on a 5-point Likert-type scale indicating how true they believe each item to be, from "strongly agree" to "strongly disagree". Responses from each subscale are totalled for a cumulative score. The greater the score indicates a more significant rejection of the rape myth.

Application of the uIRMA

Since its development, the uIRMA has been used to measure rape myth acceptance in a variety of different contexts, mainly for research purposes. A large cohort of the literature has utilised the uIRMA to examine rape as a phenomenon, attempting to gain an understanding of different social groups acceptance of such behaviour (e.g. Bagasra et. Al., 2023; Kamdar et al., 2017; Navarro & Tewksbury, 2017), along with assessing rape myth acceptance and masculinity (e.g. Tokar, 2023; Le, Pekosz, & Iwamoto, 2020). Research has also attempted to gain an

understanding of the relationship between rape myth acceptance and different social and psychological constructs (e.g. Bernstein et al., 2022; PettyJohn et al., 2023).

Initially, the uIRMA was utilised in research predominantly based in the United States. Fakunmoju et al. (2021) found differences in rape myth acceptance across countries, with the United States being the least likely to endorse rape myths, supporting previous literature (Łyś et al., 2021). As such, research has indicated a need for the tool to be adapted, to allow it to be utilised with different cultures and in different national settings. Some examples relating to research where such adaptations have been made include examining rape myth as a psychological construct with a Hungarian population (Nyúl & Kende, 2021), comparing rape myth acceptance between police and medical students in Denmark (Skov, van Mastrigt, & Jensen, 2021), examining the different determining factors of rape myth acceptance amongst Indian women (Das & Bhattacharjee, 2023), and rape myth acceptance with a Polish population (Łyś et al., 2021).

PROPERTIES OF THE uIRMA

A psychological test may be described as a good test if it has the “same meaning over time and across situations” (Field, 2009, p.10). Kline (2015) proposed that an efficient psychometric should meet the following criteria: reliability, validity, have applicable normative data, and is discriminating. This provides standards to evaluate the degree to which the uIRMA conforms to the properties of a good psychometric test, allowing conclusions regarding clinical utility to be formulated.

Level of Measurement

Kline (1986) reported that a good psychometric measure employs an ordinal or ratio scale. The uIRMA uses a five-point Likert-type scale and, whilst literature has stated that such scales violate the basic assumptions of ordinal level data, they are generally treated as one for statistical analysis, due to having a clear rank order (Sullivan & Artino, 2013; Wu & Leung, 2017).

Reliability

Reliability is the extent to which results from a test are consistent and scores are stable (Kline, 2015; White et al., 2022). Three types of reliability can be assessed: internal reliability, test-retest reliability and inter-rater reliability.

Test-retest Reliability

Test-retest reliability is considered to be essential for any psychometric testing (Kline, 2015). Principally, it suggests that if the same test were administered to one individual, on several occasions, without any changes occurring to the individual, the score will remain consistent. This should take into consideration the time-interval between testing, to minimise confounding variables, such as learning effects and recovery (Dutil et al., 2017). According to Nunnally and Bernstein (1994) a test-retest reliability level of 0.70 is the threshold of acceptability. The test-retest reliability of the uIRMA has not been extensively researched.

In the development of the original IRMA, Payne, Lonsway and Fitzgerald (1999) reported test-retest reliabilities in a sample of 780 undergraduate students. However, this only included 20% of the rape myth items, and being administered to a subset of participants immediately following completion. Correlations between the first and second presentation were 0.90, indicating good test-retest stability. Similarly, the Polish amended version of the uIRMA reported good test-retest reliability (0.88) (Łyś et al., 2023). Further, although Reddy et al. (2020) did not undertake test-retest reliability, in the design of their study, they administered the uIRMA to a control group of 72 participants on two occasions. The control group scores were significantly different, suggesting a change in their scores on the second occasion. However, McMahon and Farmer (2011)

did not report test-retest reliability for the uIRMA, thus it is assumed that this testing did not occur. As a result, the uIRMA does not meet this criterion.

Internal reliability

Internal reliability relates to the extent to which all components of a test measure the same construct (Tavakol & Dennick, 2011). It is most commonly assessed using Cronbach's Alpha, measuring reliability from 0 to 1. Whilst 1 is suggestive of high reliability, it may also indicate that some items are unnecessary, as they are testing the same question but in a different form, therefore 0.7 to 0.95 is considered to be the most acceptable value (Tavakol & Dennick, 2011).

A number of papers have reported the internal reliability of each scale of the uIRMA. Table 14 provides a summary of the findings of eight papers dated from 2011 to 2023. In the paper describing the development of the uIRMA, McMahon and Farmer (2011) reported an alpha coefficient of 0.87, indicating a high level of internal reliability. Similar findings of high internal reliability were found in a study by PettyJohn et al. (2023) that utilised the uIRMA with 356 female participants. alpha coefficients between 0.67 and 0.90 were reported, with a total scale α of 0.92.

PettyJohn et al. (2023) noted that "it wasn't really rape" was the only subscale to have a coefficient below 0.70 ($\alpha = 0.67$). Following removal

of the item, "if a girl doesn't say 'no', she can't claim rape", the internal consistency increased to 0.78. McMahon and Farmer (2011) also reported alpha coefficients between 0.64-0.80, though did not clarify which alpha coefficient was associated with which subscale, thus making it difficult to make comparisons. In contrast however, Navarro and Tewksbury (2017) reported higher alpha coefficients ranging from 0.77 to 0.91 ("She Asked For It" $\alpha = 0.84$, "He Didn't Mean To" $\alpha = 0.82$, "It Wasn't Really Rape" $\alpha = 0.84$, and "She Lied" $\alpha = 0.91$). Nevertheless, a similar overall alpha coefficient of 0.93 was reported. It can therefore be concluded that the uIRMA meets the criteria for internal reliability.

Table 14 - Reliability Coefficients (Cronbach's Alpha) for uIRMA scales.

Authors	Sample	Overall	Scales
McMahon & Farmer (2011)	Male and Female undergraduate students ($n=951$)	0.87	0.64-0.80
Navarro & Tewksbury (2017)	Male and Female undergraduate students ($n=727$)	0.93	0.82-0.91
Wilson & Newins (2019)	Male and Female university students ($n=298$)	0.93	-
Reddy et al. (2020)	Community-nonstudents ($n=137$)	0.94	0.83- 0.92
Belyea & Blais (2020)	Community adult male and females ($n=156$)	0.93	-
Nitschke, Masser, McKimmie & Riachi (2021)	Male and Female undergraduate students ($n=212$)	0.94	-
Valdespino-Hayden, Walsh & Lowe (2022)	Female college students ($n=500$)	0.87	0.64-0.80
PettyJohn et al. (2023)	Community adult females ($n=356$)	0.92	0.67

Validity

Validity refers to the extent to which a test measures what it was designed to measure, and that inferences drawn from results are accurately applied and interpreted. Similar to reliability, validity can be divided into sub-categories; face validity, criterion-related validity, construct validity, and content validity.

Face validity

Face validity is one of the less sophisticated measures of validity (Mcleod, 2013), referring to “the clarity, relevance, difficulty, and sensitivity of a test to its intended audience” (Allen, Robson & Iliescu, 2023: p. 154). Specifically, whether the test measures, at ‘face value’, what it is claiming to measure (Gudjonsson & Haward, 1998).

Face validity is measured by asking individuals to rate the validity of a test, as they perceive it (Mcleod, 2013). Tests where the purpose is clear are considered to have high face validity (Nevo, 1985). However, a high face validity has been noted to be disadvantageous, in that participants may notice what the test is measuring and alter their responses to present in a more socially desirable manner (Kline, 2013; Mcleod, 2013).

The social desirability effect is a common error in self-report measures, particularly if the test is collecting data on issues that are personal or socially sensitive (Grimm, 2010). As a result, respondents may choose

answers that they deem to be socially appropriate rather than a true reflection of their thoughts or feelings, affecting the accuracy of the research (Grimm, 2010). McMahon and Farmer (2011) attempted to address this issue in the uIRMA to include items that captured more subtle and covert rape myth acceptance. In doing so, the face validity was effectively reduced. Nevertheless, in this instance, reducing the face validity was the more preferable option, to reduce response bias and allow for covert rape myth acceptance to be measured (McMahon & Farmer, 2011).

Content validity

Content validity is the degree to which a psychometric test measures all aspects of the construct under investigation. Therefore, tests with high content validity have items that specifically relate to the literature base for the subject being measured. In relation to the uIRMA, content validity refers to the extent to which it measures all the features of rape myth acceptance.

In developing the IRMA, Payne, Lonsway & Fitzgerald (1999) ensured that items had the following criteria: structural integrity, clarity, reliability, content weighting, and the use of colloquial phrases. Whilst the IRMA was found to have good content validity, McMahon and Farmer (2011) recognised that, due to the amount of time elapsed since the development of the IRMA, the language used is obsolete, thus reducing

the content validity. On review of the IRMA, McMahon and Farmer (2011) amended the language to reflect cultural changes, ensuring that the wording was socially acceptable. Additionally, they removed three subscales: 'she wanted it', 'rape is a trivial event', and 'rape is a deviant event', as these scales were considered to contain more overt rape myths, which, over time, have become less socially acceptable.

As noted above, literature has critiqued the IRMA for failing to address victim blaming (McMahon & Farmer, 2011). Literature has frequently reported on the association between RMA and victim blaming, indicating that this may also affect the decisions made by police, prosecutors, and jurors (Grubb & Turner, 2012; Hudspith et al., 2023). Ben-David and Scheneider (2005) reported that RMA and victim blaming are demonstrated in three ways: victim precipitation (e.g. rape only occurs to certain types of females), victim masochism (e.g. victims want the rape to occur), and victim fabrication (e.g. victims exaggerate the rape). Additionally, research has reported other associations, such as increased blame being placed on the victim if they have prior sexual experiences, are intoxicated, have a close relationship with the perpetrator, and do not resist attack (Dawtry et al., 2019). Arguably, the IRMA addresses victim-blaming in the items: 'a woman who dresses in skimpy clothes should not be surprised if a man tries to force her to have sex', 'If a woman claims to have been raped but has no bruises or scrapes, she probably shouldn't be taken too seriously', and 'If a woman is raped while

she is drunk, she is at least somewhat responsible for letting things get out of hand’.

McMahon and Farmer (2011) highlighted that overt, victim blaming, used in the IRMA, was no longer regarded as tolerable, noting a shift toward more covert victim blaming attitudes. In developing the uIRMA, they sought to address such limitations, asking participants to discuss comments they have heard involving victim blaming. Participants were also provided with the IRMA, reviewing the content, ensuring that there was a specific focus on rape and victim blaming (McMahon & Farmer, 2011). Examples of items targeting covert victim blaming included ‘guys don’t usually force sex on a girl, but sometimes they get too sexually carried away’, ‘when girls go to parties wearing slutty clothes, they are asking for trouble’, and ‘if a girl initiates kissing or hooking up, she should not be surprised if a guy assumes she wants to have sex’. As such the uIRMA is considered to have good content validity.

Construct Validity

Construct validity is the degree to which a tool captures the concept of interest (DeVon et al., 2007). There are a variety of ways to evaluate construct validity, including hypothesis testing and factor analysis (DeVon et al., 2007).

The legal definition of “rape” is continually changing, thus resulting in several different definitions. Such differences in definition presents as a threat to construct validity (Cronbach & Meehl, 1955). Similarly, the literature has indicated rape to be a gendered crime, with a male perpetrator and female victim (Hayes et al., 2013; Thelan & Meadows, 2021). As a result, many of the tools, including the uIRMA, use gendered language. Critics argue that using such language is likely to lack validity with ‘sexual and gender minorities’, noting that it may also be harmful to continue to discuss rape myths in a narrow, non-inclusive manner (Canan et al., 2023). Despite updating the language used in the IRMA (see Appendix U and T for the IRMA and uIRMA), the uIRMA continued to use gendered language, thus suggesting that the uIRMA lacks construct validity. Recent adaptations of the uIRMA have attempted to amend this, creating a gender inclusive version of the scale (Johnson et al., 2021). Whilst this has been reported to have retained item variance, have a strong internal consistency, and a good model fit, this has not been widely tested.

Concurrent validity

In the original version of the IRMA, Payne, Lonsway, and Fitzgerald (1999) assessed the scales functionality examining the IRMA scores against scales that were theoretically and/or empirically associated with RMA. The constructs examined included: sex-role stereotyping, gender,

adversarial sexual beliefs, acceptance of violence, sexism, and hostility toward women using the following measures:

Sex-role Stereotyping- Burt's (1980) Sex-Role Stereotyping Scale; Rombough and Ventimighlia's (1981) Sexism Scale

Adversarial Sexual Beliefs- Burt's (1980) Adversarial Sexual Beliefs Scale; Lonsway and Fitzgerald's (1995) Adversarial Heterosexual Beliefs Scale

Hostility Toward Women- Lonsway and Fitzgerald's (1995) Hostility Toward Women Scale

Attitudes Toward Violence- Burt's (1980) Acceptance of Interpersonal Violence Scale; Lonsway and Fitzgerald's (1995) Attitudes Toward Violence Scale

Correlations between the IRMA and the above measures were moderate to strong, ranging from $r(174) = .50, p < .001$ to $r(174) = .74, p < .001$ (Cohen, 1988; Payne et al., 1999). Thus, suggesting that individuals who score highly on the IRMA are more likely to hold traditional sex-role stereotypes, endorse adversarial sexual beliefs, express hostile attitudes toward females, and be accepting of interpersonal violence, as well as violence in general (Payne et al., 1999). Whilst McMahon and Farmer (2011) did not explicitly examine the uIRMA against scales that measures constructs linked to RMA, the items used in the uIRMA were

similar items used in the original IRMA, with updated language. As such, it is arguable that the scale continues to have construct validity.

In the uIRMA, McMahon and Farmer (2011) used Exploratory Structural Equation Modelling (ESEM) to assess the construct validity. This allowed them to explore potential cross-loading of items within a hypothesized factor structure. Results of the ESEM suggested a modification to the hypothesized four-factor model, with items on the 'He Didn't Mean To' subscale, focusing specifically on intoxication, forming a factor differing from the other items on the subscale. The fit for the five-factor model (comparative fit index [CFI] = .90, Tucker-Lewis index [TLI] = .97, Root mean square error of approximation [RMSEA] = .07) was deemed to be more appropriate than the four-factor model (CFI = .87, TLI = .91, RMSEA = .09). Of the 22 items on the proposed scale, 3 items were found to not significantly load onto any of the factors and, as such, were subsequently removed from the scale.

As a result of the item "If a guy is drunk, he might rape someone unintentionally" being cross-loaded, McMahon and Farmer (2011) argued that this demonstrated a link between the 'He Didn't Mean To' subscale, excusing the male perpetrator and 'He Didn't Mean To' subscale, focused specifically on alcohol intoxication. As such, they suggested further research to be undertaken. PettyJohn et al. (2023) provided evidence to support the validity and factor structure of the uIRMA (McMahon & Farmer, 2011), with females aged 25 to 35. The five-factor model with

the subscales: It Wasn't Really Rape, She Asked For It, He Didn't Mean To (Intoxication), He Didn't Mean To, and She Lied had a superior fit (CFI=.90, TLI=.97, RMSEA=.07) compared to the four-factor model, combining the 'He Didn't Mean To (Intoxication)' and 'He Didn't Mean To' (CFI=.87, TLI=.91, RMSEA=.09).

Nevertheless, PettyJohn et al. (2023) identified that the item significance and factor structure differ across samples. This was supported by Martini et al. (2022), who, following an exploratory factor analysis, reported that a five-factor based structure was not supported, due to the items "If both people are drunk, it can't be rape" and "It shouldn't be considered rape if a guy is drunk and didn't realize what he was doing" being loaded onto the 'It Wasn't Really Rape' subscale rather than the 'He Didn't Mean To'. As a result, a four-factor structure was utilised, and the two items were removed from subsequent analysis. This model was an acceptable fit, CFI = .91, TLI = .90, RMSEA = .075). This supports the notion that rape myths are culturally specific and socially constructed (PettyJohn et al., 2023).

Discriminant Validity

Discriminant validity is evidenced when constructs that theoretically should not be related to one another are found not to be highly correlated (Hubley, 2014). In the original IRMA, Payne et al. (1999) demonstrated discriminant validity, reporting a moderate negative correlation between

RMA and mean victim empathy scores ($r(43) = -.51, p < .01$). No evidence was found to suggest that the uIRMA has discriminant validity.

Criterion validity

Criterion-related validity pertains to the effectiveness of a measurement tool in predicting the variables being assessed (DeVon et al., 2007). There are two types of criterion validity, concurrent and predictive validity.

Concurrent validity is the extent to which a measure correlates with a "similar test taken at the same time" (Kline, 1998, p.35). However, difficulties may occur in choosing a second test, as the test must be reliable and valid (Kline, 2000). When it is not possible to find other tests for correlation, a significant but moderate correlation of 0.4/0.5 is deemed to be acceptable (Kline, 2000). There are no reported endeavours to correlate the uIRMA with other RMA measures, thus it is considered that the uIRMA lacks concurrent validity.

Predictive validity refers to the degree to which test scores predict future outcomes (DeVon et al., 2007). High correlations between the tool and criterion variables would support the notion that the measure is a valid predictor of the identified criteria (DeVon et al., 2007). Many studies investigate the relationship between RMA and rape proclivity, though have used the RMAS (Burt, 1980) in order to examine this (e.g. Bohner et al., 1998; Osland, Fitch, & Willis, 1996). McMahon and Farmer (2011)

reported predictive validity for the IRMA, referencing Stephens and George (2009) study which found a positive correlation with men's rape proclivity and sexual aggression. Such validity was also found with the uIRMA. Figures for this correlation were not published. More recent research has found the same correlation, using the uIRMA, though again no figures for such correlation were published (O'Connor, 2020).

In addition to the correlation with rape proclivity, McMahon and Farmer (2011) identified a positive correlation between RMA and hostile sexism toward females. They also assessed the differences in levels of rape myths when prior experience with sexual assault education programmes, gender, and knowledge of a victim of sexual assault were considered (McMahon & Farmer, 2011). A MANOVA analysis found that a significant difference with regards to gender, with males being more accepting of rape myths (Wilks' $\lambda = .88$ [F(5, 912) = 24.36, $p < .01$]).

Applicable normative data

Norms provide a baseline in which test data can be compared, offering a base rate of the behaviour occurring within a given population. Establishing norms requires the test to be standardised to allow mean scores from the sample to be compared with the 'normed' population. Without such, "the meaning of any test is difficult to gauge" (Kline, 1993; p.49). The IRMA and, subsequent, uIRMA were not developed as a diagnostic tool, therefore standardised scores were not established to

convert individuals raw scores. Additionally, McMahon and Farmer (2011) recognised that the language used to describe RMA, may vary depending on different cultures and populations, thus creating difficulty in standardising the uIRMA.

LIMITATIONS OF THE uIRMA

There is evidence that the uIRMA meets two, if not three of the fundamental principles of a good psychometric tool: validity, level of measurement, and to some degree reliability. However, there remains criticisms regarding the uIRMA that merit consideration.

The original IRMA was developed using 780 undergraduate students from a public university in America, in order to partially fulfil their course requirements. Similar recruitment strategies were utilised in the uIRMA (McMahon & Farmer, 2011). This raises concern regarding the level of valid consent that the participants were able to give, in that they may have felt that they needed to complete the study, in order to be able to advance with their own learning. However, it is important to highlight that, within the BPS ethics guidance (Oates et al., 2021), undergraduate student participation in research is encouraged, noting that it provides students with valuable experience, acquainting them with appropriate methods for carrying out such research and ethical issues that may arise as a result. As the completion of the IRMA study only provided partial fulfilment for their course requirements, it could be argued that participants were provided with choice as to whether they wished to complete the research, thus providing consent. However, this does not take into account that some individuals may have felt compelled to engage in the study, if they did not have enough credits at the end of the semester.

Solely using undergraduate students to develop the IRMA scale raises concern regarding the generalisability of the scale. It is arguable that individuals of student age are a population of particular interest in the rape literature, due to the high statistical value regarding their victimisation and perpetration (Payne et al., 1999). However, by limiting the sample to undergraduate students, the researchers fail to capture the views and attitudes of other populations, with cultural and age differences. Although the items on the uIRMA underwent several modifications and updates, they were predominantly orientated around the items on the IRMA, identified by undergraduate students.

Whilst the uIRMA undertook a focus group, with professionals and consulted a panel of five experts, the issues of generalisability remain. The initial focus groups in the study largely consisted of undergraduate sexual violence peer educators, with the uIRMA being subsequently piloted on 951 undergraduate students (McMahon & Farmer, 2011). McMahon and Farmer (2011) noted that the sample also had disproportionately low numbers of Black or Latino participants, further limiting the generalisability to these populations.

McMahon and Farmer (2011) reported that one of the major validity problems associated with rape myth measures centre around the issue of language, reporting that the language is often "outdated, antiquated, and irrelevant. A similar argument can be applied to the uIRMA, due to it being developed over a decade ago. In the ten years, since the uIRMA's

development, several cultural changes have occurred including social activism campaigns (e.g., #MeToo). Nevertheless, research has indicated that social activism campaigns have simply allowed discussions of rape and sexual assault to be discussed in public discourse, with limited development occurring in the language used to shame females (Rennie, 2023). Further, PettyJohn et al. (2023) reported findings to suggest the uIRMA is suitable for use with a non-college population, following the #MeToo movement.

Nevertheless, the language used in the uIRMA is gendered in its wording, presenting females as victims and males as perpetrators. In the Sexual Offences Act (2003; CPS, 2021) rape is defined as 'penetration of the vagina, mouth, or anus by a penis', therefore through the use of gendered language, the uIRMA fails to recognise the male victim, often referring to the victim as "a girl". The literature has argued that gendered language is representative of assaultive situations, with males perpetrating violence against females (Koss et al., 2007).

Lastly, as noted above, individuals have different perceptions of what defines rape, with radical feminists maintaining the view that all coerced sexual interaction constitutes as rape and others holding the view that there is no such thing as rape (Burt & Albin, 1981). Similar difficulty has been found, in defining a 'rape myth', with some experts stating that RMA is interchangeable with 'offence supportive attitudes' and 'rape supportive attitudes' (Johnson & Beech, 2017). Such variance is likely to

negatively impact on the standardisation, concurrent validity, and reliability (Johnson & Beech, 2017).

CONCLUSION

This review has focused on critically analysing the uIRMA, through an evaluation of the evidence base available regarding its validity and reliability. The uIRMA is frequently utilised in RMA research, enabling a greater understanding of rape as a social construct. The validity of the uIRMA has also contributed to a significant amount of data regarding the gender bias and victim blaming attitudes surrounding sexual assault.

There are still, arguably, some limitations to the measure, in that the sample in which the pilot study was tested on were undergraduate students and the age of the tool (PettyJohn, 2023; Rennie, 2023). Additionally, previous research on RMA is predominantly focused on students, thus the tool is valid for the literature base. Although research has been undertaken with different populations, with the tool still being reported an effective measure (PettyJohn, 2023), McMahon and Farmer (2011) highlighted the difficulty in standardising the measure, owing to the differences between populations and cultures.

The uIRMA was used in the empirical study, presented in chapter 4, to measure the difference in attitudes towards females between those who do and do not display workplace sexual harassment. The uIRMA has been found to highly correlate with attitudes towards women ($r = .58$) (Thelan & Meadows, 2021). Participants within the study indicated difficulty with the language used in the tool, raising complaint regarding the overt

derogatory terms, such as 'slutty'. This may have increased the risk of socially desirable responding.

The uIRMA would benefit from being used in further research to allow a greater understanding of the reliability and discriminant validity of the measure. Despite the limitations, noted above and within this critique, the uIRMA provides an easy to administer, reliable and valid assessment of RMA. It was found, in this critique, to meet the standards for psychometric testing, developed by Kline (1986) and therefore can be considered a good quality assessment of RMA.

CHAPTER SIX - DISCUSSION

The purpose of this thesis was to explore workplace sexual harassment (WSH), specifically focusing on males who demonstrate such behaviours to gain a greater understanding as to the reasons for such behaviour. Whilst sexual harassment, including WSH, has been recognised as a social phenomenon since the 1970's, as noted within the introduction, it has recently begun to garner increasing significance as a result of high-profile cases in the media, including politicians, entrepreneurs, and celebrities. Alleged and, in some cases, proven examples of these include: Larry Nassar (USA Gymnast doctor), Harvey Weinstein, Phillip Schofield, Donald Trump, Mike Hill (Labour MP), Luis Rubiales (Spanish FA president), and Lizzo. Despite empirical research being undertaken on the phenomenon, it has tended to focus on the perspectives of victims, failing to understand the attitudes and/or motivations of perpetrators. Collectively, the body of work presented in this thesis combines findings related to the perspectives of perpetrators of WSH and explores the attitudes and personality characteristics of those who display WSH compared to those who do not.

The investigation into WSH commenced with a review of the current literature, presented in Chapter 2. The systematic literature review aimed to explore the psychological factors linked to sexually harassing behaviours in the workplace. The review analysed six studies, published between 1998 and 2018. Initially, the review aimed to evaluate studies that had used perpetrators of WSH as participants, though following a

search of the literature, it became apparent that there was no empirical research that had done so, with research focusing on victims of WSH. As a result, articles which provided characteristics of perpetrators, through victim's accounts and descriptions, were utilised. Although this presented some similarities with regard to factors associated with individuals who demonstrate WSH, caution should be given to the findings due to these factors being from the perspectives of victims. Depending on the extent of their interaction with the perpetrator, the information provided may be limited and contain prejudice, especially if the WSH has resulted in psychological distress.

Results found that five out of the six studies referenced the environment as being a contributing factor for WSH. In particular, it was suggested that the perpetrator considers the opportunity and motivation for engaging in WSH, along with the perceived or actual consequences. Two of the five articles suggested that environments with a high male to female gender ratio increases the likelihood of WSH and hostility. This may relate to the sex-role spillover model, in that female's gender is likely to become their most noticeable feature when in environments where the gender is skewed (O'Hare & O'Donohue, 1998). However, it also aligns with the organisational model, suggesting that WSH is likely to be greater in contexts where the external deterrents are reduced, for example environments with a passive supervisor/manager or where there is insufficient adherence to workplace policies/procedures. It could

be hypothesised that the environment may influence an individual to display WSH, in that the workplace norms, gender bias, and imbedded power relations within the workplace may begin to reflect in how an individual views themselves and the world around them, affecting their social identity and behaviour (Hershcovis & Barling, 2010). However, such theory is too simplistic, as it does not take into account why some individuals do not perpetrate WSH.

Whilst the environment may affect an individual's propensity to engage in WSH, the review also found that power was frequently referenced within the research articles. The organisational model proposes that WSH results from power differentials, in that those in a position of power are more likely to use this to gain sexual gratification, and control their subordinates (Tangri et al., 1982). Whilst the reviewed articles supported this theory in relation to homosexual and bisexual male victims, noting that their perpetrators were likely to have both higher occupational and societal power. They did not support hierarchical power influencing WSH being perpetrated towards females. One research article stated that WSH was more likely to be demonstrated by a male in an equal job position, who had a higher opportunity to interact with his victim. As such, it may be better to consider WSH being associated with societal power, rather than organisational power, with harassment being linked to a need to maintain heteronormativity and gender binary in the workplace.

Although conclusions could be proposed from the reviewed studies, these were not based on the perspectives of perpetrators. As a result, the reviewed literature was unable to inform: the motivations for perpetration of WSH, the typology of men who display WSH, and differences between those perpetrators and non-perpetrators. It was suggested that such considerations should be explored in future research.

Following the outcomes of the literature review, it was identified that it was necessary for research to be undertaken with perpetrators. Chapter 3 presents a qualitative study undertaken with individuals who self-identified as demonstrating sexual behaviour in the workplace. This study sought to gain an understanding of WSH based on the personal perceptions of those who display such behaviours through exploring their experiences using Interpretative Phenomenological Analysis (IPA). It was anticipated that this would provide some insight into the motivations for engaging in WSH, whilst also adding to the literature regarding perpetrator characteristics. Four semi-structured interviews were undertaken with employed males, who were aged 35 to 58 years.

Three superordinate themes were found in the data. These included: perpetrator characteristics, limited responsibility, judgement of others. In brief, the findings indicated that the motivation to meet their own needs was more important for perpetrators than any external/internal deterrence, thus supporting the Four-Factor model. Specifically,

perpetrators often justified, and minimised, their behaviours as a “a little innuendo” or “just a bit of fun”. This behaviour is similar to behaviour demonstrated by perpetrators of sexual aggression, in that perpetrators are likely to experience an entitlement bias, believing that their actions are justifiable as a result of their superiority (Steel et al., 2020). Such theory is further supported by the perpetrator’s enhanced self-worth, in that they often described themselves as ‘popular’, further indicating the power that they believed they held within the workplace. Perpetrators described that they had to adapt their behaviour outside of the workplace, often placing blame on their girlfriend/wife for being disapproving of their inappropriate sexual behaviour towards others. Whilst this further strengthens the hypothesis that perpetrators had a heightened sense of self-worth and power, it also indicates that when the external deterrence is high (e.g. in this case, the disapproval by their girlfriend/wife), perpetrators are not likely to demonstrate the behaviour, thus again providing further support the Four-Factor model.

Previous research has attempted to provide a typology for perpetrators of WSH (Lengnick-Hall, 1995; Lucero et al., 2003), though Pina et al. (2009) criticised such typological descriptions noting their limited clinical utility. The findings from the qualitative study, presented in Chapter 3, support this, with the perpetrators often displaying characteristics across several categories, thus making it difficult to define. Rather, it may be better to consider the perpetrators motivations for displaying WSH,

alongside personality characteristics (e.g. a desire for admiration and power) and environmental factors (e.g. limited boundaries).

Whilst the presented research, in Chapter 3, provided initial understanding into the motives for displaying WSH, the research was limited to the perceptions of the four individuals interviewed. Accordingly, findings cannot be generalised to the wider population without further supporting evidence. As a result, it was suggested that further empirical research is undertaken in order to develop a greater understanding of the factors that may be influencing the perpetration of WSH, with a larger sample.

Chapter 4 presents an empirical study, to expand on the findings from Chapter 3. The aims of the study were to explore whether there is a difference in the type and amount of sexual behaviour displayed in a work environment to that in a licensed venue, as well as to examine whether there are differences in the attitudes towards women and personality characteristics of those who do and do not display WSH. Participants comprised of adult males, who had worked in close proximity to a mixture of genders, allowing the opportunity to demonstrate WSH. Results suggested that there were significant differences in the type and amount of 'not-man-enough' (NME) views demonstrated in the workplace to those displayed in a licensed venue. Such findings may indicate that males feel threatened within the workplace, and therefore express such views in order to protect their sense of self, so that they do

not feel inferior to their female colleagues (Hershcovis & Barling, 2010). It may also be that such views allow for male dominance to be maintained in the workplace, with (NME) views being displayed to females who defy the gender hierarchy (Minnotte & Legerski, 2019). These attitudes in the workplace are likely to create a masculine space, wherein the environment perpetuates and supports harassment and discrimination (Cleveland at al., 2005; Thornton, 2002).

The study found that perpetrators of WSH were significantly more likely to display sexual hostility, unwanted sexual attention, and sexual coercion within the workplace, than non-perpetrators. Such subscales have been associated with sexual aggression. It could therefore be argued that perpetrators of WSH prioritise their own needs, showing little concern for the effects that this may have on their victim. In part, this may be linked to their personality characteristics, as the study found that perpetrators of WSH were more likely to have narcissistic and/or psychopathy traits, which may make them impulsive in their behaviour and dismissive of others' feelings and emotions. Such traits are also associated with a disregard for boundaries and rules, supporting the findings evidenced in Chapter 3. This raises an important question, in that, if perpetrators are less likely to have concern for boundaries/consequences, why did the findings indicate a significant difference in the amount of unwanted sexual attention displayed in licensed venues compared to the workplace. As noted within Chapter 4,

this may be due to situational factors (such as a lack of opportunity to demonstrate such behaviours, work demands/schedule) or relational factors (such as not feeling sexually attracted to or over-familiarity with, female colleagues) . However, further research into these differences would be beneficial.

The updated Illinois Rape Myth Acceptance Scale (uIRMA; McMahon & Farmer, 2011) was used in the empirical study to measure attitudes towards women. In Chapter 5 a critique of the tool is presented. The chapter provides an overview of the development of the tool, but predominantly considers the psychometric properties. The analysis identified that the uIRMA meets the standards for psychometric testing. It has also provided significant amount of data regarding the gender bias and victim blaming attitudes surrounding sexual assault. The uIRMA is not without its limitations, however, in that the age of the tool has resulted in some of the language used being outdated. The critique highlighted that the uIRMA would benefit from being used in further, more comprehensive research to allow a greater understanding of the reliability and discriminant validity of the measure.

Synthesis of Findings

This thesis aimed to provide critical research into the motivations for displaying WSH, and to what extent environmental, personality, and/or societal factors impact the behaviour demonstrated by perpetrators of

WSH. Whilst a growing body of research has been undertaken regarding WSH, allowing the development of theories/models to assist in defining WSH and describing characteristics and motivations as to why individuals may perpetrate this behaviour, these have been developed on victims/observers' accounts and wider psychological theories/concepts. Until now, no research had been undertaken with perpetrators of WSH.

Previous research has indicated that the environment impacts on WSH being perpetrated. Specifically, research suggested that an environment with high male to female gender ratio, and inadequate leadership, is likely to create situations wherein males compete to attain power and control (O'Connell & Korabik, 2000; Lee, 2018). The research presented in this thesis partially supports this finding, in that perpetrators reported that they displayed WSH in close proximity to management (suggesting a 'passive leader' (REF)), and also presented with disapproval of other male colleagues displaying WSH. Such disapproval may be an indicator of the perpetrator feeling in competition with their male colleague. Another tentative hypothesis may be that the perpetrator does not label their behaviour as WSH, minimising and justifying their actions as 'fun'. Therefore, when other individuals are displaying WSH, they agree with societal views that these behaviours are negative. Such minimisation of their own behaviour may be a psychological defence, protecting the perpetrators sense of self, in feeling that their behaviour is wanted and accepted by others. By being disapproving of others WSH behaviours, it

indicates a tendency of social desirability, which again may be linked to wanting to be accepted by others.

Whilst the perpetrators of WSH, in Chapter 3, expressed their behaviour as “a bit of fun”, literature reports that ‘sexist jokes and comments’ are likely to create a hostile work environment (Pina et al., 2009). The research presented in Chapter 4 indicated that perpetrators of WSH were no more likely to display gender harassment (not-man-enough views and sexist hostility) than non-perpetrators, however, in a licensed venue perpetrators were more likely to display ‘not-man-enough’ attitudes compared to non-perpetrators. The Organisational Theory may argue that such results are due to workplace norms and hierarchical power created by the environmental and structural conditions (Tangri et al., 1982). As such, males are more likely to display harassment behaviours in order to maintain the power and control. Similarly, the results could also be explained by the Socio-Cultural model, in that the workplace structures are reflective of the wider societal and cultural norms, with harassment being used to maintain male dominance (O’Hare & O’Donohue, 1998). Both theories suggest that such harassment is used to remind females of their lower status and enhance the male power. However, other factors also need to be considered, as not every individual in a non-restrictive environment, with sexist views, displays sexually harassing behaviours. As such, it is important to consider the role of personality.

Individuals who demonstrate WSH were found to present with narcissistic and psychopathy personality traits. These traits are associated with heightened feelings of entitlement, interpersonal dominance, superficial charm, and impulsivity (Koscielska et al., 2019; Mayshak et al., 2023). This behaviour was also evident in the self-report of perpetrators, presented in Chapter Three, wherein perpetrators described themselves as sociable characters, with the need to showcase their popularity being evident. It could be hypothesised that perpetrators desire to emphasise their popularity is linked with social desirability, with perpetrators being aware of the negative connotations associated with WSH and wanting to distance themselves from this, in an effort to be admired and accepted. However, such an explanation does not fit with the narcissistic and psychopathy traits, evident in perpetrators of WSH. A more suitable explanation may therefore be that perpetrators perceived popularity is associated with a heightened need for power and control. Thus, supporting the Socio-Cultural theory (O'Hare & O'Donohue, 1998), in that perpetrators may use superficial charm to develop relationships with their victims, allowing them to use assertion and interpersonal dominance. This is further supported by the findings that perpetrators of WSH are more likely to display sexually aggressive harassment behaviours (sexual coercion, unwanted sexual attention, and sexual hostility) in the workplace. However as noted with the environment, noted above, personality factors alone do not account for why some individuals display WSH and others do not. The results from

Chapter 4 suggested that perpetrators of WSH were no more likely to display such sexually aggressive harassing behaviours in a licensed venue, suggesting that the environment, along with potential other factors, has a contributing effect.

Baumeister et al. (2002) suggested that the perpetrator's initial motivation for engaging in WSH may be to have sexual intercourse/contact, though stated that his subsequent motivation is likely to be to prove that he can have the sexual intercourse/contact that he desires (Baumeister et al., 2002). Such research supports the natural/biological model, which proposes that males have a stronger sex drive to females, making it difficult to control their desires (Kapila, 2017). This is likely to cause competition between males, in order to attempt to get their needs met, likely resulting in selfish and extreme behaviour being demonstrated (West-Eberhard, 1978). However, as noted in Chapter 2, the natural/ biological model does not effectively explain why only some males perpetrate WSH. It also does not explain why females may perpetrate such behaviour, given that their sexual drive is reportedly lower than males.

Throughout this thesis, and this discussion, 'power' appears to be a key motivation for engaging in WSH. Males have predominantly held greater power over females, within the workplace and in society in general. Historically, females were viewed as the 'homemakers', whose role it was to maintain the house and caring for the children, whilst the male went

to work and financially supported the family. As societies views towards females adapts, and females gain more power in and out of the workplace, it is likely that some males will feel their position is threatened. Particularly, those with narcissistic and/or psychopathy personality traits are likely to be envious of others receiving praise, admiration, and attention and therefore may engage in behaviours to regain that control. Without research being undertaken with female perpetrators it is difficult to make firm conclusions as to why the gender difference may be apparent. It may be that the female perpetrator is attempting to demonstrate their abilities by aligning with masculine traits, to assert dominance. Such behaviour may be related to the 'not-man-enough' beliefs of females being 'not tough enough', 'not courageous enough', and/or are 'easily fooled', evident in work environments. However, further research investigating the characteristics of female perpetrators is required to explore this further.

Whilst the findings of this research thesis supports the Socio-Cultural Model (Kapila, 2017), there is also evidence of perpetrators behaviour aligning with the Four-Factor Model (O'Hare & O'Donohue, 1998). Perpetrators of WSH demonstrated motivation for engaging in the behaviour (e.g. the need for power and control), overcoming internal inhibitions (e.g. through moral disengagement), overcoming victim resistance (e.g. through coercive behaviours), and overcoming external inhibitions (e.g. passive leaders). Therefore, prevention of WSH will

predominantly rely on organisations assuring that they have clear policies and guidelines regarding WSH, as well as an effective management structure, who are willing to implement disciplinary action should it be required. Applying clear consequences for the behaviour, will increase the cost of displaying such behaviour, reducing the benefit. Therefore, this is likely to stop opportunistic WSH. Individuals with a greater propensity to engage in WSH, despite the distinct boundaries being implemented would benefit from engaging in targeted intervention work. Such work would need to be individualised, to allow for perpetrators to discuss and process previous experiences which may have resulted in them having heightened need for power and acceptance. Such intervention may also benefit from including the impact on victims, which may address dismissive views regarding their behaviour being 'a bit of fun' and harmless.

Future Research

Whilst this review has started to directly address the issue of WSH, obtaining data from those who demonstrate such behaviour, it is an area that continues to require a significant amount of attention. The research presented in the thesis is the first pieces of research to use WSH perpetrators as participants. Although it has provided some information, further research using such methods is required to enable a more comprehensive understanding into the motivations and attitudes of those who demonstrate WSH.

The research presented in this thesis focused on male perpetrators, owing to the literature suggesting that those who demonstrate WSH are more likely to be male. However, despite males being identified as the main perpetrator, there is still some evidence that females perpetrate such behaviours. This is a vastly under researched area. From the literature review, it was identified that no empirical research has been undertaken with female perpetrators, with little research focusing on the victims of female perpetrators. Future research would benefit from identifying characteristics associated with female perpetrators of WSH and comparing these to the characteristics associated with male perpetrators.

Following a greater understanding of the motivations for perpetrating WSH, such information could be used to develop interventions aimed to address WSH. Currently, interventions used in workplaces are preventative measures, with there being no targeted interventions for those who display WSH. Rather, individuals are likely to be dismissed from their position, simply moving the problematic behaviour as opposed to addressing it.

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APPENDICES

Appendix A - List of search syntax used in database searching.

MedLine 1946 to 2023

1. (Sexual behavio?r or sexual harass* or sexual inappropriate behavio?r).mp. or exp sexual abuse/ or sexual coerc*.mp. or sexual advances.mp. or sexual exploit*.mp. or generaliz?ed sexual harassment.mp. or sex* offen?es.mp. or sexism.mp. or sexual pestering.mp. or sexual intimidation.mp. or sex* violence.mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

2. (workplace or work or "place of work" or "work environment" or "psychological factors" or "workplace culture" or organi?ation).mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

3. 1 and 2

4. perpetrators.mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

5. 3 and 4

APA PsychInfo 1806 to 2023

1. (Sexual behavio?r or sexual harass* or sexual inappropriate behavio?r).mp. or exp sexual abuse/ or sexual coerc*.mp. or sexual advances.mp. or sexual exploit*.mp. or generaliz?ed sexual harassment.mp. or sex* offen?es.mp. or sexism.mp. or sexual

pestering.mp. or sexual intimidation.mp. or sex* violence.mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

2. (workplace or work or "place of work" or "work environment" or "psychological factors" or "workplace culture" or organization).mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

3. 1 and 2

4. perpetrators.mp. [mp=title, book title, abstract, original title, name of substance word, subject heading word, floating sub-heading word, keyword heading word, organism supplementary concept word, protocol supplementary concept word, rare disease supplementary concept word, unique identifier, synonyms, population supplementary concept word, anatomy supplementary concept word]

5. 3 and 4

Scopus

(ALL (sexual AND behavior OR sexual AND harass* OR sexual AND inappropriate AND behavior OR exp AND sexual AND abuse/ OR sexual AND coerc* OR sexual AND advances OR sexual AND exploit* OR generalized AND sexual AND harassment OR sex* AND offenses OR sexism OR sexual AND pestering OR sexual AND intimidation OR sex* AND violence) AND ALL ("Workplace" OR "work" OR "place of work" OR "work environment" OR "workplace culture") AND ALL ("perpetrator*"))

ProQuest Dissertations & Theses A&I

(Sexual behavior OR sexual harass* OR sexual inappropriate behavior OR sexual coerc* OR sexual advances OR sexual exploit* OR sex* offenses OR sexism OR sexual pestering OR sexual intimidation OR sex*

violence AND "Workplace" OR "work" OR "place of work" AND
perpetrators) AND (la.exact("ENG"))

Appendix B- References of Included Studies

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Appendix C- Quality Assessment

Newcastle-Ottawa Scale adapted for cross-sectional studies.

Selection: (Maximum 5 stars)

1) Representativeness of the sample:

a) Truly representative of the average in the target population. *

b) Somewhat representative of the average in the target population. *

c) Selected group of users.

d) No description of the sampling strategy.

2) Sample size:

a) Justified and satisfactory. *

b) Not justified.

3) Non-respondents:

a) Comparability between respondents and non-respondents characteristics is established, and the response rate is satisfactory. *

b) The response rate is unsatisfactory, or the comparability between respondents and non-respondents is unsatisfactory.

c) No description of the response rate or the characteristics of the responders and the non-responders.

4) Ascertainment of the exposure (risk factor):

a) Validated measurement tool. **

b) Non-validated measurement tool, but the tool is available or described.*

c) No description of the measurement tool.

Comparability: (Maximum 2 stars)

1) The subjects in different outcome groups are comparable, based on the study design or analysis. Confounding factors are controlled.

a) The study controls for the most important factor (select one). *

b) The study control for any additional factor. *

Outcome: (Maximum 3 stars)

1) Assessment of the outcome:

a) Independent blind assessment. **

b) Record linkage. **

c) Self report. *

d) No description.

2) Statistical test:

a) The statistical test used to analyze the data is clearly described and appropriate, and the measurement of the association is presented, including confidence intervals and the probability level (p value). *

b) The statistical test is not appropriate, not described, or incomplete

Appendix D- Interview Schedule

1. Welcome and reiterate information sheet, including ethical considerations- allowed to take a break when wish, can do this by turning camera off and muting their microphone or I can give a call back, if it is preferred. Don't provide specific details that would identify you, friends/family, or workplace.
2. If we start of by discussing your current job role:
 1. What is your current job title?
 2. How long have you worked with the company?
 3. Has your job title always been the same or has it changed over time?
 4. How would you describe your day-to-day duties?
3. Have you worked for a different company?
 1. What was your job title?
 2. How long did you work with the company?
 3. Did your position change over time?
 4. Did your day-to-day duties differ significantly to what they do now?

(Ask for each job, so that able to develop an understanding of their job history)

- How would you describe your social interactions at work?
- Do you work in the same team continually or does the people in the office change regularly? How would you describe your familiarity to your colleagues?
- Is there an individual/ group that you have more interactions with? What makes you drawn to them more than others?
- *If describe their interactions being with males- how are women viewed?*
- How would you describe sexual behaviour? - what classifies as sexual behaviour
- In terms of sexual behaviour, is there anything that you feel isn't appropriate for a workplace? If yes, what do you consider isn't appropriate?
 - Why?

- Have your views about appropriate behaviour changed over time? If so, how?
 - What makes the other behaviours appropriate rather than inappropriate?
 - Have you ever displayed such behaviours? - how would you describe the people who you displayed the behaviour to?
- Do you think there may be some sexual behaviours that you haven't mentioned but others may consider them as inappropriate?
 - Why do feel they may class them as inappropriate?
 - Have you ever displayed such behaviours?/ Ever witnessed such behaviours being displayed?
 - how would you describe the people who you displayed the behaviour to?
 - Describe how you may feel if you were to witness/when you witnessed such behaviours?
- How would you describe the concerns that people have towards sexual behaviour in the workplace?
- Have you thought about the concerns when displaying the behaviours, you have just described?
 - Are you mindful of who you display such behaviour to or in front of?
- How might your colleagues describe your behaviour?
- How would you describe your social interactions outside of the workplace? (are these similar to the behaviours displayed inside the workplace- if not, why not)
- Would you feel comfortable in behaving in the same way as you do in work with colleagues, outside of work? (would this be dependent on the individual, may have to break it down into partner, friend, stranger).
- How would you describe your social interactions at work?

Appendix E- Consent Form



CONSENT FORM

Working Title: Sexual offending in the workplace

Researchers Name: Jordan Brooks

Please read the following statements:

- I have read and understood the Participant Information Sheet, or it has been read to me. I have had the opportunity to ask any questions about the study and my questions have been answered to my satisfaction.
- I understand that I do not have to take part in the study and that I am free to withdraw my participation at any time, without having to give a reason.
- I understand that my information will be kept confidential and will be anonymous so no-one can identify me or my family. This means that my name and other identifiable information are not recorded in the study.
- I understand that while information gained during the study may be published, I will not be identified, and my personal results will remain confidential.
- I agree for the interview to be video recorded, with the understanding that this will be downloaded and stored on password-protected University of Nottingham servers, which only the Lead Researcher has access to. This will then be transcribed into text and the recording be destroyed.
- I understand that data will be stored on University of Nottingham storage which only the researcher has access to.
- I understand that I may contact the researcher or supervisor if I require further information about the research, and that I may contact the Research Ethics Coordinator at University of Nottingham, if I wish to make a complaint relating to my involvement in the research.

Statement of consent

I understand the above information and understand the purpose of the research project and my involvement in it. I therefore give my consent to take part in this study (Please mark X the box if you agree)

I have witnessed the accurate reading of the consent form with the potential participant and the individual has had the opportunity to ask questions. I confirm that the individual has given consent freely.

Name of Witness

Signature

Date

Contact details

Researcher: jordan.brooks@nottingham.ac.uk

Supervisor: Dr Simon Duff- School of Medicine- University of Nottingham

School of Education Research Ethics Coordinator: educationresearchethics@nottingham.ac.uk

Appendix F- Information Sheet



Participant Information

Project Title- Sexual behaviour in the workplace

Researcher- Jordan Brooks (jordan.brooks@nottingham.ac.uk)

Supervisor- Dr Simon Duff (simon.duff@nottingham.ac.uk)

We would like to invite you to participate in this research project investigating sexual behaviour in the workplace. It is important for you to understand why this research is being undertaken and what it will involve before confirming your participation. As such, we would ask that you please take time to read the below information. If there is anything that is not clear or if you would like more information, please notify the researcher.

What is the purpose of the study?

Previous research has suggested that views towards sexual behaviour in the workplace can vary depending on the participants age, gender, education, occupation, parental status and familiarity with victims/perpetrators of sexual assault (Willis, Malinen & Johnson, 2012). Males who engage in such behaviour are viewed as requiring a sense of entitlement. However, very little research has been undertaken to gain an understanding of why individuals display sexualised behaviours towards their work colleagues and whether similar behaviour is displayed outside of the workplace. This research will form part of a postgraduate thesis and is aimed to be completed by October 2022.

Why have I been chosen?

You have been asked to participate in this study as you are a male, aged between 18 and 65 and have indicated that you have displayed behaviour which could be considered to be of a sexual nature in your place of work. For the purposes of the research, sexual behaviour is behaviour which could be deemed to be of a sexual nature, such as flirting, sexual jokes, physical touching, etc.

Do I have to take part?

You are not obliged to participate in this study. If you do choose to participate, you will be given a consent form, which requires you to read the statements and sign your name if you agree to the information given. You can stop the interview at any point, without informing the researcher of the reasons why. The data collected prior to the termination of the interview will be destroyed. Once the interview is completed, if you wish to withdraw from the research, you can do so by contacting the researcher.

What will happen if I take part?

You will be asked to participate in an interview via Microsoft Teams, during which you will be asked to discuss your interactions with your work colleagues, as well as your behaviour in the workplace and your thoughts and opinions on sexual behaviour in the workplace. This should take approximately 2 hours of your time. You will only be invited to one interview, with a follow-up



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interview only being offered if additional information is deemed necessary for analysis. You are encouraged to freely express your opinions and please be assured that your views are valued and that there are no right or wrong answers to the questions asked. However, please note that if you disclose information deemed to be incriminating, which has not previously been disclosed to the relevant authorities, the researcher may have to report this.

The interviews will be conducted via Microsoft Teams. The recording feature on Microsoft Teams will be used to video record the interview. This will be used solely for transcription purposes; therefore, the researcher and the supervisor will be the only people to watch the recordings. They will not be used or made available for any purposes other than the research project and will be destroyed at the end of the study. All information provided will remain confidential, with only the researcher and, if necessary, the supervisor having access to raw data.

Once the interviews have been transcribed, all transcribed data will be identified only by a code. These will be stored in folders on the UoN OneDrive. Any identifying details, such as names, will be kept separately on a secure computer with access only by the researcher.

What are the benefits of taking part?

Whilst I cannot guarantee any direct benefit to yourself, by taking part in this study, you will be contributing to wider research regarding why individuals display sexual behaviour in the workplace and how this may affect the individuals involved, including the individual who displays such behaviours.

What are the disadvantages or of taking part?

There are no perceived risks in taking part in the study, however, should you feel that you have been affected by any of the questions asked of you, please do not hesitate to contact the researcher or the charities provided on the debrief form for further support.

If you begin to feel overwhelmed or uncomfortable, at any point during the research, please inform the researcher that you require a break. You will not need to provide a reason for doing so. Equally, we are aware that 2 hours is a long period of time, and should you require a comfort break, we would again ask that you inform the researcher. There will be scheduled breaks to accommodate this also.

If you feel you are unable to continue, you ~~are able to~~ stop the interview by just informing the researcher that you wish to cease your participation. You do not need to provide an explanation for this, and the researcher will be understanding. Your data will be destroyed and will not be included in the final research.

How will information about me be used?

Results of the study will be used as a postgraduate thesis for the Doctorate in Forensic Psychology at the University of Nottingham. The data collected will be anonymised and unidentifiable to you. However, this piece of research does have to work within the confines of the British Psychological Society current legislation, in terms of privacy and confidentiality, data protection and human rights, therefore confidentiality may sometimes be overridden by law. For example, in circumstances whereby I am made aware of previous or future criminal activity, abuse



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either to yourself and/or another, or suicidal tendencies, I must pass this information to the relevant authorities.

Any contribution can be withdrawn up until 14 days after your interview, as your data will be analysed and incorporated with the views of other participants after this date. If you wish to withdraw, please contact the researcher.

Will the data be protected?

Under UK Data Protection [laws](#) the University is the Data Controller (legally responsible for the data security) and the Chief Investigator of this study (named above) is the Data Custodian (manages access to the data). This means we are responsible for looking after your information and using it properly. Your rights to access, change or move your information are limited as we need to manage your information in specific ways to comply with certain laws and for the research to be reliable and accurate. To safeguard your rights, we will use the minimum personally – identifiable information possible.

You can find out more about how we use your information and to read our privacy notice at:

<https://www.nottingham.ac.uk/utilities/privacy.aspx>.

The data collected for the study will be looked at and stored by authorised persons from the University of Nottingham who are organising the research. They may also be looked at by authorised people from regulatory organisations to check that the study is being carried out correctly. All will have a duty of confidentiality to you as a research participant and we will do our best to meet this duty.

At the end of the project, all raw data will be kept securely by the University under the terms of its data protection policy after which it will be disposed of securely. The data will not be kept elsewhere.

What if there is a problem?

If you have a query about any aspect of this study, please do not hesitate to ask. We can be contacted before and after your participation at the email addresses above.

If you have any complaints, please write to the Administrator, Faculty of Medicine and Health Sciences Research Ethics Committee (FMHS ref no 433-0122, E-mail: FMHS-ResearchEthics@nottingham.ac.uk).

Appendix G- Debrief Form



Debrief Form Sexual behaviour in the workplace.

Thank you for taking part in this research project. The information below will tell you more about the aims of the current research.

This study intends to gain an understanding of why individuals engage in behaviours that may be viewed as sexually deviant. Previous research has suggested that the most common forms of sexual behaviour in a workplace is unwelcome sexual jokes and leering (reported by 15% and 10% of those in work retrospectively) (Adams et al., 2020). However, it is arguable that, those displaying such behaviours, are unaware that their actions may be viewed as sexual harassment, rather viewing them as an attempt to be humorous or inoffensive. Further, research argues that sexual behaviour in work is often associated with masculine qualities, such as power, dominance and competitiveness. However, other models have suggested that such behaviour is a result of natural, unavoidable feelings of sexual desire (Berdahl, 2007). Nonetheless, little research has been undertaken to investigate why individuals engage in sexualised behaviour at work. Further, previous research tends to focus on those who have received sexual attention, as opposed to gaining the views from those who are able to display such behaviours.

During the study, you would have been asked to participate in an interview, conducted over Microsoft Teams. At the outset you were asked to describe your interpersonal relationships with your colleagues. You may have noticed that this question was repeated at the end of the interview. The reason for this was to see whether your response had been influenced by the more specific questions on sexualised behaviour. In order to meet the research aims, it was important to gain your opinions on areas such as what is considered as appropriate/inappropriate behaviour, what you deem to be sexualised behaviour, the ways in which you display sexualised behaviour and whether you would display the same behaviour outside of work. Whilst these topics were covered, you will have been asked further questions so that the researcher was able to gain good insight.

The information you have provided will be useful in responding to the study aims:

1. How do individuals who display sexualised behaviour in the workplace describe their behaviour?
2. Do individuals who display sexualised behaviour in the workplace understand the consequences associated with displaying such behaviour?
3. Do those who display sexualised behaviour judge those who display similar behaviours?

All data (research data) will be stored in a password protected folder sitting on a restricted access cloud based server at the University under the terms of its data protection policy. Data is kept for a minimum of 7 years. Only the research team will have access to the data using password protected and encrypted laptops. Please note, should you wish to withdraw your data from this study, you are able to do so by contacting the lead researcher. However, this is time limited to 14 days after your interview, as after this date, analysis will have commenced on your transcript.

If you feel you have been affected by this study:

We apologise if you have been affected by this study. If you feel that you have been affected, please feel free to contact the following charities who will be able to provide further assistance:

Samaritans (Telephone Number- 116 123)

Black Country Healthcare NHS Trust (Telephone Number- 0800 008 6516)

Relate (website- www.relate.org.uk/relationship-help/talk-someone)

CALM (Telephone Number- 0800 58 58 58 or www.thecalmzone.net/help/get-help).

If you have any questions or complaints about this research, then please feel free to contact the lead researcher (Jordan.brooks@nottingham.ac.uk) who will be able to assist you further. If you have any

~Once again, thank you for your participation~



queries that you do not feel comfortable raising with the lead researcher, please contact Dr Duff (simon.duff@nottingham.ac.uk). Should you feel that this is not appropriate, then you are able to contact the Administrator, Faculty of Medicine and Health Sciences Research Ethics Committee (FMHS ref no 433-0122, E-mail: FMHS-ResearchEthics@nottingham.ac.uk).

~Once again, thank you for your participation~

Appendix H- Examples of Transcripts

411 **CARL-** [Sucks teeth] Well I think the obvious one would be if there
412 was any physical, I dunno like groping, grabbing, stroking. Erm,
413 verbally you'd be talking innuendos, erm, filth basically.

414 **INTERVIEWER-** So anything from innuendos and above?

415 **CARL-** Yeah and I'd say so like things just roll of the tongue and
416 you're like woah. For me in my experience it's not as frequent as what
417 other drivers have told me in the past, the things that they've, the
418 interactions they've had. Erm, pfft, I'm trying to think of something
419 in particular that's been said. Nothing, nothing like serious like
420 nothing where it's like a little bit of letting them know like, you know
421 that if you were interested in that manner. I don't think there's
422 anything like nothing I've picked up on, I mean I'm quite oblivious to
423 most things, but like I don't know just like little...I know there was a,
424 there was a particular erm shop, I mean she doesn't work there no
425 more er there was one what did she say... I don't think she even said
426 it to me I think she said it to another driver the next time they went
427 and her was like "oh we had him here the other day" and that
428 particular girl she's due to get married and the drivers told me that
429 I'm not allowed, because he said, "where's my invite for the
430 wedding?" "oh yeah you can come" and he's gone "well what about
431 some of the other drivers?" and she was like "which ones?" and when
432 my name was mentioned "he can't come" because apparently if I go,
433 the wedding won't happen. Just little things like that like and then
434 erm, same driver was winding her up years before that just saying
435 like "oh your favourite driver was here yesterday weren't he?" and
436 she turned around, she said "erm which one?" because must have
437 had a couple, he's like "the tall one with dark hair" she went "oh yeah
438 he can come here anytime" and then she was like asking if I was
439 married and that or... trying to see where they can go with it. It's like
440 I had one girl chuck a pen at me when she found out I was married.
441 First, first thing to actually happen I don't think I'd seen her there
442 before she was like quite chatty, and you knew there was like a bit of
443 flirting going on...see I'm one of these inadvertent flirts you see, I
444 don't know I'm doing it. There's times where I do know and there's
445 times where I come away and think ooff I think I might have made
446 that look like I'm pushing that.

447 **INTERVIEWER-** So in that incident did you think you might have
448 pushed it a bit...

449 **CARL-** [Interrupts] No not in that incident, cause what it is there's a
450 woman that worked there and she used to moan at me if I hadn't
451 been there for so long "why aye you been here, you're supposed to
452 come here more often" I was like "I don't pick where I go, they send
453 me where they send me" erm her said "I'm telling you now you've got
454 to come here more often, I think you're gorgeous" I never took it like
455 serious because she was like older she might have looked at me and
456 like pfft "if I was a bit younger" maybe, but I never took it as meaning
457 she was trying to go because one thing she was married, it never got
458 to that stage where it was an isolated conversation it was always like
459 "oh you look like so and so off this T.V. programme, I think he's a

460 good looking guy." Probably wasn't gorgeous, good looking possibly,
461 don't think gorgeous was the actual word she used. She said, "you
462 look like so and so off this T.V. programme I think he's good looking"
463 or "you're good looking like he is." That's as much as it ever went with
464 her erm, but this one particular time this one young girl opened the
465 door smiled at me and I could see her look me up and down and I
466 looked at her and went "alright?" and she was like "yeah, yeah" and
467 then like she was lingering while I was having this conversation with
468 this other one and obviously in the middle of the conversation this
469 other woman then said "oh by the way how's married life treating
470 you?" next thing I know there a pen being launched in my direction,
471 stormed off in the office, I was like "woah what's all that about?" and
472 then obviously this woman I was having a rattle with and got on great
473 with went "she likes ya" I was like "really? She's got a funny way of
474 showing it, launching a pen at me" so then my wind-up side came out
475 I said, "shall we go and wind her up?" so then obviously then I went
476 into the office and said to her like "listen what's up with ya?" she's
477 like "nothing" I said, "oh she's just told me how you've got a thing for
478 me?" I've said "don't worry about it" I've said "I'm off the market you
479 can't have me, but if you're after someone I can ask, but you'll have
480 to give me some preference or some kinda guideline because if I walk
481 into a driver's room saying any fit single blokes in here? There gonna
482 look at me a bit funny aint they" that sort of lightened the mood a bit
483 then and then basically she let it be known it was like "they've gotta
484 look just like you" I don't know if you wanna know what the other
485 preference was?

486 **INTERVIEWER-** Do you feel comfortable saying it?

487 **CARL-** It doesn't bother me I found it quite amusing at the time
488 because it was like "they've gotta look just like you and the only other
489 thing is he's gotta have a big dick" and I just went [shows facial
490 expression] like the eyes just went oh God and I just told her quite
491 bluntly "well if that's what you want I'm straight out, I don't even fit
492 that criteria" and she started laughing and like I say that just
493 lightened the mood then, every time from then on it was a case of
494 still having a good look and whatever.

495 **INTERVIEWER-** Did that make you feel uncomfortable?

496 **CARL-** No I found it quite funny. Whether I liked it or not I don't know,
497 I think it was just a case of I could wind her up with it. So, erm, yeah
498 I used to stir it up a bit like, not, not because I was like flirting back,
499 it was a case of I can have a good laugh with this you know, she let
500 it, she let it out the back that she's interested, obviously I aint looking
501 at it that way, but I can give her some stick now like, just, just wind
502 her up a bit. I wasn't getting the impression that she was one of these
503 that took it too seriously. I think she, from what they told me at the
504 shop she's quite a bit of a... she's got no massive preference, you
505 know what I mean I don't think it was particularly she like tall, dark
506 haired men I think it's just whatever takes her fancy at the time is
507 what they were telling me because I think the next time I went a
508 couple months later, she was pregnant with this guy she had met on
509 the internet. So, I was like "I've had a lucky escape there aint I, good
510 job I was married and that isn't it."

511 **INTERVIEWER-** If you weren't married would it have been different?
512 **CARL-** I'd have definitely exchanged numbers with her and probably
513 arranged something to meet up with her. She was alright, a nice-
514 looking girl and that, a good laugh to be fair, but there's one thing
515 with me I'm very loyal. There's times where I don't want to be like
516 when someone shows a bit of interest and you're thinking phwoar,
517 where was you fifteen years ago? Come on, but no that's one thing. I
518 can push boundaries and I can little innuendos and little flirtations
519 back and that but that's it. There's no long game like or no prolonged
520 back and forth.
521 **INTERVIEWER-** So, you've got your boundary?
522 **CARL-** Well, there's probably times where I've probably got a little bit
523 too invested into the back and forth but once I've saw the trigger of
524 this is getting a bit to serious, I need to stop, cut that one short, or
525 move onto something else or just ignore it.

Trevor

200 **INTERVIEWER-** Would you say your interactions are different with
201 males and females?

202 **TREVOR-** No. No. At work, what you see is what you get and that's
203 it. It doesn't matter, erm, race, sex, gender doesn't, it doesn't come
204 into it. I mean, don't get me wrong, I erm, I'll test the waters first. I
205 won't go, I won't go full blooded into erm, innuendos and double
206 entendres and me being me without, you know. I know, I know I sort
207 of know where the line is to cross. You know where, where the lines
208 drawn in the sand with people. So, there are some people that I know
209 I can go that little bit more say that little bit more because they get
210 what I mean or you know the banter will come straight back then I
211 would be with other people because I'd be like I don't really know
212 you, so I'm not gonna, I'm not gonna overstep the mark. I'll take it a
213 little bit and just see; gage by your reaction and just see how you
214 are. If it is a bit oh like, that was a bit close to the knuckle then I
215 know where my limit is with them.

216 **INTERVIEWER-** What if? What if they didn't respond to your
217 humour? How would you feel about them?

218 **TREVOR-** I wouldn't feel any different. They don't... every persons
219 their own individual person ain't they. So, if they don't respond to my
220 humour then that's alright. I'll just know around them or when I'm
221 speaking to them, not to... to tone it down. You know, I can, I can do
222 that. I don't necessarily have to erm, you know be the class clown,
223 so to speak with everybody, which is what I, you know I am the class
224 clown, but I'll do that times tend to. You know I can be serious as
225 well.

226 **INTERVIEWER-** So, you wouldn't be thinking that they're like boring
227 or anything like that?

228 **TREVOR-** No, no, no. I wouldn't do that. I I try, I try and use humour
229 to... I'll probably say something like 'bloody hell. They're a bit uptight
230 ain't they' or like that but I try to do it in front of them. You know
231 what I mean, and you know, I try and make a joke out of it and just
232 gage their reaction and, you know, as of yet touch wood I haven't had
233 nobody erm... nobody really be off with me. You know, I haven't, I
234 don't think I've ever overstepped anybody's boundary, you know, or
235 encroached in their, in their or in any way as of yet.

236 **INTERVIEWER-** Do you think that maybe because you've said that
237 you're a living legend, you're big name at the company, do you think
238 some people might be a bit intimidated to put in those boundaries?

239 **TREVOR-** No, no. When I say I'm a living legend, it's just that in my
240 eyes I go to work. Umm I'll, I'll. I mean you always get drops that are
241 meant to be double manned, that part of me is antisocial because I
242 don't like it. See I'm. I'm. I'm sort of complex, you know, in a weird
243 sort of way [smiles]. As much as I'm sociable. I'm also anti-social, I
244 like my own space. So, at work I'll always go out on my own and while
245 I'm at the shops. It's...the way I see doing the deliveries is that we
246 are, we are providing a service so there's no point, even if I'm having
247 the worst day of my life, there's no point going to the shop and taking
248 it out on the people, the staff at the shop. So, I'll I turn up with a
249 smile on my face. You know, I'll have a chat. If it's a shop, new shop
250 that I've never been to, you know, put on the peas and queues, you
251 know, wait until... cause everybody, no matter what, will always drop
252 something or always say something which you can, you know,
253 manipulate into getting a little 'oh your cheeky'. You know and that's
254 what I'm good at. So, I'll go to shops where some drivers really do
255 have issues with the owners. I don't and people ask me, why don't I
256 ever take any sandwiches? Because I get fed and watered.

257 **INTERVIEWER-** Welcome, just a few like house rules to get started,
258 anything that you don't feel comfortable with saying, you don't have
259 to say if you don't want to say. If you want a break at any time, that's
260 fine, just say you want a break. You don't have to tell me the reasons
261 why. If you don't want to continue, again, that's fine, you don't have
262 to tell me why, just let me know so I'm not just sat here...Don't say
263 any specific details that would identify you, your family, or your
264 company that you work for.

Appendix I- Examples of Line-by-Line Analysis

Trevor

<p>TREVOR- No, no. When I say I'm a living legend, it's just that in my eyes I go to work. Umm I'll, I'll. I mean you always get drops that are meant to be double manned, that part of me is antisocial because I don't like it. See I'm. I'm. I'm sort of complex, you know, in a weird sort of way [smiles]. As much as I'm sociable. I'm also anti-social, I like my own space. So, at work I'll always go out on my own and while I'm at the shops. It's...the way I see doing the deliveries is that we are, we are providing a service so there's no point, even if I'm having the worst day of my life, there's no point going to the shop and taking it out on the people, the staff at the shop. So, I'll I turn up with a smile on my face. You know, I'll have a chat. If it's a shop, new shop that I've never been to, you know, put on the peas and queues, you know, wait until... cause everybody, no matter what, will always drop something or always say something which you can, you know, manipulate into getting a little 'oh your cheeky'. You know and that's what I'm good at. So, I'll go to shops where some drivers really do have issues with the owners. I don't and people ask me, why don't I ever take any sandwiches? Because I get fed and watered.</p>	<p><i>Doesn't finish why he is a living legend, may be this is because he does not fully believe that he is and uses it to show confidence or does not want to present as too confident.</i> <i>Presents as sociable so others like him, may be a result of his past experiences, where he was bullied, so now needs to be outwardly confident to show that he isn't going to be hurt by others actions, though really he prefers to be in his own space, where he is able to protect himself and does not need to present as something he isn't- CONFIDENCE, VIEW OF SELF, PRESENTATION</i> <i>Is professional, therefore will hide his own emotions and feelings to please others - PRESENTATION, PEOPLE PLEASING</i> <i>Will be pleasant with people that he doesn't know, almost insinuates that he doesn't use manners with people that he is familiar with, as he states "put on". Although they are new to him, will manipulate what they are saying into a sexual comment, without knowing their history or their boundaries. Conflicts what he reported earlier. BOUNDARIES, RESPECT, FAMILIARITY</i> <i>Sees this as his skill and enjoys the recognition of being "cheeky". Will use his behaviour to manipulate others into giving him things- MANIPULATION, NEED TO BE LIKED</i></p>
<p>INTERVIEWER- That's one perk!</p>	
<p>TREVOR- Well, yeah, you know. Some, some drivers don't though, or they'll look at me and be like 'How did you get a drink there?' and it's like 'I always get a drink here', 'well, I never do', 'well, you don't humour them'. That's all I'm doing, just humouring,</p>	<p><i>Using humour to build connections. Shows to himself and other drivers that he is better as he is able to get a drink or things out of the shops that they are unable to, again reinforcing the power dynamic and also a reputation of a 'nice guy'- POWER, CONNECTIONS</i></p>

<p>humouring people, letting them, you know, giving them time to talk. If they need to get something off their chest, if they're having a bad day, try and just cheer them up a little bit. You know, make the job pleasant for them, and then they'll remember you. And then along comes, you know, and then once they've relaxed with you and then they start having a laugh and a joke with you and then it just gets the banter flowing and that's where, that's where I say I'm a living legend in because I can do that. I know back in the day my company didn't like you getting well known with the, with the shops. So, if they became aware of it, you wouldn't go again. They'd keep you away, they didn't want that friendliness. May, may that be, I don't know whether some drivers were doing deals and getting, you know, we'll say that's missing and what? Who knows, it's speculation but that's... so they never liked it and the problem they've got with me is, it doesn't matter where the send me and they know that it doesn't matter where they send me, so they're sort of stuck there.</p>	<p><i>Views it as his responsibility to give others the space to talk or cheer people up. Again, this may relate to his past experiences, in that he didn't have anyone that he was able to turn to when he was having a bad day at work and therefore now tries to be that person. It also shows that he is caring about others but also wants to be remembered- POPULARITY, CARING, NEED TO BE LIKED</i></p> <p><i>Returned to the living legend title. Keeps associating himself with titles, the need to be recognised as a title. Tries to get people to relax with him, so they are more comfortable in his presence, so he is able to display the behaviours they want and they won't query it, as they will just think its part of his personality, excusing any wrongdoings- FAMILIARITY, COMFORT, TITLES</i></p> <p><i>Aware that it is something that the company does not like, though continued to behave in such a way as it suited him- DISREGARDING AUTHORITY/RULES</i></p>
<p>INTERVIEWER- I think it's quite interesting that you were saying about you like your own space, like you don't like to be double manned because you like your own space and that links really with your home life and your work life. So, you've said that's a little bit different as well. Do you think maybe sometimes you put in on a bit of an act when you're in work?</p>	

<p>TREVOR- I'll put more of an act on when I'm at home. The reason for that is erm... I have a controlling partner to a certain degree. So, me being... when we met, I was. The best way to describe me, should I say is I'm a rogue. I'm a jack the lad, I'll have a laugh and a joke, and you know, I can bend the rules a little bit and whatever, I'm a bit of a scallywag and that's the person she met but not the person she wants. You know she wants somebody like that, bit of a bad boy image and then mould them into somebody that they want erm, so me being me at work, gets frowned very, very much upon at home. So, after I mean we've been with each other, what over 20.. well, 25 years. So, I've learned to comp.. uh what's the word, compartmentalise myself. You know what I mean. You know, split myself into two. That's work and then as soon as I step through the front door, you know, It's Trevor at work from like, I don't know, three in the morning till whatever time I finish and then when I step in through the door, it's Trevor the family man, the dad. You know who, I still have my laugh and my jokes but I've gotta be very, very aware of what I say, how I say and erm, stuff like that, which is why when we go to weddings, funerals, and bar mitzvahs I can get into a little bit of trouble, but it is what it is.</p>	<p><i>Labels partner as controlling, though does not wish to fully commit to this statement, therefore adds "to a certain degree". This is somewhat ambiguous about how she is controlling/ whether she truly is controlling or whether he doesn't like her telling him what to do- LABELS</i> <i>Again using phrases to label his behaviour, labels that indicate that his behaviour can be unacceptable though through using humour, he has attempted to make his behaviour acceptable- LABELS-HUMOUR</i> <i>Has reported that he does not follow rules and will try to shape them to fit his behaviour. Somewhat anti-social in his attitudes and behaviour- DISREGARDING RULES/AUTHORITY</i> <i>His wife doesn't like the way he behaves with others, with the innuendos that he has stated that he uses. Rather than acknowledging his own behaviour, he has placed the blame on her, stating that she is controlling- BLAME PLACING</i> <i>Rather than change his behaviour to something that is respectful of his wife's wishes, he hides the behaviour, manipulating his wife into thinking that he is behaving in a different way and has a different personality- MANIPULATION- PERSONALITY</i> <i>"Family man, the dad" These are more respectful roles that do not match his behaviour. These also contrast the previous labels he has given himself, such as the 'jack the lad' and 'scallywag' who you would expect to have no responsibility- RESPECT- POWER- PERSONALITY</i> <i>He is less cautious when displaying sexualised behaviour. Alcohol also affects his inhibitions, making him less likely to be able to restrict what he is saying or how he behaves- SUBSTANCES</i></p>
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Ken

<p>KEN- Definitely yeah. Well it's a different kind of sexual conversation with a man, cause, he'll be talking about what he's done the weekend with certain women and we swap stories like that with the women</p>	<p><i>Doesn't attempt to hide his behaviour.</i> <i>DIFFERENT SEXUAL</i> <i>behaviours.</i></p>
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<p>obviously we're just laughing and joking, "what did you do at the weekend?" things like that. It's like of a morning or an afternoon it's like a male environment in the drivers rest room so, it may change with more women coming into the workplace but at the moment its predominantly a male environment.</p>	<p><i>SWAPING different sexual encounters- trying to outdo one another? COMPETITION. MASCULINITY General acceptance of sexual behaviour amongst peers. More serious conversations with the men.</i></p>
<p>INTERVIEWER- Has is it ever happened with one of the women being in the rest room?</p>	
<p>KEN- Not to my knowledge no. It wouldn't have bothered me. You can normally tell on a woman's face or a person's face if they feel uneasy with it, don't forget now these women who are starting to drive are going out with men every day you know, in a work, in a man's environment as such learning to drive. Erm it all depends on their background really. The way they've been brought up, what their previous work environment was like, where if they came from an office and now they are doing manual things then... I know people who again work still at the company now who would love that kind of environment. I know some women who I wouldn't say would run a mile but would be on a different table talking about somebody else you know or something else. I wouldn't be I wouldn't say offence but I wouldn't be erm sexually offensive in front of somebody who I didn't know. I would have to know them first before I made any crude jokes or things like that.</p>	<p><i>Others act differently with males than females- he doesn't change his behaviour. JUDGES behaviour on the way people respond. Females should put up with the sexual behaviour, as they are entering a male ENVIRONMENT. Manual labour is MASCULINE and therefore should expect the sexual behaviours. Acceptance depends on individuals BACKGROUND. Has SCOPED out people who would ACCEPT the behaviour and those who wouldn't get involved but also would inform him that they didn't appreciate it. CAREFUL who he demonstrates the sexual behaviour to. Needs to TRUST before demonstrating behaviour.</i></p>
<p>INTERVIEWER- So you would have to wait a couple of weeks or see...</p>	
<p>KEN- Oh easily, easily, yeah, yeah. For me personally, I have to know them quite well. I wouldn't say mates and that but what they don't like and what they do like.</p>	<p><i>Needs to TRUST. If knows them well, less likely to report him. SAFTEY in relationships. Needs to know what is ACCEPTABLE.</i></p>
<p>INTERVIEWER- And how would you figure that out?</p>	
<p>KEN- Talking to them really. I listen to what other people say and you look</p>	<p><i>Sits back and OBSERVES peoples reactions to his</i></p>

<p>and if you don't take offense, you think you know but unless I know someone really well that's not me, I wouldn't go down that avenue. Firstly you are discussing work as well about how many drops you've got for the day or where you were yesterday or general conversation, you know.</p>	<p><i>colleagues making comments. Sees what is ACCEPTABLE for him to say. Develops BOND with colleagues discussing general things and then ESCALATES behaviour.</i></p>
<p>INTERVIEWER- Do you think that's what bonds you with your colleagues?</p>	

Matt

Insecurity about age.

Before that, I was a chef. I was a chef and I did leave school to be a chef, went to College trained to be a chef and worked in various places. Some of them have probably been knocked down now.

INTERVIEWER- How long was you a chef?

Sociable character

MATT- Erm, 4 years till I got married, had a daughter and it just, the social side, you know cause it's double shifts and...it wasn't for me. I did and then, I think I was on the dole for a year then cause I just walked out. I was on the dole for a year. Lowest point of my life probably.

Spontaneous does things with little planning.

INTERVIEWER- What made it the lowest point?

MATT- Marriage failed.

Short- doesn't want to go into any further detail - ashamed? trauma?

INTERVIEWER- Oh okay and was that cause you'd walked out of your job?

MATT- No! just didn't, didn't get on.

Again, short trying not to expand - no responsibility.

INTERVIEWER- Okay. So, if we just return to the chef bit. So 4 years, shift patterns weren't great...

MATT- [Interrupts] Double shifts. 5 till about 2 then 5,6 till 11

Keen to get his difficulties heard after sympathy?

INTERVIEWER- So a long day then...

MATT- Yeah and I couldn't drive then either so I was getting picked up by various people or biking. Yep. Yep. I know. Hard work. It was hard work.

INTERVIEWER- Being a chef is quite sociable though isn't it?

Working himself to be portrayed in a certain way.

MATT- Erm [pause] it is. But it is very pressured, it's a very pressurised social.

INTERVIEWER- In what sort of sense?

MATT- Well, you've just gotta, you've just gotta prepare things. It's just... you've gotta prepare things, you've gotta get things ready, it's like [clicks fingers]. It's like gotta be ready straight away for a customer.... I was a commi chef errr...yeah worked in various places. There were times I worked at a [pause] well it was an Ansell's place. I worked there on my own but I went through, erm what do they call it when you have a week off school and go to places...work experience! I started off at a local pub there and I loved it there cause I got on really well with the chap who I worked with, the head chef. So I went sort of into that, err I loved cooking at that particular time erm but I think it's just...I don't do it now, I know how to do it and on odd occasions when I feel like it I'll think, I'll just knock something together you know and I'll just, I never measure [laughs] I'm one of them chefs. That's a sign of a relatively alright chef when you don't measure things [laughs] but no, I just bang everything together. You know, I've still got it after all these years.

Independence didn't need anyone else good enough on their own. difficulty in keeping his skills to himself - ends up "bragging".

Keen to show his skills + abilities but doesn't want to "brag"

INTERVIEWER- Why don't you do it anymore then?

MATT- 'Cause I just, I haven't got the time cause although I say they were unsocial, these are unsociable hours but it's a better unsociable cause getting double shifts is just horrible. Its just horrible. And cause obviously I had a young baby at the time as well, which didn't help really and you know...me and my ex wife [large sigh] she was a nightmare...absolute nightmare.

weighing needs to be sociable with responsibilities

INTERVIEWER- Do you feel comfortable expanding on that?

MATT- Yeah, I don't mind expanding on that. She was a bit of psycho [laughs].

INTERVIEWER- Okay. In what sense?

Significant dislike towards ex-partner - lack of respect + lack of any responsibility.

All blame placed on ex-wife.

lack of understanding regarding partners insecurity

Feels others may not believe him due to current preservation

Painting picture of self as a victim.

didn't really want to get married - painting self positively

Regret? Married too young - maybe reason for difficulty "Nice Guy"

doesn't like others painting out difficulty in marriage reverts back to discussing work.

doesn't speak about females unless directly asked avoidance.

doesn't wish to be disrespectful in his description

holding information back.

Again, avoids the question + speaks about their experience rather than any direct description.

highlighting strength + how much of a hard-worker he is

MATT- Erm... I couldn't go out anywhere with her because I couldn't talk to another woman. Erm or she would brand her a slag or 'what you talking to her for' and it was just...that's why I say that part of my life was the lowest of the low.

INTERVIEWER- Because she was, as you said, controlling?

MATT- Yep and I, you know, believe it or not, I was quite, I was relatively shy then cause I was 18 to 22/21, 22.

INTERVIEWER- Quite an early age to get married.

MATT- Yeah, I got married seven days after my 18th birthday.

INTERVIEWER- Quite young,

MATT- Yeah, I look at my son, I think he's 19, he's the youngest and I think 'god, I was married at your age' and think what was I doing.

INTERVIEWER- Was the reason for that?

MATT- Yeah, we had a baby. I did the genuine thing. That's me all over, try to be too nice I suppose but it takes two to tango, you know. So you just gotta, I just, I just tried and it didn't work.

INTERVIEWER- Do you think that added to the failure? Because it was sort of like a force, it wasn't a forced marriage but it was something that...

MATT- [interrupts] No, I just missed my daughter. I just didn't have any time with [states daughters name]. oops, me daughter, really [laughs].

INTERVIEWER- So with the chef role then, was there quite a lot of females in that role?

MATT- Err, no, not really.

INTERVIEWER- What about in, like, the roles around it? like, waitressing?

MATT- Yeah, yeah, the wait, waitressing there was. I was very young so these were quite, where they, where they did have, they were quite mature, sort of waitresses.

INTERVIEWER- Okay, by mature do you mean their age or do you mean their personality?

MATT- Err age really.

INTERVIEWER- Okay, because it can mean two different things, can't they?

MATT- Well, yeah, yeah.

INTERVIEWER- So they were older ladies?

MATT- Yeah, they'd been there a fair few years at the same establishment. I was just learning, I was...well, yeah.

INTERVIEWER- And then you became a driver's mate.

MATT- Yeah. I got that through a job start. Err, didn't know really what to expect but, you know, that was much harder work there then because there's no tail, there was no tail lifts then, so it was all manually handled off the back of the lorry while the driver made piles. Up flights of stairs, yeah.

INTERVIEWER- That sounds difficult.

Appendix J- Example of Initial Themes

Initial List of Themes- Ken

Routine	Length of time demonstrating behaviour
Gender differences	Discussion of sexual behaviour
Adherence to rules/regulations	Competition
Professionalism	Careful who demonstrates behaviour to
Variety in job roles	Unfairness
Power	Opportunistic
Environmental factors	Intimate relationship created boundary
Avoidance	Lack of insight into behaviours
Popular	Blame placing
Wanting to be viewed as a "nice guy"	Loyalty
Respect	Maturity
High regard for morals and work ethic	Persistent in his behaviour
Lower tolerance for younger individuals	Responsibility
Irritation towards others	Sneakiness with behaviour
View that people should communicate emotions	Deceitfulness
Acceptance of sexual behaviour	Fear of being caught
Justifying actions	Reputation
Secrecy	Boundaries
Lack of trust in others	Not wanting to be viewed as weak
Use of other people to strengthen argument	Socialising with colleagues
Accepting of others	Needing encounters to be a challenge
Other people are different to me	Wanting people to feel safe with him
Annoyance towards colleagues	Time
Loneliness	Protective towards peers

Maturity	Need to find others attractive
Boundaries	Appearance
Comfort	Judgement of others
Categorising professional and personal	Scoping out victim
View of self	Viewing behaviours as acceptable
Trust	High view of self- 'people want me'
Length of relationship	Flirtatious behaviour
Minimising of behaviours	Rejection
Loyalty to company	Control his behaviours
Insecurity around new people	Lack of insight into affect of his behaviour
Not wanting to share emotions	Familiarity
Wanting to be liked by others	Relationships with others
Avoiding confrontation	Not wanting to be viewed as weak
Different to others	Socialising with others
Consequences	More superior to others
Superior to others	Perceptions of others on him
Lack of responsibility	Fun/Humour
Physical contact	Judge of character
Victim	Inside work/outside work behaviour is different

Appendix K - Example of Cluster Themes

Carl

Themes	Line no.	Quotes
Relationships		
Likes most people- sociable character- perceives because he speaks with them that he is liked.	246-248	<i>I'd say it's the majority of people I would speak to. I wouldn't say there was anyone in particular that I won't speak to, or we avoid each other.</i>
Friendship with colleagues		
Difficulty in wanting to go to work but whilst at work will stay over talking to people. Shows that he has developed relationships due to being able to remain for an extra two hours. Query whether wanting to stay for longer due to being attracted to someone.	217-218	<i>I'll probably find myself downstairs probably two hours later rattling to anyone that's listening to be fair.</i>
The conversation with others is what he finds relaxing and helps him to unwind following the day. Interactions with others are something that he puts a lot of priority into and finds beneficial to him. Other people being in the same position or feeling that he is part of the collective- ingroup with "drivers bitching".	221-223	<i>I kind of need that unwind, break [pause] rattling, even if you're moaning about the day you've had, it's just that interaction with somebody, that, that'll listen basically or have their turn to moan afterwards</i>
Has received advice from others and taken this on board, views some of his colleagues in high regard, grateful for their support, though may link with wanting to impress them.	160-163	<i>I've had, I've had, luckily, I've had people who I've known a long time that have obviously said oh when you do this one then you do this or come in that way do that, park there, cages go up there, so that helped me.</i>

Not wanting to look inadequate and therefore grateful for the support that he has received from others- links with wanting to impress others.	166-167	<i>Definitely, a good, a good handful or more people that have helped me, if I hadn't have had them, I would have been making all kinds of mistakes, I think.</i>
Sociable- need to be sociable- wanting interactions with others.	193-195	<i>If I know one of my mates is in, I get on the phone and I'll be on the phone to him probably for the best part of two hours, while we drive to wherever we're going, and that's sort of us keeping each other awake</i>
Those that he has familiarity will ask questions, which have the potential to developing relationships that are beyond professional boundaries/relationships. "nothing generally out of the ordinary"- trying to justify conversations to the interviewer. Enjoys the sociable aspect- feeling of being wanted/ cared for.	207-210	<i>Erm, some will greet you and say, "would you like a drink?" before I even say alright to them "you want a drink?" "yeah, yeah sound, coffee, milk, 2..." whatever and then like you'll go in there again once you've done what you've done, then you'll have a conversation so, it does vary.</i>
Spends time with colleagues outside of work, more a friendship. Stronger allegiance to them.	1076-1077	<i>Erm, there's not too many who I tend to socialise with personally, there's probably a hand full of people.</i>
Gets on with everyone and is accepted by everyone. Feels that they have more experience than him and therefore he has a lot of respect for them. Popular Likes most people. Judges people who he feels are not respectful to company, despite him also not following company policies.	1105-1116	<i>I'd say they're good genuinely with everyone I'd say it's good. A lot of different age brackets seem to be comfortable having a conversation with me, talking about stuff, don't feel like I'm looked down on because I'm thirty years their junior, they've been doing it all their life and I've just be doing it a</i>

<p>Doesn't like people if he feels that they are getting better treatment than himself- feeling unfairly treated.</p>	<p><i>handful of years, what do you know. It's not like that it's just conversation you can talk about work, you can talk about I don't know things, you can have a conversation about anything outside of work, like I say there's not many people and not anybody I can think of the top of my head that I really don't like, you know people like that have probably left now so there's not many here now where I'm like I'm not keen on him or I don't talk to him I genuinely talk to anyone. There's been people here who I've not been keen on, there's people here who have left that I think in my opinion took the piss out of the company, like out the job as well that I don't like, they disappear and then come swanning back, took all the money that's on offer and then done one again and you're left there going "what about me? I've done fifteen years and what am I getting?"</i></p>
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Trevor

Themes	Line No.	Quotes
Sexual behaviours		
Technology		
Discussion of sex		
Sexualised behaviour is not openly discussed as a group, though he is aware of the people who he needs to approach to get the information, showing that he has some interest in knowing. This also links to his earlier comments about males being 'gossips', as it contradicts due to him having to ask the right people to get information	496-498	<i>I tend to, I'd like to think that I'm rather discreet with knowing stuff, but I'm not actually [laughs] I'm a, I'm a gossip. No, I really am but I do try and tell if, if I do know something,</i>
Physical contact		
When asked to describe sexual behaviour in general, he relates it back to his behaviour, which shows that he has insight into his behaviour being sexual. Although he has this insight, he still tries to play it down, so that he isn't perceived badly, e.g. Im a hugger. This makes him sound that he is friendly, though he is displaying this behaviour to get his own needs met. Doesn't fully like to admit that his behaviour is sexual, however, as he ends with "whatever you said", being somewhat dismissive and showing that his behaviour isn't as bad, it can just be taken that way- dismissive	355-358	<i>It depends in what tone it's been spoken or yeah, I suppose so sexual, it can be anything, erm, I mean, like I say, I dish out cuddles, I'm a very, I'm a hugger. That, that's what I am, I'm a hugger so you know, I'm very flirtatious as well, so, you know having that, that that's just me, but that can be taken as sexual...whatever you said, erm</i>
Bringing a sexual nature into the conversation and again, using humour to deflect. However, by doing this, it has showcased that he is willing to overstep boundaries that he said he had and expand into physical touching	435	<i>It depends on who was doing the touching to be quite honest [laughs]</i>

Sees giving her a kiss on the cheek as respectful owing to the females age	616-617	<i>one of the cleaners, lovely woman, whenever I see her and I see her every time I finish my shift, always go over to her, give her a hug, give her a kiss on the cheek</i>
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Appendix L- Master Table of Themes

Master Table of Themes				
Theme	Trevor	Carl	Matt	Ken
<i>Presentation of self</i>				
Viewed by others	<p>324-333- worried others would judge him- affect his reputation.</p> <p>345-349- not wanting to offend.</p> <p>232-236- worse day will still present as positive.</p>	<p>117-119- Attempting to present positively to interviewer.</p> <p>1019-1020- presenting self positively/guarded.</p> <p>138-139- not concerned about others view of him.</p> <p>153-155- not concerned about others view of him- not needing to fit in</p> <p>1046-1048- apologises if overstepped boundaries.</p> <p>362-365- people pleasing</p> <p>416-418- Attempting to present positively to interviewer.</p>	<p>Attempting to present positively to interviewer-</p> <p>174-175</p> <p>373-374</p> <p>530</p> <p>631-632</p> <p>642</p> <p>650</p> <p>703</p> <p>743-744</p> <p>915-916</p> <p>231-234-presenting differently to different people</p>	<p>142- not concerned about others view of him</p> <p>Attempting to present positively to interviewer- 70-72</p> <p>88-89</p> <p>151</p> <p>200-202</p> <p>464-466</p> <p>788-790- provides information rather than get directly involved.</p>

		<p>119-121- able to hide problematic behaviour.</p> <p>972-974- difficulty communicating- bottling emotions instead.</p> <p>940-944- respond so didn't look rude</p>		
Friendly/ approachable character	<p>469-474- he is smiley not like others.</p> <p>176-180-popularity</p> <p>196-197- likes everyone.</p> <p>249-255- popular- liked by everyone.</p> <p>465-469- people want him there.</p> <p>632-637- people idolise me.</p> <p>182-184- humour</p> <p>523-527- uses humour to cheer up colleagues</p>	<p>242-243- popular</p> <p>1105-1106- everyone speaks to him.</p> <p>246-248- speaks to everyone</p>	<p>183-184- sociable character</p> <p>294-295-Sociable character</p> <p>299-303- Sociable character</p> <p>1057-1062- Friendly- doesn't display negative behaviour</p> <p>221-222- friendly- gets on with everyone</p>	<p>212-213-not sociable character</p> <p>446-448- topics that are sociable.</p> <p>793-794- viewed as the "nice guy" having disagreements in private.</p> <p>66-67- popular</p> <p>851-853- good social interactions</p>

	108-109- <i>sociable/outgoing</i>			
Self-confidence	176- <i>living legend</i> 228- <i>living legend</i> 247-249- <i>able to make people feel comfortable.</i> 590-592- <i>proud of getting Facebook page shut down.</i> 630- <i>living legend</i> 672-676- <i>self-confidence</i>	47-49- <i>Doesn't think strong enough.</i> 437-445- <i>ego</i> 633-637- <i>ego</i> 145-146- <i>limited confidence</i> 148-149- <i>insecurity</i> 680-681- <i>questioning self</i> 169-171- <i>lack of compassion</i> 57-58- <i>fear of making mistake.</i> 157-160- <i>fear of making a mistake.</i> 742-747- <i>inflated view of self</i> 1020-1025- <i>thinks will leave partner for him.</i> 974-978- <i>scared of showing feelings.</i> 49-51- <i>not confident following procedures.</i>	725-726- <i>Judo</i> 246-247- <i>will have heard me- popular</i>	

View of self	<p>676-680- same personality characteristics- minerals</p> <p>120-122- class clown</p> <p>373-375- look at my skin colour.</p> <p>450- rogue/ scallywag</p> <p>683-685- able to just rattle.</p> <p>481-487-views self as counsellor- helping others.</p> <p>446- aware pushes boundaries</p> <p>617-620- views self as respectful.</p>	<p>110-115- uses others for humour.</p> <p>260-262- likes to get a reaction.</p>	<p>150-151- shy</p> <p>158-159- genuine guy</p> <p>229- funny and good laugh</p>	<p>800-802-normal guy</p> <p>785-786- able to stand up for self</p> <p>393-395- good judge of character</p>
<i>Sexual Behaviour</i>				
Consequences	<p>308-310- struggles to get out of situation.</p> <p>312-316- colleague advanced behaviour-partner found.</p>	<p>266-268- fear of losing job stops behaviour.</p>	<p>466-467- aware of consequences but not afraid</p> <p>832- consequences are not evident in the company</p>	<p>220- wouldn't raise difficulties due to consequences</p> <p>362-363- consequence stops behaviour.</p>

	<p>435-437- <i>not fussed about consequences.</i></p> <p>596- <i>aware of consequences</i></p> <p>598-602- <i>aware of consequences and scared these may occur.</i></p> <p>290-293- <i>no restrictions- can be self.</i></p> <p>202-210- <i>aware of boundaries and consequences</i></p> <p>428-430- <i>nothing stopping him from displaying the behaviour.</i></p> <p>316-322- <i>individual tried to say he had engaged in further behaviour</i></p>		<p>890- <i>views consequences as minimal as already low</i></p> <p>497- <i>have same banter</i></p> <p>458-461- <i>could end in court case.</i></p> <p>809- <i>managers laugh at him</i></p> <p>767- <i>SB more at shops</i></p>	<p>368-369- <i>consequence deterred behaviour.</i></p> <p>542- <i>fear of losing job</i></p> <p>593-594- <i>fear of losing job stops behaviour.</i></p> <p>602-606- <i>scared of being caught.</i></p> <p>616- <i>scared</i></p> <p>619-620- <i>aware that could have been caught.</i></p> <p>363-366- <i>didn't pursue female due to being manager.</i></p> <p>631- <i>stopped it from advancing</i></p>
Insight/Awareness	<p>339-342- <i>aware behaviour not appropriate so doesn't display to certain people.</i></p>	<p>486-487- <i>aware that he pushes boundaries though doesn't view sexual behaviour as contact.</i></p>	<p>419- <i>how behaviour affects others.</i></p> <p>834-835- <i>judging others for displaying behaviours he displays.</i></p>	<p>314-315- <i>description of what classes as sexual behaviour.</i></p> <p>472-478- <i>aware of physical contact-unacceptable.</i></p>

	<p>344-345- <i>limited insight</i></p> <p>380-383- <i>aware that everyone takes things differently.</i></p> <p>569-572- <i>awareness that others may view behaviour as unacceptable.</i></p> <p>575-579- <i>behaviour may make people uncomfortable.</i></p> <p>614-616- <i>aware overstepped mark.</i></p> <p>122-126- <i>aware not appropriate still continues.</i></p> <p>299-302- <i>aware of who he can/can't display behaviour to</i></p> <p>410-413- <i>aware of his actions- displays to certain people.</i></p> <p>222-224- <i>doesn't feel overstepped mark.</i></p> <p>302-308- <i>aware of how far he can go.</i></p>	<p>761-764-<i>more awareness as he has got older.</i></p> <p>854-856- <i>aware of his behaviour in the relationship.</i></p> <p>499-515- <i>aware went to far in his interactions.</i></p> <p>411-412- <i>description of what classes as sexual behaviour.</i></p> <p>994-996- <i>aware now older that behaviour not acceptable</i></p>	<p>1034- <i>not aware of how behaviour affects others.</i></p> <p>1045- <i>don't hold grudges.</i></p> <p>368-369- <i>aware of behaviour- thinks victims should accept.</i></p> <p>409- <i>aware of giving physical contact.</i></p> <p>557- <i>physical contact- not problematic.</i></p> <p>738-740- <i>Judging others for displaying behaviours he displays.</i></p> <p>1025-1026- <i>views self as naïve</i></p> <p>781-783- <i>needs others to inform him that his behaviour is wrong.</i></p> <p>1040-1042- <i>behaviour is not problematic.</i></p> <p>509-514- <i>aware displaying behaviour-</i></p>	<p>747-749- <i>aware that behaviour is not acceptable-blames society changing.</i></p> <p>652-654- <i>aware that different people have different versions of sexual behaviour.</i></p> <p>389-391- <i>aware not everyone accepts his behaviour.</i></p> <p>419- <i>judges behaviour off way people respond</i></p> <p>329-330- <i>aware not everyone is accepting of his behaviour.</i></p> <p>771-772- <i>recognises behaviour not acceptable though would continue.</i></p> <p>310-311- <i>description of what classes as sexual behaviour.</i></p> <p>585-586- <i>wake up in morning.</i></p> <p>754-755- <i>people may find it offensive.</i></p>
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	<p>213-214- <i>allowing people to have own opinions of his SB.</i></p> <p>582-585- <i>lack of awareness but would apologise on being informed</i></p> <p>355-358- <i>describes self as hugger- description of sexual behaviour</i></p> <p>616-617- <i>doesn't see anything wrong with kiss on cheek.</i></p> <p>363-371- <i>aware behaviour is sexual minimises using contexts</i></p>		<p><i>tries to pass off as humour.</i></p> <p>757-762- <i>thinks laughing is them accepting.</i></p> <p>1038- <i>not taking offence</i></p>	
Minimising/Justifying behaviour	<p>474-478- <i>passes behaviour off as cheeky- not sexual.</i></p> <p>242-245- <i>only humouring the</i></p>	<p>431-435- <i>passes behaviour off as inadvertent flirt.</i></p> <p>414-416- <i>judging own actions on actions of others</i></p>	<p>351-354- <i>acceptable as husband is there.</i></p> <p>428-429- <i>female accepts his behaviour.</i></p>	<p>378-380- <i>minimising- only asked her.</i></p> <p>489-490- <i>just humour</i></p> <p>513- <i>only fun</i></p>

	<p><i>individuals not causing offence.</i></p>	<p><i>617-620- blaming him being hungover for actions.</i></p> <p><i>803-815- justifying discussing sex due to rel.</i></p> <p><i>645- engage in behaviour because he could</i></p> <p><i>471-475- not flirting just winding someone up</i></p> <p><i>863-867- only behaved that way out of curiosity</i></p>	<p><i>444- acceptable as they laugh</i></p> <p><i>476-480- humour- includes wife.</i></p> <p><i>719- okay as only done it twice</i></p> <p><i>752-754- okay as staff don't raise issue.</i></p> <p><i>967-968- including others into behaviour.</i></p> <p><i>263- minimising behaviour as humour</i></p> <p><i>438-440- humour- people can't be offended- lack of insight.</i></p> <p><i>489-491- doesn't view sexual innuendos as WSH.</i></p> <p><i>566- justifying physical contact.</i></p> <p><i>313-314- humour is not sexual behaviour.</i></p> <p><i>423- flirty banter</i></p>	<p><i>640-642- humour isn't sexual behaviour.</i></p> <p><i>375-376- asked colleague out- views as friendly.</i></p> <p><i>414-415- drawing into sexual conversation-passes of as joke. 804-805- views behaviour as fun rather than wanting a label.</i></p> <p><i>686-688- met females but not serious.</i></p> <p><i>359-360- flirting is a good laugh.</i></p>
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			<p>434- tongue and cheek- lack of awareness</p> <p>436-banter is acceptable</p> <p>562- kiss at Christmas is just pleasant.</p> <p>503-504-age and humour</p> <p>400- viewing behaviour as being "flirty" to justify</p> <p>393-394- did it when single</p> <p>600- not flirting with her.</p> <p>356-358- continues despite daughter not wanting to</p>	
Victims	<p>413-414- doesn't go for young.</p> <p>360-363- doesn't need familiarity to display behaviour.</p>	<p>1080-1083- easier to demonstrate behaviour to strangers.</p>	<p>941- stranger- able to display SB.</p> <p>48-49- length of rel.- familiarity.</p>	<p>321-322- views self as victim</p> <p>674-675- self as victim- needing rel.</p>

	<p>421-423- age stops him from displaying behaviour.</p> <p>521-523- connection with victims.</p> <p>540-543-judging whether receptive.</p> <p>416-421- scoping out victim.</p> <p>637-640-uses technology to scope out victims.</p> <p>651-657- scopes victims- technology</p> <p>659-666- characteristics of victims</p> <p>403-405- doesn't go for young.</p> <p>609-613- will see whether behaviour is going to be accepted</p> <p>535-538- wont have banter- good looking</p>	<p>1086-1092- out of league</p> <p>599-612- seeks easy target.</p> <p>630-633- opportunistic.</p> <p>574-577- opportunistic- not interested in characteristics.</p> <p>620-628- due to rejection verbally abusive.</p> <p>654-655- looks and finds attractive despite not meeting them.</p> <p>660-662- looks at females though doesn't act on it due to being married.</p> <p>741-742- age stopped him.</p> <p>817-820- needing to be attracted to females.</p>	<p>257-259- feeling comfortable- length of rel.</p> <p>313- only displays to people knows really well.</p> <p>411-413-gets to know victims.</p> <p>451-452- familiarity</p> <p>454-456- needing familiarity to display behaviour.</p> <p>769-772- allows victims to be comfortable with him.</p> <p>469- likes to know victim.</p> <p>485-486- needs connections.</p> <p>613- needs to be in same league.</p> <p>580-582- develops trust with individual.</p> <p>385- difference in victims</p>	<p>401-402- behaviour continued over long period of time- familiarity.</p> <p>427-429- need to know someone before displaying behaviour.</p> <p>431-432- needs to know someone well and interests.</p> <p>638-640- length of rel. with victim.</p> <p>434-435- watches how people react.</p> <p>351-352- will engage if opportunity presents itself.</p> <p>338-341- different environments.</p> <p>322-325- needs to find victim attractive.</p> <p>332-334- victim as attractive.</p> <p>519-521- now won't speak to someone who is attractive.</p>
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			<p>908- gets on with husband- setting a boundary</p> <p>584-587- female always happy to see him</p> <p>912-913- needing to know victim.</p> <p>615-617- individuals out of league</p>	704-706- doesn't find them attractive
Behaviour/characteristics of perpetrator	<p>266-273- compartmentalises self- presents differently.</p> <p>463-464- secretive in behaviour.</p> <p>647-651- allowing others to add him on Facebook- popular.</p> <p>446-448- need for excitement.</p> <p>278-280-using behaviour to meet his own needs.</p>	<p>771-779- persistent- trying to get reaction.</p> <p>846-849- secretive regarding behaviour</p> <p>464-469- uses females as objects for own enjoyment.</p> <p>1014-1017- manipulates situations to get other person to discuss sex.</p> <p>447-461- enjoys attention and</p>	<p>559- repeating age.</p> <p>927-928- blames age for not demonstrating WSH.</p> <p>568- wanting more from sexual behaviour</p> <p>404-405- enjoys sexual behaviour being shown to him.</p> <p>1047-1048- its who I am- people should accept</p>	<p>573-577- wanting behaviour to be secretive.</p> <p>531-532- more mature now.</p> <p>695- keeps conquests private</p>

	<p>478-481- using sexual behaviour to calm anxiety.</p> <p>236-240- uses sexual behaviour to develop relationships.</p> <p>498-500- keeps others behaviours private.</p> <p>334-339- uses personality as excuse for behaviour.</p> <p>430-432- challenge.</p> <p>496-498- unable to be discreet.</p> <p>214-217- will tone down behaviour if needed.</p>	<p>continued for his own enjoyment.</p> <p>742- very much I could wind her up</p> <p>639-641- would behave that way because he could</p> <p>799-801- having to try to fit in during discussions</p>	<p>921-922- secret in displaying SB</p>	
Blame/ Acceptance	<p>388-397- accepting of behaviour- minimising.</p> <p>495-496- shouldn't be displayed in a workplace.</p>	<p>1064-1068- doesn't accept behaviour- informs privately.</p> <p>1070-1074- would step in if doesn't think appropriate.</p>	<p>535- not bothered about sexual behaviour being shown.</p> <p>546-547- allows behaviour to be</p>	<p>317- any discussion not acceptable.</p> <p>455-459- judging others for displaying WSH.</p>

	<p>219-222- blames others for being uptight for not accepting his humour.</p> <p>387-388- views others as cringe for displaying SB.</p> <p>546-548- judging others for displaying WSH.</p> <p>549-554- judging others for displaying WSH.</p> <p>566-569- judging others for displaying WSH.</p>	<p>1050-1057- placing blame on others for not accepting his behaviour.</p> <p>768-771- others are to blame for his SB.</p> <p>476-480- places blame on her as she is highly sexual</p> <p>716-720- doesn't accept other drivers behaving sexually</p> <p>989-991- judges people misusing their power.</p> <p>722-725- accept it unless in front of customers.</p> <p>705-706- doesn't accept SB in front of people.</p> <p>985-987- doesnt accept SB in the workplace.</p> <p>708-711- accepts behaviour, stating cant believe what he has been told.</p>	<p>demonstrated- not involved.</p> <p>732- warns individual not to display SB.</p> <p>825-828- Thinks time and place to show SB.</p> <p>878-879- accepts as they were professional.</p> <p>539- not accepting as its not "romantic".</p> <p>625-629- doesn't accept others displaying same behaviour as him.</p> <p>634-638- doesn't accept others displaying same behaviour as him.</p> <p>864-866- not accepting due to family.</p> <p>871-872- accepting of affair.</p> <p>884-886- only irritated due to unfairness to him.</p>	<p>758-759- shouldn't get annoyed- personality.</p> <p>553-555- doesn't accept all sexual behaviour- depends how receive.</p> <p>775-779- wouldn't accept behaviour if know perpetrator.</p> <p>451-453- not accepting of others showing the behaviour</p> <p>484- accepting of sex at work</p> <p>719-723- not accepting of people using sex instead of taxi fare.</p> <p>486-487- accepting of sex at work.</p> <p>654-658- would allow SB towards him if knows the male.</p> <p>562-567- doesn't accept managers having affairs.</p>
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Relationships				
Marriage/ family	<p>110-111- Can't be self at home- partner not accepting.</p> <p>133-136- needing to be different at home.</p> <p>260-266- partner controlling.</p> <p>280-288- unable to socialise due to partner.</p> <p>603-606- Partner aware of SB.</p>	<p>127-128- blames partner for personality characteristics</p> <p>664-667- lot of respect for partner</p> <p>788-791- partner aware of SB- jealousy</p> <p>821-828- partner not aware of SB- jealousy</p> <p>842-846- insecurity</p> <p>959-969- tolerates partner.</p> <p>494-497- wouldn't cross boundary due to marriage.</p>	<p>606-610- feeling wife is out of his league.</p> <p>415-416- wife knows how he acts</p> <p>421- wife wouldn't be happy about displaying SB</p> <p>425-426- knows wife wouldn't want to know about SB.</p> <p>602-603- wife out of league.</p> <p>1011-1012- waited for partner to make advance.</p> <p>1020-1021- didn't need to continue flirting.</p>	<p>502-503- wouldn't advance behaviour due to partner.</p> <p>505-506- partner stops him advancing behaviour.</p> <p>523-525- partner stops him advancing behaviour.</p> <p>567-569- family stops him advancing behaviour.</p> <p>501-502- marriage is a boundary.</p>

		<p>483-486- loyal to marriage.</p> <p>662-664- doesn't cross boundary despite arguments.</p> <p>683-684- mistrusting of family.</p> <p>669-677- not wanting to praise wife.</p> <p>687-691- only provides attention to wife for sex.</p> <p>497-499- marriage provides a boundary.</p> <p>643- marriage as a boundary</p> <p>645-651- would engage in behaviour if not married.</p> <p>958-959- wouldn't behave like that-upset the family.</p> <p>791-794- wouldn't behave that way whilst married.</p>		
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Professional	<p>508-514- need to keep circle small.</p> <p>168-174- us versus them management</p> <p>94-102- remained despite being bullied.</p> <p>228-232- likes to work alone.</p>	<p>257-260- personal rels mixing into professional rels.</p> <p>217-218- rattling after finished work.</p> <p>160-163- Support from others.</p> <p>166-167- support from others.</p> <p>1076-1077-doesn't socialise with colleagues.</p> <p>272-273- lack of respect for managers.</p> <p>365-370- judging self as greater than colleagues</p> <p>281-284- arguments with management.</p> <p>949-951- wife's insecurity due to his behaviour</p>	<p>802-804- lack of trust in management</p> <p>806-807- lack of trust in management</p> <p>58- familiarity</p> <p>793-794-should respect management.</p> <p>588-589- management not enforcing boundaries.</p>	<p>468- feels that others get preference due to power in company.</p> <p>195-197- relationship to company.</p> <p>191-192- relationship to company.</p> <p>827-832- doesn't mix personal and professional.</p> <p>257-259- doesn't socialise with colleagues.</p> <p>728-729- wanting people to feel safe.</p> <p>122-130- irritation towards others</p> <p>240-241- responds to conflict personally.</p> <p>245-249- would socialise outside of work.</p> <p>215-217- different to others- loyalty</p> <p>664-667- would speak about behaviour to good friend not manager.</p>
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				265-266- previously mixed work and social relationships
Interactions with others	<p>514-517- develops feelings to colleague- doesn't go deep with connection to others.</p> <p>494-495- have to ask right people to get right information.</p> <p>682-683- talks to everyone</p>	<p>419-426- wedding wouldn't happen due to him.</p> <p>221-223- uses interactions to unwind.</p> <p>193-195- speaks to others as distraction.</p> <p>207-210- gets drinks due to interaction.</p> <p>588-590- fearful of rejection- insecurity.</p> <p>104-107- secretive in way would display behaviour.</p>	<p>269-272- wanting advice from others.</p> <p>281-284- advice from females.</p>	<p>782- would say witness</p> <p>698-699- would allow people to do what they wanted without stepping in.</p> <p>163-164- close friendships at work</p> <p>761-765- would limit interactions if complained about SB.</p> <p>166-168- will socialise but no connection.</p> <p>697-698- mistrust in others</p> <p>835- rejection</p> <p>443-445- respects everyone-not wanting confrontation</p>

				<p>76-79- irritation towards others not doing job</p> <p>716-717- doesn't know if correct information</p> <p>182-185- familiarity with colleagues</p>
Previous relationships		<p>877-882- unable to commit.</p> <p>537-542- trying to reject- unable to commit.</p> <p>544-545- unable to separate- would display ghosting behaviours.</p> <p>515-521- going back to ex for validation.</p> <p>869-871- felt bad for acting "like a dick"</p> <p>577-579- competition- not wanting to be 10th on list</p> <p>523-524- unable to communicate</p>	<p>665-666- previous rel provides a boundary.</p> <p>681-682- disrespect towards partner.</p> <p>144- psycho</p> <p>146-148- ex-partner controlling</p>	<p>369-372- asked individual and rejected.</p> <p>534-535- hurt by women.</p> <p>546-548- rejected.</p> <p>383-386- can't act sexual with people he likes.</p>

		<p>935-940- <i>ex is to blame, not him.</i></p> <p>871-873- <i>would use female when wanting attention.</i></p> <p>915-918- <i>manipulated situation to end rel.</i></p>		
<p>Traits of Perpetrator</p>				
Characteristics	<p>245-247- <i>needs to cheer others up.</i></p> <p>62-64- <i>lied about age</i></p> <p>87-91- <i>had to become stronger due to bullying</i></p> <p>592-594- <i>inability to appropriately communicate</i></p>	<p>701-702- <i>avoidant</i></p> <p>53-54- <i>rule breaker</i></p> <p>288-294- <i>impulsive</i></p> <p>307-308- <i>inability to appropriately communicate</i></p> <p>1005-1006- <i>unable to control emotions.</i></p> <p>278-281- <i>unable to regulate emotions- will threaten managers.</i></p>	<p>112-114- <i>spontaneous- little planning</i></p> <p>687-688- <i>spontaneous in his SB</i></p>	
Respect	<p>26-28- <i>difficulty with routine</i></p> <p>585-589- <i>wont display language that is disrespectful.</i></p>	<p>173-174- <i>lack of respect for policies</i></p> <p>181-183- <i>difficulty with routine</i></p>		

	<p>132-133- treats everyone respectfully.</p> <p>187-191- disagreements with management.</p>	<p>315-317- lack of respect for management</p> <p>296-302- arguments with management</p>		
Gender	<p>32-35- males work in the morning</p> <p>146-152- males don't like success-competition.</p> <p>139-144- males are catty.</p>	<p>377-386- more willing to assist the female.</p> <p>252-255- treats everyone the same.</p> <p>308-310- lack of respect for female manager</p> <p>312-313- would speak to male manager the same way</p> <p>62-65- treats children differently depending on gender</p> <p>69-71- daddy's girl</p>	<p>516- only able to banter with males by sexualising females.</p> <p>446-447- shows is equal in displaying SB.</p> <p>275-276- difficulty understanding opposite gender.</p>	<p>25-27- males work in the morning</p> <p>278-279- male environment- still access to females.</p> <p>415-417- male environment</p> <p>420-424- masculine environment</p> <p>645-649- wouldn't complain about a female.</p> <p>412-414- discussion of SB different with females.</p> <p>409-410- different rapport with males.</p>

Appendix M- Information Sheet



Participant Information

Project Title- The effect of the workplace on sexualised behaviour.

Researcher- Jordan Brooks (jordan.brooks@nottingham.ac.uk)

Supervisor- Dr Simon Duff (simon.duff@nottingham.ac.uk)

We would like to invite you to participate this research project, investigating how the workplace may influence behaviour, particularly in respect of sexual behaviours. For the purposes of the research, sexual behaviour is behaviour which could be deemed to be of a sexual nature, such as flirting, sexual jokes, physical touching, etc. It is important for you to understand why this research is being undertaken and what it will involve before confirming your participation. As such, we would ask that you please take time to read the below information. If there is anything that is not clear or if you would like more information, please notify the researcher.

What is the purpose of the study?

Previous literature has suggested that workplace sexual harassment (WSH) is an unwelcome act of a sexual nature that is perceived by the recipient as hostile, humiliating or threatening to his/her well-being (Fitzgerald et al., 1997; Ram et al., 2016). However, not all sexualised behaviour displayed in the workplace, would be viewed by the recipient as sexual harassment. There is little research on what would be considered to be 'crossing the line' with regards to sexual behaviour in the workplace. Further, research has tended to focus on the recipients of sexualised behaviour, as opposed to those who display such behaviour and how this differs from those who don't display such behaviours. As such, there is little research on individual's views towards sexualised behaviour in the workplace and whether this is altered in different environments. Therefore, this study aims to address whether there is a difference in the behaviour displayed in a work environment to that in other contexts and, if so, what causes the behaviour to be different. This research will form part of a postgraduate thesis and is aimed to be completed by October 2022.

Why have I been chosen?

You have been asked to take part in this study as you are a male, aged between 18 and 65, and have indicated that you have had at least one job, where you have worked alongside individuals of the opposite gender. You should be able to understand English to a sufficient standard in order to understand the questions being asked.

Do I have to take part?

You are not required to take part in this study, it is your decision if you wish to do so. If you do choose to participate, you will be shown a consent form, which requires you to read the statements and click a button to indicate that you agree and consent to participating. If you change your mind about participating whilst completing the questionnaire, you can stop your involvement by pressing the 'exit' button and closing the browser. Your responses will only be submitted, once you have completed the questionnaire and clicked the submit button.

What will happen if I take part?

You will be asked to provide your date of birth, gender and the industry of your most recent job. This will not be used to identify you, rather, to confirm that you meet the criteria for the study. After you have provided this, you will be asked to complete a questionnaire. This is divided into 2 parts, to allow you to have a break should you wish. Part A of the questionnaire will ask for your thoughts and feelings about sexualised behaviour, whether you have ever displayed sexual behaviour in your place of work and/or in the community, as well as your views towards behaviours displayed in the workplace. Part B will be a questionnaire regarding gender roles. You will be asked to agree or disagree with each statement.

You are encouraged to be open and honest when answering the questionnaire. There are no right or wrong answers to the questions asked and please be assured that your views are valued.

What are the benefits of taking part?

Whilst I cannot guarantee any direct benefit to yourself, by taking part in this study, you will be contributing to wider research regarding how the workplace may influence sexual behaviour.

What are the disadvantages or of taking part?

There are no perceived risks in taking part in the study, however, should you feel that you have been affected by any of the questions asked of you, please do not hesitate to contact the researcher for further support.

How will information about me be used?

Results of the study will be used as a postgraduate thesis for the Doctorate in Forensic Psychology at the University of Nottingham. The data collected will be anonymised and unidentifiable to you. Only the researcher and their supervisor will have access to the data.

As previously stated, whilst completing the questionnaires, you are able to change your answers. You are also able to withdraw your participation by closing the browser. Once you have pressed the submit button on the final page, your responses will be saved and, as such, you will not be able to change any answers given. It will also not be possible to withdraw the data, after you have submitted it, as the questionnaires are anonymised and, therefore, we will not know which questionnaire was completed by you.

Will the data be protected?

All information will be handled in confidence and we will follow ethical, as well as legal guidance. Under UK Data Protection laws the University is the Data Controller (legally responsible for the data security) and the Chief Investigator of this study (named above) is the Data Custodian (manages access to the data). This means we are responsible for looking after your information and using it properly. Your rights to access, change or move your information are limited as we need to manage your information in specific ways to comply with certain laws and for the research to be reliable and accurate. To safeguard your rights, we will use the minimum personally – identifiable information possible.



You can find out more about how we use your information and to read our privacy notice at:

<https://www.nottingham.ac.uk/utilities/privacy.aspx>.

The data collected for the study will be looked at and stored by the researcher and supervisor. They may also be looked at by authorised people from regulatory organisations to check that the study is being carried out correctly. All will have a duty of confidentiality to you, as a research participant, and we will do our best to meet this obligation.

Whilst completing the research, raw data will be stored on University of Nottingham's servers, which is only accessible to the lead researcher. On the completion of the project, all raw data will be kept securely by the University, under the terms of its data protection policy, after which it will be disposed of securely. The data will not be kept elsewhere.

What if there is a problem?

If you have a query about any aspect of this study, please do not hesitate to ask. We can be contacted before and after your participation at the email addresses above.

If you have any complaints, please write to the Administrator, Faculty of Medicine and Health Sciences Research Ethics Committee (FMHS ref no 399-1121, E-mail: FMHS-ResearchEthics@nottingham.ac.uk).

Appendix N- Consent Form



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CONSENT FORM

Working Title: The effect of the workplace on sexualised behaviour.

Researchers Name: Jordan Brooks

Please read the following statements.

- I confirm that I have read and understood the information sheet provided and have had the opportunity to ask any questions.
- I understand that I do not have to take part in the study and that I am free to withdraw my participation at any time.
- I understand that my information will be kept confidential and will be anonymous so no-one can identify me or my family. This means that my name and other identifiable information are not recorded in the study.
- I give permission for the researcher to publish anonymous information provided by myself throughout the study.
- I understand that the questionnaires I complete will be stored securely and no identifiable information will be included in the final write-up of the research.
- I understand that data will be stored on University of Nottingham storage which only the researcher has access to.
- I understand that I may contact the researcher or supervisor if I require further information about the research, and that I may contact the Research Ethics Coordinator of the School of Education, University of Nottingham, if I wish to make a complaint relating to my involvement in the research.

Statement of consent

I have read and understood the above information. Any questions I raised were responded to with satisfactory answers. I understand the purpose of the research project and my involvement in it. As such, I give my consent to take part in this study.

Agree

Disagree

Contact details

Researcher: jordan.brooks@nottingham.ac.uk

Supervisor: Dr Simon Duff- School of Medicine- University of Nottingham

School of Education Research Ethics Coordinator: educationresearchethics@nottingham.ac.uk

Version No: 1.0

Date: 05/04/21

Appendix O- Debrief Form



Debrief Form The effect of the workplace on sexualised behaviour.

Thank you for taking part in this research project. The information below will tell you more about the aims of the current research.

Thank you for your participation. This study is concerned with the impact that the workplace has on sexual behaviour. Previous research has suggested that sexual behaviour in the workplace is undesired and can result in the workspace being masculinised (Acquino et al., 2014; Cleveland et al., 2005; Thornton, 2002). This may result in female employees feeling uncomfortable, which in turn may affect their work efficacy. However, little research has been undertaken investigating the difference in the type and amount of sexual behaviour displayed in work and in social situations. Further, previous research tends to focus on victims of sexual harassment, as opposed to gaining the views from those who are able to display such behaviours.

During the study, you would have been asked to complete 3 sections. The first section was aimed at gaining an understanding of whether you display sexual behaviour in and/or out of the workplace and, if so, the extent to which you display such behaviours. The second section focused on rape myth acceptance, which assisted in gaining your views towards women and sex. The third section was a brief personality questionnaire, which will provide details as to whether personality has an effect on whether individuals display sexual behaviour in the workplace, outside of the work environment or both.

The information you have provided will be useful in responding to the study aims:

1. There will be a difference in the type of sexualised behaviour displayed in the workplace to those exhibited outside of the workplace.
2. There will be a difference in the amount of sexualised behaviour displayed in the workplace and outside of the workplace.
3. There will be a difference in attitudes towards women when comparing individuals who do and do not display sexualised behaviour in the workplace.
4. There will be a difference in personality traits of those who display sexualised behaviour when compared to those who do not engage in such behaviours.

All data (research data) will be stored in a password protected folder sitting on a restricted access cloud based server at the University under the terms of its data protection policy. Data is kept for a minimum of 7 years. Only the research team will have access to the data using password protected and encrypted laptops. **Please note, once you have clicked the submit button at the end of the questionnaire, it will be uploaded into a password protected database with a code number. The research team will not be able to see who it is from and for this reason it will not be possible to withdraw the data at this point.**

If you feel you have been affected by this study:

We apologise if you have been affected by this study. If you feel that you have been affected, please feel free to contact the following charities who will be able to provide further assistance:

Samaritans (Telephone Number- 116 123)

Black Country Healthcare NHS Trust (Telephone Number- 0800 008 6516)

Relate (website- www.relate.org.uk/relationship-help/talk-someone)

CALM (Telephone Number- 0800 58 58 58 or www.thecalmzone.net/help/get-help).

If you have any questions or complaints about this research, then please feel free to contact the lead researcher (Jordan.brooks@nottingham.ac.uk) who will be able to assist you further. If you have any queries that you do not feel comfortable raising with the lead researcher, please contact Dr Duff (simon.duff@nottingham.ac.uk). Should you feel that this is not appropriate, then you are able to contact

~Once again, thank you for your participation~



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the Administrator, Faculty of Medicine and Health Sciences Research
Ethics Committee (FMHS REC ref no 399-1121, E-mail: FMHS-ResearchEthics@nottingham.ac.uk).

~Once again, thank you for your participation~

Appendix P- Job titles of sample population

Job Title	Displays WSH (N= 90)	Does not display WSH (N= 41)
Accountant	2 (2%)	2 (5%)
Administration Clerk	1 (1%)	-
Analyst	1 (1%)	1 (2%)
Auditor	1 (1%)	-
Business Owner/ Director	2 (2%)	1 (2%)
Care Assistant	1 (1%)	-
Commissioned Officer	1 (1%)	1 (2%)
Constable/ Prison Governor	2 (2%)	-
Consultant/ Doctor/ Surgeon	9 (10%)	4 (10%)
Designer	1 (1%)	-
Engineer	10 (11%)	4 (10%)
Hairdresser	1 (1%)	-
HGV Driver	4 (4%)	2 (5%)
Inspector	1 (1%)	-
Manager	26 (29%)	11 (27%)
Market Trader	1 (1%)	-
Nurse/ Physiotherapist	1 (1%)	-
Police Officer	2 (2%)	1 (2%)
Prison Officer/ Custodial Manager	7 (8%)	1 (2%)
Production Operative	3 (3%)	-
Professor/ Teacher	2 (2%)	3 (7%)
Psychologist	-	2 (5%)
Quantity Surveyor	-	1 (2%)
Research Assistant	1 (1%)	-
Sales Assistant	1 (1%)	3 (7%)
Solicitor	1 (1%)	-
Warehouse Operative	2 (2%)	3 (7%)
Water Hygiene Specialist	1 (1%)	-

Appendix Q- Shapiro Wilk Test Results for Analysis

Research Question 1

Table 15 - *Shapiro-Wilk Test results for the subscales on the Sexual Experiences Questionnaire*

Category	Environment	Shapiro-Wilk (W)
Not Man Enough	Inside the workplace	.845*
	Outside the workplace	.768*
Sexist hostility	Inside the workplace	.687*
	Outside the workplace	.676*
Sexual hostility	Inside the workplace	.853*
	Outside the workplace	.889*
Unwanted sexual attention	Inside the workplace	.686*
	Outside the workplace	.817*
Sexual coercion	Inside the workplace	.234*
	Outside the workplace	.273*

* $p < .001$

Research Question 2

Table 16 - *Shapiro-Wilk Test results for the frequency of sexualised behaviour displayed within the category's on the sexual experiences questionnaire*

Category	Environment	Shapiro-Wilk (W)
Not Man Enough	Inside the workplace	.845*
	Outside the workplace	.706*
Sexist hostility	Inside the workplace	.664*
	Outside the workplace	.637*
Sexual hostility	Inside the workplace	.850*
	Outside the workplace	.880*
Unwanted sexual attention	Inside the workplace	.640*
	Outside the workplace	.822*
Sexual coercion	Inside the workplace	.218*
	Outside the workplace	.266*

* $p < .001$

Research Question 3

Table 17 - *Shapiro-Wilk Test Results for Attitudes Towards Women*

Variable	Shapiro-Wilk (W)
She Asked For It	.865*
It Wasn't Rape	.624*
She Lied	.916*
Overall Rape Myth Score	.905*

* $p < .001$

Research Question 4

Table 18 - *Shapiro-Wilk Test for Personality Traits*

Variable	Shapiro-Wilk (W)	p
Machiavellianism	.983*	.098
Narcissistic	.986*	.220
Psychopath	.958*	<.001
Sadism	.982*	.077

* $p < .001$

Appendix R – Job collar descriptions

Job Types	Description	Examples of Jobs
White Collar	Associated with positions that are administrative, clerical, and management.	Law, Accountancy, Financial and Insurance, Consultancy.
Blue Collar	Associated with manual labour jobs, typically related to working class employees.	Factory work, Miners, Construction, Electrician.
Grey Collar	A combination of blue and white collar jobs. They often involve physical labour alike blue collar, though require technical skills linked to white-collar.	First Responders, Engineering, IT professionals, Airline pilots.
Pink Collar	Typically comprised of service-orientated roles, requiring interpersonal skills and involves caring for others.	Childcare, Social Work, Nursing, and Teaching.

Appendix S- Histograms for Hypothesis 1

Figure 4 Histogram for type of NME inside the workplace

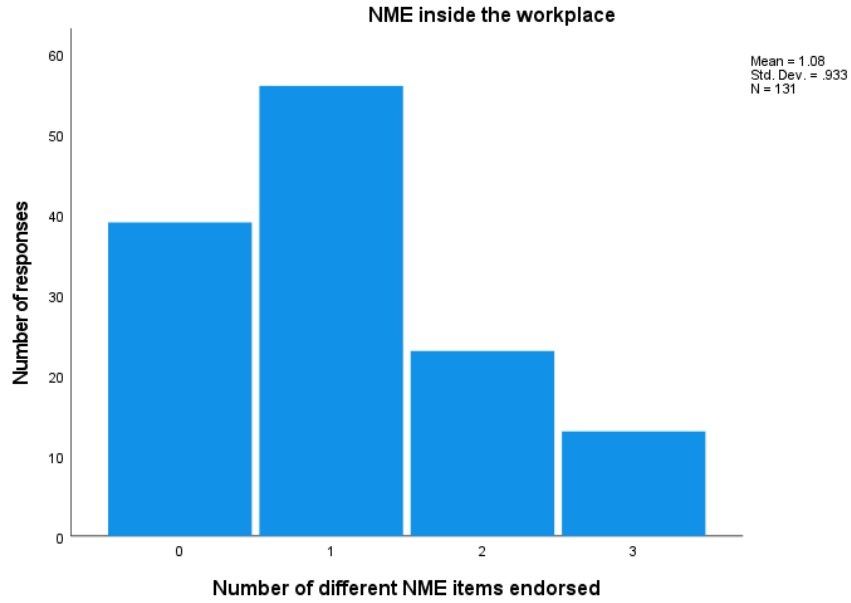
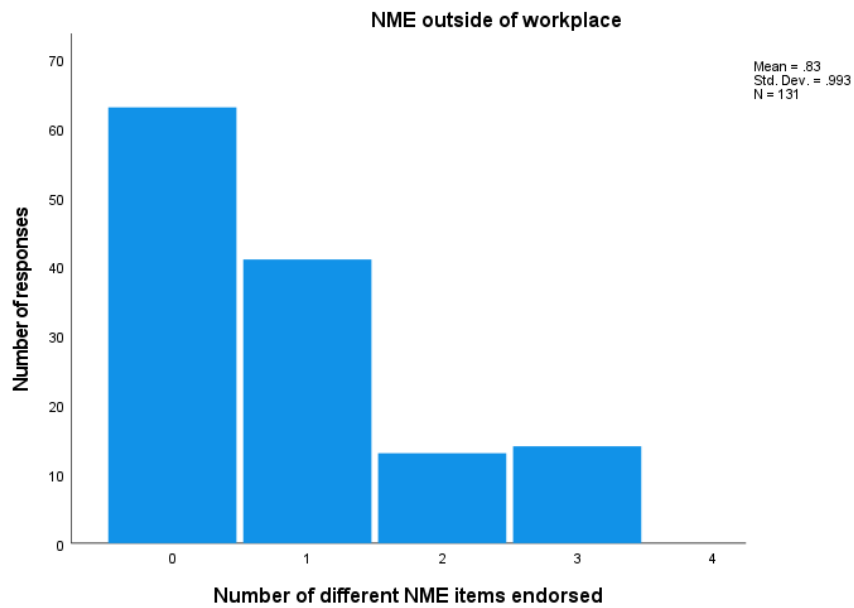


Figure 5 Histogram for type of NME outside of the workplace



Appendix T- Updated Illinois Rape Myth Scale (uIRMA)

Subscale: She Asked for It

1. If a girl is raped while she is drunk, she is at least somewhat responsible for letting things get out of control.
2. When girls go to parties wearing slutty clothes, they are asking for trouble.
3. If a girl goes to a room alone with a guy at a party, it is her own fault if she is raped.
4. If a girl acts like a slut, eventually she is going to get into trouble.
5. When girls are raped, it's often because the way they said "no" was unclear.
6. If a girl initiates kissing or hooking up, she should not be surprised if a guy assumes she wants to have sex.

Subscale: He Didn't Mean To

7. When guys rape, it is usually because of their strong desire for sex.
8. Guys don't usually intend to force sex on a girl, but sometimes they get too sexually carried away.
9. Rape happens when a guy's sex drive gets out of control.
10. If a guy is drunk, he might rape someone unintentionally.

11. It shouldn't be considered rape if a guy is drunk and didn't realize what he was doing.

12. If both people are drunk, it can't be rape.

Subscale: It Wasn't Really Rape

13. If a girl doesn't physically resist sex—even if protesting verbally—it can't be considered rape.

14. If a girl doesn't physically fight back, you can't really say it was rape.

15. A rape probably didn't happen if the girl has no bruises or marks.

16. If the accused "rapist" doesn't have a weapon, you really can't call it a rape.

17. If a girl doesn't say "no" she can't claim rape.

Subscale: She Lied

18. A lot of times, girls who say they were raped agreed to have sex and then regret it.

19. Rape accusations are often used as a way of getting back at guys.

20. A lot of times, girls who say they were raped often led the guy on and then had regrets.

21. A lot of times, girls who claim they were raped just have emotional problems.

22. Girls who are caught cheating on their boyfriends sometimes claim that it was a rape

Appendix U- Illinois Rape Myth Acceptance Scale

- 1. If a woman is raped while she is drunk, she is at least somewhat responsible for letting things get out of control*
- 2. Although most women wouldn't admit it, they generally find being physically forced into sex a real "turn-on"*
- 3. When men rape, it is because of their strong desire for sex*
- 4. If a woman is willing to "make out" with a guy, then it's no big deal if he goes a little further and has sex*
- 5. Women who are caught having an illicit affair sometimes claim that it was rape*
- 6. Newspapers should not release the name of a rape victim to the public*
- 7. Many so-called rape victims are actually women who had sex and "changed their minds" afterwards*
- 8. Many women secretly desire to be raped*
- 9. Rape mainly occurs on the "bad" side of town*
- 10. Usually, it is only women who do things like hang out in bars and sleep around that are raped*
- 11. Most rapists are not caught by the police*
- 12. If a woman doesn't physically fight back, you can't really say that it was rape*

13. *Men from nice middle-class homes almost never rape*
14. *Rape isn't as big a problem as some feminists would like people to think*
15. *When women go around wearing low-cut tops or short skirts, they're just asking for trouble*
16. *Rape accusations are often used as a way of getting back at men*
17. *A rape probably didn't happen if the woman has no bruises or marks*
18. *Many women find being forced to have sex very arousing*
19. *If a woman goes home with a man she doesn't know, it is her own fault if she is raped*
20. *Rapists are usually sexually frustrated individuals*
21. *All women should have access to self-defense classes*
22. *It is usually only women who dress suggestively that are raped*
23. *Some women prefer to have sex forced on them so they don't have to feel guilty about it*
24. *If the rapist doesn't have a weapon, you really can't call it a rape*
25. *When a woman is a sexual tease, eventually she is going to get into trouble*
26. *Being raped isn't as bad as being mugged and beaten*

27. *Rape is unlikely to happen in the woman's own familiar neighborhood*
28. *In reality, women are almost never raped by their boyfriends*
29. *Women tend to exaggerate how much rape affects them*
30. *When a man is very sexually aroused, he may not even realize that the woman is resisting*
31. *A lot of women lead a man on and then they cry rape*
32. *It is preferable that a female police officer conduct the questioning when a woman reports a rape*
33. *A lot of times, women who claim they were raped just have emotional problems*
34. *If a woman doesn't physically resist sex—even when protesting verbally—it really can't be considered rape*
35. *Rape almost never happens in the woman's own home*
36. *A woman who "teases" men deserves anything that might happen*
37. *When women are raped, it's often because the way they said "no" was ambiguous*
38. *If a woman isn't a virgin, then it shouldn't be a big deal if her date forces her to have sex*
39. *Men don't usually intend to force sex on a woman, but sometimes they get too sexually carried away*

40. This society should devote more effort to preventing rape

41. A woman who dresses in skimpy clothes should not be surprised if a man tries to force her to have sex

42. Rape happens when a man's sex drive gets out of control

43. A woman who goes to the home or apartment of a man on the first date is implying that she wants to have sex

44. Many women actually enjoy sex after the guy uses a little force

45. If a woman claims to have been raped but has no bruises or scrapes, she probably shouldn't be taken too seriously

Appendix V – Examples of Rape Myth Scales

Authors	Scale description	Psychometric Properties
Bunting & Reeves (1983)	Rape belief scale comprising of 15-items. Emphasises rape as a deviant event, “no big deal”, rape as sex, and victim enjoyment	None provided
Burt (1980)	Rape Myth Acceptance Scale (RMAS) comprising of 19 items, assessing factors associated with <i>victim responsible for rape, rape reports as manipulation, rape only happens to certain kinds of women, and disbelief of rape claims</i>	Cronbach’s alpha of .88
Donnerstein, Berkowitz, & Linz (1986)	Short form of the RMAS	None provided
Feild (1978a)	Attitudes Toward Rape Scale comprising of 32 items. Factors included <i>woman’s responsibility in rape prevention, sex as motivation for rape, severe punishment for rape, victim precipitation, normality of rapists, power as motivation for rape, favourable perception of woman after rape, and resistance as woman’s role during rape</i>	Factor loadings range from .30 to .76; estimate of lower bound of reliability as .62
Giacopassi & Dull (1986)	9 items extracted from the deviance and criminological literature.	None provided
References taken from Lonsway and Fitzgerald (1994)		

Appendix W – Ethical Approval



**Faculty of Medicine & Health Sciences
Research Ethics Committee**

Faculty Hub
Room E41, E Floor, Medical School
Queen's Medical Centre Campus
Nottingham University Hospitals
Nottingham, NG7 2UH
Email: FMHS-ResearchEthics@nottingham.ac.uk

21 March 2022

Jordan Brooks

Trainee Forensic Psychologist/DForenPsy
c/o Dr Simon Duff
Director of Stage II Training in Forensic Psychology
Centre for Forensic and Family Psychology
School of Medicine
Yang Fujia Building
University of Nottingham, Jubilee Campus
Wollaton Road
NG8 1BB

Dear Jordan

Ethics Reference No: FMHS 433-0122 – please always quote	
Study Title: Attitudes towards Sexualised behaviour in the workplace. Short Title: Sexual Offending in the workplace: perspectives of perpetrators	
Chief Investigator/Supervisor: Dr Simon Duff, Assistant Professor, Centre for Forensic and Family Psychology, School of Medicine	
Lead Investigators/student: Jordan Brooks, Doctorate in Forensic Psychology, School of Medicine	
Proposed Start Date: 01/03/2022	Proposed End Date: 30/10/2022

Thank you for responding to the comments made by the Committee at its Meeting on 11 February 2022. The following revised documents were received:

- FMHS REC Application form and supporting documents version 1.0: 20.03.2022
- Research Proposal version 1 dated 20.03.2022

These have been reviewed and are satisfactory and the project is given a favourable ethics opinion.

A favourable ethics opinion is given on the understanding that:

1. The protocol agreed is followed and the Committee is informed of any changes using a notice of amendment form (please request a form).
2. The Chair is informed of any serious or unexpected event.
3. An End of Project Progress Report is completed and returned when the study has finished (Please request a form).

Yours sincerely



Dr John Williams, Associate Professor in Anaesthesia and Pain Medicine
Chair, Faculty of Medicine & Health Sciences Research Ethics Committee



**University of
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**Faculty of Medicine & Health Sciences
Research Ethics Committee**

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08 February 2022

Jordan Brooks

Trainee Forensic Psychologist/DForePsy
c/o Dr Simon Duff
Director of Stage II Training in Forensic Psychology
Centre for Forensic and Family Psychology
School of Medicine
Yang Fujia Building
University of Nottingham, Jubilee Campus
Wollaton Road
NG8 1BB

Dear Jordan

Ethics Reference No: FMHS 399-1121 – please always quote	
Study Title: Attitudes, Biology or Environment: Sexualised behaviour in the workplace.	
Chief Investigator/Supervisor: Dr Simon Duff, Assistant Professor, Centre for Forensic and Family Psychology, School of Medicine	
Lead Investigators/student: Jordan Brooks, Doctorate in Forensic Psychology, School of Medicine	
Proposed Start Date: 01/02/2022	Proposed End Date: 30/10/2022

Thank you for responding to the comments made by the Committee. The following revised documents were received:

- FMHS REC Application form and supporting documents version 1.0: 06.02.2022
- Data Management Plan dated 06.02.2022
- Research Proposal, Participant Information Sheet dated 08.02.2022

These have been reviewed and are satisfactory and the project is given a favourable ethics opinion.

A favourable ethics opinion is given on the understanding that:

1. The protocol agreed is followed and the Committee is informed of any changes using a notice of amendment form (please request a form).
2. The Chair is informed of any serious or unexpected event.
3. An End of Project Progress Report is completed and returned when the study has finished (Please request a form).

Yours sincerely

pp Williams

Dr John Williams, Associate Professor in Anaesthesia and Pain Medicine
Chair, Faculty of Medicine & Health Sciences Research Ethics Committee