THE EXPERIENCE AND PERCEPTION OF SEXUAL HARASSMENT IN THE WORKPLACE

By

Meegan Candice Manuel

2654830

Submitted in accordance with the requirements for the Master of Administration in the Faculty of Economic and Management Sciences in the subject Industrial Psychology

At the

University of the Western Cape

Supervisor

Mr. Karl Heslop

Co-supervisor

Dr. Marieta du Plessis

May 2017
# TABLE OF CONTENTS

1. **ABSTRACT** ........................................................................................................ iii  
2. **KEYWORDS** ...................................................................................................... iv  
3. **ACKNOWLEDGEMENTS** .................................................................................... v  
4. **DECLARATION** .................................................................................................. vi  

## CHAPTER ONE: INTRODUCTION AND BACKGROUND TO STUDY .............................................. 1  
1.1 Introduction ........................................................................................................ 1  
1.2 Background ........................................................................................................ 3  
1.4 Aim of study ........................................................................................................ 5  
1.5 Significance of present study .............................................................................. 5  
1.6 Outline of chapters .............................................................................................. 6  

## CHAPTER TWO: LITERATURE REVIEW ................................................................................. 7  
2.1 Introduction ........................................................................................................ 7  
2.2 Defining sexual harassment .................................................................................. 7  
2.3 Types of sexual harassment ............................................................................... 8  
2.4 Classes of harassment ....................................................................................... 15  
2.5 Causes of sexual harassment .............................................................................. 18  
2.6 Impact of sexual harassment .............................................................................. 21  
2.7 Understanding the general perception and experience of sexual harassment in the workplace ......................................................................................... 24  
2.8 The relationship between sexual harassment experiences and sexual harassment perceptions ................................................................................................. 28  
2.9 Managing sexual harassment .............................................................................. 29  
2.10 Interventions and prevention of sexual harassment ........................................... 30  
2.11 Hypotheses ....................................................................................................... 38  
2.12 Conclusion ....................................................................................................... 39  

## CHAPTER THREE: RESEARCH METHODOLOGY .................................................................... 40  
3.1 Introduction ....................................................................................................... 40  
3.2 Research strategy ............................................................................................... 40  
3.3 Population .......................................................................................................... 40  
3.4 Sampling procedure ........................................................................................... 41  
3.5 Method of data collection .................................................................................. 41  
3.6 Data analysis techniques .................................................................................... 43  

http://etd.uwc.ac.za
ABSTRACT

Sexual harassment in the workplace continues to be experienced by many women around the world. Men may also be sexually harassed in the workplace by women or by other men. Given the pronounced attention accorded over the last few months to high ranking individuals within South Africa and the USA who have allegedly been involved in incidences of sexual harassment, the study is timely. The focus of sexual harassment studies within the workplace is furthermore important as it affects the employees, employers and the workplace as a whole.

The purpose of the present study was to investigate the experiences and perceptions of sexual harassment of employees of an information technology company. Information technology has typically been a male dominated occupation, and prevailing traditional, paternalistic attitudes may adversely impact on women’s choice and pursuit of a career in this field. However, South African legislation, promulgated to enhance the intake of women and marginalised groups, has sought to strengthen gender equality and, concomitantly, the participation of women in information technology.

The current research was conducted by administering the Sexual Harassment Experience Questionnaire and Perception of Sexual Harassment Questionnaire to a sample of 131 employees. These questionnaires were distributed via email within one organisation and four regional branches of the same organisation.

The results indicate that there are statistically significant differences between males’ and females’ experiences of sexual harassment in the workplace. Furthermore, there were statistically significant differences between divorced employees and single and married employees in terms of their experiences and perceptions of sexual harassment. Lastly, the perception of sexual harassment was found to differ according to respondents’ educational levels. However, there was no statistically significant difference in perceptions and experiences of sexual harassment on the basis of age, level of education and tenure within the current organisation.
Notwithstanding some of the methodological limitations, most notably the small sample size and the fact that a non-probability sample was utilised, some interesting findings emerged. While the results are of a somewhat tenuous nature and may need to be interpreted with caution, there are nevertheless important implications for organisations. Recommendations with respect to how to address sexual harassment are proposed.

(ii) KEYWORDS

Sexual harassment; victims; workplace; experience; perception; gender; hostile environment; quid pro quo; Code of Good Practice; bullying
(iii) ACKNOWLEDGEMENTS

My thesis would not have been possible without the grace of God for granting me the patience and perseverance to complete and accomplish such a great goal in my life. I am also thankful to and appreciative of the influence and effect of various individuals that offered their assistance during this period.

I would like to thank my supervisor for the assistance relating to the formulation, structure and direction of my thesis. My heartfelt appreciations to my supervisors Mr Heslop and Dr. Du Plessis for their constant interaction pertaining to the development and research of my thesis. I sincerely appreciate the time, effort, patience and support they have provided throughout the finalisation of my thesis.

I thank my fellow students for the stimulating discussions and support. They always kept me motivated, regardless of the challenges and deadlines we faced during the completion of our theses.

Importantly, I am grateful to my parents — they have been my mentors since the beginning. Throughout all the challenges and experiences I faced, they ensured that I kept my composure and always provided me with positive and constructive criticism. I am thankful and blessed to have such amazing parents.

Last, but not least, I would like to thank my siblings and the significant individuals from my past and those present in my life during the final phase of my Master’s degree. I thank each significant individual person for the support, encouragement and inspirational discussions during my thesis and my life in general.
(iv) DECLARATION

I declare that The Experience and Perception of Sexual Harassment in the Workplace is my own work, that it has not been submitted before for any degree or examination in any other university, and that all the sources I have used or quoted have been indicated and acknowledged as complete reference.

Meegan Candice Manuel

May 2017
CHAPTER ONE: INTRODUCTION AND BACKGROUND TO STUDY

1.1 Introduction

Over the last few years, there has been a proliferation of media attention and publications pertaining to sexual harassment within workplaces locally and internationally. While many people may assume that sexual harassment is perpetrated by blue collar employees, there were several high profile cases in recent years, which suggest that sexual harassment is not confined to low profile employees. On the contrary, Joubert (2013; 2017) has highlighted cases reported in the media relating to academic staff being subjected to and/or perpetrating such acts.

The phenomenon of sexual harassment has been researched in various sectors of society and industries, inter alia the hospitality industry (Aaron & Dry, 1992; Gilbert, Guerrier & Guy, 1998); staff of institutions of higher learning (Gouws & Kritzinger, 2007; Joubert, Van Wyk & Rothmann, 2011; Julie, 2013); higher education settings (Mazer & Percival, 1989; Reilly & Gallogly, 1984); school settings (Timmerman, 2002); the public sector (Botha, 2016; Gruber, 2003); the mining sector (Marger, 2011; Mavuso, 2015); the health sector (Kinard & Little, 2002; Steinman, 2003); the police service (Retief, 2000; Svedberg & Alexanderson, 2012); the manufacturing industry (Kölkenbeck-ruh, 2003); and the armed forces (Fitzgerald, Drasgow & Magley, 1999).

Moreover, sexual harassment has been investigated in various countries, for example, in Zimbabwe (Khan, 2005); Malaysia (Mallow, 2013); Nigeria (Olowookere, 2010); the European Union (Owens, Gomes & Morgan, 2004); India (Setia, 2015); Pakistan (Shahzad, Hussain, Bashir, Chishti & Nasir, 2011); South Africa (Ramsaroop & Parumasur, 2007); Singapore (Li & Lee-Wong, 2005); and Ghana (Ganu & Boateng, 2013).

Sexual harassment has been examined in terms of unequal power relations (Uggen & Blackstone, 2004), in terms of antecedents and consequences of workplace sexual harassment (Chan, Lam, Chow & Cheung, 2008; Willness, Steel & Lee, 2007) and in terms of the role of demographic differences in experiences and perceptions of sexual harassment (Ramsaroop & Brijball Parumasur, 2007; Rotundo, Nguyen & Sackett, 2001;
Shupe, Cortina, Ramos, Fitzgerald & Salisbury, 2002). Results with respect to demographic differences in the experience and perception of sexual harassment are inconsistent, making the current research more plausible and defensible.

Given the above, and despite awareness campaigns to highlight the prevalence, nature and magnitude of the problem, sexual harassment remains a subject of controversy and debate and is a widespread problem for women and men in all spheres of life. When individuals hear the term sexual harassment, they assume the victim is from the opposite sex, however, the harasser and the victim may be from the same sex. According to Rashby and Hutchinson (2013), there are cases that involve male-on-male harassment; victims and perpetrators can therefore indeed be from the same sex.

Sexual harassment can take various forms, but essentially happens when there is unwelcome conduct. Timmerman (2002) distinguished three clear dimensions of sexual harassment, namely unwanted sexual attention (verbal or nonverbal behaviours), sexual coercion (molestation or rape in return for benefits such as money) and gender harassment (insulting behaviour with gender-based connotations).

With heightened attention being placed on sexual harassment, managers are admitting that it could affect their employees and more and more victims are summoning up the courage to voice their complaints (Western Cape Government, 2005). Even though there may be a large percentage of employees who do not fully understand the problem and the causes of sexual harassment, some employees are more knowledgeable and aware (Western Cape Government, 2005). Understanding the concept of sexual harassment is very important, as it has various consequences and may impact on employees, employers and the workplace (Miner-Rubino & Cortina, 2004).

In the twenty-first century, people are generally well informed due to the rapid growth in technology. Currently, most individuals have access to research results online, thereby enhancing their awareness of, among others, sexual harassment (Bradshaw, 2009). An organisation called Safecity in India created a platform for individuals to share their stories of sexual violence and/or abuse anonymously. The company collected the
data through a website via email and/or social media and are increasing awareness relating to groping and name calling (Setia, 2015).

In addition, South African legislation may also serve as a guide to organisations with regards to sexual harassment. Three specific legislations that can be highlighted and briefly explained are:

1. The Employment Equity Act 55 of 1998: The primary purpose of this act is to ensure that equity is created within an organisation. This is established by promoting equal opportunities and fair treatment and eliminating unfair discrimination (South Africa, 1998).

2. Protection from Harassment Act no. 17 of 2011: This act includes sexual harassment within the range of operations within public and private sector employment situations (Act 17 of 2011).

3. The Code of Good Practices on the handling of sexual harassment cases, issued in terms of the Labour Relations Act no. 66 of 1995, serves as a guiding measure to employers and employees within an organisation. The objective of the Code is to eliminate sexual harassment and to ensure that the right policies and procedures are developed and implemented in order to minimise sexual harassment (South Africa, 1995).

With legislation in place, the employer remains responsible to ensure that measures to illuminate sexual harassment in the work environment are established, monitored and managed. Due to the contentious problem of sexual harassment (Carrell et al., 2000), preventative, policy and awareness measures should be aligned and integrated in order for sound interpersonal relations to occur within the workplace (Western Cape Government, 2005).

1.2 **Background**

Although the sexual harassment of women has been occurring for many years and was first documented in 1908, it only developed a name in the 1970's (Fitzgerald et al., 1988).
In 1989, the case of J V M (1989), brought before the Industrial Court, raised the issue of sexual harassment. The case exclusively lead to the court pronouncing the concept of sexual harassment a violation of the rights to integrity of an individual’s body and personality, where victims of sexual harassment found such actions directed towards them embarrassing and humiliating (J V M, 1989). Since then, there have been amendments to the legal acts, evidently justified by the constitution and the discrimination framework of the Employment Equity Act (International Trade Union Confederation (ITUC), 2008).

Prior to the 1990’s, the challenging issue of sexual violence in South Africa was publicly debated and received political engagement. The South African society was not ready to deal with the level of sexual violence and therefore failed to implement suitable initiatives and preventative measures (Posel, 2005). Prior to 1994, the historical and legal framework of sexual harassment in South Africa, particularly regarding working women in various sectors, had to deal with social and legal failure to identify and recognise sexual harassment as a type of abuse (Naylor & O’Sullivan, 2006).

1.3 Problem statement

Despite some progress with respect to employment equity, women still occupy roles in organisations that are, for the most part, not as well remunerated as men. Certain industries, occupations and professions, once recognised as traditionally male, have undergone substantial changes in terms of their demographic profiles. In a paternalistic society, women continue to occupy lower-profile positions, and often play subservient roles. In light of the above, sexual harassment remains a recurring problem in public or private organisations, is considered a national issue (as it affects employers in the workplace) and can be very costly if inappropriately managed. According to Hersch (2011), sexual harassment within the workplace has internationally been indicated as a form of sexual discrimination and an abuse of human rights; it therefore remains costly to employees and various organisations. Costs may include legal expenses and paying damages to victims involved. Furthermore, the lack of sexual harassment policies in South Africa has an impact on workplaces experiencing sexual harassment (Levin & Sykes, 2005).
The company participating in the study has positioned itself to be the supplier of choice in different information technology (IT) markets. The company provides solutions for software development, as well as PC and electronic systems integration relevant to customer requirements, focusing on the fuel and oil industry. During various observations, the environment became very hostile on a case by case basis. While there has only been one sexual harassment claim reported, many cases may go unreported due to fear of reprisal and victimisation. There may also be a lack of understanding of what constitutes sexual harassment and hence the research presented an opportunity to educate employees and employers about this phenomenon in order to proactively address problems of this nature, increase sensitivity, empower employees and organisations, and minimise potential vicarious liability (Smith & Viviers, 2016).

Despite significant strides have been made in terms of addressing this problem, the research has not been equivocal with respect to the role that personal and demographic variables play in perceptions and experiences of sexual harassment. While results from various local and international studies have yielded some salient findings, the inconsistent findings with respect to the role that biographical factors play have served as a major impetus for undertaking the current research.

1.4 Aim of study

The aim of the study was to investigate whether there are significant differences in the experiences and perceptions of sexual harassment with respect to gender, age, marital status, period of employment and level of education. These demographic factors were specifically focused upon due to the influence they could potentially play in the experience and perception of sexual harassment.

1.5 Significance of present study

The research study could provide information on the nature, magnitude and prevalence of sexual harassment within the organisation and could facilitate the implementation of interventions to educate and re-educate employees, minimise risks to both employees and the organisation and ensure that everyone becomes aware of the severity of the matter and the repercussions and consequences of sexual
harassment to the employing organisation, those who are subjected to it and those who perpetrate it.

1.6 Outline of chapters

The thesis is organised into five main chapters. Chapter 1 focuses on the general overview of the topic, outlining the introduction, background, problem statement, aim and significance of the study.

Chapter 2 discusses the literature review, which primarily focuses on the topic of sexual harassment and its impact on the workplace. Literature relating to differences in perceptions and experiences based on demographic characteristics is discussed.

Chapter 3 predominantly focuses on the research methods, highlighting the type of research, population, sampling procedure, various hypotheses made and statistical techniques used to analyse the data. The chapter concludes with an overview of some of the most salient ethical considerations that required great sensitivity, given the nature of the focus of this research. Chapter 4 presents the most important findings that emerged from the empirical analysis.

Chapter 5 delineates the results, the limitations of the study, and conclusions drawn from the data. The findings are juxtaposed against previous findings, followed by recommendations and implications for various stakeholders.
CHAPTER TWO: LITERATURE REVIEW

2.1 Introduction

The literature study was written to develop a framework of sexual harassment in the workplace. The literature review firstly defines sexual harassment; secondly, the types of sexual harassment are discussed; thirdly, the statistics on the occurrence of sexual harassment are presented, followed by a discussion of the classes, causes and impact of sexual harassment. Furthermore, an examination based on the general perception and experience of sexual harassment and the relationship (i.e. experience and perception) thereof will be discussed. The chapter concludes with an overview of mechanisms, considerations and interventions that can be used to effectively manage and prevent sexual harassment.

2.2 Defining sexual harassment

There are a plethora of definitions of sexual harassment. While sexual harassment has been defined by various researchers, the overall concept remains the same, regardless of whether it was defined in the past or present.

Fitzgerald, Drasgow, Hulin, Gelfand and Magley (1997) succinctly define sexual harassment as any unwanted sex-related behaviour that is perceived by a target(s)/victim(s), whether male or female, person of the same or opposite sex, to be unpleasant and intimidating. The European Commission’s (EC) code of practice defines sexual harassment as unwanted conduct of a sexual nature or verbal and nonverbal conduct. In a comprehensive context, the EC defines sexual harassment as any unwanted conduct of a sexual nature and conduct based on gender affecting the dignity of women and men at work (European Commission, 1999).

South African law defines sexual harassment as any unwelcome verbal, nonverbal and/or physical conduct. The definition provided by the 2005 Amended Code of Good Practice on the handling of sexual harassment cases issued by the Labour Relations Act no. 66 of 1995 may be used as a definition to substantiate what the law defines as sexual harassment (South Africa, 1995). According to the Code, sexual harassment is any
undesirable behaviour of a sexual nature that violates the rights of an employee. This code furthermore stipulates that the following should be taken into account: (a) whether the harassment is prohibited on the grounds of gender and/or sexual orientation; (b) whether the sexual behaviour was undesirable; (c) the nature and level of the sexual behaviour; and (d) the effect of the sexual behaviour on the employee (South Africa, 1995).

In spite of national and international efforts to eliminate sexual harassment, there is still no formal or single definition pertaining to what behaviour is prohibited. Generally, international researchers define sexual harassment broadly as a form of violence against women. The United States’ national laws focus on the illegal conduct rather than who is violated due to sexual harassment (Webb, 1994). In the United Nations, conferences and committees have indicated that sexual harassment in the workplace is a violation of the human dignity and health and safety rights of employees under the International Labor Organization treaties (Mallow, 2013).

Power and behaviour play a part in the definition of sexual harassment. Power is defined as a display that degrades another employee (ITUC, 2008). Behaviour should be deliberate and/or repeated before it can be identified as sexual harassment. Once the behaviour is identified, it still depends on whether it is unwelcome. This behaviour could be of a verbal, nonverbal or physical nature (Webb, 1994). One of the things that continue to exacerbate the lay-person’s understanding of sexual harassment relates to the various types of sexual harassment. These types are addressed in the section that follows.

2.3 Types of sexual harassment

Sexual harassment is characterised by two specific environments, namely hostile environments and quid pro quo environments.

2.3.1 Hostile environments

The Lectric Law Library (2010) defines hostile environments as places where individuals request sexual favours or other conduct of a sexual nature that may affect the target’s
performance. The research defines a hostile environment as employment discrimination such as jokes, acts and/or comments (among others) directed at a victim’s race, religion, age, and/or gender (Essays, 2013). Authors such as Grobler, Erasmus and Kolkbenbeck-Ruh (2003) agree with the stipulated definition.

Figure 2.1 depicts how a hostile working environment may be experienced by those subjected to sexual harassment.

![Hostile Working Environment Diagram](http://etd.uwc.ac.za)

A hostile working environment creates an atmosphere that is unwelcoming and unpleasant to a victim(s). It includes a range of sexual harassing behaviours such as sex-based comments, the display of sexual and/or explicit material (McCann, 2005).

Controversy surrounds this type of environment, specifically in proving a case of sexual harassment due to a hostile employment. It would be important to identify whether sexual harassment had occurred, whether it constituted improper conduct and whether it was severe enough in order for a court to find that a hostile work environment is evident (Neil, 2006). In addition, this type of behaviour distracts employees since it
involves sex-related issues that interfere with an individual’s work performance (O’Leary-Kelly, Bowes-Sperry, Bates & Lean, 2009).

2.3.2 Quid pro quo environment

A quid pro quo environment refers to the exchange of sexual favours for work-related demands such as a promotion or a salary increase (Grobler et al., 2003). The victim(s) is therefore required to engage in some sort of sexual act or behaviour in order to receive these benefits. It forces an employee to choose between sexual demands and/or a loss of job benefits. This type of environment, depicted in Figure 2.2, mainly exists when employers abuse their authority (McCann, 2005).

![Figure 2.2: Quid pro quo environment in relation to sexual harassment (McCann, 2005)](http://etd.uwc.ac.za)

Bravo and Cassedy (1992) indicated that quid pro quo is the clearest case of sexual harassment, as the perpetrator commits on-the-job blackmail (Renzetti, Edleson & Bergen, 2001). Determining the link between what is unwelcome or improper sexual conduct and an employer’s reaction to it is very important in terms of having a case, or rather, proving that quid pro quo sexual harassment occurred.
The Free Dictionary (2010) describes quid pro quo as a mutual agreement that is valid and required between males and females. The Lectric Law Library (2010) indicate that the Latin word “quid pro quo” means “what for what” or “something for something” (Essays, 2013).

Classifying the environment may not be the only aspect that contributes to an employee’s behaviour. Aspects such as verbal, nonverbal and physical behaviour may also contribute to sexual harassment (Joubert, Van Wyk & Rothmann, 2011). However, the focus should not remain on the various forms of sexual harassment, but rather on the implementation of preventative measures discussed in the literature review.

2.3.3 Broader dimensions of sexual harassment

In South Africa, sexual harassment is seen as misconduct and an employee who commits sexual harassment can be dismissed, depending on the severity of the occurrence. In addition, employees have the right to lodge a complaint against their harasser. According to the Employment Equity Act 55 of 1998, employers are required to take the necessary steps to prevent the occurrence of sexual harassment in the workplace. Failing to do so may lead to employers being held liable for the acts that occurred. Figure 2.3 provides an overview of this liability.
According to Fitzgerald, Magley, Drasgow and Waldo (1999), broader dimensions can be identified, which includes sexual coercion, gender harassment, seductive behaviour and same-sex harassment, as discussed below.

2.3.3.1 Sexual coercion

This term refers to sexual activities linked to a threat or punishment. A harasser could create a negative environment, specifically by withholding promotions or threatening employees with termination. Sexual coercion may potentially occur in a quid pro quo type of environment. Lim and Cortina (2005) refer to sexual coercion as an unreciprocated behaviour. The main purpose of this type of behaviour is to establish a form of sexual relationship. It is different from gender harassment in the sense that gender harassment does not focus on sexual interest.

2.3.3.2 Gender harassment

Gender harassment is behaviour where individuals may insult or humiliate someone else’s gender. More so, sexual attention may be the root cause of this behaviour. This
may be either verbal or nonverbal behaviour, which could be considered offensive and unnecessary. According to Berdahl (2007), gender harassment takes place in a hostile environment where harassers appear to be motivated by hostility towards males and females. An example of this dimension is displaying pornography.

2.3.3.3 Seductive behaviour

Seductive behaviour is unwanted, inappropriate behaviour that pertains to offensive sexual advances. A common seductive act may include repeated sexual invitations and the harasser may come across as being very persistent. In developing countries such as Zimbabwe, women (especially those in managerial positions) are open to sexual abuse as there is a strong belief that women benefit from the supervisor’s seductive behaviour; such benefits include inter alia salary increases and promotions. Such instances are also influenced by the culture of the nation, for example, Zimbabwean women need to be subservient to men (Khan, 2005).

2.3.3.4 Same-sex harassment

Most research regarding sexual harassment focuses on the sexual harassment of women; however, recently the harassment of men by both women and men has become the subject of examination (Abelson, 2001). It is therefore important to acknowledge that same-sex harassment does exist, even though it is underreported or under researched. Policies should be promulgated to address these types of sexual harassment (Gordon, Cohen, Grauer, & Rogelberg, 2005).

The literature differentiates between four broader dimensions identified, namely sexual coercion, gender harassment, seductive behaviour and same-sex harassment, which are some situations that may give rise to sexual harassment (Pryor, LaVite & Stoller, 1993).

2.3.4 Statistics on the occurrence of sexual harassment

Statistics play an important role when the occurrence of sexual harassment is analysed, interpreted and organised. In 1990, a survey showed that, while 76% of career women in South Africa had experienced sexual harassment during their working lives, most
would rather resign than be considered sensitive (Dancaster, 1991). Bravo and Cassedy (1992) indicated that approximately 70% of women in South Africa experienced some form of harassment during their time of employment. The South African Cape Argus newspaper in 2002 indicated that a Business Leadership research study reported that 76% of individuals experienced sexual harassment in the workplace. In addition, an article issued in the Johannesburg Star newspaper (dated 17 January 2007) indicated that 77% of 500 women who completed a survey reported sexual harassment within their workplace at least once.

Between January 2003 and April 2007, 1308 cases of sexual harassment were dealt with by the Commission for Conciliation, Medication and Arbitration (CCMA) and numerous sexual harassment cases were documented (CCMA, n.d.). Bailey (2013) reviewed gender-based violence in the South African Development Community (SADC), and suggested that more than half of the women in Limpopo reported the occurrence of sexual harassment in the workplace due to the quid pro quo environment they worked in, in which sexual favours are offered in order to get a job. Furthermore, researchers in South Africa who spoke to more than 5600 men and women found that sexual harassment in Limpopo was higher compared to that in other provinces (i.e. Gauteng; KwaZulu-Natal and the Western Cape) (Bailey, 2013).

The SADC found that only 2.7% of women in the Western Cape and 5% of women in KwaZulu-Natal experienced similar trends of sexual harassment experienced in Limpopo (Bailey, 2013). Data found in other regions (i.e. Lesotho, Zimbabwe and Botswana) that had been stipulated in the article are as follows (Bailey, 2013):

- 63% of women experienced overall sexual harassment within their lifetime
- 8% of Zimbabwean women experienced sexual harassment within the workplace
- 23% of women in Botswana had been sexually harassed at schools, in their workplaces, on public transport and while consulting with traditional healers

In addition, Freedom House (2013) reported that women are subjected to sexual harassment within the workplace. The World Economic Forum Gender Gap Index indicated that South Africa was rated 17th out of 136 countries that had the highest prevalence of sexual harassment.
Research published by Calnan (2016) indicates that suggestive remarks, jokes or inappropriate touching occur within the workplace. The Everyday Sexism Project identified that 52% of women experienced sexual harassment, where 88% were male harassers. Moreover, 23% had been victims of unwanted touching and 20% were subjected to verbal sexual advances. While a large percentage (79%) had not informed their employers that they had been sexually harassed, 20% were too embarrassed to talk about it (Calnan, 2016).

The above statistics referred to sexual harassment in the workplace and in general. Even so, the statistics have not clearly identified what types of environment victims were exposed to before sexual harassment occurred.

2.4 Classes of harassment

There is more than one class of harassing behaviour, and a single harasser may belong to more than one category. Langelan (1993) described four classes of harassers:

- **Predatory harasser**: A predatory harasser is postulated to gain satisfaction by humiliating individuals. This type of harasser is usually involved in sexual extortion to see how targets will respond, and targets who do not resist are usually raped.
- **Dominance harasser**: A dominance harasser is purported to act in a certain manner to ensure that they boost their ego.
- **Strategic or territorial harasser**: These types of harassers try to maintain a privilege in a job or physical location.
- **Street harasser**: Stress harassers occur outside the workplace in public places. The nature of their harassment may be verbal and/or nonverbal, such as sexual comments made on an individual’s physical appearance.

Dzeich and Werner (1990) divided harassers into two broader classes: public harassers, who may be offensive in their seductive attitudes towards colleagues, employees, or subordinates) and private harassers, who portray a respectable image on the surface, but whose outward behaviour changes once they are alone.
2.4.1 Broader classes of sexual harassment

According to Baker (2015), the following comprehensive classes of sexual harassment were identified.

2.4.1.1 Power player

Power players form part of a quid pro quo environment and are harassers who are very persistent in demanding sexual favours in exchange for some form of benefit. These individuals are at a senior level and are able to provide employees with promotions and other opportunities. The disadvantage of a power player is that immoral business decisions may be implemented, which could affect the workplace financially. Boland (2002) agrees with the above explanation referring to power players and elaborates on what types of opportunities are provided to employees, namely favourable grades, recommendations, credentials and projects.

2.4.1.2 Mother/Father figure (i.e. The Counsellor-Helper)

This class of harasser creates a supporting/counselling/mentorship relationship with their victims and uses this role to cover up any sexual intentions or interactions. These types of harassers would generally gather as much information as possible about the targets' interests and vulnerability and then adapt their behaviour to the targets' needs.

2.4.1.3 One-of-the-gang harassment

This type of harassment transpires when a group of men/women or a mixed group embarrasses others with lustful comments. A simple initiation to form part of this type of group is to act individually to impress the group/gang by focusing on a specific victim as a target. Boland (2002) agrees with the above and further states that the particular class is often motivated by bravado harassment.

2.4.1.4 Serial harasser

These are harassers who carefully build up an image to ensure that individuals would find it hard to believe that that person is capable of harming anyone. Approaches are
thoroughly thought out and harassers will victimise their target privately while no one is around. This is done so that, in the event of complaints from the victim, it would be difficult to determine whom to believe. This class of harasser may have some form of underlying pathology, and they privately advance with their plans to ensure that, in the event of their actions becoming public, it would be their word against that of the target. In addition, their image is portrayed in such a way that bystanders and/or employers may find it hard to believe that such individuals are capable of such actions (Cape Peninsula University of Technology, 2012).

2.4.1.5 Groper

Gropers are opportunists who attempt to engage in unwanted physical contact when a chance/opportunity presents itself. Their actions may at first seem innocent, but it could lead to risky outcomes. The opportunist is similar to the groper; however, their transgressions may be of a more serious nature. Their behaviour can be very persistent and they will argue that a particular victim enjoyed the type of behaviour displayed. Their behaviour is promiscuous and they take advantage of a situation presented. Gropers scarcely show their presence publically and will privately continue with their actions. They also assume that the actions are consensual and therefore do not take any responsibility for their inappropriate behaviour (Cape Peninsula University of Technology, 2012).

2.4.1.6 Situational harasser

Situational harassment arises from a negative situation, such as divorce, medical problems or stressful situations that a particular employee may experience. The harasser makes use of opportunities in which the target is vulnerable and caught up in their particular negative situation at hand and the victim may not realise that they are sexually harassed. The harasser, however, will stop if the situation changes or ends, but the harasser and target may have already been harmed (Prekel, 2001).

2.4.1.7 The great gallant

Great gallant is not a form of physical sexual harassment, but rather verbal harassment. Verbal harassment occurs when excessive compliments and personal comments are
made, which makes the target feel embarrassed. Even though the harasser may see themselves as giving a compliment, the target may get annoyed (Western Cape Government, 2005). As indicated in the above definition, harassers may feel that they are appealing and desirable, but the recipient generally does not share their views (Cape Peninsula University of Technology, 2012).

2.4.1.8 Mr. Macho, or one-of-the-boys

Mr Macho/one-of-the-boys entails a cluster of men embarrassing women by engaging in unwanted complaints, name calling, comments or even physical evaluation. This in turn could create a hostile environment, even if it goes no further than verbal and visual harassment. Most women who experience this feel humiliated and find it disturbing (Western Cape Government, 2005). In addition, it may be men embarrassing women with comments, jokes or providing insight to graphical images. Even though this type of harassment remains verbal and visual, it contributes to the creation of a hostile environment (Cape Peninsula University of Technology, 2012).

2.5 Causes of sexual harassment

One of the causes of sexual harassment is socialisation with literature indicating that social upbringing has an effect on behaviour (Levin & Sykes, 2005). In recent years, both social and political changes have altered power relationships, and some men had felt and may still feel threatened by the career advancements, independence and assertiveness of women (Western Cape Government, 2005). Three main causes of sexual harassment that have been discussed are socialisation, aggressiveness or bravado and lack of an organisational policy.

2.5.1 Socialisation

Socialisation refers to the way in which men and women are raised. An individual’s culture may therefore determine their experience or perception of sexual harassment. In the event of women being dependent on men, they may find it difficult to report cases of sexual harassment. On the other hand, women who are more independent are vulnerable when they reject advances (Western Cape Government, 2005).
2.5.2 Aggressiveness or bravado

Men who act out when they are in a group but behave differently when they are alone act in a similar manner to those described under “gang harassment” since they feel a sense of bravado in making inappropriate comments towards the victim. However, when these men are alone they are harmless (Western Cape Government, 2005).

2.5.3 Lack of organisational policy

A lack of a company policy with respect to sexual harassment may have various repercussions and implications for an organisation. According to Aaron and Dry (1992), some women prefer to resign rather than complain, since they are uncertain about what steps should be followed, what actions are considered a joke or if any action will be taken by management. In addition, they further distinguished that if management did not take sexual harassment seriously and victims are blamed, it would encourage perpetrators to continue such behavioural patterns.

There are a few South African organisations that do not have clear policies and procedures in place to deal with sexual harassment. In research for an MBL thesis, 76% of the women respondents indicated that they had been harassed at work, while few of their organisations had relevant policies (Prekel, 2001). In cases like these, women may often resign rather than complain (Western Cape Government, 2005). If management condones this type of behaviour or if the victim is blamed for the harasser’s actions, the harasser will be encouraged to continue their pattern, which in turn may affect more and more targets (IJCCR, 2014).

Pearce and DiLullo (2001) emphasise that employers should be aware of cases of vicarious liability. This type of liability is a general principal for all employers to ensure that they take care that the work environment is free from any form of sexual harassment. The best strategy for preventing any vicarious liability against an employer is to ensure that employees are discouraged from entertaining any form of sexual harassment and that the right policies and procedures are in place for dealing with any incidents (Anon, 2004; Grogan, 2004).
According to Smit and Viviers (2016), statutory employer liability in terms of the Employment Equity, Section 5, obligates employers to ensure that equal opportunity is promoted to eliminate unfair discrimination. The amendment to the Code has also included sexual harassment in the workplace and employer liability. In addition to the Employment Equity Act, Section 60(3) is regulated slightly differently to common law (that is, the EEA does not eliminate vicarious liability of the employer under common law). In the instance of an employee being exposed to sexual harassment, he/she may introduce action against the employer under the EEA or may even insist that the employer should vicariously be held liable for any/all emotional, personal and other costs that may occur (Grogan, 2014). On the other hand, an employer may avoid liability under Section 60.

A liability case that can be mentioned is UNISA’s academic, Margaret Orr, who settled her sexual harassment claim against the UNISA council chairman court by agreeing to accept R150,000.00, which included legal costs against the University in the labour court and a donation of R500,000.00 to a bursary fund and R430,000.00 towards legal costs. Cases of sexual harassment can therefore lead to both psychological damages and costs to the employee. Questions were raised as to whether this was an isolated case or whether it was more widespread in South African universities. Due to the dearth of research on sexual harassment incidents among academic staff in South Africa, interventions and management may be more challenging. Higher education should be free from any forms of harassment, especially sexual harassment (Joubert et al., 2011).

It is important to note that unresolved sexual harassment in the workplace leads to further disputes in courts, as the court considers sexual harassment to be unwelcomed. The court is firstly tasked with reviewing the circumstances, and secondly with focusing on the victim and not the offender’s intent (Ramsaroop & Brijball Parumasur, 2007).

2.5.4 Workplace climate and job gender context

According to Naylor, Pritchard and Ilgen (1980), workplace climate and job gender context refers to workplace features that interconnect tolerance of sexual harassment. Overall, the sexual harassment climate is one of the finest single incident analyses of sexual harassment in a workplace (Fitzgerald, Gelfand & Drasgow, 1995). According to
Hulin, Fitzgerald and Drasgow (1996), there are three important aspects in workplace climate, namely (1) the perceived risk to victims for complaining, (2) the lack of sanctions against offenders, and (3) the perception that one’s complaints will not be taken seriously.

Workplace climate focuses on an employee’s perception of the workplace’s policies and procedures that are specifically related to sexual harassment, victims who are harassed and training (Williams, Fitzgerald & Drasgow, 1999). A study conducted by Williams, et al. (1999) identified policies and procedures in handling sexual harassment relating directly to the employees' negative experiences. They also outlined a comprehensive taxonomy of these important workplace practices, including written guidelines for behaviour, grievance processes, investigating complaints, creating awareness, training programs that could be implemented and preventative measures.

The next section provides an overview of the impact of sexual harassment on the employee subjected to the harassment, as well as the potential impact on the business involved.

2.6 Impact of sexual harassment

It is perceived that sexual harassment has a psychological and physical impact on employees (Earnshaw & Davidson, 1994). However, it also depends on the severity of the harassment. The potential consequences of sexual harassment are hence discussed.

2.6.1 Impact on individuals (victims)

There are many cases that concern individuals who refuse to acknowledge that they have been a target of or have been wounded in some way or another by sexual harassment. Individuals may fear that others will not believe their rendition of what occurred (Ross, 1993).

The Women Centre (n.d.) highlighted the following effects a victim may experience:

- Anxiety, frustration, sleeplessness and/or nightmares
- Retaliation from the harasser
- Being objectified and humiliated by scrutiny and gossip
- Becoming publicly sexualized
- Defamation of character and reputation
- Loss of career

Other factors that may be mentioned are feeling angry, irritated and powerless. Stress-related illnesses, high blood pressure and depression may also occur (McCann, 2005). A study conducted by Brown et al. (2011) revealed that general workplace harassment (GWH) and job threat and pressure are two relative sources associated with high risks to occupational injuries, illness and assault. A year later, Stock and Tissot (2012) determined that neck pains and unwanted sexual attention had an impact on individuals.

Primarily, individuals’ experiences do not only have an impact on their perceptions and experience of sexual harassment. There are other related workplace issues that can be identified that have a negative impact not only on the employee personally, but also on the employee’s general work performance. It is therefore important to emphasise work-related impacts as well.

2.6.2 Work-related impact

Sexual harassment has been shown to be more common in certain social situations than in others and in workplaces with certain characteristics. Victim(s), and in some cases bystanders, are negatively impacted by sexual harassment. There may be an overall decrease in efficiency; productivity may decrease; teamwork could be compromised; and members may feel demotivated and demoralised by their experience. The overall progress and innovation within the workplace may be delayed within an environment that lacks trust and team spirit (Pryor et al., 1993).

Additional research (Howard, 2007) suggests that productivity can be negatively impacted and absenteeism and financial losses due to legal charges (and in some cases compensation due to sexual harassment) can occur. For example, in the United States, 500 companies lost an estimated $6.7 million per year due to absenteeism, low
productivity and high employee turnover (Howard, 2007). According to Svedberg and Alexanderson (2012), sickness, absenteeism and gender discrimination are common consequences of sexual harassment in the workplace.

2.6.3 Psychological effects

Psychological effects of sexual harassment such as depression, anxiety, stress and loss of motivation may result from experiences of sexual harassment. Victims may also experience psychological effects ranging from irritation and frustration to anxiety, stress and terror. There can also be a fear of retaliation and backlash within the workplace (Women Centre, n.d.). Ransaroop and Brijball Parumasur (2007) concur with this, and maintain that sexual harassment may also result in increased absenteeism, a high percentage of sick leave and a decrease in morale.

Norman, Aikins and Binka (2013) suggested that physical injuries, psychological trauma, depression, anxiety and a loss of trust in authority affect employee’s health. It is therefore clear that sexual harassment has a negative economical and psychological effect on the victim.

2.6.4 Withdrawal related to attitudes

Employees’ attitudes have various functions: they serve to guide their reactions to others, events and/or objects, impact on employee behaviour and even relate to their physical and mental wellbeing (McCormick & Ilgen, 1987). Within a workplace, attitudes are related to patterns of job behaviours (Hanisch & Hulin, 1991) and work dissatisfaction leads to levels of both work and job withdrawal.

Researchers have suggested that when women are victims of harassment, they tend to distance themselves and withdraw from other employees (Chan, Lam, Chow & Cheung, 2008; Fitzgerald, Drasgow & Magley, 1999a; Willness, Steel & Lee, 2007).
2.6.5 Work and job withdrawal

Workplace withdrawal is measured using two concepts, namely work withdrawal and job withdrawal (Hanisch & Hulin, 1991). Work withdrawal refers to the avoidance of an employee’s daily responsibilities and may culminate in absenteeism and tardiness; while job withdrawals focused on turnover and retirement purposes (Hanisch, 1990; Hanisch & Hulin, 1991).

Moreover, studies have measured and analysed workplace withdrawal utilising Hanish et al.'s (1991) job and work withdrawal scales, as they have been proven to be consistent. Due to this consistency, the correlation between sexual harassment and workplace withdrawal became slightly considered in victims' reporting behaviours. This in turn leads to less formal complaints and prompted the harasser to leave their workplace or work situation (Schneider, Swan & Fitzgerald, 1997).

2.6.6 Power and status

Individuals with power and status have a strong impact on intergroup communications; on the other hand, individuals who belong to groups with less status and who have less secure social positions experience more intergroup discriminative behaviour (Sachdev & Bourhis, 1991). This is particularly true in multi-ethnic societies such as Brazil (Marger, 2011). Power comes from opportunities presented by either power or authority relationships, which originate from categorised structures in a workplace. The results thereof may lead to an extortion of sexual gratification from subordinates (Dekker & Barling, 1998).

2.7 Understanding the general perception and experience of sexual harassment in the workplace

Perception is a vital factor in any workplace as it has an influence on employees’ and employers’ attitudes and behaviours. In addition, experiencing either verbal or physical sexual harassment directly, or indirectly as a by-stander, has an impact on the workplace.
2.7.1 Definition of the perception of sexual harassment

Perception of sexual harassment is the manner in which an employee views sexual harassment and the way they personally experience it.

The Collins English Dictionary (1994) defines perception as:
- The act or effect of perceiving
- Insight or intuition gained by perceiving
- Way of perceiving, awareness or consciousness view
- The process by which an organism detects and interprets information from the external world by means of sensory preceptors

Perception of sexual harassment varies among societies as it usually depends on how women and men are socialised. Three factors that relate to the perception of sexual harassment are: (1) the target (i.e. victims); (2) characteristics of perpetrators (i.e. sexual harassers); and (3) the context of an incident (DiTomaso, 1989).

2.7.2 Demographic variables – experience and perception

Research (Ramsaroop & Brijball Parumasur, 2007) has identified several demographic factors that could impact on the experience and perceptions of sexual harassment. These are addressed in the section which follows.

2.7.2.1 Sexual harassment and gender

Gender has an important influence on how individuals perceive sexual harassment. Studies regarding the difference between men and women focused either on the target person’s gender (different beliefs of men and women) or third party evaluators (DiTomaso, 1989). Evidently men may have a stronger physiological desire for sexual activity, which may force bullying behaviour; however, men and women may have a mutual attraction within the workplace, implying that not all interactions are of a sexual nature (Kamal, 1998; Tangri et al., 1982).
Baugh and Page (1998) examined the severity of sexual harassment incidents. It was identified that women rated quid pro quo more severely than men; however, there was no difference in their perceptions of a hostile environment. According to Baugh and Page (1998), it may appear that men and women are not equally aware of the gender-based difference in terms of perceptions, which could lead to a misunderstanding in incidents that occur between men and women within the workplace.

Gender may serve as one of the most basic reference points in society. Personality traits and people’s assumptions are affected by an individual’s gender (Card, 1999). In addition, many studies and research indicates that women are commonly at a disadvantage to men due to the more subservient roles they play, their positions of lower status and the less influence and power that they wield (Kanter, 1993; Whatley & Wasieleski, 2001).

Gender therefore significantly affects, employees’ likelihood of becoming a target of sexual harassment (Reese & Lindenberg, 2005; Uggen & Blackstone, 2004). Despite the incidences in which males harass males and/or females harass males, the frequency of males harassing females is more evident (Ménard, Hall, Phung, Ghebrial & Martin, 2003). While ongoing research is still needed to understand and acknowledge same-sex harassment (Berdahl & Moore, 2006), it is interesting to note that some research reports that both men and women report similar amounts of sexual experiences at work (Berdahl, 2007; Konik & Cortina, 2008).

2.7.2.2 Sexual harassment and marital status

Findings from research conducted in the USA indicate that sexual harassment experiences was greater among single women compared to married women (Lafontain & Tredeau, 1986). According to Fain and Anderton (1987), divorced, separated and widowed women were also more likely to be harassed than single women.

Research conducted in Turkey corroborates statements that marital status plays a role. According to studies that had been conducted among nurses, 64% of initiators had been married (Durgun, 1998). On the other hand, Güngör (1999) found that 46% of male
sexual harassment initiators were married and 48% were single. Further findings in the USA indicate that sexual harassment experiences were less likely to occur among married women (Lee, Heilmann & Near, 2004).

2.7.2.3 Sexual harassment and age

Fain and Anderton (1987) found that women in the 16–34 year age group are usually harassed more than men in this same age group. O’Connell and Korabik (2000) found that sexual harassment was not related to age in that both the young and the middle-aged were particularly vulnerable; therefore, sexual harassment could occur at any time. Other authors maintain that there could be a relationship between sexual harassment and age. According to Schat, Frone and Kelloway (2006), young adults in the workplace (male and female) between the ages of 25–35 are more at risk.

Studies indicate that male perpetrators of sexual harassment come from all age groups. These types of results could not be reliable since research on perpetrators of sexual harassment is scarce. Other studies indicate that perpetrators within the work environment are more likely to be 40 years and older (Pina, Gannon & Saunders, 2009).

2.7.2.4 Sexual harassment and level of education

Tangri et al. (1982) advised that socio-cultural power reflects the attitudes and power of both genders (i.e. males and females). According to Farley (1983), younger women were easier targets of sexual harassment by their supervisors, as they usually had a lower level of education and were unmarried. On the other hand, Fain and Anderton (1987) state that females who specifically had no further education after high school were likely to not report sexual harassment within the workplace compared to females who furthered their education.

Lee et al. (2004) discovered that younger individuals were targeted as they are seen as more vulnerable. In addition, there are various organisations that have well educated women in powerful positions who still appear to have similar sexual harassment problems (France, 2000). Furthermore, employees with lower social status may attempt
to move up to higher positions by improving their education, but this may be threatening, and in turn harassment may occur (Ramsaroop & Brijball-Paramasur, 2007).

2.7.2.5 Sexual harassment and period of employment

A research study has indicated that sexual harassment is usually experienced within the first 12 months of employment. Studies have indicated that 35% of respondents employed for less than one year had been sexually harassed (Jobwatch, 2002) and that sexual harassment would most likely occur among those who have been employed between 1–3 years and 39% of cases are those with over three years’ tenure. Moreover, further studies found that the experience of sexual harassment occurred earlier in an employee’s work life or work career (i.e. within the first 12 months) (Willness et al., 2007).

2.8 The relationship between sexual harassment experiences and sexual harassment perceptions

The perception of sexual harassment is different from the actual behaviour that may take place. Perceptions include cultural perceptions, which vary as people and societies differ. General perceptions and judgments, on the other hand, is related to various literature reviews based on sexual harassment (Søndergaard, 2001).

2.8.1 Perception and sexual harassment

Sexual harassment can not merely be defined by specific behaviours, situations or the nature of a relationship. Various studies have indicated that individuals’ perceptions relate to ethical values and this in turn will influence how individuals perceive sexual harassment. According to Gilbert, Guerrier and Guy (1998), both men and women agree that relentless forms of sexual harassment such as touching are considered inappropriate and therefore unacceptable. This leads to a misperception of what forms of behaviour are classified as sexual harassment and what are not. Perception of sexual harassment is influenced by a variety of factors.

The gap between an individual’s objective and subjective perceptions of harassment in turn leads to the labelling of the specific experience as sexual harassment (Welsh,
Carr, MacQuarrie & Huntley, 2006). Therefore, what one specific individual (male or female) interprets as sexual harassment may not be interpreted by another individual as such (Kamal & Asnarulkhadi, 2011; Li & Lee-Wong, 2005).

Cruez, (2009) reported that many victims do not complain, as they do not realise that they are being harassed, which indicates a low awareness level of what constitutes sexual harassment (Laxman, Md Som & Mohamed & Heng, 2003; Yahya, 2001). This is supported by Rasdi, Othman, Idris, Bainan and Rahim’s (2006) study that showed that various forms of sexual harassment may be facilitated through misunderstandings or misperceptions of sexual intentions.

### 2.8.2 Perceptions of sexual harassment based on gender

There have been various studies that addressed gender and sexual harassment. The most common results indicate that women are less likely to tolerate sexual behaviour in the workplace than their male colleagues (Berdahl & Moore, 2006). Additionally, men’s and women’s perception continued to depend on the harasser’s actions. Madera, Podratz, King and Hebl (2007) discovered that men who complained about sexual harassment were less likely to be taken seriously and were initially punished more than women who complained. Consequently, both males and females who experienced sexual harassment may have their own perceptions and may therefore experience and perceive various factors of sexual harassment differently within the workplace.

### 2.9 Managing sexual harassment

#### 2.9.1 Seeking advice or counselling

It is important that victims discuss their feelings about what they experienced. Seeking professional advice or counselling is recommended for dealing with the harasser in the workplace and the humiliation, fear, anger, isolation and guilt that a victim may feel (Aware, 2008). There are some other measures that employers can take in order to create a harassment-free workplace, based on guidelines from the British Columbia Human Rights Commission (n.d):
• Communication is an important key to ensuring that all employees are aware of the policies of sexual harassment
• Managers and supervisors should understand their role in providing a harassment-free working environment
• All complaints of harassment should be effectively and efficiently investigated and dealt with and harassers should be disciplined
• Employers should provide protection and support for the employees who feel they are being harassed.

2.9.2 Support for the victim

Those who experience sexual harassment in the workplace should be supported. Within the military, women who experienced sexual harassment perceived their leaders as supportive and trustworthy and this in turn related to higher job satisfaction and workplace commitment and lower turnover intentions (Murry, Sivasubramaniam & Jacques, 2001; Offerman & Malamut, 2002; Williams et al., 1999).

Similarly, Bond, Punnett, Pyle, Cazeca and Cooperman (2004) and Cortina (2004) described that positive social support from coworkers, friends and, most importantly, leaders resulted in higher in job satisfaction. More research is required to identify and understand the types of support required in order to benefit those who have been victims of harassment and under what conditions it should be provided.

2.10 Interventions and prevention of sexual harassment

Interventions and prevention can be implemented in all workplaces. A few studies have examined the effectiveness of interventions, policies and training to assist with this phenomenon that is still affecting some employees and employers in the 21st century.

2.10.1 Prevention

Primarily, employers are responsible for dealing with the problem of sexual harassment in a workplace and they are required to create awareness and encourage employees to take the necessary steps to and correct harassment within the workplace. The three
most important prevention strategies to discuss are the 1) South African Acts that are currently in place; 2) sexual harassment policies; and 3) training.

2.10.2 Acts in South Africa

South Africa is one of the few countries in the world that have made progress in the elimination of sexual harassment directly through South African legislation. The Labour Relations Act and the Code of Good Practice are only two of the important, effective starting points in terms of combating sexual harassment (Zalesne, 2001).

2.10.2.1 Employment Equity Act

The Employment Equity Act no. 55 of 1998 (Republic of South Africa, 1998) states that an employer is not liable for the conduct of an employee if the employer is able to prove that everything reasonably practicable was done to ensure that its employees do not breach the Act by committing sexual harassment. Reasonable steps by an employer to prevent an employee from being sexually harassed are provided in the guiding principles of the 2005 Amended Code of Good Practice on the Handling of Sexual Harassment Cases in the Workplace (Labour Relations Act no 66 of 1995).

In light of the amendments to South African labour laws, and in particular Sections 6 to 10 of the Employment Equity Act 1998 (EEA), these disputes may now be settled by CCMA Commissioners. Employers will now defend any unfair discrimination matters more than ever before. Focus on sexual harassment in the workplace is highlighted in Section 6 (3), which states that harassment of an employee serves as a form of unfair discrimination and should be forbidden on any grounds of unfair discrimination listed in subsection 1 (Employment Equity Act, 55 of 1998).

2.10.2.2 The 2005 Amended Code of Good Practice on the handling of sexual harassment

The main objective of this code is to eradicate sexual harassment incidents and cases within the workplace. Even though the code does not have the status of an official law, it does serve as a guideline in terms of interpreting the law and assisting both the
employer and employee in terms of preventative and remediation measures in sexual harassment (Labour Relations Act, no 66 of 1995).

2.10.2.3 Occupational Health and Safety Act (OHSA)

According to the OHSA, all employers should provide a reasonable safe and healthy working environment to their employees. With this common law, the social legislation also emphasises the OHSA 85 of 1993 and the Compensation for Occupational Injuries and Diseases Act (COIDA) 131 of 1993, which state that any “injury” must result from an accident arising out of and in the course of the employee’s employment. In the event of an injury, the responsibility would be on the employee to report such accident within 12 months or forfeit any claim for limited benefits under COIDA. Whether sexual harassment could (and should) be included under the notion of health and safety legislation is still under discussion.

2.10.3 Harassment as misconduct and the role of fault

Sexual harassment in the workplace serves as misconduct; many employees can therefore be disciplined and depending on the severity, be dismissed for displaying such behaviour. The misconduct may either take the form of being deliberate (i.e. the harasser was aware that the conduct was wrong) or negligence (i.e. where the harasser should have identified that the conduct would be wrong) (Code of Good Practice, 1998).

Prior to the 2005 Code, the 1998 Code had introduced requirements for fault into the definition of harassment, which claimed that harassment existed where “the perpetrator should have known that the behaviour is regarded as unacceptable”. This provision coincides with requirements by law relating to misconduct (Code of Good Practice, 1998). In addition, the 2005 code focuses exclusively on the severity and disregards fault.
2.10.4 Developing and implementing sexual harassment policies

Most institutions of higher education in South Africa have sexual harassment policies in place. Wilken and Badenhorst (2003) confirm this, but also emphasise concerns regarding the implementation of sexual harassment policies. According to Gouws and Kritzinger (2007), most institutions have introduced policies in South Africa but have not focused on the effectiveness thereof.

A guide for implementing a sexual harassment policy has been identified by Finnemore and Van Rensburg (2002); Laabs (1998); Orlov and Roumell (1999); Owens, Gomes and Morgan (2004); Paludi (1996); and Retief (2000):

- Create awareness by ensuring that the policy is included in various programmes relating to orientation, education, training and diversity. This may create a culture that emphasises that any form of sexual harassment will not to be tolerated.
- Communicate the policy to all employees; provide them with a copy of the policy.
- Conduct regular training sessions or workshops to ensure that a harassment-free working environment is ensured at all times (Owens et al., 2004).
- Ensure that managers and supervisors are aware of their duties and responsibility regarding compliance to the policy.

Thomas (2004) promotes the importance of designing and developing a strong sexual harassment policy. It should provide all employees with a clear view of inappropriate behaviour and ensure that sexual harassment will not be tolerated.

Rather than the policy emphasising a proactive and preventative programme of education, the approach tended to look at more reactive strategies, dealing with harassment when it actually occurred. The reactive strategy therefore focuses on measures that will be taken in terms of handling sexual harassment behaviour, once such behaviour has made itself noticeable within the workplace (Grobler et al., 2003). According to Grobler et al. (2003), when formalising the actual document it is imperative to express the following:
• Defining sexual harassment: A definition must be included in the policy for those employees who do not understand what the term actually means.

• Illustrations of prohibited conduct: This should be included to ensure that individuals understand what may constitute inappropriate behaviours.

• Non-retaliation: Employees should be assured that if any incidents are reported, there will be no critical retaliation by the accuser.

• Investigation procedure: A step-by-step process should be made clear to employees and the procedure should not be biased or subjective.

• Corrective action: This included remedies that will assist those employees who have been sexually harassed, for instance a counselling session.

• Confidentiality: All documents and communication should be kept confidential.

Management should also provide employees with regular updates on changes to policies and procedures. The policy should be reviewed periodically to establish whether the policy has been successfully implemented and has produced a positive, harassment-free working environment for all employees. If complaints of sexual harassment are made, the cases should be reviewed and procedures should be followed accordingly (Equal Employment Opportunities Commission, 2005).

2.10.5 Training

The purpose of having training programs is to educate all employees. Byers and Rue (1991, p. 206) state: “Training must be directed towards the accomplishment of some workplace goal”, in other words, a clear policy must be adhered to before actual training can commence.

Training can be utilised at the primary intervention stage, where it would raise employee awareness and clarify misconceptions but also inform all employees and employers about their roles and responsibilities in the workplace (Laabs, 1995; York, Barcley & Zajack, 1997). Training activities may heighten awareness, are empowering and informative, and may involve internal and external sensitivity training to address interpersonal dynamics.
Ensuring that employees and employers participate in training sessions may assist with the identification and preventative measures before or after the occurrence of sexual harassment. Orlov and Roumell (1999, p. 56) claim: “Without a training requirement and programme, a company’s sexual harassment prevention programme may be perceived by the workforce as nothing more than a paper tiger, without the muscle needed to make it effective”. Topics that may assist effectively with sexual harassment training programs, are listed in Table 1.1:

Table 1.1: Sexual harassment policy checklist

<table>
<thead>
<tr>
<th>The following is a checklist of the essential points to be considered when drafting a policy on sexual harassment. Refer to this checklist both before and after developing a sexual harassment prevention policy to ensure that all the points have been covered.</th>
</tr>
</thead>
<tbody>
<tr>
<td>➢ Use plain and “user-friendly” language.</td>
</tr>
<tr>
<td>➢ State zero tolerance of any inappropriate sexual conduct.</td>
</tr>
<tr>
<td>➢ Prohibit all forms of discrimination.</td>
</tr>
<tr>
<td>➢ Prohibit all inappropriate sexual conduct.</td>
</tr>
<tr>
<td>➢ Provide examples of prohibited conduct.</td>
</tr>
<tr>
<td>➢ Explain the legal basis for sexual harassment.</td>
</tr>
<tr>
<td>➢ Give a clear definition of sexual harassment with EE (Employment Equity) guidelines.</td>
</tr>
<tr>
<td>➢ Define <em>unwelcome</em>.</td>
</tr>
<tr>
<td>➢ Stress employees’ duties and responsibilities.</td>
</tr>
<tr>
<td>➢ Encourage complaints.</td>
</tr>
<tr>
<td>➢ Guarantee non-retaliation.</td>
</tr>
<tr>
<td>➢ Explain complaint procedure.</td>
</tr>
<tr>
<td>➢ Describe investigation procedure.</td>
</tr>
<tr>
<td>➢ Emphasise corrective action.</td>
</tr>
<tr>
<td>➢ Explain confidentiality unless it would hamper investigation.</td>
</tr>
<tr>
<td>➢ State training requirements.</td>
</tr>
<tr>
<td>➢ Distribute to all employees.</td>
</tr>
<tr>
<td>➢ Arrange for senior executive to issue policy.</td>
</tr>
<tr>
<td>➢ Include employee acknowledgement form.</td>
</tr>
</tbody>
</table>

**Source:** Orlov and Roumell (1999)
2.10.5.1 Interpersonal behaviour training

In a diverse country, there are employees from various socio-cultural backgrounds and ethnic and racial origins with diverse perceptions, values and belief systems. Interpersonal behaviour training is an important aspect to be focused upon. The aim of interpersonal behaviour training is to ensure that all employees understand that they come from different socio-cultural backgrounds. The primary focus of this training is therefore focused on preventing sex-role-work-role confusion. Once this has been achieved, employees might be able to interact with one another in a manner that would not be regarded as sexual harassment (Grobler et al., 2003).

In a diverse workplace, interpersonal behaviour training is important as employees from various ethnic groups and economic and socio-cultural backgrounds may be required to engage with one another in pursuit of organisational goals.

2.10.6 Grievance process

Having a grievance process within an organisation is a common and useful mechanism. It is the process that provides employees the right to raise their concerns/complaints. Organisational policies and grievance procedures provide organisations with a “no tolerance” policy for preventing sexual harassment from occurring in the first place (Parker, 1999). Figure 2.4 provides an example of a grievance process.
2.10.6.1 Confidentiality of grievance

The South African Labour Guide (n.d.) indicates four steps that should be followed to ensure confidentiality when dealing with a grievance: (1) employers and employees should ensure that the investigation of a grievance and the manner in which it is handled are kept confidential; (2) in the cases of sexual harassment, all applicable parties involved must ensure that confidentiality is kept when a disciplinary enquiry takes place; (3) employers are required to disclose all the information pertaining to the case at hand in order to effectively prepare for any proceedings; and (4) Labour Relation Act (No 66 of 1995), Section 16 of the Act, applies to the disclosure of information.
2.10.7 Model for management

A model for the management of South African companies was developed by Grobler et al. (2003). The model was created as a foundation for assisting organisations to manage sexual harassment effectively. The steps the model follows are set out below:

- **Step 1:** Execution of a company-specific audit. The purpose of this execution is to determine how employees should react when targeted.
- **Step 2:** Development of preventative measures, which includes policies, training and interpersonal management.
- **Step 3:** Reactive process, which deals with methods in dealing with and investigating sexual harassment.
- **Step 4:** Periodic evaluation of the effectiveness of the organisation’s preventative and measurable methods.

Managers should also ensure that reporting channels are available and should observe work activities to monitor the occurrence or potential occurrence of sexual harassment within the environment (Ramsaroop & Brijball Parumasur, 2007).

2.11 Hypotheses

The following hypotheses were made for this study:

H1: There is a statistically significant difference in employees’ experience of sexual harassment based on gender.

H2: There is a statistically significant difference in employees’ perception of sexual harassment based on gender.

H3: There is a statistically significant difference in employees’ experience of sexual harassment based on age.

H4: There is a statistically significant difference in employees’ perception of sexual harassment based on age.
H5: There is a statistically significant difference in employees’ experience of sexual harassment based on marital status.

H6: There is a statistically significant difference in employees’ perception of sexual harassment based on marital status.

H7: There is a statistically significant difference in employees’ experience of sexual harassment based on level of education.

H8: There is a statistically significant difference in employees’ perception of sexual harassment based on level of employment.

H9: There is a statistically significant difference in employees’ experience of sexual harassment based on period of employment.

H10: There is a statistically significant difference in employees’ perception of sexual harassment based on period of employment.

2.12 Conclusion

Sexual harassment still affects many workplaces in various ways. The lack of awareness allows the possibility for sexual harassment to occur. Legislation in South Africa can assist employers from a legal perspective, and specifically in compensating cases, but management should ensure that proper steps and specific guidelines are followed to minimise the occurrence of sexual harassment. On the other hand, policies are not the only way to eliminate sexual harassment; employees and employers are required to work together and communicate effectively.
CHAPTER THREE: RESEARCH METHODOLOGY

3.1 Introduction

This study was positioned within a quantitative research model. This was utilised to examine the perception and experience of sexual harassment in the workplace of an information technology organisation. The research methodology that was followed within the present study is discussed in terms of the research strategy, population, sampling, data collection methods, reliability and validity, data analysis and ethical issues impacting on the research.

3.2 Research strategy

3.2.1 Quantitative approach

Quantitative research is a formal, objective, systematic process for obtaining information about the world. Hughes (2006) emphasises the advantages of quantitative research and describes it as fairly precise, reliable, with sufficient control over the outcome and process through sampling and design. In addition, the author mentions two key features of quantitative research, namely that it may be used for a) testing theory (exploring a specific area); and b) for generating hypotheses.

The main disadvantage of quantitative research is that the context may be ignored, since it does not study the natural environment or the meanings of various people. In addition, participants have to be computer literate in order to complete online questionnaires. The facility and/or network should furthermore be secure and the information should remain confidential.

3.3 Population

Sekaran (2001) defines a population as an entire group of people or events a researcher is interested in examining. The population for this particular study was based at an information technology organisation with a current population of 131 employees.
providing a supportive service to the fuel/oil industry. The population was situated at various locations, namely Cape Town, Gauteng, Kwa-Zulu Natal and the Eastern Cape.

### 3.4 Sampling procedure

A sample is a subset of the population, and in using a sample, the researcher could draw conclusions that are generalisable to the population of interest (Sekaran, 2001). Sampling types comprise probability or non-probability sampling. In this instance, the researcher focused on non-probability sampling. Non-probability studies cannot be generalised because the fundamentals in the population have no involvement in being chosen as part of sample subjects (Sekaran, 2001). Therefore, non-probability samples are limited as they do not truly represent a population.

Although a sample size of 131 employees within the workplace was utilised, only 109 respondents completed the electronic questionnaire.

The response rate of 83% was considered to be more than sufficient to get a reflection on the perception and experience of employees with respect to their perceptions and experiences of sexual harassment within the workplace.

### 3.5 Method of data collection

An electronic questionnaire was used and distributed to employees in all four regions. The questionnaire indicated the motivation of the study and contained relevant instructions. The employees and employers were informed that the specific study was pre-approved by the Chief Executive Officer and completed by 109 employees.

The advantages of electronic data collection are decreased data collection time, increased response rate (reducing bias) and an enhanced quality of answers (Hutchinson, 2004). The main advantage of an electronic questionnaire, compared to hand-deliverance of questionnaires, is that it takes a lot less time to gather and analyse the data and that the workplace can control the web-based engine. The major advantages of this method are that it is easy to administer, inexpensive, can be
delivered quickly and respondents can answer a questionnaire at their own convenience (Sekaran, 2001).

The structure of the electronic questionnaire was set out as follows: the introduction to the questionnaire was stated on the first page and instructions were indicated at the beginning of each section of the questionnaire to ensure that all participants understood what was expected in terms of completing the questions.

The purpose of using an electronically administered questionnaire was to allow employees adequate time to reflect before responding to statements regarding their experiences and perceptions of sexual harassment within the workplace.

3.5.1 Measurement instruments utilised

To conduct this research, a quantitative approach was used to gather data and questionnaires were used to collect primary data from employees in their workplace. Questionnaires are primarily a pre-formulated, written set of questions to which respondents record their answers. They could be administered personally or distributed electronically (Sekaran, 2001).

The Sexual Harassment Experience Questionnaire (SHEQ) was used for the research objectives. Section A focused on the respondents’ demographic information to gain insight into their gender, age, marital status, period of employment, division, location, education and home language. Section B of the questionnaire consisted of 20 behavioural items adapted from the Sexual Harassment Questionnaire by Fitzgerald et al. (1988). A Likert scale was used for each item on which the respondents were expected to indicate the degree of agreement or disagreement by selecting an answer between 1–5 on a scale of (1) never; (2) once/twice; (3) sometimes; (4) often; and (5) many times. Results of the sexual harassment experiences questionnaire of Kamal and Tariq (1997) indicated that the initial psychometric analysis using the Cronbach’s alpha coefficient and internal consistency coefficient was 0.94 for the SEQ.

Furthermore, Section C included the Sexual Harassment Perception Questionnaire, which measured respondents’ perception of sexual harassment (Equal Opportunities
Commission, 2013). This particular questionnaire consisted of 18 closed-ended questions, which was measured using a five-point Likert scale ranging from 1–5, where (1) indicated being ‘definitely not considered as sexual harassment’; (2) indicated ‘should not be considered as sexual harassment’; (3) indicated ‘not sure’; (4) indicated ‘should be considered as sexual harassment’ and; (5) indicated being ‘definitely considered as sexual harassment. The questionnaire had been previously utilised as a questionnaire to measure 5,902 Hong Kong students’ sexual attitudes and views on sexual harassment. The specific research team used traditional and Rasch analyses to identify and establish the reliability and validity of the questionnaire instruments. The research team had found the Cronbach coefficient alpha to be internally reliable and the questionnaire instrument had therefore reached an acceptable level.

3.6 Data analysis techniques

Once the questionnaire was completed by the employees, the data was automatically captured in a specific order to ensure that the data is analysed and interpreted systematically.

The sequence of data analysis process is as follows: the data is converted into information, the information is then converted into facts and thereafter the facts are finally converted into knowledge. The data only becomes informational when it is relevant to the problem being studied, thereafter the information is categorised into factual information that will be utilised to support the study (Hussain, Lucas & Ali, 2004).

The data was analysed by means of descriptive and inferential statistics with the SPSS Version 23 Windows computer programme (SPSS, 2015). The hypotheses were used to guide the analysis of the differences between variables and t-tests and the analysis of variance (ANOVA) was used to determine whether there were significant differences in experiences and perceptions of sexual harassment.

The t-test compares the sample mean and the population mean, and tests whether there may be a significant difference between the two items measured. This specific test was utilised within this study (Sarantakos, 2006) for the analysis of gender differences in experiences and perceptions of sexual harassment. In the event that the summed up
mean is significantly different from the mean of each item on the table, the hypothesis will be rejected (Julie, 2013).

ANOVA was used to measure two or more groups under the same population and sample size. It therefore compared and illustrated whether the means of various groups are different from each other 95% of the time. In other words, it was determined whether there is an effect on the independent and dependant variables.

3.7 Ethical issues

Sexual harassment has been occurring for more than 20 years and it is still perceived to be a sensitive issue. Lee (1993) describes sensitive topics as “those that include areas that are private, stressful, sacred, or which potentially expose information that is stigmatising or incriminating” (Lee, 1993, p. 4). Strydom (2005, p.69) defines ethics as a “set of widely accepted moral principles that offer rules for, and behavioural expectations of, the most correct conduct towards experimental subjects and participants, employers, sponsors, other researchers, assistants and students”.

The ethical issues considered during the present study are set out in the following paragraphs.

An informed consent form was provided to ensure that all employees understand the objective and significance of the present study before completing the questionnaire. This was reiterated by Babbie and Mouton, (2001) and Cascio and Aguinis, (2005) who claimed that consent should be informed to ensure that participants are aware of their reasons for participating, their rights and responsibilities.

The employees were not forced to complete the electronic questionnaire. Participation was voluntary and anyone could choose not to participate if they felt uncomfortable with the nature of the questions posed. The electronic information received from all the completed questionnaires was only utilised for the research and was therefore considered to be confidential (Mouton, 2001; Voskuijl & Evers, 2007).
Confidentiality is of utmost importance, and in the current study, the information was not disclosed to any employer and/or employee. Furthermore, Mouton (2001) and Voskuijl and Evers (2007) state that information related to the various participants would not be discussed or shared with anyone without consent.

Anonymity and accountability are two ethical issues that were also adhered to in the current study. Anonymity by definition is ensuring that neither names or any background identification of respondents are disclosed. Respect is of utmost importance and data should therefore not be linked to those who completed the questionnaire (Babbie & Mouton, 2001; Ruane, 2005). In addition, the researcher is held accountable for all data and has to guarantee the protection of the information obtained (Voskuijl & Evers, 2007).

3.8 Conclusion

The study used a quantitative survey method during which questionnaires were administered to the 109 respondents who participated in the research study. Due to the sensitive nature of the research topic, the utmost care, respect and caution were exercised so that respondents’ rights were upheld. The data for the questionnaires was captured in the Statistical Package for the Social Sciences Solution (SPSS) and results were generated based on the hypotheses developed for this research. The most salient findings are reported in the chapter that follows.
CHAPTER FOUR: FINDINGS

4.1 Introduction

The statistical data was analysed by utilising the Statistical Package for the Social Sciences Solution (SPSS), acquired by IBM, Version 23 (SPSS, 2015). Descriptive statistics, namely the mean and standard deviations, were utilised. In addition, the statistical significance (sig.) was set at 95% confidence interval level (p< 0.05) (Neuendorf, 2002). A t-test and analysis of variance (ANOVA) was used to analyse the difference between the independent and dependant variables (Sarantakos, 2006). The t-test specifically analysed gender (i.e. males and females) and ANOVA analysed the other demographic characteristics, namely age, marital status, educational levels and period of employment. The demographic characteristics that were not analysed were home language, division and location. The responses to the questions in part one (Section A) have been set out in the form of a table, indicating the frequencies (N = no. of employees), percent and valid percent for each demographic characteristic.

4.2 A frequency analysis of the demographic characteristics

The majority of the respondents (62.4%, n = 68) were males, while 37.6% (n = 41) were females.
Figure 4.2 indicates that the largest proportion of respondents was 30-39 (n = 45), followed by those in the age group 18-29 (n = 39). Respondents in the age group 40-49 constituted a further 17 of the total respondents, with 6 respondents in the category 50-59 and only 2 in the age category 60-65.

Figure 4.3: Marital status of respondents
From Figure 4.3 it is clear that the majority of employees were single (52.3%, n = 57). Figure 4.3 further indicates the percentage of married employees to be 41.3% (n = 45) and divorced employees comprised 4.6% (n = 5). Also depicted was one employee who was separated (0.9%) and one employee who was a widow/er (0.9%).

Figure 4.4: Level of education of respondents

Figure 4.4 indicates that the majority of employees have a certificate (33.1%), 32.1% a diploma and 26.6% Grade 12, with a further 7.3% being in possession of a degree. Only one person (0.9%) had a postgraduate qualification. The study excluded the data for the postgraduate degree as the group was too small.
Figure 4.5: Period of employment of respondents

Figure 4.5 the majority of employees were employed for a period of 3–5 years (37.6%) and (11%) were employed for less than 1 year.

Figure 4.6: Home language of respondents
Figure 4.6 indicates that the majority of employees’ home language was English (55%), followed by Afrikaans (28.4%). In addition, the employees identified home languages such as Xhosa (12.8%), Zulu (2.8%) and other (0.9%).

![Diagram showing divisions within the company](http://etd.uwc.ac.za)

Figure 4.7: Respondents’ divisions within the company

Figure 4.7 the majority of the employees were employed in the Field Services division (35.8%), followed by the Call Centre (22.9%). The other divisions' percentages are as follows: (ranging from highest to the lowest) Procurement (14.7%), other (11%), Commercial (9.2%), Finance/Human Resources (5.5%) and CEO/Owner (0.9%).
Figure 4.8 indicates that the majority of employees are located in Cape Town (57.8%), followed by Gauteng (30.3%), Kwa-Zulu Natal (6.4%) and the Eastern Cape (5.5%).

4.3 T-test – Biographical data (gender) based on the experience and perception of sexual harassment

The objective of this study was to determine whether demographic characteristics such as gender had an effect on the experience and perception of sexual harassment in the workplace. The method used in the current study was the independent t-test. The two outputs utilised to assist with the analysis were the group statistics (provides a basic overview of the dependent and independent variables) and the Independent Sample Test (focuses on what the significant value is to determine whether the hypothesis is accepted or rejected).
4.3.1 Females’ experience of sexual harassment

TABLE 4.1 Descriptive statistics of the experience of sexual harassment according to gender

<table>
<thead>
<tr>
<th>Group statistics</th>
<th>Gender</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience of sexual harassment</td>
<td>Male</td>
<td>68</td>
<td>27.43</td>
<td>8.337</td>
<td>1.011</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>41</td>
<td>37.17</td>
<td>15.824</td>
<td>2.471</td>
</tr>
</tbody>
</table>

Table 4.1 group statistics output of the sample sizes (N), means, standard deviations, and the standard error of the mean are provided for each group (males and females).

The current study identifies the following: an average mean of 27.43 for sexual harassment was determined for the 68 males in the sample, with a standard deviation and standard error of 8.34 and 1.01 respectively. Similarly, there were 41 females and their experience of sexual harassment averaged 37.17, with a standard deviation and standard error of the mean of 15.82 and 2.47 respectively.

TABLE 4.2 Descriptive statistics of the experience of sexual harassment according to gender

<table>
<thead>
<tr>
<th>Independent Samples Test</th>
<th>Levene’s Test for Equality of Variances</th>
<th>t-test for Equality of Means</th>
<th>95% Confidence Interval of the Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>F</td>
<td>Sig.</td>
<td>t</td>
</tr>
<tr>
<td></td>
<td>Equal variances not assumed</td>
<td>19.139</td>
<td>.000</td>
</tr>
</tbody>
</table>

The Independent Samples Test's output presented in Table 4.2 is further split into three parts. The split was used to investigate which t-test results to use. The significance level
(Sig.) is analysed in the Levene’s Test for Equality of Variances. If the significance level is .05 or less, then it is assumed that the group variances are not equal and the second row of t-test results should be used.

According to Table 4.2, it is clear that a t of 3.65 was obtained, while a df of 53.61 and significance level of p < .001 were determined. The results therefore indicate that there is a significant difference between males’ and females’ experience of sexual harassment, with the experience of sexual harassment among females being higher (based on the mean scores presented in Table 4.1).

4.3.2 The perception of sexual harassment according to gender

TABLE 4.3 Descriptive statistics of the perception of sexual harassment according to gender

<table>
<thead>
<tr>
<th>Group statistics</th>
<th>Gender</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error mean</th>
</tr>
</thead>
<tbody>
<tr>
<td>Perception of sexual harassment</td>
<td>Male</td>
<td>68</td>
<td>61.78</td>
<td>12.54</td>
<td>1.521</td>
</tr>
<tr>
<td></td>
<td>Female</td>
<td>41</td>
<td>66.34</td>
<td>11.706</td>
<td>1.828</td>
</tr>
</tbody>
</table>

Males’ and females’ perceptions of sexual harassment were examined to identify whether there existed a significant difference between the two. Males’ perception of sexual harassment averages to 61.78, with a standard deviation of 12.54 and a standard error of the mean being 1.52. The female respondents’ experience of sexual harassment averaged at 66.34, with a standard deviation of 11.71 and standard error of the mean of 1.83; therefore, both the mean and standard error mean of the females were higher of that of the men.
Table 4.4 presents the significance level (Sig.) of Levene’s Test for Equality of Variances, which was greater than 0.05; equal variance focuses on the top row as Sig. 0.492, assumed equal variance is analysed instead of equal variances not assumed.

In addition, the p-value of Levene’s test was 0.492; the variances in males’ and females’ perception of sexual harassment are therefore not significantly different. Thus, Hypothesis 2 is rejected.

4.4 One-way ANOVA and demographic characteristics i.e. age, marital status, level of education, and period of employment

These analyses will determine which group’s means are significantly different from one or more groups’ means. The one-way ANOVA are presented by identifying the experience and perception of sexual harassment based on age, marital status, level of education and period of employment. The outputs analysed are as follows: descriptive analysis, test of homogeneity of variance, ANOVA, robust tests of equality of means and post hoc tests (excluding means plot).
4.4.1 Experience of sexual harassment and age

TABLE 4.5 Descriptive analysis: One-way ANOVA of the experience of sexual harassment according to age

<table>
<thead>
<tr>
<th>Age</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% Confidence interval for mean</th>
<th>Lower bound</th>
<th>Upper bound</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-29 years</td>
<td>39</td>
<td>28.36</td>
<td>10.315</td>
<td>1.652</td>
<td>25.02 - 31.70</td>
<td>20</td>
<td>61</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30-39 years</td>
<td>45</td>
<td>31.27</td>
<td>12.773</td>
<td>1.904</td>
<td>27.43 - 35.10</td>
<td>20</td>
<td>77</td>
<td></td>
<td></td>
</tr>
<tr>
<td>40-49 years</td>
<td>17</td>
<td>33.59</td>
<td>12.078</td>
<td>2.929</td>
<td>27.38 - 39.80</td>
<td>20</td>
<td>67</td>
<td></td>
<td></td>
</tr>
<tr>
<td>50-59 years</td>
<td>6</td>
<td>35.17</td>
<td>18.214</td>
<td>7.436</td>
<td>16.05 - 54.28</td>
<td>21</td>
<td>70</td>
<td></td>
<td></td>
</tr>
<tr>
<td>60-65 years</td>
<td>2</td>
<td>47.00</td>
<td>29.698</td>
<td>21.000</td>
<td>-219.83 - 313.83</td>
<td>26</td>
<td>68</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
<td>31.09</td>
<td>12.583</td>
<td>1.205</td>
<td>28.70 - 33.48</td>
<td>20</td>
<td>77</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The means and standard deviations (indicated in brackets after the mean) for the experience of sexual harassment and age are as follows: 28.36 (10.31), 31.27 (12.77); 33.59 (12.08); 35.17 (18.21); and 47.00 (29.70) respectively. The average mean of respondents of the age group 18–29 years is less than that of all the other ages, with the highest average mean being 47.00 for the age group of 60–65 years.

TABLE 4.6 Test of Homogeneity of Variances: One-way ANOVA of the experience of sexual harassment according to age

<table>
<thead>
<tr>
<th>Levene statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.711</td>
<td>4</td>
<td>104</td>
<td>.153</td>
</tr>
</tbody>
</table>

According to Table 4.6, the test of homogeneity of variance (Levene statistic) identifies the significance level to be 0.15, indicating that the p-value is greater than 0.05 (p > 0.05). Therefore, even though the means for the different age groups are not similar, these differences are not statistically significant.
TABLE 4.7 ANOVA: One-way Analysis of Variance of the experience of sexual harassment according to age

<table>
<thead>
<tr>
<th>Age</th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>1004.357</td>
<td>4</td>
<td>251.089</td>
<td>1.622</td>
<td>.174</td>
</tr>
<tr>
<td>Within groups</td>
<td>16096.725</td>
<td>104</td>
<td>154.776</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>17101.083</td>
<td>108</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The ANOVA table (Table 4.7) presented the statistics of the between groups and within groups. The fourth and fifth column present the final F-statistic and its associated level of significance, where the F-value is equal to 1.62 and the significant level (0.17) is greater than 0.05 (p > .05). Thus, there is no statistically significant difference in the experience of sexual harassment based on age. The robust tests of equality of means and post hoc test analysis hence need not be presented. Hypothesis 3 is therefore rejected.

4.4.2 Perception of sexual harassment and age

Table 4.8 Descriptive: One-way ANOVA of the perception of sexual harassment according to age

<table>
<thead>
<tr>
<th>Age</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% Confidence interval for mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Upper bound</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-29 years</td>
<td>39</td>
<td>65.33</td>
<td>13.384</td>
<td>2.143</td>
<td>60.99</td>
<td>35</td>
<td>89</td>
</tr>
<tr>
<td>30-39 years</td>
<td>45</td>
<td>63.24</td>
<td>10.66</td>
<td>1.589</td>
<td>60.04</td>
<td>42</td>
<td>84</td>
</tr>
<tr>
<td>40-49 years</td>
<td>17</td>
<td>62.35</td>
<td>14.887</td>
<td>3.611</td>
<td>54.7</td>
<td>37</td>
<td>87</td>
</tr>
<tr>
<td>50-59 years</td>
<td>6</td>
<td>59.5</td>
<td>10.968</td>
<td>4.478</td>
<td>47.99</td>
<td>48</td>
<td>75</td>
</tr>
<tr>
<td>60-65 years</td>
<td>2</td>
<td>55</td>
<td>14.142</td>
<td>10</td>
<td>-72.06</td>
<td>45</td>
<td>65</td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
<td>63.5</td>
<td>12.38</td>
<td>1.186</td>
<td>61.15</td>
<td>35</td>
<td>89</td>
</tr>
</tbody>
</table>

a. Warning: Between-component variance is negative. It was replaced by 0.0 in computing this random effects measure.

The descriptive output in Table 4.8 indicate that the means and standard deviations for the perception of sexual harassment and age (indicated in brackets after the mean) are as follows: 65.33 (13.38); 63.24 (10.66); 62.35 (14.89); 59.5 (10.97); and 55.00 (14.14)
respectively. The average mean of employees between 60–65 years of age is less than that of all the other age groups, with the highest average mean being 65.33 for the age group of 18–29 years.

Table 4.9 Test of Homogeneity of Variances: One-way ANOVA of the perception of sexual harassment according to age

<table>
<thead>
<tr>
<th>Levene statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.238</td>
<td>4</td>
<td>104</td>
<td>.299</td>
</tr>
</tbody>
</table>

Table 4.9, the test of homogeneity of variance, Levene statistic, identifies the significance to be 0.30, indicating that the p-value is greater than 0.05. There is therefore no violation of homogeneity of variances, which indicates that the equal variances assumption is met.

Table 4.10 ANOVA: One-way Analysis of Variance of the perception of sexual harassment according to age

<table>
<thead>
<tr>
<th>Perception and age</th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>396.888</td>
<td>4</td>
<td>99.222</td>
<td>.639</td>
<td>.636</td>
</tr>
<tr>
<td>Within groups</td>
<td>16 154.360</td>
<td>104</td>
<td>155.330</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16 551.248</td>
<td>108</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

The final F-statistic and its associated level of significance the F-value equal to 0.64 and the significant level (0.636) is greater than 0.05 (p > .05). Thus, there is no statistically significant difference in the experience of sexual harassment based on age and Hypothesis 4 is therefore rejected.
4.4.3 Experience of sexual harassment and marital status

Table 4.11 Descriptive: One-way ANOVA of the experience of sexual harassment according to marital status

<table>
<thead>
<tr>
<th>Experience and marital status</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% Confidence interval for mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Upper bound</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>57</td>
<td>29.4</td>
<td>10.432</td>
<td>1.382</td>
<td>26.64</td>
<td>20</td>
<td>61</td>
</tr>
<tr>
<td>Married</td>
<td>45</td>
<td>30.82</td>
<td>12.833</td>
<td>1.913</td>
<td>26.97</td>
<td>20</td>
<td>77</td>
</tr>
<tr>
<td>Divorced</td>
<td>5</td>
<td>50.8</td>
<td>18.144</td>
<td>8.114</td>
<td>28.27</td>
<td>30</td>
<td>70</td>
</tr>
<tr>
<td>Total</td>
<td>107</td>
<td>31</td>
<td>12.576</td>
<td>1.216</td>
<td>28.59</td>
<td>20</td>
<td>77</td>
</tr>
</tbody>
</table>

The means and standard deviations for the experience of sexual harassment and marital status is displayed in Table 4.11. Mean and standard deviation (indicated in brackets after the mean) are 29.40 (10.43); 30.82 (12.83); and 50.80 (18.14) respectively. The mean experience of sexual harassment of 57 single employees is less than all the other marital statuses, with divorced employees’ mean being the highest average mean (50.80). Note that the separated and widow/er categories’ data were not examined due to the low representability in these specific categories.

Table 4.12 Test of Homogeneity of Variances: One-way ANOVA of the experience of sexual harassment according to marital status

<table>
<thead>
<tr>
<th>Levene Statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.161</td>
<td>2</td>
<td>104</td>
<td>.120</td>
</tr>
</tbody>
</table>

The test of homogeneity of variance in Table 4.12, Levene statistic, identifies the significance to be 0.12, p > 0.05, therefore there is no violation of homogeneity of variances, and F 2.16 is acceptable.

Table 4.13 ANOVA: One-way Analysis of Variance of the experience of sexual harassment according to marital status

<table>
<thead>
<tr>
<th>Experience and marital status</th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>2 106,903</td>
<td>2</td>
<td>1 053,451</td>
<td>7.475</td>
<td>.001</td>
</tr>
<tr>
<td>Within groups</td>
<td>14 657.097</td>
<td>104</td>
<td>140.934</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16 764.000</td>
<td>106</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The ANOVA table presented in Table 4.13 analysed data of between groups and within groups. The first column indicates that the sum of squares of the between groups was 2106.90, that of within groups was 14 657.10 and the total was 16 764. The second column presented the degrees of freedom (df), indicating that the df of between groups was 2 and that of the within groups was 104.

The third column presents the mean square (MS) of between and within groups respectively. The MS of between groups = 1053.45 and that of the within groups = 140.93. The fourth and fifth column present the final F-statistic and its associated level of significance, where the F-value = 7.475 and the significance level (0.001) is less than 0.05 (p < .05). Thus, there is a statistically significant difference in the experience of sexual harassment based on marital status. To obtain further information, the Multiple Comparisons output is presented.

**TABLE 4.14 Robust tests of equality of means: One-way ANOVA of the experience of sexual harassment according to marital status**

<table>
<thead>
<tr>
<th>Statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welch</td>
<td>3.234</td>
<td>2</td>
<td>10.540</td>
</tr>
<tr>
<td>Brown-Forsythe</td>
<td>4.579</td>
<td>2</td>
<td>8.511</td>
</tr>
</tbody>
</table>

a. Asymptotically F distributed.

**TABLE 4.15 Post hoc tests - Homogeneous subsets: One-way ANOVA of the experience of sexual harassment according to marital status**

<table>
<thead>
<tr>
<th>Marital Status</th>
<th>N</th>
<th>Subset for alpha = 0.05</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>57</td>
<td>29.40</td>
</tr>
<tr>
<td>Married</td>
<td>45</td>
<td>30.82</td>
</tr>
<tr>
<td>Divorced</td>
<td>5</td>
<td>50.80</td>
</tr>
</tbody>
</table>

Means for groups in homogeneous subsets are displayed.


a. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.
TABLE 4.16 Post hoc tests - Multiple comparisons: One-way ANOVA of the experience of sexual harassment according to marital status

<table>
<thead>
<tr>
<th>(I) Marital status</th>
<th>(J) Marital status</th>
<th>Mean difference (I-J)</th>
<th>Std. error</th>
<th>Sig.</th>
<th>95% Confidence interval</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
</tr>
<tr>
<td>Single</td>
<td>Married</td>
<td>-1.419</td>
<td>2.367</td>
<td>.821</td>
<td>-7.05</td>
</tr>
<tr>
<td></td>
<td>Divorced</td>
<td>-21.396*</td>
<td>5.537</td>
<td>.001</td>
<td>-34.56</td>
</tr>
<tr>
<td>Married</td>
<td>Single</td>
<td>1.419</td>
<td>2.367</td>
<td>.821</td>
<td>-4.21</td>
</tr>
<tr>
<td></td>
<td>Divorced</td>
<td>-19.978*</td>
<td>5.596</td>
<td>.002</td>
<td>-33.28</td>
</tr>
<tr>
<td>Divorced</td>
<td>Single</td>
<td>21.396*</td>
<td>5.537</td>
<td>.001</td>
<td>8.23</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>19.978*</td>
<td>5.596</td>
<td>.002</td>
<td>6.67</td>
</tr>
</tbody>
</table>

The multiple comparison (ANOVA) test reports that the difference between single employees and divorced employees is significant at the 0.001 level. Furthermore, the difference between married employees and divorced employees is significant at the 0.002 level, while the difference between divorced employees and single employees is significant at the 0.001 level.

To conclude, there are statistically significant differences between the divorced group and the single and married groups respectively. There are, however, no statistically significant differences between the single and married groups for the experience of sexual harassment. Thus, Hypothesis 5 is partially accepted.

4.4.4 Perception of sexual harassment and marital status

Table 4.17 Descriptive: One-way ANOVA of the perception of sexual harassment according to marital status

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% confidence interval for mean</th>
<th>Lower bound</th>
<th>Upper bound</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>57</td>
<td>64.28</td>
<td>12.737</td>
<td>1.687</td>
<td>60.9</td>
<td>67.66</td>
<td>35</td>
<td>89</td>
<td></td>
</tr>
<tr>
<td>Married</td>
<td>45</td>
<td>62.24</td>
<td>12.532</td>
<td>1.868</td>
<td>58.48</td>
<td>66.01</td>
<td>37</td>
<td>87</td>
<td></td>
</tr>
<tr>
<td>Divorced</td>
<td>5</td>
<td>63.8</td>
<td>9.203</td>
<td>4.116</td>
<td>52.37</td>
<td>75.23</td>
<td>54</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>107</td>
<td>63.4</td>
<td>12.454</td>
<td>1.204</td>
<td>61.01</td>
<td>65.79</td>
<td>35</td>
<td>89</td>
<td></td>
</tr>
</tbody>
</table>
a. Warning: Between-component variance is negative. It was replaced by 0.0 in computing this random effects measure.

The means and standard deviations for the perception of sexual harassment and marital status are as follows: 64.28 (12.74); 62.24 (12.53); and 63.80 (9.20). Mean weights of married employees’ average mean (62.24) is less than the means of all the other ages, with the highest average mean being that of the divorced category (63.8). Separated and widow/er groups were excluded from the analysis.

Table 4.18 Test of homogeneity of variances: One-way ANOVA of the perception of sexual harassment according to marital status

<table>
<thead>
<tr>
<th>Levene Statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>.485</td>
<td>2</td>
<td>104</td>
<td>.617</td>
</tr>
</tbody>
</table>

Table 4.18, test of homogeneity of variance, Levene statistic identifies the significance to be 0.62, p > 0.05. Since it’s greater, there is no violation of homogeneity of variances, F 0.49 is therefore acceptable.

Table 4.19 ANOVA: One-way ANOVA of the perception of sexual harassment according to marital status

<table>
<thead>
<tr>
<th></th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>105.100</td>
<td>2</td>
<td>52.550</td>
<td>.335</td>
<td>.716</td>
</tr>
<tr>
<td>Within groups</td>
<td>16334.620</td>
<td>104</td>
<td>157.064</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16439.720</td>
<td>106</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 4.19 shows that the F-value is equal to 0.34 and that the significance level (0.72) is greater than 0.05 (p > .05). Thus, there is no statistically significant differences in the perception of sexual harassment based on marital status. Hence, the robust tests of equality of means and post hoc test analysis need not be presented. Hypothesis 6 is therefore rejected.
4.4.5 Experience of sexual harassment and levels of education

Table 4.20 Descriptive: One-way ANOVA of the experience of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>Level of Education</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% confidence interval for mean</th>
<th>Lower bound</th>
<th>Upper bound</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade 12</td>
<td>29</td>
<td>31.28</td>
<td>10.039</td>
<td>1.864</td>
<td></td>
<td>27.46</td>
<td>35.09</td>
<td>20</td>
<td>59</td>
</tr>
<tr>
<td>Certificate</td>
<td>36</td>
<td>32</td>
<td>14.221</td>
<td>2.37</td>
<td></td>
<td>27.19</td>
<td>36.81</td>
<td>20</td>
<td>70</td>
</tr>
<tr>
<td>Diploma</td>
<td>35</td>
<td>31.54</td>
<td>13.757</td>
<td>2.325</td>
<td></td>
<td>26.82</td>
<td>36.27</td>
<td>20</td>
<td>77</td>
</tr>
<tr>
<td>Degree</td>
<td>8</td>
<td>24</td>
<td>6.74</td>
<td>2.383</td>
<td></td>
<td>18.37</td>
<td>29.63</td>
<td>20</td>
<td>40</td>
</tr>
<tr>
<td>Total</td>
<td>108</td>
<td>31.06</td>
<td>12.639</td>
<td>1.216</td>
<td></td>
<td>28.65</td>
<td>33.48</td>
<td>20</td>
<td>77</td>
</tr>
</tbody>
</table>

Table 4.20 depicts the means and standard deviations for the experience of sexual harassment and levels of education. The means and standard deviation (indicated in brackets after the mean) are 31.28 (10.04); 32.00 (14.22); 31.54 (13.76); 24.00 (6.74); 34.00 (0.00); and 31.09 (12.58) respectively. On average, the eight employees with degrees' average mean is 24.00, which is less than all the others' levels of education, with the highest average mean being 32.00. The data of one employee with a postgraduate degree was not included in further analysis due to low representability in the specific category.

Table 4.21 Test of Homogeneity of Variances: One-way ANOVA of the experience of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>Levene statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.248</td>
<td>3</td>
<td>104</td>
<td>.087</td>
</tr>
</tbody>
</table>

Table 4.21 depicts the results of the Test of Homogeneity of Variances. The Levene statistic was found to be significant at 0.09, which is greater than 0.05; therefore no violation of the homogeneity of variances occurred.
Table 4.22 ANOVA: One-way ANOVA of the experience of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>Experience of sexual harassment and education</th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>440.067</td>
<td>3</td>
<td>146.689</td>
<td>.916</td>
<td>.436</td>
</tr>
<tr>
<td>Within groups</td>
<td>16 652.479</td>
<td>104</td>
<td>160.120</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>17 092.546</td>
<td>107</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to Table 4.22, the F-value is equal to 0.92 and the significance level (0.44) is greater than 0.05 (p > .05). Thus, there is no statistically significant difference in the experience of sexual harassment based on level of education; hence the robust tests of equality of means and post hoc test analysis were not necessary. Hypothesis 7 is rejected.

4.4.6 Perception of sexual harassment and level of education

Table 4.23 Descriptive: One-way ANOVA of the perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th></th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% confidence interval for mean</th>
<th>95% confidence interval for mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
<td>Upper bound</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grade 12</td>
<td>29</td>
<td>61.93</td>
<td>11.988</td>
<td>2.226</td>
<td>57.37</td>
<td>66.49</td>
<td>44</td>
<td>84</td>
</tr>
<tr>
<td>Certificate</td>
<td>36</td>
<td>62.89</td>
<td>13.877</td>
<td>2.313</td>
<td>58.19</td>
<td>67.58</td>
<td>35</td>
<td>87</td>
</tr>
<tr>
<td>Diploma</td>
<td>35</td>
<td>62</td>
<td>9.111</td>
<td>1.675</td>
<td>58.6</td>
<td>65.4</td>
<td>42</td>
<td>82</td>
</tr>
<tr>
<td>Degree</td>
<td>8</td>
<td>75.25</td>
<td>8.697</td>
<td>3.075</td>
<td>67.98</td>
<td>82.52</td>
<td>58</td>
<td>88</td>
</tr>
<tr>
<td>Total</td>
<td>108</td>
<td>63.26</td>
<td>12.188</td>
<td>1.173</td>
<td>60.93</td>
<td>65.58</td>
<td>35</td>
<td>88</td>
</tr>
</tbody>
</table>

Table 4.23 indicates the perception of sexual harassment and level of education stipulated by the mean and standard deviation (indicated in brackets after the mean): 61.93 (11.99); 62.89 (13.88); 62.00 (9.91); 75.25 (8.70); 89.00 (0.00); and the total of 63.50 (12.38) mean and standard deviation (indicated in brackets after the mean) respectively. On average, employees who completed their Grade 12 has a mean average that is less than the means of all the other tertiary levels. The mean for employees with a degree is 75.25, which is the highest mean average. The study
excluded one employee with a postgraduate degree due to the low representability in the specific category.

Table 4.24 Test of Homogeneity of Variances: One-way ANOVA of perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>Levene Statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.094</td>
<td>3</td>
<td>104</td>
<td>.106</td>
</tr>
</tbody>
</table>

According to Table 4.24, the test of Homogeneity of Variance, identifies Levene statistic to be significant at 0.11, where p > 0.05. Since it is greater, there is no violation of homogeneity of variances, and F 2.10 is acceptable.

Table 4.25 ANOVA: One-way ANOVA of the perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th></th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>1 261.823</td>
<td>3</td>
<td>420.608</td>
<td>2.989</td>
<td>.034</td>
</tr>
<tr>
<td>Within groups</td>
<td>14 632.918</td>
<td>104</td>
<td>140.701</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>15 894.741</td>
<td>107</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 4.25 presents the ANOVA of between groups (1 261.82); within groups (14 632.92); and the total (15 894.74). The second column depicts the df of between groups (3) and within groups (104).

The level of education of between groups was 420.61 and that of within groups 140.70. The fourth and fifth column present the final F-statistic (2.99) and its associated level of significance (0.03), which is smaller than 0.05 (p < .05). Thus, we can conclude that there is a statistical significant difference between the perception of sexual harassment and educational level. To obtain further information on the multiple comparisons, output is presented.

TABLE 4.26 Robust Tests of Equality of Means: One-way ANOVA of the perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th></th>
<th>Statistic&lt;sup&gt;a&lt;/sup&gt;</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Welch</td>
<td>5.080</td>
<td>3</td>
<td>31.174</td>
<td>.006</td>
</tr>
<tr>
<td>Brown-Forsythe</td>
<td>3.411</td>
<td>3</td>
<td>80.692</td>
<td>0.21</td>
</tr>
</tbody>
</table>

<sup>a</sup> Asymptotically F distributed.
TABLE 4.27 Post hoc tests - Homogeneous Subsets: One-way ANOVA of the perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>Highest Education</th>
<th>N</th>
<th>Subset for alpha = 0.05</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>Grade 12</td>
<td>29</td>
<td>61.93</td>
</tr>
<tr>
<td>Diploma</td>
<td>35</td>
<td>62.00</td>
</tr>
<tr>
<td>Certificate</td>
<td>36</td>
<td>62.89</td>
</tr>
<tr>
<td>Degree</td>
<td>8</td>
<td>75.25</td>
</tr>
</tbody>
</table>

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 18.533.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

TABLE 4.28 Post hoc tests - Multiple Comparisons: One-way ANOVA of the perception of sexual harassment according to level of education

<table>
<thead>
<tr>
<th>(I) Highest qualification</th>
<th>(J) Highest qualification</th>
<th>Mean difference (I-J)</th>
<th>Std. error</th>
<th>Sig.</th>
<th>95% confidence interval</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
</tr>
<tr>
<td>Grade 12</td>
<td>Certificate</td>
<td>-.958</td>
<td>2.960</td>
<td>.988</td>
<td>-8.69</td>
</tr>
<tr>
<td></td>
<td>Diploma</td>
<td>-.069</td>
<td>2.979</td>
<td>1.000</td>
<td>-.75</td>
</tr>
<tr>
<td></td>
<td>Degree</td>
<td>-13.319*</td>
<td>4.737</td>
<td>.030</td>
<td>-25.69</td>
</tr>
<tr>
<td>Certificate</td>
<td>Grade 12</td>
<td>.958</td>
<td>2.960</td>
<td>.988</td>
<td>-6.77</td>
</tr>
<tr>
<td></td>
<td>Diploma</td>
<td>.889</td>
<td>2.816</td>
<td>.989</td>
<td>-6.46</td>
</tr>
<tr>
<td></td>
<td>Degree</td>
<td>-12.361*</td>
<td>4.636</td>
<td>.043</td>
<td>-24.47</td>
</tr>
<tr>
<td>Diploma</td>
<td>Grade 12</td>
<td>.069</td>
<td>2.979</td>
<td>1.000</td>
<td>-7.71</td>
</tr>
<tr>
<td></td>
<td>Certificate</td>
<td>-.889</td>
<td>2.816</td>
<td>.989</td>
<td>-8.24</td>
</tr>
<tr>
<td></td>
<td>Degree</td>
<td>-13.250*</td>
<td>4.648</td>
<td>.027</td>
<td>-25.39</td>
</tr>
<tr>
<td>Degree</td>
<td>Grade 12</td>
<td>13.319*</td>
<td>4.737</td>
<td>.030</td>
<td>.95</td>
</tr>
<tr>
<td></td>
<td>Certificate</td>
<td>12.361*</td>
<td>4.636</td>
<td>.043</td>
<td>.26</td>
</tr>
<tr>
<td></td>
<td>Diploma</td>
<td>13.250*</td>
<td>4.648</td>
<td>.027</td>
<td>1.11</td>
</tr>
</tbody>
</table>

The multiple comparison (ANOVA) test reports that the difference between Grade 12 employees and employees with a degree is significant at the 0.03 level. The difference between employees with certificates and employees with degrees is significant at the 0.04 level. Note that this is less than 0.05, therefore employees with certificates and employees with degrees differ significantly with regard to their perceptions of sexual harassment. The difference between employees with diplomas and employees with
degrees is significant at the 0.03 level. Note that this is less than 0.05, therefore employees with diplomas and employees with degrees have a significant difference relating to sexual harassment perceptions. The difference between employees with degrees and employees with Grade 12 is significant at the 0.03 level. Note that this is less than 0.05, therefore employees with degrees and employees with Grade 12 have a significant difference. The difference between employees with degrees and employees with a certificate is significant at the 0.04 level. Note that this is less than 0.05, therefore employees with degrees and employees with certificates have a significant difference. The difference between employees with degrees and employees with a diploma is significant at the 0.03 level. Note that this is less than 0.05, therefore employees with degrees and employees with diplomas have a significant difference. Therefore, Hypothesis 8 is partially accepted.

4.4.7 Experience of sexual harassment and period of employment

Table 4.29 Descriptive: One-way ANOVA of the experience of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th>Period of Employment</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>Lower bound</th>
<th>Upper bound</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than 1 year</td>
<td>12</td>
<td>27.92</td>
<td>10.933</td>
<td>3.156</td>
<td>20.97</td>
<td>34.86</td>
<td>20</td>
<td>48</td>
</tr>
<tr>
<td>1–2 years</td>
<td>21</td>
<td>26.38</td>
<td>5.861</td>
<td>1.279</td>
<td>23.71</td>
<td>29.05</td>
<td>20</td>
<td>40</td>
</tr>
<tr>
<td>3–5 years</td>
<td>41</td>
<td>34.98</td>
<td>13.395</td>
<td>2.092</td>
<td>30.75</td>
<td>39.2</td>
<td>20</td>
<td>70</td>
</tr>
<tr>
<td>6–10 years</td>
<td>20</td>
<td>31.7</td>
<td>14.239</td>
<td>3.184</td>
<td>25.04</td>
<td>38.36</td>
<td>20</td>
<td>77</td>
</tr>
<tr>
<td>Over 10 years</td>
<td>15</td>
<td>28.8</td>
<td>14.087</td>
<td>3.637</td>
<td>21</td>
<td>36.6</td>
<td>20</td>
<td>68</td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
<td>31.09</td>
<td>12.583</td>
<td>1.205</td>
<td>28.7</td>
<td>33.48</td>
<td>20</td>
<td>77</td>
</tr>
</tbody>
</table>

The means and standard deviations for the experience of sexual harassment and period of employment are as follows: 27.92 (10.93); 26.38 (5.86); 34.98 (13.40); 31.70 (14.24); 28.80 (14.10); and total of 31.09 (12.58) respectively, this was identified in Table 17. The mean average of 15 employees with a period of employment between 1–2 years is less than all the other periods of employment, with the highest average mean being 34.98 for the employment period of between 3–5 years.
Table 4.30 Test of Homogeneity of Variances: One-way ANOVA of the experience of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th>Levene Statistic</th>
<th>df (1)</th>
<th>df (2)</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.922</td>
<td>4</td>
<td>104</td>
<td>.112</td>
</tr>
</tbody>
</table>

Table 4.30 depicts the results of the test of homogeneity of variance, where the Levene statistic was identified as significant at 0.11, thus p > 0.05, therefore there is no violation of homogeneity of variances.

Table 4.31 ANOVA: One-way Analysis of Variance of the experience of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th>Experience of sexual harassment and period of employment</th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>1 291.638</td>
<td>4</td>
<td>322.909</td>
<td>2.124</td>
<td>.083</td>
</tr>
<tr>
<td>Within groups</td>
<td>15 809.445</td>
<td>104</td>
<td>152.014</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>17 101.083</td>
<td>108</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table 4.31 indicates that the F-value was equal to 2.12 and the significance level of (0.83) is greater than 0.05 (p > .05). Thus, results identify that there is no statistically significant difference in the experience of sexual harassment and period of employment. Hence, the robust tests of equality of means and post hoc test analysis is not presented. Hypothesis 9 is therefore rejected.
4.4.8 Perception of sexual harassment and period of employment

Table 4.32 Descriptive: One-way ANOVA of the perception of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th>Occupational Level</th>
<th>N</th>
<th>Mean</th>
<th>Std. deviation</th>
<th>Std. error</th>
<th>95% Confidence interval for mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower bound</td>
<td>Upper bound</td>
<td></td>
</tr>
<tr>
<td>Less than 1 year</td>
<td>12</td>
<td>63.58</td>
<td>9.229</td>
<td>2.664</td>
<td>57.72</td>
<td>69.45</td>
<td>45</td>
</tr>
<tr>
<td>1–2 years</td>
<td>21</td>
<td>64.76</td>
<td>13.349</td>
<td>2.913</td>
<td>58.69</td>
<td>70.84</td>
<td>42</td>
</tr>
<tr>
<td>3–5 years</td>
<td>41</td>
<td>61.76</td>
<td>11.935</td>
<td>1.864</td>
<td>57.99</td>
<td>65.52</td>
<td>35</td>
</tr>
<tr>
<td>6–10 years</td>
<td>20</td>
<td>65.30</td>
<td>14.408</td>
<td>3.222</td>
<td>58.56</td>
<td>72.04</td>
<td>48</td>
</tr>
<tr>
<td>Over 10 years</td>
<td>15</td>
<td>64.00</td>
<td>12.484</td>
<td>3.222</td>
<td>57.09</td>
<td>70.91</td>
<td>45</td>
</tr>
<tr>
<td>Total</td>
<td>109</td>
<td>63.50</td>
<td>12.380</td>
<td>1.186</td>
<td>61.15</td>
<td>65.85</td>
<td>35</td>
</tr>
</tbody>
</table>

Table 4.32 indicates that the means and standard deviations for the perception of sexual harassment and period of employment are as follows: 63.58 (9.23); 64.76 (13.35); 61.76 (11.94); 65.30 (14.41); 64.00 (12.48); and total of 63.50 (12.38) respectively. The mean for employees with 3–5 years of employment (61.76) is less than that of all the other levels, with the highest average mean being indicated for employees with between 6–10 years of employment.

Table 4.33 Test of Homogeneity of Variances: One-way analysis of variance of the perception of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th>Levene Statistic</th>
<th>df1</th>
<th>df2</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.798</td>
<td>4</td>
<td>104</td>
<td>.135</td>
</tr>
</tbody>
</table>

Table 4.33 shows the results of the test of homogeneity of variance, where the Levene statistic was identified to be significant (0.14), which is greater than 0.05. Therefore, there is no violation of homogeneity of variances.

Table 4.34 ANOVA: One-way analysis of variance of the perception of sexual harassment according to period of employment

<table>
<thead>
<tr>
<th></th>
<th>Sum of squares</th>
<th>df</th>
<th>Mean square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between groups</td>
<td>226.761</td>
<td>4</td>
<td>56.690</td>
<td>.361</td>
<td>.836</td>
</tr>
<tr>
<td>Within groups</td>
<td>16 324.487</td>
<td>104</td>
<td>156.966</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>16 551.248</td>
<td>108</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The fourth and fifth column of Table 4.34 presents the final F-statistic and its associated level of significance. The F-value is equal to 0.36 and the significance level (0.84) is greater than 0.05 (p > .05). Thus, the results indicate that there is no statistically significant difference between the experience of sexual harassment and period of employment, therefore robust tests of equality and post hoc test analysis do not need to be presented. Hypothesis 9 is therefore rejected.

4.5 Conclusion

This chapter has presented the most salient findings which emerged from the data analysis. Each hypothesis which was generated for the purposes of the research study was tested and the significance of the findings was presented and briefly discussed. The next chapter provides an overview of previous research which either corroborates or refutes the findings obtained in the current research study, the results are discussed, conclusions and implications are addressed with appropriate recommendations being made for future researchers to consider.
CHAPTER 5: DISCUSSION OF LIMITATIONS, RECOMMENDATIONS AND CONCLUSION

5.1 Discussion

5.1.1 Introduction

The current research examined various hypotheses to determine the impact of demographic variables on the experience and perceptions of sexual harassment in the information technology (IT) industry, focusing on the fuel and oil industry. The discussion further indicates the significance or non-significance between the independent variables (gender, age, marital status, level of education and period of employment) and dependent (perception or experience) variables. As indicated in Chapter 3, an independent t-test was utilised to investigate gender differences in perceptions and experiences of sexual harassment, while the one-way analysis of variance (one-way ANOVA) was utilised to investigate differences based on age, level of employment, marital status and period of employment. The discussion follows a specific flow, combines variables and presents the information in a specific order, namely 1) the experience and perception according to gender; 2) the experience and perception of sexual harassment according to age; 3) the experience and perception of sexual harassment according to marital status; 4) the experience and perception of sexual harassment according to period of employment; and 5) the experience and perception of sexual harassment according to level of education. A discussion of the hypotheses is followed by a discussion of the limitations and recommendations.

5.1.2 Hypotheses 1 and 2: The experience and perception of sexual harassment and gender

The experience and perception of sexual harassment relating to gender (males and females) within the workplace have been identified. Hypothesis 1 was tested by examining the difference between males’ and females’ experience of sexual harassment by means of the independent t-test. The test revealed the difference? in experience of males and females (t = -3.65; df = 53.61 and p < 0.001), with females (M = 37.17, SD = 15.82) reporting significantly higher levels of experiences of sexual
harassment than males (m = 27.43; sd 8.35). The current study therefore shows that females have experiences of sexual harassment more often than males do.

In South Africa, it was identified that 70% of females experienced some form of sexual harassment within the workplace (Bravo & Cassedy, 1992). Brimrose (2004) specifically identified that one out of every two females experience sexual harassment within their academic or work life.

Oluade (2001) confirms that the banking sector within the Nigerian economy has a high prevalence of sexual harassment. Bank managers often expect staff members to achieve excellence and may instruct them to deposit large sums of money into their private bank account. Staff members are threatened by losing their jobs if these actions are not conducted. Female employees experienced this more than male employees did; however, this does not indicate that sexual harassment is only related to the banking sector, as similar occurrences in other sectors of the economy (including education, communication, oil and gas and entertainment) have been reported.

The National Council for Women Affairs (2007) confirmed that sexual harassment most likely affects women and creates challenges in the organisation and the labour market. In addition, the National Council for Women Affairs indicated that the percentage of females who experienced sexual harassment ranged from 40% to 68%, while only between 9% and 13% of male workers were affected within a period of five years. Sexual harassment is therefore linked to gender discrimination, which creates a concern for all work settings. According to O’Hare and O’Donohue (1998) who conducted a study at Midwestern University in the USA, the most dominant type of sexual harassment reported by academic staff and students was gender harassment. This subject matter is supported by Joubert et al. (2011), who identified that academic staff had personally experienced more gender harassment than any of the other forms of sexual harassment. This in turn may be an identification of gender harassment in South Africa in higher education campuses following the transformation that occurred in 1994.

In another African country, namely Ghana, men are considered more powerful in the labour market than women. This increases the likelihood that women become targets of sexual harassment (Kohlman, 2004). In addition, results from a study with a sample
size of 324 conducted by Ganu and Boateng (2013) indicated that male employees suffered sexual harassment in the Ghanaian work environment far less than women do.

Data that had been drawn from a study compiled by an ethnographer at a South African platinum mine in 2009 identified that women experience sexual harassment in the mining industry. Due to the limited lighting underground, women were victims of sexual harassment. At times they were able to identify the perpetrator, but due to the lack of lighting it was difficult to identify these perpetrators in most cases. In addition, mineworker Bernice Motsieloa noted in a July interview with Business Day that sexual harassment was common in the mining industry where female mineworkers were under pressure to offer favours to male colleagues, especially sexual favours (Mavuso, 2015).

**Hypothesis 2:** The t-test revealed that females reported higher levels of a perception of sexual harassment than males ($M = 61.78; SD = 12.54$). However, the Levene’s test reported no significant difference between males’ and females’ perception of sexual harassment. Thus, the hypothesis was rejected. In addition, Ramsarooop and Brijball Paramasur (2007) found that there is no significant difference between employees’ perception and gender within the workplace specifically relating to supervisory relations, levels of interaction, appearance, personality and types of behaviour. The main reasons for this is that both females and males have the same perceptions of the four dimensions mentioned above and both genders determine the occurrence and typical environment of sexual harassment (Ramsarooop & Brijball Paramasur, 2007).

Furthermore, if respondents perceive their work environment to be positive and perceive equality between genders (i.e. males and females), sexual harassment is less likely to occur (Timmerman & Bejema, 2000). Moreover, studies conducted by Yahya (2001) indicated no significant difference between sexual harassment based on gender and marital status. According to Rotundo et al. (2001), the occurrence of gender harassment was far greater than the occurrence of sexual coercion from supervisors. Further studies have illustrated that, due to the South African Apartheid past, males dominated higher education institutions and thereafter an increase in female academics contributed to the perception of gender harassment (Joubert et al., 2011).
5.1.3 Hypotheses 3 and 4: The experience and perception of sexual harassment and age

A series of ANOVA’s were conducted in order to examine if there were any significant differences in the experience and perception of sexual harassment relating to age. (Age groups were defined as 1: 18–29; 2: 30–39; 3: 40–49; 4: 50–59; and 5: 60–65). The statistical ANOVA examined the difference between the employees’ ages and the experience of sexual harassment. It was found that age within the current workplace does not play a factor with regards to sexual harassment.

There was no statistically significant difference shown in Table 14 (sig. = 0.15) and Table 15 (sig. = 0.17). There is still an ongoing debate about whether age has anything to do with employees becoming a victim of harassment (Fain et al., 1987), hence more studies are required as studies have not been conducted specifically on both males’ and females’ experience of sexual harassment and their age. However, this does not necessarily indicate that age does not play a part, as the literature has suggested that it does in some way or another. Fain and Anderton (1987), for example, emphasised that women between the ages of 16–34 years were harassed. The regression analysis of the study by Gaol, Kadry, Taylor and Li (2013) identified that employees’ age, length of services and marital status were the three main contributors to the experience of sexual harassment.

The Hypothesis 4 test revealed that respondents between 18–29 years of age had the highest mean perception of sexual harassment, and the lowest average mean of employee ages are between 60–65 years. There were no significance shown in Table 17 (sig. = 0.30) and Table 18 (sig. = 0.64) between males’ and females’ sexual harassment perception and age.

According to Fain and Anderton (1987) and Balogun and Olapegba (1999), no statistically significant age difference was found in the perceptions of sexual harassment. Their studies only reported that older individuals had a stronger perception of sexual harassment than younger individuals, which is not consistent with the findings of the present study. Furthermore, younger employees within the workplace are more concerned about friends and socialising; however, the occurrence of flirting, horseplay
and teasing may occur in such workplace settings. Older employees’ perception shifts over time due to maturity and historical context. As an example, younger employees may lack relevant experience to recognise when sexual harassment occurs (Quinn, 2002).

Ramsaroop and Brijball Parumasur (2007) are of the opinion that, even though some authors may have found no statistically significant differences, by analysing biographical data and dimensions of the prevalence and nature of sexual harassment, it was clear that employees’ perception of sexual harassment vary significantly according to age. In conclusion, the perception of sexual harassment and its relation to age is still being debated.

5.1.4 Hypotheses 5 and 6: The experience and perception of sexual harassment and marital status

An examination of whether there was a statistical difference between employees’ experience and perception of sexual harassment and their marital status was conducted. According to the descriptive statistics (Table 19), there are 57 single employees and five divorced employees. The data from one separated employee and one widow/er was included in the frequency distribution in Table 3, but excluded from the analysis. There was a significant difference between the experience of sexual harassment and marital status. This was identified in Chapter 4 (Experience of sexual harassment and marital status – post hoc results), where it was described that there was a significant difference between divorced respondents’ experience of sexual harassment versus single and married employees’ experiences.

Crouch (2001) found that young, attractive and single or divorced women may particularly be victims of sexual harassment. In other studies, it was identified that married respondents were less likely to experience sexual harassment than respondents from other categories of marital status (Lee, et al., 2004). In Steinman’s (2003) study, 58.6% of victims who reported sexual harassment were married and experienced at least one type of violence mentioned above, whereas 66.9% of single health care employees had the same experience. Single employees reported 49.5% cases which involved various types of violence within the workplace (Steinman, 2003).
The study by Yahya (2001) supports the current study’s analysis as the study results showed no statistically significant differences in the perception of sexual harassment based on marital status. In conclusion, this study found that there is no significant difference in married, single or divorced employees’ perception of sexual harassment. Furthermore, other researchers have indicated that sexual harassment exists regardless of marital status. In other words, sexual harassers do not necessarily consider whether targets are married or single before engaging in harassment (MacMillan, Nierobisz & Welsh, 2000).

Additionally, in terms of measuring the difference between the perception of sexual harassment based on demographic data (marital status), the research conducted by Gaol and Hutagalung (2016) found no significant difference between the perception of sexual harassment based on marital status (t (1.1401 = 0.392, k > 0.05). Similarly, identified by the same author, marital status (being married, single or widowed) does not seem have a significant impact on the perception of sexual harassment.

Ramsaroop and Brijball Parumasur’s (2007) study indicated that the relationship between the perception of sexual harassment and marital status did not have an influence on the key dimensions (i.e. supervisory relations, levels of interaction, appearance, personality and types of behaviour), as employees with varying marital statuses had the same perceptions.

5.1.5 Hypotheses 7 and 8: The experience and perception of sexual harassment and level of education

A series of ANOVA’s were conducted in order to examine if there were any significant differences between the experience of sexual harassment and the level of education (education groups defined as “1”: Grade 12; “2” Certificates; “3” Diploma; and “4” Degree). The statistical ANOVA utilised examined the difference between employees’ education and the experience of sexual harassment. From the mean outputs stipulated in Table 4, it is clear that the highest average are for employees with certificates and the lowest average mean are for employees with Grade 12, emphasising that the one postgraduate employee has been excluded from the study. No significant relationship
between employees’ experience of sexual harassment and their level of education was found in Table 29 (sig. = 0.87) and Table 30 (sig. = 0.44).

According to Crittenden (2009), the race, age, education or training of individuals who reported hostile work environment experiences did not vary significantly. Furthermore, the study results indicated that there were no significant relationships between the education of employees and the experience of either quid pro quo sexual harassment or hostile work environment.

The results suggested that instances in which junior employees with lower educational levels attempted to uplift and develop themselves by gaining more knowledge could be considered threatening to more senior employees, resulting in harassment. The Health Service industry has shown that nursing interns, who are mostly female and are young, have low levels of education and work shorter periods, may be victims of sexual violence perpetrated by doctors and management (Chen et al., 2009; Kinard & Little, 2002; Kinard, McLaurin & Little, 1995).

To support this, studies have indicated that sexual harassment regularly occurs in medical education (Wear, Aultman & Borges, 2007), and those with higher educational levels generally have greater social power because social networks increase with an improvement in education (Nieminen et al., 2008). This stands in contrast to a national survey in South Africa that indicated that females without an education were less likely to experience sexual violence than those who had a higher level of education (Jewkes & Abrahams, 2012).

The test revealed that the perceptions of employees with different levels of education were significantly different, as shown in Table 32 (sig. = 0.11) and Table 33 (sig. = 0.03). Even though a study identified that the perception of sexual harassment and level of education are significant, this should not be taken for granted as all respondents may be at risk. Young women, specifically those between the ages of 25–29 suffer more than women in the age group of 16–24 years. While age does not seem to be a factor, their level of education appears to highly exposed by women who had secondary education as opposed to women to have a lower or higher qualification. In addition, clerical employees are at great risk for sexual harassment as studies showed that
females with a lower education are more exposed and are perceived as targets of sexual harassment (European Commission, 1999).

Whether the level of education and sexual harassment are significantly related or not is still being debated. Researchers such as Coles (1986) and O’Connell and Korabic (2000) have agreed that females who are highly educated experience less sexual harassment than females who are less educated, as these females seem to be more vulnerable. The European Commission (1999) and Timmerman and Bijema (1999) agree and their results indicate that lower level of education leads to vulnerability. As indicated, the significance of the level of education is still debatable, as not much research has focused on the perception of sexual harassment and individuals’ educational levels.

The study by Yahya (2001) indicated that there were significant differences based on educational level, while United States findings indicated that those with less education have a greater chance of being sexually harassed. Therefore, general ethnic differences in education may lead to different educational levels in the workplace as well, indicating that those who are poorly educated, with low socio-cultural power, may be disadvantaged within the workplace (Dougherty, Turban, Olson, Dwyer & Laporeze, 1996).

Overall, theorists find that sexual harassment decreases as a person’s educational level increases (Dougherty et al., 1996). On the contrary, Ramsaroop and Brijball Parumasur’s (2007) study indicated that the perception of sexual harassment and level of education did not have an influence on the key dimensions (i.e. supervisory relations, levels of interaction, appearance, personality and types of behaviour) as employees with varying educational levels had the same perceptions.

5.1.6 Hypothesis 9 and 10: The experience and perception of sexual harassment and period of employment

According to the descriptive statistics (Table 5), most of the employees have been employed for 6–10 years and the lowest number of employees was employed for less than a year. There was no statistically significant difference in the experience of sexual harassment based on period of employment.
This is contrary to the literature that states that sexual harassment in the workplace is perpetrated by persons in senior positions because they have more economic power (Basson, 2007; Halfkenny, 1995). While some studies have shown that individuals experience sexual harassment early in their employment tenure (within the first 12 months), the 2008 National Telephone Survey suggests that sexual harassment does occur throughout all tenures of employment (Jobwatch, 2002). Sexual harassment was experienced by approximately 35% of employees who had been employed less than 12 months, while 26% who experienced sexual harassment were employed for between 1–3 years and 39% were employed for over three years (Jobwatch, 2002).

Reporting sexual harassment is challenging and the decision whether to do so will be determined by the individual who has been harassed (Ogletree, 2012). The regression analysis of the study by Gaol et al. (2013) identified that employees’ age, length of service and marital status were the three main contributors to the experience of sexual harassment.

The statistical ANOVA examined the perception of sexual harassment and period of employment and reported no significant difference. This is consistent with other literature where no significant difference between employees’ perception of sexual harassment and period of employment within the workplace, specifically relating to supervisory relations, levels of interaction, appearance and personality and types of behaviour, were reported (Ramsaroop & Brijball Paramasur, 2007).

The link between supervisors and victims of sexually harassment had no relation to sexual harassment within the workplace, therefore the perception of sexual harassment and occupational level are not interlinked. The study conducted by Ramsaroop and Brijball Paramasur (2007) identified that employees had disagreed that their supervisors utilised their authority to demand sexual favours in exchange for benefits. Employees had perceived supervisors relations to sexual harassment as the lowest impact on the occurrence. Furthermore, the same authors’ (i.e. Ramsaroop & Brijball Paramasur, 2007) study indicated that the perception of sexual harassment and period of employment did not have an influence on the key dimensions (i.e. supervisory relations, levels of
interaction, appearance and personality and types of behaviour) as employees with varied periods of employment had similar perceptions.

On the other hand, some authors have emphasised that job status, which could be linked to period of employment, can have an effect on perceptions regarding the influence supervisors have, hence the relationship between sexual harassment and levels of employment (Jackson & Newman, 2004). Individuals in positions with higher status have the perception that they have the power to demand of those in lower status roles. Managers may view harassing behaviour as a perk and a right and may think that employees with lower status should comply with this behaviour. This may often equate to creating a hostile environment in which a boss offers benefits, or threatens to change working conditions, based on responses to demands for sexual favours.

5.3 Limitations of the study

The current study has its limitations, specifically due to the research focus utilised. A discussion of a few specific limitations follows.

The research was conducted at a specific organisation and the only measurement instrument used was as an electronic questionnaire. Another possible limitation of the study is that some employees who completed the questionnaire had not experienced sexual harassment, hence they had to speculate what action or reaction would have occurred. Therefore, their responses are regarded as hypothetical. However, a study conducted by Pierce et al. (1997) found that the responses from those who were previously harassed and potential victims of harassment were similar.

Only 109 out of an employee complement of a possible 131 were used. In addition, the limitations of using a quantitative research design is that the participants may provide answers that they think are expected from them and not necessarily give answers that reflect their own opinions, thoughts or feelings.
5.4 Recommendations

The present study had a limited sample size. It is therefore recommended that an inclusive study with a focus on various types of other organisations is conducted and that the sample size is increased. An increase in the sample size leads to an increase in precision of the estimates and possible increased statistical significance of the results (Cornish, 2006).

Focus groups and interviews could have been conducted in order to gather additional information regarding employees' experience and perception of sexual harassment.

The socioeconomic context could also be considered. It is therefore recommended that the effects of culture/ethnicity are also examined. All companies should promote diversity, therefore understanding each culture may in turn mean that employees understand one another better and may even eliminate cultural influences on the perception of sexual harassment. One research study indicated that culture may also have an impact on behaviour, including sexual harassment.

The integration between sexual harassment and job performance include factors such as job satisfaction and socio-economics and should be considered to assist employers in gaining a better understanding of the relationship between sexual harassment and work outcomes. Even though this may not necessarily reduce sexual harassment occurrences, it does increase the understanding of what effect it may have on an organisation (Mueller, De Coster & Estes, 2001).

Researching policy, formulation, legislation and awareness-training within the workplace still continues and at such high levels. It is very important companies draw up policies. Creating awareness is important, therefore programmes should be implemented.

Furthermore, considering the seriousness and repercussions of sexual harassment, it should be emphasised that policies dealing with sexual harassment should be put in place in all organisations. To effectively guide the management of sexual harassment, policies that enhance awareness amongst employees and employers to ensure a
reduction of the occurrence of sexual harassment, should be promulgated (Retief, 2000).

In addition, the findings indicated that the experience of sexual harassment pertaining to gender, marital status and educational level all had a significant difference among the employees in the workplace. This in turn indicates that male and female employees' experience of sexual harassment may differ, and that those who are educated or who have limited education, or employees who are single, married or divorced seem to have an impact on the company. Therefore, the following recommendations are made to assist or eliminate these factors mentioned.

- The hostile environment (men being hostile towards women, women being hostile towards men, or same-sex hostility) that currently prevails within the organisation should be addressed.
- It is important to have internal structures in place within the organisation. Policies should be updated and reviewed on an annual basis to ensure that the right measures are taken and that the company’s policies against sexual harassment is transparent.
- Training programmes are also considered imperative to ensure that all employees and employers understand what sexual harassment behaviour is and how to deal with it (as victims, witness or managers). As there had only been one incident reported within the company, this does not necessarily indicate that other cases of sexual harassment have not occurred. Employees or employers may not understand the ways of reporting these incidents, therefore it is important to emphasise that training and education about the types and classes of sexual harassment and the reporting procedures should occur. This study can furthermore be utilised as a guide by the company.

5.5 Conclusion

Sexual harassment remains a serious problem in workplaces today. Employees are required to understand what sexual harassment constitutes and what the various types and forms of sexual harassment are that may occur. The environment should also be management by the employer to avoid a hostile or quid pro quo environment.
Employers should be aware of the implications they may face in the event that sexual harassment cases occur, especially when unfair procedures are followed. Attempts at various coping strategies, measures and prevention techniques to deal with the problem have been implemented but not in all situations. It remains essential to understand the nature and causes of sexual harassment and being proactive in combating the problem more effectively.

The results have indicated that features such as the demographics namely gender, age, marital status, level of education and period of employment may not have all be statistically significant within the current study, but that all of these demographics could affect the workplace in one way or another. Even though studies still constantly indicate that affects women it is no longer a women issue. Sexual harassment is recognised as a behaviour that can be conducted by both men and women towards the opposite or the same sex; however, more research is required. Organisations should continue to develop effective strategies and awareness to try and minimise this recurring problem in the South Africa workplace.
6. REFERENCE LIST


 Aware (2008). Research Study on Workplace Sexual Harassment. AWARE Sub-Committee on Workplace Sexual Harassment.


Collins, E. G., & Blodgett, T. B. (1980). Sexual harassment... some see it... some won’t. Harvard business review, 59(2), 76-95.

Compensation for Occupational Injuries and Diseases Act 131 of 1993.


Cruez, A.F. (2009). “If we don’t name it, we can’t deal with it.”. *New Straits Times*, March 29, pp. 20.


http://etd.uwc.ac.za


http://etd.uwc.ac.za


Importance of zero tolerance policies regarding sexual harassment at work, (06


at higher education institutions in South Africa: Perceptions of academic staff. 
Acta Academica, 43(1).

Julie, A. (2013). Sexism and Sexual Harassment in Tertiary Institutions. Gender and 
Behaviour, 11(1), 5237

J v M Ltd (1989) 10 ILJ 755 (IC) at 757G-758D.

by women. Unpublished Masters thesis: Quaid-i-Azam University, Islamabad

Matter in Engaging in the Act of Sexual Harassment? International Journal of 
Humanities and Social Science, 1(7) p 163-170.

workplaces of Pakistan: Development and validation. Pakistan Journal of 
Psychological Research, 12(1-2).

inquiry. The health care manager, 20, 46-52.


Kohlman, M. H. (2004). Person or position?: The demographics of sexual harassment in


Posel, D. (2005). *Sex, Death and the Fate of the Nation: Reflections on the Politicization*
of Sexuality in Post-Apartheid South. *Africa, 75*(02), 125-153.


Protection from Harassment Act 17 of 2011.


Svedberg, P., & Alexanderson, K. (2012). Associations between sickness absence and


Timmerman, G., & Bajema, C. (2000). The impact of organizational culture on...


http://etd.uwc.ac.za


7. APPENDIX

7.1 Appendix 1 - Email

Meegan Manuel

From: Meegan Manuel [mailto:meeganm@stowe.co.za]
Sent: 01 October 2015 01:10 PM
To: allstaff@stowe.co.za
Subject: Sexual Harassment_Academic Questionnaire

Good day All

I am currently completing my Master’s Degree in Industrial Psychology. As part of my academic requirements I need to complete a thesis. My thesis will investigate "The Experience and Perception of Sexual Harassment in the Workplace".

I have formulated a questionnaire in order to analyse data to create a true reflection of various individuals experience and perception. The completed questionnaire does not record your name, but does require certain information like divisions and regions to define the results and assist me to understand how sexual harassment affects staff in various ways in terms of their experiences and perceptions.

Please follow the below link and complete the questionnaire by selecting the most suitable answer per question. Note that once you have opened the questionnaire you will need to complete it for the results to be accumulated correctly. This should take no longer than 10 minutes to complete.

https://www.surveymonkey.com/r/56XTNF5

Completion deadline is by/before cob Thursday, 8 October 2015.

Many Thanks,

Meegan Manuel
HR Manager

Stowe

Office: +27-21-916-9700 Fax: +27-21-911-0775 * Stowe InterActive: www.stowe.co.za
* Facebook Page: www.facebook.com / Stowe Holdings (PTY) Ltd Skype Name: meeganm.stowe
1. Welcome to My Academic Research Questionnaire

Dear Participant

My name is Meegan Manuel and I am a part-time Masters student in the Department of Industrial Psychology at the University of the Western Cape, while being employed full-time at Stowe Holdings Pty Ltd as a Human Resource Manager. In my capacity as a student I would like you to be a participant in a questionnaire that has been formulated to assist with my Thesis. It will focus on demographics, the experience and perception of Sexual Harassment in the workplace.

The information you provide will help me to better understand the quality of work life.

Please ensure that you respond to the questions honestly and I assure you that it will be kept strictly confidential. Only members of the research team will have access to the information you provide. Please note that the questionnaire is completely anonymous to ensure utmost privacy.

Thank you for your time and cooperation, I greatly appreciate your assistance and your help in furthering my research endeavour.

Kind Regards
Meegan Manuel
BA (Masters)
7.3 Appendix 3 – Questionnaires

2. Section A: Biographical Information

Instructions: Ensure that you tick (✓) the applicable block.

1. Age
   - 18 - 29
   - 30 - 39
   - 40 - 49
   - 50 - 59
   - 60 - 65

2. Gender
   - Male
   - Female

3. Period of Employment
   - Less than 1 Year
   - 1 - 2 years
   - 3 - 5 years
   - 6 - 10 years
   - Over 10 years

4. Highest Qualification
   - Grade 7 below
   - Grade 12
   - Certificate
   - Diploma
   - Degree
   - Postgraduate

5. Home Language
   - English
   - Afrikaans
   - Xhosa
   - Zulu
   - Other

6. Marital Status
   - Single
   - Married
   - Divorced
   - Separated
   - Widower

7. What Division do you fall under?
   - Finance/Human Resources Division
   - Procurement Division
   - Call Center Division
   - Field Services Division
   - Commercial Division
   - CEO/Owner
   - Other

8. Staff Location
   - Cape Town
   - Gauteng
   - Kwa-Zulu Natal (KZN)
   - Eastern Cape
6. Displayed, used or distributed sexist or suggestive materials
   - Never
   - Once/Twice
   - Sometimes
   - Often
   - Many Times

7. Made offensive sexist remarks
   - Never
   - Once/Twice
   - Sometimes
   - Often
   - Many Times

8. Made unwanted attempts to establish a romantic relationship with you despite your efforts to discourage him/her
   - Never
   - Once/Twice
   - Sometimes
   - Often
   - Many Times

9. Continued to invite you on a date, for drinks or dinner, even though you said "No"
   - Never
   - Once/Twice
   - Sometimes
   - Often
   - Many Times

10. Bribed you with a reward to engage in sexual behaviour
    - Never
    - Once/Twice
    - Sometimes
    - Often
    - Many Times

11. Made unwanted attempts to fondle or kiss you
    - Never
    - Once/Twice
    - Sometimes
    - Often
    - Many Times

12. Touched you in a way that made you feel uncomfortable
    - Never
    - Once/Twice
    - Sometimes
    - Often
    - Many Times

13. Requested sexual favours in exchange for monetary or material compensation
    - Never
    - Once/Twice
    - Sometimes
    - Often
    - Many Times

14. Made you feel threatened with some sort of retaliation for not being sexually cooperative
    - Never
    - Once/Twice
    - Sometimes
    - Often
    - Many Times
15. Treated badly for refusing to have sex

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

16. Implied better treatment if you were sexually cooperative

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

17. Victimised you for not following sexual instructions

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

18. Being rewarded prior to sexual cooperation

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

19. Took interest in your personal life with the intention that you might start responding favorably.

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>

20. Tried to show you a magazine containing pornographic material

<table>
<thead>
<tr>
<th>Never</th>
<th>Once/Twice</th>
<th>Sometimes</th>
<th>Often</th>
<th>Many Times</th>
</tr>
</thead>
</table>
### 4. Section C: Sexual Perception Harassment Questionnaire (SPHQ)

Instructions: I would like to know about your perception regarding sexual harassment within the workplace. For each item ranging from (1) definitely not a consideration to (5) definitely a consideration. Please tick (✓) the most appropriate item that describes your own perceptions.

1. Someone continuously made suggestions, propositions or demands to you for sexual favours and/or sexual relationships (e.g. using telephone, emails etc.)
   - Definitely not considered as Sexual Harassment
   - Should not be considered as Sexual Harassment
   - Not sure
   - Should be considered as Sexual Harassment
   - Definitely considered as Sexual Harassment

2. Someone bothered you by asking you out on a date and/or left messages, though your response was/is "No"
   - Definitely not considered as Sexual Harassment
   - Should not be considered as Sexual Harassment
   - Not sure
   - Should be considered as Sexual Harassment
   - Definitely considered as Sexual Harassment

3. Someone talked about sex all the time in your presence.
   - Definitely not considered as Sexual Harassment
   - Should not be considered as Sexual Harassment
   - Not sure
   - Should be considered as Sexual Harassment
   - Definitely considered as Sexual Harassment

4. Being addressed via a "pet name" (e.g. Hello Sexy/Beautiful/Angel)
   - Definitely not considered as Sexual Harassment
   - Should not be considered as Sexual Harassment
   - Not sure
   - Should be considered as Sexual Harassment
   - Definitely considered as Sexual Harassment

5. In or out of the workplace or during activities someone asked you to talk about a sexual topic or to have intimate body contacts with the same/opposite sex.
   - Definitely not considered as Sexual Harassment
   - Should not be considered as Sexual Harassment
   - Not sure
   - Should be considered as Sexual Harassment
   - Definitely considered as Sexual Harassment
6. Someone made sexual comments or jokes about your looks, body or private life which makes you feel uncomfortable

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

7. Someone spread sexual rumours about you

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

8. Someone publicly "rated" your sexual attractiveness

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

9. Someone wrote sexual messages about you on the notice board in the workplace

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

10. Someone made sexual jokes about you

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

11. You saw some sexual messages on a notice board or any personal decorations

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

12. Someone rubbed or touched against you on purpose (e.g. encircled your waist)

<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>
13. Compliment you on the way your clothing fits on your body  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

14. Someone observed you in a sexual way with their eyes  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

15. Someone made sexual gestures/movements to you  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

16. Someone called you bisexual, effeminate or similar words  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

17. Someone showed you pornography (e.g. magazine or email)  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>

18. Someone who continuously followed you in the workplace and this made you feel uncomfortable  
<table>
<thead>
<tr>
<th>Definitely not considered</th>
<th>Should not be considered</th>
<th>Not Sure</th>
<th>Should be considered as</th>
<th>Definitely considered as</th>
</tr>
</thead>
<tbody>
<tr>
<td>as Sexual Harassment</td>
<td>as Sexual Harassment</td>
<td></td>
<td>Sexual Harassment</td>
<td>Sexual Harassment</td>
</tr>
</tbody>
</table>