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BARRIERS TO REPORTING SEXUAL HARASSMENT: WHAT ENCOURAGES
DISCLOSURE?

by

Emma Bailey

A Thesis
Submitted to the Faculty of Graduate Studies
through the Department of Psychology
in Partial Fulfillment of the Requirements for
the Degree of Master of Arts
at the University of Windsor

Windsor, Ontario, Canada

2020

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Barriers to Reporting Sexual Harassment: What Encourages Disclosure?

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September 8th, 2020

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ABSTRACT

Sexual harassment in the workplace has high prevalence rates and is associated with numerous negative outcomes. This study investigated why individuals choose not to report sexual harassment even when organizational policies designed to discourage and punish harassment are in place. An organizational climate intolerant of harassment; co-worker support; ease of reporting; policy awareness and perceived effectiveness; and employee attitudes about reporting harassment were the factors examined to determine whether they could help the disclosure and reporting of sexual harassment. A theory of reporting intentions was developed incorporating elements of the Theory of Planned Behaviour (TPB) to explain the underlying reasons why people intend to formally or informally report sexual harassment if they were to experience or witness it. A sample of 305 full-time working Canadians (153 males and 152 females) from various industries were recruited to complete an online questionnaire. It was found that positive awareness and attitudes toward the effectiveness of organizational harassment policies predicted people's intentions to report witnessed or experienced sexual harassment. Also, organizations with an environment that does not tolerate sexual harassment (i.e., climate) predicts more favorable attitudes both towards the process of reporting sexual harassment and the actual intentions to report sexual harassment. It was also found that males believe they are more likely to report sexual harassment than females. Findings from this study can give guidance to organizations and policy makers as to how to create and implement policies that encourage the reporting of sexual harassment when it occurs, making it more likely people will actually make use of organizational policies.

DEDICATION AND ACKNOWLEDGEMENTS

This thesis is dedicated to my family and friends who have supported me throughout my education and adventures. I am beyond grateful for the ongoing love and encouragement I receive from you all. Thank you!

I would like to thank my supervisor, Dr. Greg Chung-Yan for the ongoing support. Thank you for always challenging me to learn new things, step out of my comfort zone, and for all of the laughter and sarcasm along the way. Thank you to my committee members Dr. Charlene Senn and Dr. Cheryl Collier. I am grateful for your advice and support throughout this process. I was so lucky to have a powerful team to help me through this project. Thank you also to other faculty members who have encouraged me, helped me grow and provided me with endless advice and opportunities.

I also want to thank my peers. Sid and Carolyn – my cohort family – I could not have gotten through this without the encouragement, support, and friendship you give me. A special thanks to Carolyn Rauti who helped me through every step of my thesis, I am so lucky to have a friend like you! A shout out to all of my other friends in the program who have mentored me, helped me grow, listened to me cry, and been my support network these last two years. I will never be able to express how much gratitude I feel for you all.

Thank you to my family who supported me from day one of starting this journey. For the late-night phone calls, the motivational speeches, the encouragement to keep moving, and for listening to me explain my thesis a million times, thank you. To all of my friends who continually checked in on me, cheered me on, and believed in me – thank you! Lastly, to my partner Stefan, thank you for listening to me and probably knowing my thesis as well as I do. Thank you for being there for the good and bad moments, for keeping me sane (almost) and always cheering me on.

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Barriers to Reporting Sexual Harassment: What Encourages Disclosure?

CHAPTER I: INTRODUCTION

Sexual harassment is a serious issue and, unfortunately, a common occurrence. In a 2018 Canadian survey, 33% of women and 12% of men reported being sexually harassed at work (Smith, 2018). In a Statistics Canada report (2016), 20% of women and more than 13% of men reported being harassed at work demonstrating that it is a persistent issue (Hango & Moyser, 2018). Although research has investigated the prevalence of sexual harassment, fewer studies have been conducted on the *reporting* of sexual harassment and the factors that encourage—or discourage—people to report sexual harassment. This is an important issue as only 4% of women and fewer than 1% of men reported sexual harassment that they experienced according to the Statistics Canada report in 2016 (Hango & Moyser, 2018). Although movements like *#MeToo* and *Time's Up* have brought attention to the high prevalence of sexual harassment and assault in recent years, underreporting remains an ongoing concern (Garcia, 2017; Wexler, Robbennolt, & Murphy, 2018). *Not* reporting sexual harassment has been attributed to the fear of social implications, the fear that nothing will be done about it, the fear of losing one's job or facing financial difficulties, and the fear of retaliation from perpetrators among other concerns (Bergman, Langhout, Palmieri, Cortina, & Fitzgerald, 2002; Cesario, Parks-Stamm, & Turgut, 2018; Garrett & Hassan, 2019).

Sexual Harassment Consequences

Under the *Occupational Health and Safety Act* of Ontario (2016), sexual harassment is defined as “engaging in a course of vexatious comments or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender

expression, where the course of comment or conduct is known or ought reasonably to be known to be unwelcome or making a sexual solicitation or advance where the person making it is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know the solicitation or advance is unwelcome” (Ontario Ministry of Labour, 2016, 8). The Equal Employment Opportunity Commission (EEOC) in the United States holds similar definitions and labels these two categories of sexual harassment as “hostile environment” and “quid pro quo sexual harassment” (EEOC, 2017). As indicated, hostile environment sexual harassment is not always about sex or sexuality but can also be about gender identity and expression.

Sexual harassment in the workplace affects the psychological and physical well-being of employees (O’Reilly, Robinson, Berdahl, & Banki, 2014). Victims of sexual harassment experience numerous personal negative consequences including humiliation, loss of self-confidence, and psychological illnesses including anxiety, depression and symptoms of PTSD (Brown et al., 2011; Willness, Steel, & Lee, 2007). Workplace specific consequences include burnout, decreased job satisfaction, and lower organizational commitment (Jung & Yoon, 2018; Willness et al., 2007). Instances of sexual harassment can also lead to a continuing fear of being victimized.

Victims of sexual harassment are not confined to just those who have been harassed, they also include the people who hear about and witness sexual harassment (Hudson, 2017). Furthermore, if sexual harassment is an ongoing occurrence with no apparent ramifications for the perpetrators of the harassment, this can lead people to distrust the organization as a whole, believing that reporting harassment is not only useless, but will also lead to negative consequences like retaliation from perpetrators, co-

workers, and supervisors (Vijayasiri, 2008). This state of affairs can be referred to as a “climate of sexual harassment” and can lead to a loss of talented employees which can result in less growth for a company (Hudson, 2017). Other negative organizational consequences can include damage to its reputation and expensive financial and legal costs for organizations (Hudson, 2017).

Reluctance to Report Sexual Harassment

It is difficult to assess the exact prevalence of sexual harassment because far fewer instances of sexual harassment are formally reported than actually occur. It has been estimated from the sexual harassment literature that approximately 70% of individuals who experienced harassment in their workplace did not talk to any member of their organization about it, with only 6 to 13% of sexually harassed individuals filing formal complaints with their organization (Cortina & Berdahl, 2008). A lack of reporting masks the extent of the problem, making solutions seem unnecessary. Further, a lack of reporting does not hold organizations accountable for sexual harassment. Without an accurate understanding of the prevalence of sexual harassment, it is unlikely that organizations will take steps to address the problem (Brooks & Perot, 1991). This may result in perpetrators going unpunished enabling them to harass again.

There are several factors that may discourage the reporting of sexual harassment. Some of the reasons for people’s reluctance to report sexual harassment are rooted in the fear of retaliation from a perpetrator and judgement from others (Bergman et al., 2002; Clarke, 2014); a lack of awareness of the severity of the problem; and not wanting to be responsible for a perpetrator being fired (Cesario et al., 2018). But among all of the reasons, of primary concern is the widespread belief that a complaint will not result in a

change or an improvement of a situation, and might actually lead to a worsening of the situation due to the distress caused by the reporting process itself (Bell, Street, & Stafford, 2014). In the process of filing a complaint, some victims have been encouraged to not pursue a formal complaint, been questioned about what they were wearing at the time of the incident and been asked to take a lie detector test to verify their statements (Campbell & Raja, 2005). This type of questioning aligns with rape mythology that blames victims for being sexually assaulted or harassed (Grubb & Turner, 2012).

Due to the onerous and potentially harmful process of formal reporting, there has been increasing attention on the *informal* reporting, *or* disclosure, of sexual assault. This focus on informal disclosure recognizes the potential for victim-blaming and negative psychological consequences that can come from formally reporting for victims and instead places emphasis on the victim's well-being. Through informal reporting, victims can gain support and resources from friends and family, which will assist them in working through their traumatic experience and minimize long term negative impacts from their harassment experience (Ullman, 2010). Further, informal disclosure can provide victims with a voice and acknowledgement of their experiences (Wexler et al., 2018). In the sexual assault research, it has been found that up to 75% of women who chose to disclose sexual assault disclosed to an informal source such as a friend, family member or co-worker (Ullman, 2010). With that said, many women still choose not to disclose or report sexual assault similarly to sexual harassment, often due to the fear of being blamed, being delegitimized, or stigmatized (Ullman, 2010). Although informal disclosure does not impact the organization's response, this highlights the importance of promoting both disclosure and reporting as both may lead to greater access to support and

resources that are beneficial to survivors. Due to this, the current study seeks to investigate what can encourage both informal and formal reporting which will be addressed interchangeably going forward as disclosure and/or reporting.

Further research investigating the reluctance to disclose and report sexual harassment has indicated that certain demographics have been linked to lower disclosure including age, race, gender, and sexual orientation due to marginalized status and greater fear of repercussions after reporting (Ullman, 2010). University aged women, racial minorities and members of the LGBTQ+ community have a greater risk of experiencing sexual assault (Ullman, 2010). Intersectional individuals, such as young women who are also racial minorities, have a higher risk of sexual harassment as they belong to multiple marginalized groups (Cantalupo, 2019). Additionally, it has been found that predominantly White, middle-class women are more likely to disclose (Ullman, 2010). Gender is a primary focus in feminist literature, and it has been suggested that sexual harassment is on the same continuum as other gender-based violence women face, such as sexual assault (Samuels, 2003). Accordingly, sexual harassment may be attributed to the gendered and patriarchal society and the nature of power between perpetrators and victims of harassment (Pina & Gannon, 2012). Power differences between perpetrators and victims are often found to lead to sexual harassment, in that if a harasser has control over a victim's job security, they are less able to file a complaint or reprisal. These power differences commonly exist between genders, where males often have positions of power over women (Pina & Gannon, 2012). The *#MeToo* movement was founded by Tarana Burke who, as a woman of colour, brought further attention to the gendered nature of sexual harassment and assault, while also bringing recognition to the negative impacts for

members of marginalized and intersectional communities (Garcia, 2017; Wexler et al., 2018).

Increasing Disclosure and Reporting Through Policy

In recent years, many organizations have attempted to address sexual harassment and underreporting concerns by implementing and improving policies to improve their organizational climate such that sexual harassment is perceived by employees to be taken seriously and is actively discouraged (Jacobson & Eaton, 2018). The *#MeToo* movement called attention to the need for policy change to provide justice for victims and to improve organizational responses to sexual harassment (Wexler, 2019). Nevertheless, the mere existence of a policy may not be enough to increase the reporting of harassment. In 2016, Bill 132 was passed in Ontario which mandates that organizations have a workplace harassment policy (Human Rights Code, R.S.O, 1999). It would thus be expected that all organizations have a workplace harassment policy which would be anticipated to increase reporting, yet reluctance to report remains stable. Even when organizations have a policy in place, individuals are unlikely to formally report sexual harassment unless the policies are perceived to promote lower tolerance of sexual harassment among employees in the workplace (McLaughlin, Uggen, & Blackstone, 2012).

When investigating policies and how they came to be, it is important to analyze the stages of policy development. Although there are many models of policy stages, most agree on five stages of policy: agenda-setting, policy formulation, decision-making, policy implementation, and policy evaluation (Howlett, Ramesh, & Perl, 2009). This exemplifies that there are several actors and contributors to policy formulation. Further,

this highlights the complexity of policy creation and the numerous stages that a thought out, well-designed policy may go off track, or not be implemented in a beneficial way.

The type of policy an organization has may directly relate to the prevalence of harassment and likelihood of reporting harassment within that organization (Miner-Rubino & Cortina, 2004). The policy also plays a role in both preventing and correcting harassment behaviour (Becton et al., 2016). There are a variety of sexual harassment policies that an organization can develop ranging from a general harassment policy to a zero-tolerance policy. Zero-tolerance policies—where no form of sexual harassment will be tolerated and perpetrators are punished and sometimes terminated—have been found to be most effective in reducing sexual harassment (Jacobson & Eaton, 2018). Zero-tolerance policies have also led to higher bystander perceptions and reporting of sexual harassment (Jacobson & Eaton, 2018). Policies that set strict boundaries like a zero-tolerance policy, when communicated to employees, send the message that the organization is not tolerant towards sexual harassment. However, zero-tolerance policies can have limitations as victims may have differing opinions of conflict resolution and may not want the perpetrator to get fired or may not agree with the policy's approach to handling sexual harassment, which may result in those individuals not reporting at all (Cesario et al., 2018; Riger, 1991).

The current study focuses predominantly on policy implementation and evaluation; that is, how the policy is distributed to employees by the organization and employees' evaluation of the policy for clarity and effectiveness. It has been seen that employees' perceptions of the sexual harassment policy in place might differ from the actual written policy (Dougherty, 2017). Employees' perception of whether a policy is

effective can impact their decision to choose to use that policy when they witness or experience sexual harassment. The need for organizations to ensure employees are aware of their policy and believe it is an effective policy is critical in ensuring the policy is understood and is successful in encouraging reporting. This is done in the policy implementation stage through numerous outlets including posting policies on public boards and incorporating them into employee handbooks (Becton et al., 2016). However, it has been found that trainings, particularly face-to-face communication, have been most effective at changing employee attitudes towards reporting and increasing endorsement that workplace sexual harassment is not appropriate (Bingham & Scherer, 2001; Perry, Kulik, & Schmidtke, 1998).

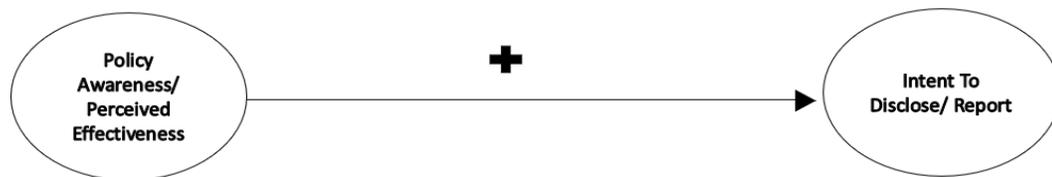
Once a sexual harassment policy is in place, many organizations neglect to revisit and evaluate the impact of a policy on employees or even whether employees are aware of the policy (Barker, 2017; Bingham & Scherer, 2001). While policy development and implementation has received attention, there has not been a focus on evaluating policies after they are in place. Further, there has been less focus on employees' perceptions of effectiveness of a policy. Without evaluation, it can be unclear if a policy is successfully addressing what it was designed to. This may partially explain the ongoing prevalence of sexual harassment despite the sexual harassment policies that are in effect. Although there have been strides made towards altering and improving sexual harassment policies in organizations, sexual harassment persists. Not only is it important for policies to exist, employees must also be aware of the policy in place as this is a precursor for them to be able to use the policy and perceive the policy as effective. Due to this, the current study

will use the term policy awareness and perceived effectiveness interchangeably which also acts as a proxy for policy existence.

Hypothesis 1: Perceived policy awareness and perceived effectiveness will be positively related to intentions to disclose or report (Figure 1).

Figure 1

Policy Awareness and Perceived Effectiveness Positively Influencing Intent to Disclose or Report



Increasing Disclosure and Reporting at the Individual Level

The attitudes individuals hold regarding sexual harassment and reporting have also been investigated in relation to the lack of reporting. As previously mentioned, there are several individual factors that can contribute to reluctance to disclose or report harassment including the fear of retaliation, judgement from others, and nothing being done about a complaint (Bell et al., 2014; Bergman et al., 2002; Clarke, 2014). Further, people's understanding of sexual harassment behaviours may impact their intention to report as they may not label some behaviours as sexual harassment, minimizing their likelihood of reporting it (Foster & Fullagar, 2018). Individuals within an organization likely have attitudes and opinions surrounding sexual harassment from their past, and

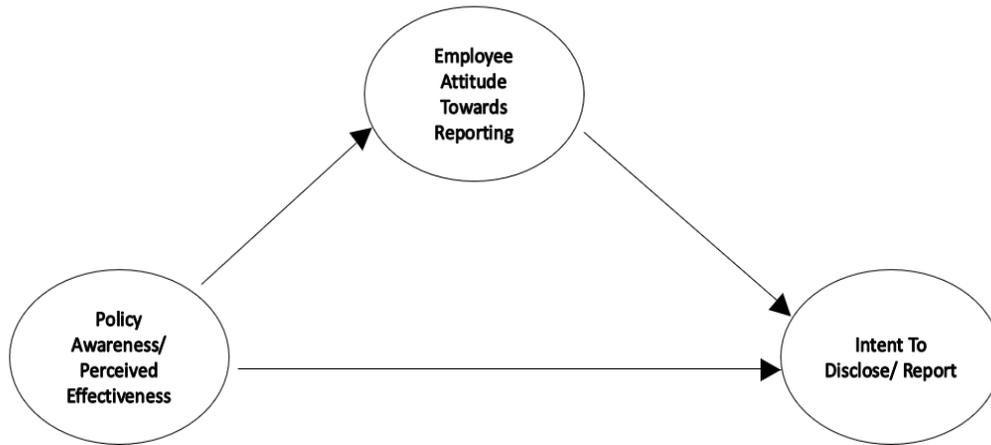
current experiences as well as exposure to friends, family and the media. The attitudes individuals hold toward sexual harassment may contribute to underreporting of sexual harassment in workplaces (Cesario et al., 2018). Prior research has looked at individuals' level of tolerance towards sexual harassment as well as attitudes of both employees and employers towards sexual harassment and how those attitudes influence the prevalence of sexual harassment activity in a workplace (McCabe & Hardman, 2005; Russell & Trigg, 2004). Findings suggest that those with less tolerance towards sexual harassment tend to label more behaviours as sexual harassment (McCabe & Hardman, 2005).

Although general attitudes have been examined, it is only recently that a measure was created for assessing attitudes towards the *reporting process* of sexual harassment (Cesario et al., 2018). This measure was created to further understand why underreporting occurs as it has been previously suggested that attitudes are an important predictor to reporting or *lack* of reporting sexual harassment (Chen & Tang, 2006; Foster & Fullagar, 2018). Studying attitudes using this measure assists in understanding not only employees' attitudes towards what they consider harassment behaviour, but also their attitudes towards the reporting procedure itself and whether they believe it is an effective action to take. Understanding individuals' attitudes towards reporting and the procedure can assist in developing and implementing policies in future (Cesario et al., 2018). Employees have a preexisting attitude toward sexual harassment and reporting regardless of their awareness of their current workplace's sexual harassment policy, therefore their attitude likely contributes to their intentions to report.

Hypothesis 2: Policy awareness and perceived effectiveness will be mediated by employee attitude towards reporting (Figure 2).

Figure 2

Employee Attitude Towards Reporting Partially Mediating the Relationship Between Policy Awareness and Perceived Effectiveness and Intent to Disclose or Report



Increasing Disclosure and Reporting at the Organizational Level

In addition to individual level reasons for the lack of reporting, organizational level factors have also been examined in prior research such as gender ratios of employees, organizational climate, justice and support, among others. Gender has been considered at an organizational level as gender-based roles and bias are often perpetuated in workplaces which contributes to sexual harassment (Gutek, 1985). Additionally, the job-gender context has been observed in relation to sexual harassment and can be explained as the gendered nature of a workplace and how the ratio of men to women in a workplace predict sexual harassment occurrence (Fitzgerald, Swan, & Fischer, 1995). Whether the position or workplace is traditionally masculine or feminine has been found to impact sexual harassment in that if women are the minority gender in a workplace, they are more likely to be isolated, scrutinized and stereotyped into traditionally feminine

roles (Miner-Rubino & Cortina, 2004). Further, because harassment has been found to be higher in gender-typed work industries, this indicates that industry type should be considered in addition to gender-ratio in a workplace (Chang, 2003).

In addition, organizational justice and psychological safety have been linked to sexual harassment reporting (e.g., Barker, 2017; Butler & Chung-Yan, 2011).

Organizational justice impacts reporting of sexual harassment in that higher perceived justice in the way a complaint will be handled by an organization leads to higher likelihood of reporting (Butler & Chung-Yan, 2011). Further, it has been theorized that psychological safety should lead to climates where individuals feel safe to express their voice and disclose sexual harassment (Walker, Ruggs, Taylor, & Frazier, 2019).

Organizational Climate

In a similar vein, organizational climate refers to how tolerant of sexual harassment employees perceive their workplace to be, including their organization's policies, practices, and procedures (Parker et al., 2003). An organizational climate is a large part of most individuals' workday and interactions and thus has a powerful impact on employees' perceptions of their organization's tolerance towards harassment.

Organizations where sexual harassment is tolerated have been found to have higher rates of sexual harassment (Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997). Examples of sexual harassment tolerance can be demonstrated by a lack of punishment for sexual harassment perpetrators, retaliation against people who report sexual harassment, or simply ignoring reports of sexual harassment (Clarke, 2014). On the other hand, organizations with climates *intolerant* of sexual harassment can be demonstrated by discouraging sexual harassment, encouraging reporting, supporting victims of sexual

harassment, and investigating any reports with confidentiality and professionalism (Clarke, 2014). Further, an organizational climate that is intolerant towards sexual harassment can positively impact perceptions of psychological safety from future harassment (Barker, 2017). An organizational climate can also positively impact how bystanders interpret and react to sexual harassment (Keyton, Ferguson & Rhodes, 2001). An organizational climate directly and indirectly influences reporting in that it contributes to the perception of existing policies and the expectation of what the outcome of reporting sexual harassment will be. (Bergman et al., 2002). This shows that an organizational climate may moderate the preexisting attitudes employees have towards reporting. Individuals have their own attitudes towards reporting from past experiences going into a workplace, however an organizational climate can impact and alter those attitudes in either negative or positive directions.

Hypothesis 3: Organizational climate will moderate the relationships between attitudes towards reporting and intentions to disclose or report (Figure 3).

Attitudes towards reporting are predicted to increase as a climate of intolerance increases, thus positively impacting disclosing or reporting of sexual harassment individuals witness or experience, as seen in the moderation graph in Figure 4.

Figure 3

Climate Moderating Attitude Towards Reporting and Intentions to Disclose or Report

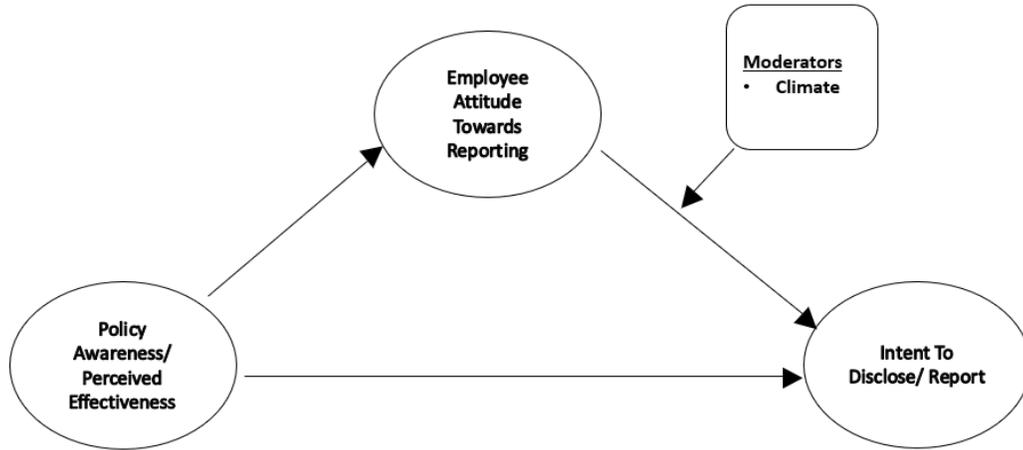
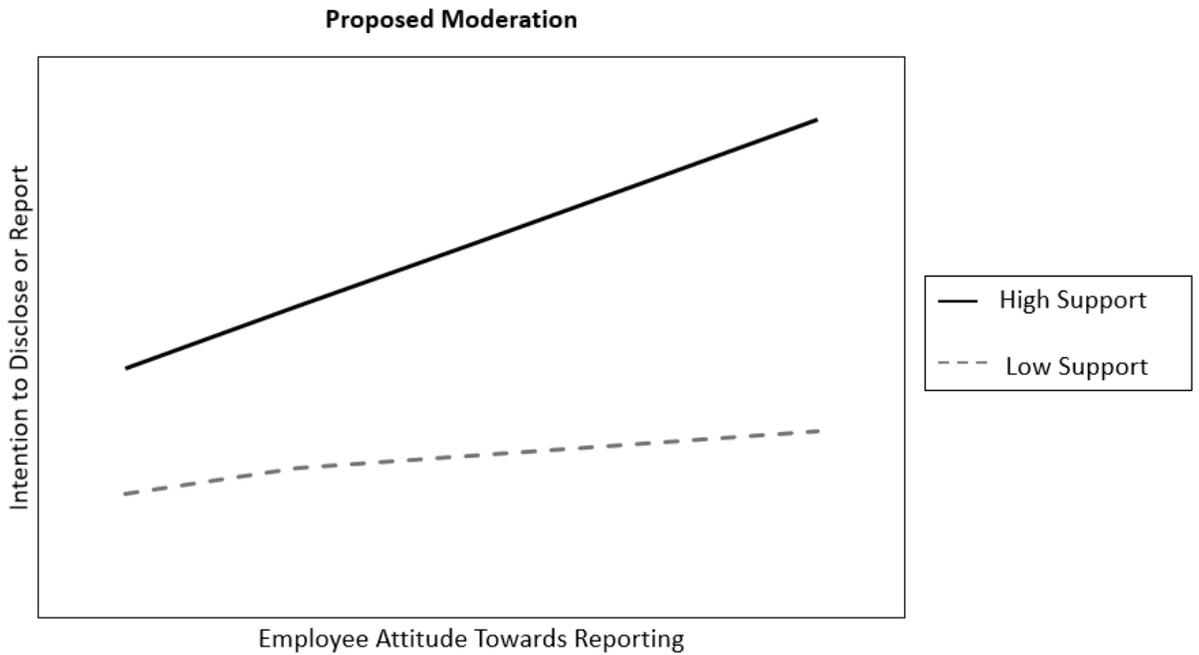


Figure 4

Proposed Moderation of the Relationship Between Attitude Towards Reporting and Intention to Disclose or Report



Coworker Support

Victims are often hesitant to report sexual harassment due to fear of judgement or rejection from co-workers (Handy, 2006). Another component of organizational support theorized to influence reporting of sexual harassment is co-worker support (Clarke, 2014; Foster & Fullagar, 2018). Co-worker support can influence whether victims choose to report harassment, as those who think their co-workers will support their reporting are less likely to be fearful of a negative reaction from them (Clarke, 2014).

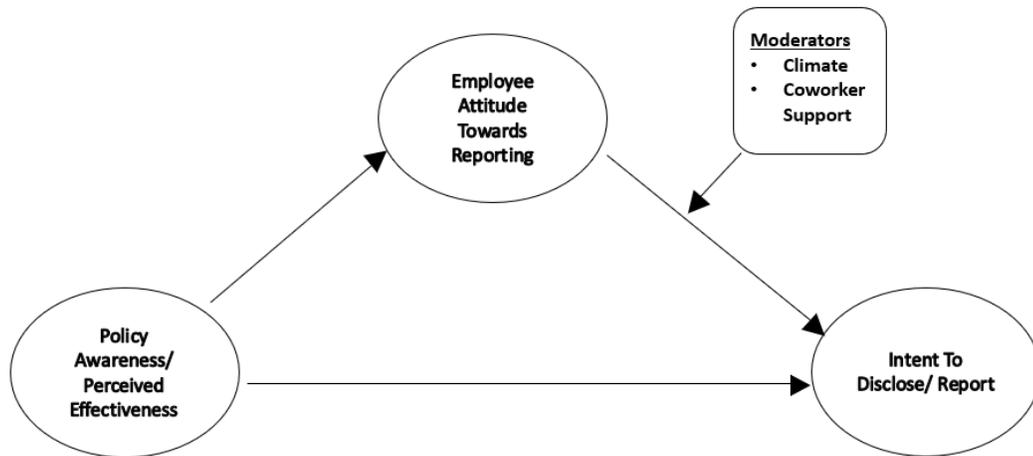
Although co-worker support has not been studied in a sexual harassment context, a meta-analysis has been conducted to assess the positive influence of co-worker support on employee voice behaviour (Chiaburu, Lorinkova, & Van Dyne, 2013). Employee voice behaviour can be linked to disclosure or reporting of sexual harassment because it emphasizes safety in expressing one's views or bringing up concerns at work. Disclosure and reporting require the safety and support to discuss the problem with those at work. The influence of support from others in the workplace enhances openness to express and verbalize one's opinions and thoughts. In addition, social support has been found to reduce symptoms of anxiety when dealing with incivility from supervisors (Geldart et al., 2018).

***Hypothesis 4:** Co-worker support will moderate the relationship between attitudes towards reporting and intentions to disclose or report (Figure 5).*

Co-worker support is hypothesized to moderate this relationship in that as co-worker support increases, attitudes towards reporting increase, thus positively impacting intentions to disclose or report. This proposed moderation conforms to the one seen in Figure 4.

Figure 5

Co-worker Support Moderating Employee Attitude Towards Reporting and Intentions to Disclose or Report

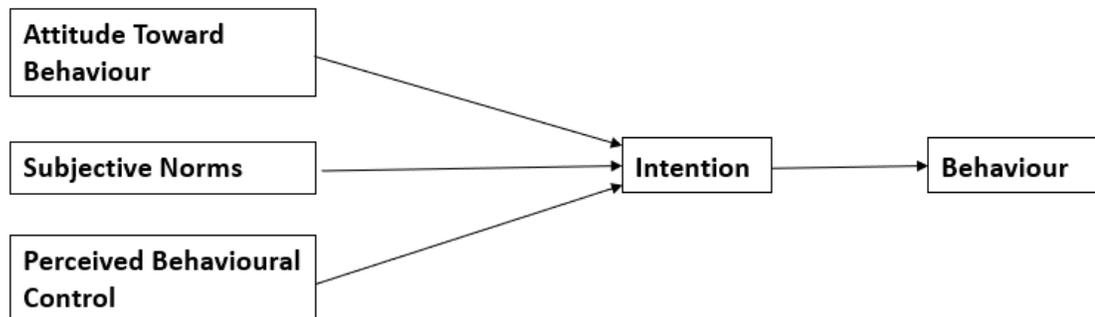


Theoretical Framework

All of the components discussed thus far are embedded in the *Theory of Planned Behaviour* (TPB). The TPB proposes that intent to perform a behaviour is determined by an individual's attitude towards the behaviour, the norms of others towards the behaviour, and the perceived control of achieving that behaviour (Ajzen, 1991). This theory highlights the disconnect between attitudes and behaviour and the importance for these other components to be present to increase behavioural intention. This intention is assumed to capture motivational factors that influence behaviour and it has been supported that researchers can infer behaviour from intention (Ajzen, 1991; see Figure 6). This theory is well established in social psychology and has been used in a variety of prior studies such as investigating rule-following behaviour and health changes (Broadhead-Fearn & White, 2006; Parkinson, David and Rundle-Thiele, 2015).

Figure 6

The Theory of Planned Behaviour (Ajzen, 1991)



Previous research supports the relevance of the TPB in explaining sexual harassment reporting intentions (Alagappan & Marican, 2014; Foster & Fullagar, 2018). The TPB has been used to look at the low prevalence of reporting sexual harassment in student populations. The study found that attitudes, self-esteem and support from peers were strong predictors for likelihood of reporting (Foster & Fullagar, 2018).

Nevertheless, past research using this theory with sexual harassment reporting has been conducted on student samples, which may have less relevance and lack external validity (e.g., Foster & Fullagar, 2018). Therefore, the current study uses the TPB to help understand sexual harassment reporting in an organizational context.

Increasing Disclosure and Reporting Through Ease of Reporting

The ease of the behaviour—or perceived behavioural control—is a primary factor in the TPB (Ajzen, 1991). The process for filing a complaint regarding sexual harassment should be implemented in a way that is designed to encourage victims and bystanders to report harassment and should not have any extreme challenges or obstacles (Becton et al., 2016). Prior research has evaluated the ease of reporting through questions developed specifically for studies that have asked about how easy the process is or if the individual

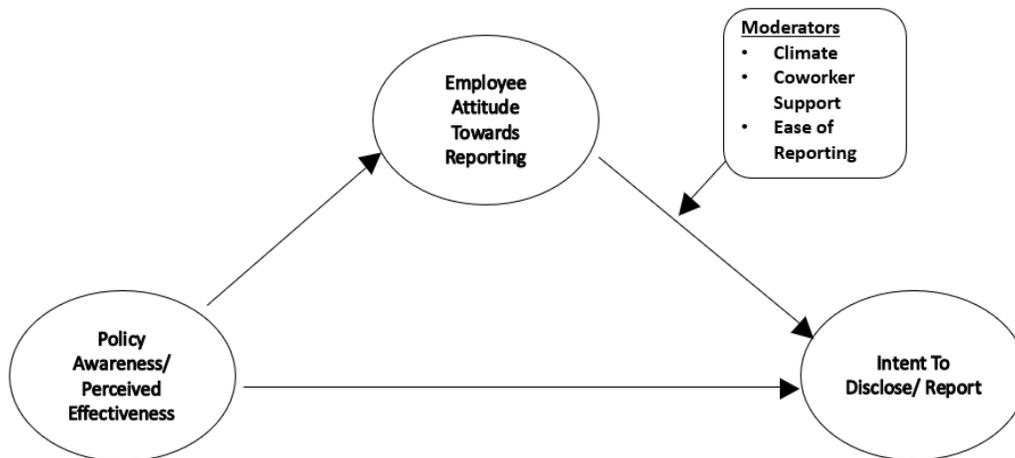
believes they are capable of reporting (Foster & Fullagar, 2018). Ease of reporting has been operationalized as self-efficacy as well as perceived behavioural control (Parkinson et al., 2015, Tolma, Reininger, Evans, & Ureda, 2006). There are mixed findings as to whether self-efficacy or perceived behavioural control are stronger predictors of reporting or if they are separate constructs completely. Due to this, inclusion of both perceived behavioural control and self-efficacy is important as they are anticipated to each uniquely contribute to ease of reporting.

***Hypothesis 5:** Ease of reporting will moderate the relationship between attitudes towards reporting and intentions to disclose or report (Figure 7).*

The moderation is anticipated to conform to the other two moderations, as seen in Figure 4. As ease of reporting increases, it is predicted that attitudes towards reporting will improve, thus intentions to disclose or report sexual harassment will too increase.

Figure 7

Ease of Reporting Moderating Attitude Towards Reporting and Reporting Intentions



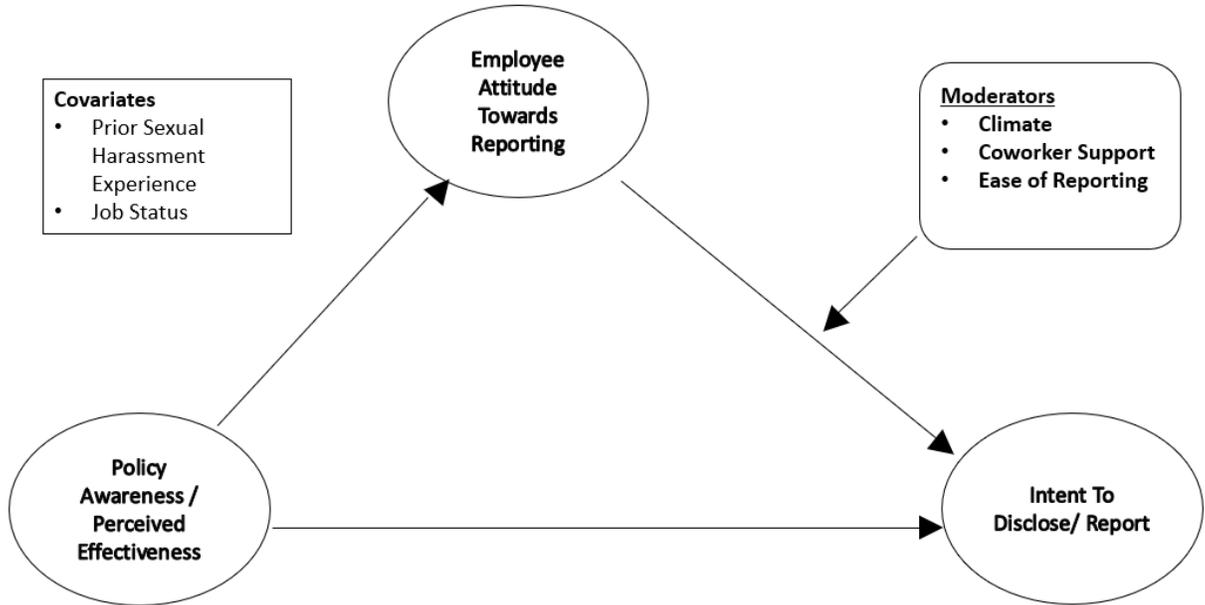
The TPB highlights the importance of all components being present for greatest intentions and behaviours to occur.

Hypothesis 6: Employees' perceived support (climate of intolerance and coworker support), attitudes towards reporting and ease in reporting are positively related to intentions to disclose or report

Covariates

Prior sexual harassment experience might affect the manner in which individuals intend to report, so will be used as a control variable for the current study. Prior sexual harassment may have resulted in a poor response by an organization thus impacting future intentions to report. As previously discussed, formal reporting of sexual harassment has been found to lead to victim-blaming behaviour and psychological distress for many victims, which decreases the likelihood an individual will report again (Bell et al., 2014).

Differences in policy awareness and perceptions of effectiveness may be present for certain members of organizations. Due to this, job status (i.e. supervisors, management and human resource employees) will be used as a covariate. It has been discussed that employee's perceptions of policies often differ from the actual written policy, however this is unlikely to be true for these job positions as they presumably have better understanding of organizational policies in place (Dougherty, 2017). Human resources employees also generally have a better understanding of sexual harassment and the importance of reporting (Jacobson & Eaton, 2018). Due to their job positions and the likelihood that they were involved in implementing the policy, these individuals may have a bias towards wanting to label their policy as an effective and beneficial policy.

Figure 8*Proposed Theoretical Model for Current Study***Purpose of the Current Study: Summary**

The purpose of this study is to better understand why, despite the existence of policies, sexual harassment remains a highly prevalent and underreported problem. The current study is an investigation of whether policy awareness and perceived effectiveness influence sexual harassment reporting over and above the mere existence of a policy. Additionally, the current study examines multiple individual and organizational factors and their influence on reporting intentions. This leads to a better understanding of the factors that are associated with higher intent to disclose or report.

This research investigates reporting on a continuum of informal to formal reporting of sexual harassment that individuals experience or witness. By coming to a wider understanding of what promotes and deters both disclosure and reporting, we can find remedies that are practical and consistent for organizations to implement. Further,

most sexual harassment research has focused exclusively on female victims and there has been a lack of inclusion of males in the literature except as perpetrators and bystanders (e.g., Jacobson & Eaton, 2018). Although prevalence rates are significantly lower for males, research shows they can also be victims of sexual harassment (Hango & Moyser, 2018). Studies have also shown that male victims experience the detrimental effects of sexual harassment and are less willing to report experiences of sexual harassment (Bingham & Sherer, 2001; Cesario et. al., 2018). This study provides a novel lens that takes gender into account and explores differences that may exist in reporting intentions.

Overall, although individual level factors, organizational level factors and certain policy components have been examined on their own, there has been a lack of attention to how they work together and their impact on a whole. Further, most sexual harassment research has been conducted with military or student samples, which may lack generalizability to a workplace context (e.g., Bell et al., 2014; Foster & Fullagar, 2018). The current research aims to combine these areas within an organizational context to discover if certain factors encourage individuals to have better intentions towards disclosing or reporting sexual harassment that they experience or witness.

CHAPTER II: METHODOLOGY

Participants

A sample of 305 full-time Canadian employees (35 hours per week+) above the age of 18 were recruited to participate in this study through an online database called Qualtrics Response Purchase. The sample was comprised of 153 males and 152 females from various industries who were predominantly White ($n = 219, 72\%$). The average age of participants was 41 years old (range of 20 – 76 years old) and participants, on average, worked at their current organization for 7 years (range of 1 month to 52 years). Most participants worked at a large organization with 500+ employees ($n = 139, 45.6\%$) and indicated that their organization's population was comprised equally of men and women ($n = 131, 43\%$). Demographic information can be seen in Table 1.

Table 1

Participant Demographics

Variable		<i>n</i>	%
Age	<i>M</i>	41.20	
	<i>SD</i>	12.08	
Gender	Male	153	50.2
	Female	152	49.8
Ethnicity	White	219	71.8
	Indigenous	6	2.0
	South Asian	10	3.3
	Southeast Asian	16	5.2
	West Asian	4	1.3
	East Asian	33	10.8
	Black	10	3.3
	Latin American	8	2.6
	Other	4	1.3
	Prefer not to answer	3	1.0
Job Tenure ^a	<i>M</i>	84.22	
	<i>SD</i>	95.76	
Job Status	Supervisor	48	15.7
	Management	83	27.3

Variable	<i>n</i>	%	
Industry	Human Resources	11	3.6
	Not applicable	163	53.4
	Agriculture	5	1.6
	Mining	5	1.6
	Construction	25	8.2
	Manufacturing	18	5.9
	Wholesale Trade	6	2.0
	Retail Trade	24	7.9
	Transportation	12	3.9
	Information and Culture	8	2.6
	Finance and Insurance	26	8.5
	Real Estate and Rentals	8	2.6
	Professional, Scientific and Technical Service	38	12.5
	Management of Companies and Enterprises	4	1.3
	Administrative and Support, Waste Management	5	1.6
	Educational Services	30	9.8
	Health Care and Social Assistance	23	7.5
	Arts, Entertainment and Recreation	5	1.6
	Accommodation and Food Services	12	3.9
	Other Services	42	13.8
Gender Ratio of Organization	Public Administration	18	5.9
	Predominantly Women	74	24.3
	Predominantly Men	92	30.2
	Equal Mix of Men and Women	131	43.0
	Other	2	0.7
Size of Organization	Unsure	6	2.0
	Small (0-99 Employees)	108	35.4
	Medium (100-499 Employees)	51	16.7
	Larger (500+ Employees)	139	45.6
	Other	2	0.7
	Unsure	5	1.6

Note. Participants could select more than one choice for ethnicity, job status, and industry

^a Recorded in months.

**N* = 305.

Procedure

Upon receiving institutional research ethics approval, the survey was created on the Qualtrics website and the Qualtrics project manager sent out requests for participants based on the eligibility requirements. Eligible participants were then provided with the link to the online survey to complete anonymously. The participants provided electronic consent (see Appendix A) and completed three screening questions to verify that they were fluent in English, identified as either male or female, and were working full-time (see Appendix B). Participants who did not meet these requirements were taken to a page indicating they were ineligible to continue in the study.

Once eligibility was established, participants were given a definition of sexual harassment to ensure understanding was shared across participants (See Appendix C). Participants then completed an online battery of questionnaires and were then taken to a debriefing and resource page (Appendix D).

The bottom of each page had a withdrawal button where participants could choose to withdraw from the study at any time. If participants withdrew from the study, they were taken to the debrief and resource page (see Appendix D). Upon completion of the study, Qualtrics was informed of participant completion and participants were compensated with their preapproved choice of compensation as arranged through Qualtrics. Their compensation of choice was equivalent to \$12 Canadian per hour. To ensure there were no order effects of the measures used, the measure order was randomized for all participants. However, all participants viewed the measures for sexual harassment experience and demographics at the end of the survey to avoid any priming effects on other measures.

Measures

Covariate: Prior Sexual Harassment Experience. The Sexual Experience Questionnaire (SEQ) measures the frequency and type of sexual harassment that individuals have previously experienced (Fitzgerald, Gelfand, & Drasgow, 1995; Appendix E). This information was used to analyze differences found from prior harassment experiences as a covariate and was also used to assist in measuring intentions to report or disclose which will be discussed later in the intention to report section. The questionnaire has 20 items that ask about harassment experiences in the last 12 months at employee's current organization; however, these experiences are not explicitly labeled as sexual harassment. There are three subscales: gender harassment, unwanted sexual attention, and sexual coercion, as well as final items that label sexual harassment experience. Items are rated on a Likert scale ranging from 0 (*never*) to 4 (*very often*). (Example item: "Were you ever in a situation in which any of your supervisors, coworkers, managers or other members of staff repeatedly told sexual stories or jokes that were offensive to you?"). This questionnaire has been validated across multiple workplaces and educational settings and has been found to be generalizable across cultures (Fitzgerald et al., 1995). The measure has demonstrated high internal consistency (Cronbach's alpha = 0.96; Buchanan et al., 2013).

Covariate: Job Status. Job status was measured using a single item, "Are you currently in one of the following positions at your organization?". Response options included human resources, management role, supervisor position, or not applicable. Participants who indicated they were a human resource employee, in a management role or a supervisor position were combined, and job status was used as a covariate.

Employee Attitudes Towards Reporting. The Sexual Harassment Reporting Attitudes Scale (SHRAS) examines employee's attitudes towards reporting sexual harassment at their current workplace (Cesario et al., 2018; Appendix F). This scale consists of 18 items and has three subscales: risks, moral duty, and utility. Items are rated on a Likert scale from 1 (*strongly disagree*) to 5 (*strongly agree*). Higher scores indicate more positive attitudes towards reporting. (Example item: "If someone is being sexually harassed in his/her place of work, then s/he should report it to a supervisor."). This measure has been tested for discriminant and concurrent validity and has yielded strong internal consistency (Cronbach's alpha = .87; Cesario et al., 2018). Note: The current study did not use the 18th item, "If I felt that I was being sexually harassed at my place of work, I would report it to a supervisor or other authority figure", as it was designed to assess reporting intentions and not attitudes (Cesario et al., 2018).

Employee Policy Awareness. The Sexual Harassment Questionnaire (SHQ) section C analyzes employees' awareness towards the sexual harassment policies in their organization (Joubert, Van Wyk, & Rothmann, 2011; Appendix G). This survey is comprised of 15 items that ask about individuals' awareness of their organizations sexual harassment policy. Items are rated on a Likert scale from 1 (*strongly agree*) to 5 (*strongly disagree*). (Example item: "Training and guidance has been received about a sexual harassment policy."). The measure has yielded high internal consistency (Cronbach's alpha = 0.88; Joubert et al., 2011).

The measure was adapted in the current study by altering the preamble and the scale of the survey to enhance clarity for both researchers and participants. The original study instructed participants to read the instructions and circle the correct box. The new

scale instructions began with “How confident are you that...”. The new scale had items rated from 1 (*not confident at all*) to 5 (*very confident*). Higher scores indicate higher policy awareness and more positive perceptions of policy effectiveness.

Four items were developed to further assess components of policy that were not covered by the SHQ but have been identified as important in literature. An example of a new item is “Sexual harassment reporting is completely confidential at your workplace”. These items were included, in addition to the SHQ, and used the same Likert scale. All items were tested among colleagues to ensure they were appropriate in measuring what they were intended to. An exploratory factor analysis was conducted, and the scale was reduced from 19 items to 15 items due to factor loadings and reliability of items (See Appendix H for full factor analysis results). The final measure used for the current study was comprised of 15 items and had high internal consistency (Cronbach’s alpha = 0.94). There were two subscales supported each with high internal consistency (Policy Awareness – Cronbach’s alpha = 0.93; Policy Effectiveness – Cronbach’s alpha = 0.88).

At the end of this measure, a question was asked about the type of training that employees had received at their current organization surrounding their sexual harassment policy with options including online training, in person individual training, in person in a group training, or other. A final item was administered to find out what content employees thought their organization’s sexual harassment policy contained with multiple components for participants to select as well as the option for them to type an open-ended response.

Organizational Climate. The Psychological Climate for Sexual Harassment Questionnaire (PCSH) measures employees’ perceptions of their organization’s climate

of tolerance of sexual harassment (Estrada, Olson, Harbke, & Berggren, 2011; Appendix I). This measure has 9 items that have been designed to assess two subscales: risks and seriousness/actions taken in sexual harassment scenarios. Items were rated on a Likert scale ranging from 1 (*strongly disagree*) to 5 (*strongly agree*). Higher scores indicate a positive climate that *does not* tolerate sexual harassment while lower scores indicate a negative climate that *does* tolerate sexual harassment. (Example item: “A sexual harassment complaint would be thoroughly investigated.”). Predictive and convergent validity have been established, with acceptable internal consistency, Cronbach’s Alpha = 0.83 (Estrada et al., 2011).

Two items were modified slightly as the original scale was designed with a military sample and included the term ‘duty station’. These questions were modified to be “*my workplace*” instead of duty station.

Co-worker Support. A co-worker support scale was created with 3 items to assess perceived co-worker support following sexual harassment (see Appendix J). These items were created based on previous literature and scales (Foster & Fullagar, 2018; Tews, Michel, & Ellingson, 2013). The items were rated on a scale of 1 (*strongly disagree*) to 5 (*strongly agree*). The three items created were:

- i. “My coworkers would support me if I was sexually harassed”
- ii. “My coworkers would encourage me to report sexual harassment that happened to me or others”
- iii. “My coworkers would take time to listen to me if I was sexually harassed”

Higher scores indicate more coworker support. As these items were created for the current study there were no previous reliability or validity estimates. However internal consistency was high (Cronbach's alpha = 0.93).

Ease of Reporting. Ease of reporting was analyzed through perceived behavioural control and self-efficacy (see Appendix K). A survey was created with 6 items to assess both perceived abilities to report in a tangible manner as well as belief in self to report. The items were adapted from a similar scale and previous literature (Foster & Fullagar, 2018). The original scales varied between items, for example one item's scale ranged from 1 (*disagree*) to 7 (*agree*) and another item's scale ranged from 1 (*false*) to 9 (*true*). A sample item is "Whether or not I report an incident of sexual harassment is completely up to me." The original measure had low internal consistency (Cronbach's alpha = 0.62; Foster & Fullagar, 2018).

Due to the inconsistency in scale labels, low reliability, and different sample population, the measure was adapted. First, the items were adapted to all use the same scale of 1 (*strongly disagree*) to 5 (*strongly agree*). This was done to reduce the likelihood of confusion from scale changes within the measure. Higher scores indicate more ease in reporting. In addition, items were adapted for clarity as well as created to assess perceived behavioural control. There are 3 items designed to capture perceived behavioural control and 3 items designed to capture self-efficacy in reporting. All items were analyzed by colleagues to ensure clarity in wording. One of the items created to assess self-efficacy was negatively impacting the overall scale reliability and subscale of self-efficacy, therefore was removed. An exploratory factor analysis was performed to confirm the subscales and two factors were supported each with high internal consistency

(Self-Efficacy – Cronbach’s alpha = 0.74; Perceived Behavioural Control – Cronbach’s alpha = 0.84). (See Appendix H for the full factor analysis results).

As this measure was predominantly created for the current study, there was no prior validity and reliability estimates, however internal consistency with the final 5-item scale was high (Cronbach’s alpha = 0.85).

Intent to Disclose or Report Harassment. Intentions to disclose or report sexual harassment were measured using two questions that were asked for each subscale of the SEQ questionnaire (i.e., gender harassment, unwanted sexual attention, and sexual coercion; see the *Sexual Experience Questionnaire* (SEQ), Covariate: Prior Sexual Harassment Experience.). The two questions were: “How would you respond *if* one of the above experiences happened to you?”, and “How would you respond *if* you witnessed one of the above experiences happen to a co-worker?” The available responses to the first question were “tell a coworker”, “tell someone else in the organization”, “tell my supervisor”, “file an official grievance against the person”, “none of the above” or “other” with an open-ended text box. The available responses to the second question were “talk to the coworker and encourage them to report”, “tell someone else in the organization”, “tell my supervisor”, “file an official grievance against the person”, “none of the above”, or “other” with an open-ended text box (see Appendix E). All responses are based on how participants think they would behave *if* they experienced or witnessed sexual harassment. Responses are not directly based on actual experience, although it is acknowledged that prior real-life experience with harassment may influence how people predict they would behave when presented with hypothetical scenarios. The two intention to report questions were significantly correlated for each of the three sexual harassment

subscales: *Gender harassment*, $r(303) = 0.73, p < .001$; *unwanted sexual attention*, $r(303) = 0.73, p < .001$; *sexual coercion*, $r(303) = 0.81, p < .001$.

For each type of harassment (gender harassment, unwanted sexual attention and sexual coercion), participants indicated who they would report the harassment to: a coworker, someone else in the organization, a supervisor, or filing a formal complaint. Participants could select more than one response. A composite score for *the number of people intended to report to* was calculated for each participant by calculating the mean number of people participants indicated they would disclose to across the three types of harassment. For example, if a participant indicated they would disclose to two of the possible four people for gender harassment, one of the possible four people for unwanted sexual attention, and three of the possible four people for sexual coercion, they would have a mean score of two people they intended to disclose to ($2 + 1 + 3 / 3 = 2$). The number of people participants intended to report to if they were to experience sexual harassment is used as the *first* outcome variable and the number of people participants intended to report to if they were to witness sexual harassment is used as the *second* outcome variable.

These four possible responses were also ordered on a four-point continuum of formality with coworkers being the least formal (i.e., 1) and an official complaint being the most formal (i.e., 4). A composite score of *level of formality* was calculated for each participant by calculating the mean of the formality level scored across the three types of harassment. For example, if a participant indicated they would formally complain for gender harassment, tell a coworker for unwanted sexual attention, and formally complain for sexual coercion they would have a mean score of three, indicating on average that the

participant would intend to tell at least a supervisor ($4 + 1 + 4 / 3 = 3$). Although this does not always capture the exact formality figure they would report to, it allows insight into where on the continuum of formality they would tend to report to. The level of formality participants intended to report to if they were to experience sexual harassment is the *third* outcome variable. The level of formality participants intended to report to if they were to witness sexual harassment is the *fourth* outcome variable.

A final item was included to further understand barriers to reporting intentions with multiple response options, which was “Please explain why you would or would not disclose or report sexual harassment that happened to you or a co-worker?”.

Demographic Information. Participants were asked demographics questions (Appendix L) including age, gender, job tenure, job status, race/ethnicity, industry of employment, gender ratio of their organization and size of their organization.

CHAPTER III: RESULTS

Data Cleaning and Assumptions

All analyses for the current study were performed with SPSS version 25 and PROCESS Macro (Hayes, 2013). Prior to conducting any analyses, data recoding was performed by reverse-coding necessary items and creating subscale and scale total scores. All scale means and reliabilities are displayed in Table 2 and inter-correlations between variables are displayed in Table 3. Assumptions were checked for all main study analyses including correlations, factor analysis, multiple regression, mediation and moderation.

Missing value analysis found a total of 35 missing values with the highest number found on the attitude scale and the climate scale, although no variables were missing more than 5%. Little's MCAR test indicated that the data in the study were missing completely at random for all variables with the exception of the attitude towards reporting scale, $\chi^2(110) = 163.53, p = .001$. This was likely due to the nature of the items, however, was not deemed problematic as the highest missing value on any item on this scale was 3 which was only 1%. Due to the numerous statistical analyses to be performed, a larger sample size was beneficial, therefore expectation maximization was conducted to impute values. When you have a large sample and small amounts of missing data, imputation is a reasonable choice (Tabachnick & Fidell, 2013). Expectation maximization is a beneficial imputation method as it seeks to find the maximum likelihood of a parameter for the population in multiple iterations as opposed to just mean replacement (Gupta & Chen, 2011).

Outliers. Univariate outliers were inspected through standardized z-scores. It has been stated that with a larger N a few scores in excess of the recommended cut-off of

3.29 are expected, so the current study used a cut-off of 4 which resulted in no outliers (Tabachnick & Fidell, 2013). Outliers on y were assessed using a studentized residual score with a cut-off of ± 2.34 with $p = .001$ and no outliers were found. Multivariate outliers were then examined using Mahalanobis distance [$\chi^2(6) = 16.81, p = .001$] and there were 28 outliers found. Influential observations were then analyzed using standardized DFBETA with a cut-off of 1.93 with $p = .001$ and no outliers were found. Due to no outliers being found on influential observations, multivariate outliers were not considered a concern and were not removed from the dataset.

Sample Size and Normality. The sample size was appropriate as it met recommendations for both factor analysis and regression (Pituch & Stevens, 2016; Tabachnick & Fidell, 2013). Next, normality was assessed for all variables through skewness and kurtosis, Shapiro-Wilk, and visual inspection of histograms. Skewness for all variables fell within the range of ± 2 and kurtosis for all variables fell within the range of ± 3 indicating normality (Field, 2009). However, Shapiro-Wilk for all variables was significant ($p > .05$) indicating non-normality. Upon visual inspection of the histograms, it was seen that normality was satisfactory.

Most scale means were quite high (indicating overall positive responses) as seen in Table 2. This indicates that participants tended to have high policy awareness, positive attitudes towards reporting, perceived their climate was intolerant of sexual harassment, indicated they had positive coworker support, and indicated the reporting process was easy.

Homoscedasticity, Linearity, Independence of Errors and Multicollinearity.

Homoscedasticity of errors, linearity, and singularity were assessed visually for all

variables and were not found to be a concern. Further, independence of errors was visually examined and tested for regressions using Durbin-Watson which suggests that scores should be between 1 and 3, which was met. Multicollinearity was visually assessed as well as tested using tolerance which suggests that any score under 0.2 is problematic which was not of concern for the current sample. To minimize normality concerns, bootstrapping was then done with 1000 replications for analyses.

Table 2*Descriptive Statistics for Measures*

Measure	Range	M	SD	α
Policy Awareness	1 – 4	3.47	0.95	0.94
Attitudes Towards Reporting	1.88 – 5	4.19	0.54	0.87
Climate of Tolerance	1.22 – 5	3.88	0.81	0.89
Coworker Support	1 – 5	4.22	0.88	0.93
Ease of Reporting	1 – 5	4.03	0.82	0.85
Job Status ^a	0, 1, 2, 3			-
Sexual Harassment Experience	0, 1			0.94
Intent 1 ^b	0 – 4	1.43	0.89	0.73 – 0.81
Intent 2 ^b	0 – 4	1.28	0.80	0.73 – 0.81
Intent 3 ^b	0 – 4	2.20	1.13	0.73 – 0.81
Intent 4 ^b	0 – 4	2.75	1.08	0.73 – 0.81

Note. The data collected for all variables included values that used the full range of the scales available, with the exception of the *attitudes towards reporting scale* and the *climate scale*.

^a = this is a one item measure so there is no Cronbach Alpha

^b = biserial correlations for the two intention to report questions

Policy Awareness = Sexual Harassment Questionnaire (SHQ), Attitudes Towards Reporting= The Sexual Harassment Reporting Attitudes Scale (SHRAS), Climate of Tolerance= Climate of Tolerance Towards Sexual Harassment, Coworker Support= Coworker Support Specific to Sexual Harassment Reporting, Ease of Reporting= Self-Efficacy and Perceived Behavioural Control Towards Reporting Sexual Harassment, Job Status= Job Status Covariate, Sexual Harassment Experience= SEQ Covariate, Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Table 3*Measure Inter-Correlations*

Measure	1	2	3	4	5	6	7	8	9	10	11
1. Policy Awareness	-	.44*	.64*	.44*	.51*	.13***	-.27*	.23*	.17**	.30*	.41*
2. Attitudes Towards Reporting		-	.68*	.50*	.46*	.06	-.31*	.25*	.22*	.35*	.43*
3. Climate of Tolerance			-	.55*	.55*	.16**	-.37*	.31*	.25*	.38*	.52*
4. Coworker Support				-	.38*	.04	-.32*	.25*	.20*	.32*	.42*
5. Ease of Reporting					-	.17**	-.26*	.27*	.21*	.28*	.38*
6. Job Status						-	.07	.05	.09	.20*	.16**
7. Sexual Harassment Experience							-	-.18**	-.13***	-.18**	-.24*
8. Intent 1								-	.83*	.49*	.69*
9. Intent 2									-	.71*	.54*
10. Intent 3										-	.63*
11. Intent 4											-

* $p < .001$, ** $p < .01$, *** $p < .05$.

Descriptive Information

Intentions to Report: Descriptive Information. The descriptive information for intentions to report sexual harassment are displayed in Table 4. Across the three types of sexual harassment (gender harassment, unwanted sexual attention, and sexual coercion) the highest frequency of participants intended to tell their supervisor if they experienced sexual harassment, and the highest frequency of participants intended to tell a coworker if they witnessed sexual harassment.

Responses were also combined to give a more general overview of informal or formal reporting. Three categories were combined as informal (tell a coworker, tell my supervisor, and tell someone else in the organization) and one category was used as formal (file an official grievance). Although telling a supervisor could be considered as formal in some contexts, the phrasing of the option was ‘telling’ the supervisor and not officially reporting it, therefore the choice was made to use this option as informal for the following descriptive information. Most participants indicated they would informally disclose sexual harassment if it happened to them (90.2%) and if they witnessed it happen to others (94.1%). Fewer participants indicated they would formally report sexual harassment that happened to them (36.1%), and even fewer indicated they would formally report sexual harassment that they witnessed (18%). Descriptive information is displayed in Table 5.

An item was also included to further understand barriers to reporting intentions, which was “Please explain why you would or would not disclose or report sexual harassment that happened to you or a co-worker?” The highest reported reason for not reporting was ‘I would prefer to handle it on my own’ (27.9%) followed by ‘shame or

embarrassment' (26.6%). There was an 'other' option where individuals primarily indicated they would report it, so the options were not applicable to them, with others saying they did not feel it was their place to decide to report sexual harassment that happened to someone else. Descriptive statistics for the barriers are displayed in Table 5.

Table 4*Intention to Disclose or Report Descriptive Information*

Variable	Response	<i>n</i>	%
Intention to Report Gender Harassment if Experienced	Tell a coworker	92	30.2
	Tell someone else in the organization	47	15.4
	Tell my supervisor	212	69.5
	File official grievance	59	19.3
	None of the above	32	10.5
	Other	14	4.5
Intention to Report Gender Harassment if Witnessed	Tell a coworker	180	59.0
	Tell someone else in the organization	34	11.1
	Tell my supervisor	151	49.5
	File official grievance	27	8.9
	None of the above	25	8.2
	Other	8	2.6
Intention to Report Unwanted Sexual Attention if Experienced	Tell a coworker	83	27.2
	Tell someone else in the organization	56	18.4
	Tell my supervisor	222	72.8
	File official grievance	86	28.2
	None of the above	21	6.9
	Other	11	3.6
Intention to Report Unwanted Sexual Attention if Witnessed	Tell a coworker	186	61.0
	Tell someone else in the organization	44	14.4
	Tell my supervisor	161	52.8
	File official grievance	36	11.8
	None of the above	19	6.2
	Other	6	2.0
Intention to Report Sexual Coercion if Experienced	Tell a coworker	72	23.6
	Tell someone else in the organization	65	21.3

Variable	Response	<i>n</i>	%
	Tell my supervisor	219	71.8
	File official grievance	95	31.1
	None of the above	19	6.2
	Other	10	3.3
Intention to Report Sexual Coercion if Witnessed	Tell a coworker	181	59.3
	Tell someone else in the organization	45	14.8
	Tell my supervisor	164	53.8
	File official grievance	50	16.4
	None of the above	16	5.2
	Other	7	2.3

Note. Participants could select more than one choice for these questions.

Table 5

Informal and Formal Reporting and Barriers of Reporting Descriptive Information

Variable		<i>n</i>	%
Informal and Formal Reporting	Intention to informally report sexual harassment if experienced	275	90.2
	Intention to informally report sexual harassment if witnessed	287	94.1
	Intention to formally report sexual harassment if experienced	110	36.1
	Intention to formally report sexual harassment if witnessed	55	18.0
Barrier	Fear my career will suffer	75	24.6
	Fear of judgement from others	76	24.9
	I think nothing will be done about it	65	21.3
	I do not want to bring attention to it	57	18.7
	I do not want the perpetrator to get fired	20	6.6
	I do not think it was a big deal	27	8.9
	I do not know the steps to report	24	7.9
	I do not feel safe to report	36	11.8
	I would prefer to handle it on my own	85	27.9
	Fear the person will retaliate if I report	61	20.0
Shame or embarrassment	81	26.6	
Other	50	16.4	

Note. Participants could select more than one choice for these questions.

Intention to Disclose or Report Variable Creation. Prior to conducting all analyses, the main outcome variables were created. There were four main outcome variables to analyze intentions to report sexual harassment: 1) the number of people participants intended to disclose to if they were to *experience* sexual harassment 2) the number of people participants intended to disclose to if they were to *witness* sexual harassment 3) the level of formality participants intended to disclose to if they were to *witness* sexual harassment and 4) the level of formality participants intended to disclose to if they were to *experience* sexual harassment.

Policy: Descriptive Information. Policy training type was investigated prior to main analyses to explore if the type of training individuals received impacted their policy awareness and perceptions of effectiveness. It was found that all training types were significantly related to individual's policy awareness and perceptions of effectiveness with correlations ranging from 0.16 to -0.50. Table 6 contains training type descriptive information.

Group, in person training had the largest significant positive correlation with policy awareness and effectiveness, $r(303) = 0.30, p < .001$. The category of 'other' which was primarily comprised of individuals who had not received training or had only received a manual or booklet, had a negative significant relationship with policy awareness and effectiveness, $r(303) = -0.49, p < .001$. These findings indicate that the type of policy training can impact the level of policy awareness and perceptions of effectiveness.

Another item was also administered to find out what content employees thought their organization's sexual harassment policy contained with the highest selection being

‘respectful treatment of all employees’ (87.5%). Table 6 presents the policy entails descriptive information. Correlations were found for the relationship between each ‘policy entails’ item and scores on the policy awareness/ effectiveness measure. Almost all policy entails items were positively significant with correlations ranging from 0.23 to 0.50, indicating that each item leads to significantly higher scores on policy awareness/ perceived effectiveness. The largest positive correlation with policy awareness/perceived effectiveness was the relationship with “the policy explains the consequences for perpetrators” item, $r(303) = 0.50, p < .001$, suggesting that knowing what will happen to perpetrators who sexually harass leads to higher perceptions of policy awareness and belief the policy is effective. Overall, these components of policies lead to significantly higher employee awareness of the policy, as well as significantly higher employee perceptions that the policy is effective at deterring sexual harassment.

One ‘policy entails’ item was an exception which was the ‘other’ selection which had a negative correlation with policy awareness/ effectiveness, $r(303) = -0.21, p < .001$. This item predominantly consisted of participants indicating they did not know about the policy or did not believe there was a policy in place.

Table 6*Policy Training and Policy Entails Descriptive Information*

Variable		<i>n</i>	%	<i>r</i>	<i>p</i>
Training Type	Online	109	35.7	0.19	.001
	In person individual	45	14.8	0.16	.006
	In person in a group	116	38.0	0.30	.000
	Other	63	20.7	-0.49	.000
Employees Believe Their Sexual Harassment Policy Entails	Respectful Treatment of All Employees	267	87.5	0.23	.000
	No Tolerance Towards Discrimination of Any Kind	234	76.7	0.35	.000
	Equal Treatment Regardless of Race, Gender etc.	234	76.7	0.32	.000
	Explains What Constitutes Sexual Harassment	212	69.5	0.38	.000
	Outlines Who to Report to and the Process	186	61.0	0.43	.000
	Provides Examples of Sexual Harassment	168	55.1	0.39	.000
	No Tolerance Towards Sexual Harassment	232	76.1	0.40	.000
	Emphasizes Confidentiality in Reporting	174	57.0	0.45	.000
	Explains How Investigations Will Be Handled	139	45.6	0.46	.000
	Explains Consequences for Perpetrators	152	49.8	0.50	.000
	Other	12	3.9	-0.21	.000

**N*=305

Note. Participants could select more than one choice for training and policy entails questions
Correlation results are shown for the relationship between each variable and the policy awareness/
effectiveness measure.

Significant differences are bolded.

Covariates

Prior Sexual Harassment Experience. Prior sexual harassment experience was used as a covariate as individuals who have experienced sexual harassment may respond differently to the survey than those who have not experienced sexual harassment before. Participants who said 'yes' to *any* of the sexual harassment items were coded as having previously experienced sexual harassment, however further insight into specific sexual harassment experience is displayed in Table 7. Overall, 45.2% of participants had experienced some type of sexual harassment or sexual assault in the past 12 months at their workplace. The most common type of sexual harassment experienced was gender harassment ($n = 117, 38.3\%$). Females had more past experiences of all types of sexual harassment than males. Descriptive information about previous sexual harassment experiences, broken down by type of sexual harassment and gender is displayed in Table 7 and Appendix M. As seen in Table 3, prior sexual harassment experience was significantly negatively correlated with the policy awareness, attitudes towards reporting, climate of tolerance, coworker support and ease of reporting measures. This demonstrates that prior sexual harassment experience leads to significantly more negative responses on all of these scales.

The intention to report outcomes were investigated for those who had experienced sexual harassment previously compared to those who had not to understand if there were differences in reporting intentions. Individuals who *had not* previously experienced sexual harassment had significantly higher intentions to report to more people if they were to experience sexual harassment, $t(303) = 3.31, p < .001$. Additionally, individuals who *had not* previously experienced sexual harassment also had significantly higher

intentions to report sexual harassment to more people if they were to witness it, $t(303) = 2.32, p < .05$. Individuals who *had not* previously experienced sexual harassment had significantly higher intentions to report to a more formal figure if they were to witness sexual harassment, $t(303) = 3.10, p < .05$. Further, individuals who *had not* previously experienced sexual harassment had significantly higher intentions to report to a more formal figure if they were to experience sexual harassment, $t(303) = 4.32, p < .001$. These findings indicate that those who *have* experienced sexual harassment at their workplace in the past 12 months have significantly lower reporting intentions if they were to experience sexual harassment or witness it in the future.

Table 7*Prior Sexual Harassment Experience*

Sexual Harassment Type	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
		<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Overall Sexual Harassment and Assault ^a	Yes	138	45.2	64	41.8	74	48.7
	No	167	54.8	89	58.2	78	51.3
Gender Harassment	Yes	117	38.3	54	35.3	63	41.4
	No	185	60.7	97	63.4	88	57.9
	Missing	3	1.0	2	1.3	1	0.7
Unwanted Sexual Attention	Yes	64	21.0	28	18.3	36	23.7
	No	235	77.0	121	79.1	114	75.0
	Missing	6	2.0	4	2.6	2	1.3
Sexual Coercion	Yes	28	9.1	12	7.9	16	10.5
	No	275	90.2	139	90.8	136	89.5
	Missing	2	0.7	2	1.3	0	0
Sexual Assault	Yes	57	18.6	15	9.8	42	27.6
	No	246	80.7	138	90.2	108	71.1
	Missing	2	0.7	0	0	2	1.3

Note. Each subscale of sexual harassment had numerous items. See Appendix M for a further breakdown by items.

^a Participants who indicated they had experienced *any* of the sexual harassment items were coded as yes and those who did not were coded as no.

Job Status. Job status was used as a covariate due to possible bias and differences in understanding of policy that may exist for certain job positions. Overall, 46.6% of participants were in a human resource position, management position, or supervisor position. Descriptive information is displayed in Table 8.

The intention to report outcomes were investigated for those who were in these job positions compared to those who were not to understand if there were differences in reporting intentions. There was not a significant difference in the number of people participants intended to report to regardless of job status. However, participants who were in one of these job positions had significantly higher intentions to report to a higher formality level if they were to witness sexual harassment, $t(303) = -3.35, p < .05$, and had significantly higher intentions to report to a higher formality level if they were to experience sexual harassment, $t(303) = -2.49, p < .05$. This indicates that individuals in these job positions (human resources, supervisors, and management) have significantly higher intention to report to a more formal figure if they were to witness or experience sexual harassment at work.

Table 8

Job Status Descriptive Information

Job Status	<i>n</i>	%
Human Resources	11	3.6
Management	83	27.3
Supervisor	48	15.7
Not Applicable	163	53.4

Note. Participants could choose more than one response option.

Results will now be reported for all analyses in two parts, first for the intention to report outcomes if individuals were to *witness* sexual harassment followed by all analyses for the intention to report outcomes if individuals were to *experience* sexual harassment. Gender differences across analyses will follow.

Main Analyses: Reporting Intentions if Participants Were to Witness Sexual Harassment

Policy Awareness and Effectiveness and Intentions to Report Sexual Harassment if it Were to be Witnessed

As anticipated, policy awareness and perceived effectiveness were positively related to the intention to report sexual harassment if it were to be witnessed. There was a small significant, positive relationship between policy awareness and effectiveness and the number of people participants intended to report to if they were to witness sexual harassment, $r(303) = 0.17, p < .001$. Further, there was a small significant positive relationship between policy awareness and effectiveness and the level of formality individuals intended to disclose to if they were to witness sexual harassment, $r(303) = 0.30, p < .001$, thus indicating that people are more likely to report sexual harassment to more people—and through more formal channels—the more they are aware of their organization's sexual harassment policies and believe that those policies are effective.

Attitudes Impact on Policy Awareness and Intentions to Report Sexual Harassment if it Were to be Witnessed

As hypothesized, attitudes towards reporting mediated the relationship between policy awareness and reporting intentions if sexual harassment were to be witnessed.

PROCESS Macro's model 4 was used to perform all mediation analyses (Hayes, 2013).

Summary of Data-Analytic Approach: Mediation. In order for mediation to occur, the independent variable must predict the mediator variable (path a), the mediator variable must predict the outcome variable (path b) and the independent variable must predict the outcome variable (path c). Full mediation exists when the independent variable no longer predicts the outcome variable, or the relationship between an independent variable and outcome variable reduces in size when the mediator is present. Path c (the total effect) should be greater than path c' (the direct effect when the mediator is controlled for). Mediation exists if the difference between path c and c' is significant. The confidence intervals for the differences should not cross zero to be significant (Hayes, 2013).

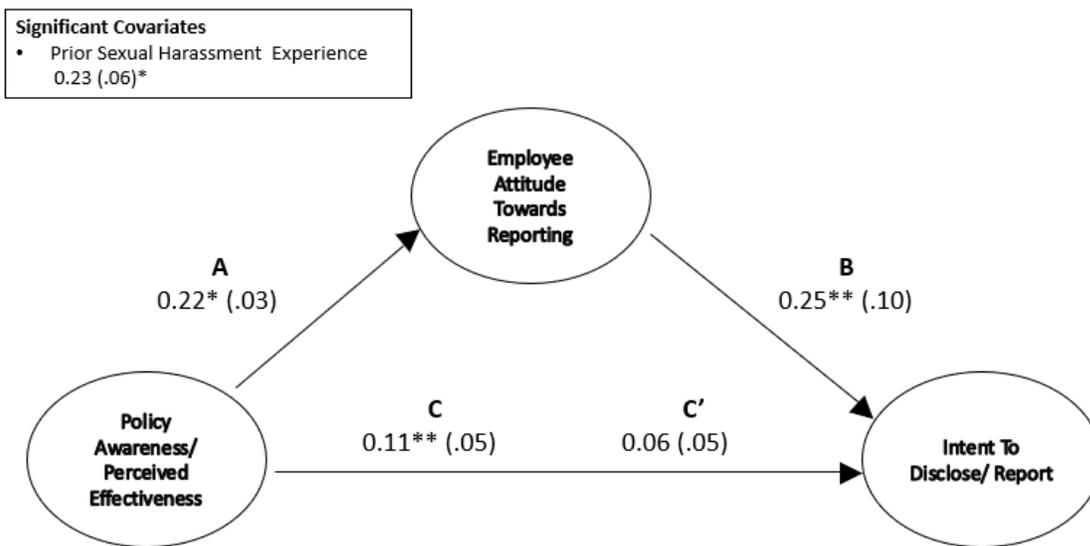
Number of People Intended to Report to. As Figure 9 illustrates, there was a significant relationship between policy awareness and attitudes towards reporting (path a), $b = 0.22$, $t(301) = 7.26$, $p < .001$. The covariate of prior sexual harassment experience was also significantly negatively related to attitudes towards reporting, $b = -0.23$, $t(301) = -3.99$, $p < .001$, indicating that prior sexual harassment experience results in less positive attitudes towards reporting. There was a significant relationship between attitudes towards reporting and the number of people participants intended to report to if they were to witness sexual harassment (path b), $b = 0.25$, $t(300) = 2.66$, $p < .05$. Further, there was

a significant relationship between policy awareness and the number of people participants intended to report to (path c), $b = 0.11$, $t(301) = 2.25$, $p < .05$.

A bootstrap confidence interval for the indirect effect = 0.05 based on 1000 bootstrap samples was entirely above zero (0.02, 0.10), indicating it was a significant mediation. The significant relationship between policy awareness/effectiveness and the number of people participants intended to report to increases with the presence of more positive attitudes towards reporting. There was no evidence that policy awareness and policy effectiveness influenced the number of people participants intended to report to, when holding attitudes towards reporting constant (path c'), $b = 0.06$, $t(300) = 1.07$, $p = n.s.$ This supports full mediation for the number of people participants intended to report to if they witness sexual harassment. This indicates that participants' positive attitudes towards reporting can explain the relationship between policy awareness and intentions to tell more people if sexual harassment were to be witnessed. Further information can be found in Appendix N.

Figure 9

Attitude Mediating Policy Awareness and Number of People Intended to Report to if Witnessing Sexual Harassment Coefficients



Note. Bootstrapped with 1000 replications.
 Unstandardized coefficients (standard error) are displayed.
 C= total effect, C'= direct effect when mediator is controlled
 Only significant covariate relationships are displayed, see Appendix N for more details.
 * $p < .001$
 ** $p < .05$.

Level of Formality Reporting Intentions. As Figure 10 illustrates, there was a significant relationship between policy awareness and attitudes towards reporting (path a), $b = 0.22$, $t(301) = 7.26$, $p < .001$, as well as a significant relationship between attitudes towards reporting and the level of formality individuals intended to report to if they witness sexual harassment (path b), $b = 0.55$, $t(300) = 4.32$, $p < .001$. The covariate of job status was significantly related to the level of formality individuals intended to report to if they witness sexual harassment, $b = 0.16$, $t(300) = 3.25$, $p < .05$, indicating that those who are in a human resource position, management or supervisor position are more likely to report to a higher formality figure. There was a significant relationship between policy

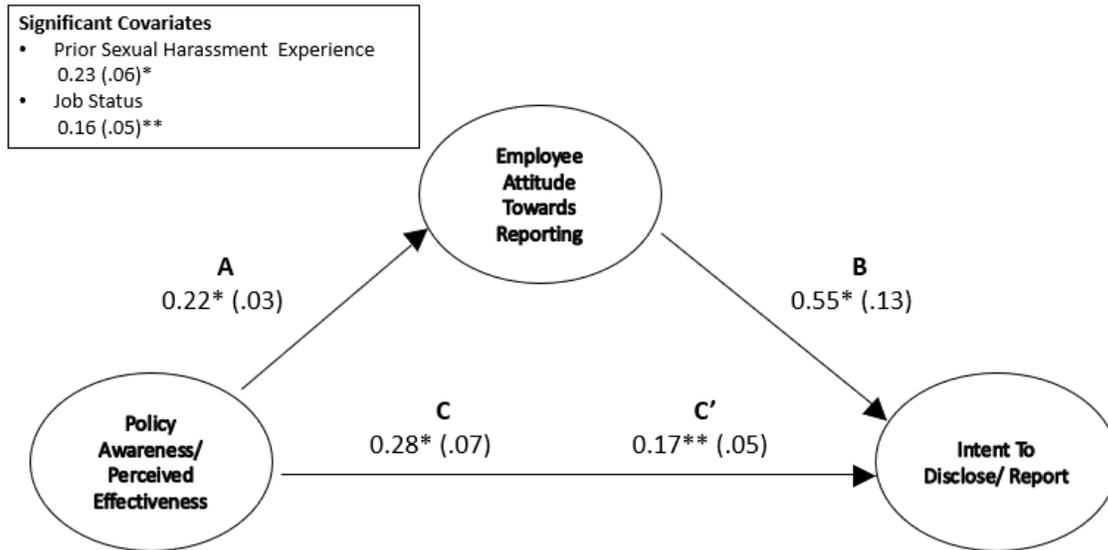
awareness and the level of formality participants intended to report to (path c), $b = 0.28$, $t(301) = 4.23$, $p < .001$.

A bootstrap confidence interval for the indirect effect = 0.12 based on 1000 bootstrap samples was entirely above zero (0.06, 0.19), indicating it was a significant mediation. The significant relationship between policy awareness/effectiveness and the level of formality intended to report to increases with the presence of more positive attitudes towards reporting. Although path c was larger than path c', policy awareness and effectiveness did significantly influence the level of formality intended to report to when holding attitudes towards reporting constant (path c'), $b = 0.17$, $t(301) = 2.35$, $p < .05$. This supports partial mediation for the level of formality intended to report to if participants witness sexual harassment. Further information can be found in Appendix N.

These findings support that attitude towards reporting explains the relationship between policy awareness and intentions to report sexual harassment that individuals witness wherein more positive attitudes towards reporting result in intentions to report to more people and to a higher formality level.

Figure 10

Attitude Mediating Policy Awareness and Level of Formality Intended to Report to if Witnessing Sexual Harassment



Note. Bootstrapped with 1000 replications
Unstandardized coefficients (standard error) are displayed.
C= total effect, C'= direct effect when mediator is controlled
*p<.001
** p<.05.

Climate's Influence on Intentions to Report Sexual Harassment if it Were to be Witnessed

Attitude towards reporting was found to mediate the relationship between policy awareness and reporting intentions. It was hypothesized that climate of intolerance toward sexual harassment (indicated by high scores) would moderate this relationship, which was partially supported for the level of formality individuals intended to report to. PROCESS macro's model 14 was used to perform all moderated mediation analyses (Hayes, 2013).

Summary of Data-Analytic Approach: Moderated Mediation. Moderated mediation is used when a model is predicted to have a mediator that explains the relationship between the predictor and outcome variable and is also predicted to have a moderator that will impact this mediation at different levels. When interpreting the results of a moderated mediation, first the regression coefficients are analyzed to determine if they are significantly related to the outcome variable for each path. In particular, the interaction effect is of interest to understand if the predictor and moderator combined have a significant relationship with the outcome variable. Next, to determine if moderation is present, an index of moderation is provided with confidence intervals that should not include zero, indicating the moderation is significant. If this index of moderation is significant, you can further understand where the relationship is occurring in the levels of moderation by analyzing the conditional indirect effects for low, average, and high levels of the moderator (Hayes, 2013).

Number of People Intended to Report to. The relationship between attitudes towards reporting and the number of people individuals intended to report to if they were to witness sexual harassment was not significantly moderated by climate, as the index of moderation = -0.03 ($SE = 0.02$), with bootstrap confidence intervals $(-0.06, 0.005)$, contained zero. Resulting coefficients and a model summary for this moderated mediation can be found in Appendix N.

Level of Formality Reporting Intentions. Climate was found to significantly moderate the relationship between attitudes towards reporting and the level of formality individuals intended to report to if they were to witness sexual harassment. The index of moderation = -0.05 ($SE = 0.02$), with bootstrap confidence intervals $(-0.10, -0.009)$, did

not cross zero. The model summary and resulting coefficients can be seen in Table 9. Figure 11 visually displays the moderated mediation.

When further probing the significance, the findings in Table 10 in the first row indicate that the moderation is significant at low levels of the climate moderator (which is a climate that tolerates sexual harassment). This relationship was not significant at average or high levels of climate (i.e., an intolerant climate). This suggests that a positive and intolerant climate is beneficial at all levels for enhanced reporting intentions. However, as a climate becomes more tolerant of sexual harassment, an individual's attitude towards reporting has increasingly more importance in predicting their intentions to report to a more formal level.

Table 9*Coefficients for the Level of Formality Intended to Report to with Climate Moderator*

Outcome	Antecedent	Consequent						
		M (Attitude)			Y (Intention to Report)			
		Coeff	SE	p	Coeff.	SE	p	
Level	X (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.11	0.08	.169
Level	M (Attitude)	—	—	—	<i>b₁</i>	0.33	0.15	<.05
Level	W (Climate)	—	—	—	<i>b₂</i>	0.18	0.12	.136
Level	M x W	—	—	—	<i>b₃</i>	-0.22	0.11	.057
Level	SH Exp.	-0.23	0.06	<.001		-0.12	0.11	.353
Level	Job Status	0.01	0.02	.691		0.15	0.05	<.05
Level	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.77	0.30	<.001
				$R^2 = 0.24$				
					$R^2 = 0.20$			
				$F(3, 301) = 31.07, p < .001$		$F(6, 298) = 12.21, p < .001$		

Note. Level= Level of Formality Intended to Report to if Witnessed Sexual Harassment, SH Exp.= Prior Sexual Harassment Experience Covariate, Job Status = Job Status Covariate.

Unstandardized regression coefficients are reported.

All variables were mean centered.

Bootstrapped with 1000 replications.

Table 10

Conditional Indirect Effects for the Climate Moderator and Level of Formality Intended to Report To

Moderator value	Boot indirect effect	Boot SE	95% Bootstrapped CI	
			Lower	Upper
Low, -1 SD (-0.77)	0.11	0.04	0.0366	to 0.1878
Average (0.12)	0.07	0.04	-0.0013	to 0.1388
High, + 1 SD (0.79)	0.04	0.04	-0.0383	to 0.1123

Note. CI= Confidence intervals.

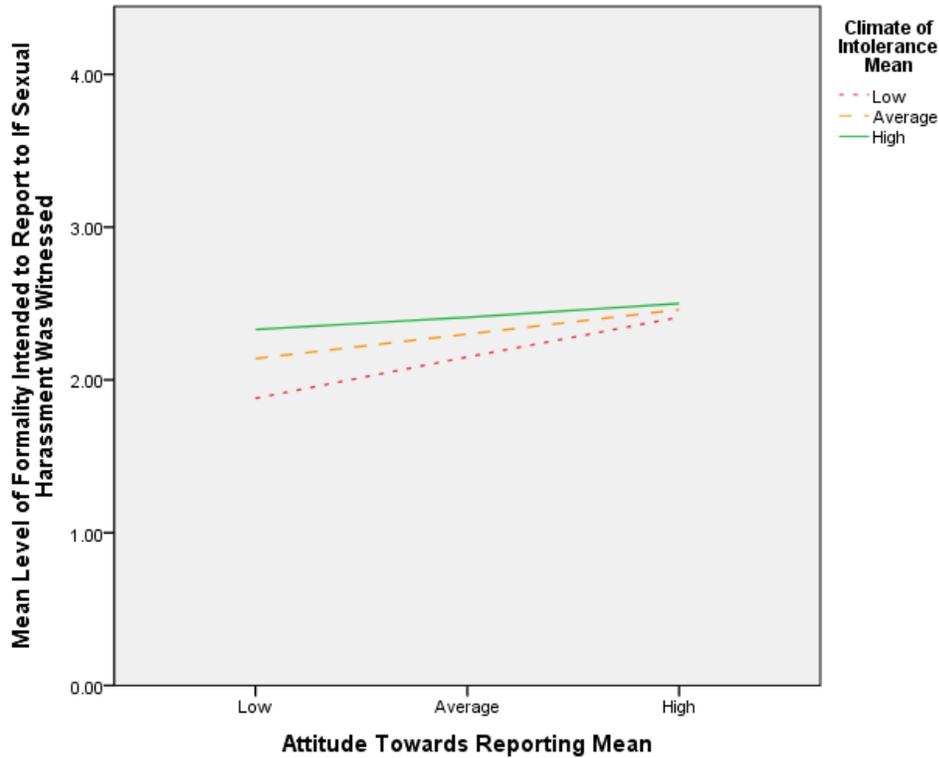
All variables were mean centered.

Bootstrapped with 1000 replications.

Figure 11

Moderated Mediation for Climate Moderator and Level of Formality Reporting

Intentions



Note. Mean Level of Formality Response options: 0= None of the above, 1= Tell a coworker, 2= Tell someone else in the organization, 3= Tell supervisor, 4= File an official complaint.

Coworker Support's Impact on Intentions to Report Sexual Harassment if it

Were to be Witnessed

Contrary to the hypothesis, coworker support did not moderate the relationship between attitudes towards reporting and intentions to report hypothetical sexual harassment if it were to be witnessed. Resulting model summaries and coefficients with the coworker moderator can be seen in Appendix N.

Number of People Intended to Report to. Coworker support did not significantly moderate the number of people participants intended to disclose to if they were to witness sexual harassment as the index of moderation = -0.01 ($SE = 0.02$), with bootstrap confidence intervals $(-0.04, 0.02)$, contained zero.

Level of Formality Reporting Intentions. Coworker support also did not significantly moderate the level of formality individuals intended to disclose to, as the index of moderation = -0.01 ($SE = 0.02$), with bootstrap confidence intervals $(-0.06, 0.03)$, contained zero.

However, coworker support was significantly related to the level of formality individuals intend to disclose to, $b = 0.19$, $t(298) = 2.25$, $p < .05$, indicating coworker support is not a moderator, but a main effect.

How Ease of Reporting Impacts Intentions to Report Sexual Harassment if it Were to be Witnessed

Ease of reporting was predicted to moderate the effect of attitudes towards reporting and intentions to report sexual harassment if it were to be witnessed. This was not supported as neither the number of people nor level of formality individuals intended to report to were moderated by ease of reporting. The resulting coefficients and model summaries for both outcomes with ease of reporting as a moderator can be seen in Appendix N.

Number of People Intended to Report to. For the number of people participants intended to disclose to if they were to witness sexual harassment, the moderated mediation was not significant with ease of reporting, as the index of moderation = -0.02 ($SE = 0.02$), with bootstrap confidence intervals $(-0.05, 0.01)$, contained zero.

Level of Formality Reporting Intentions. Ease of reporting was not a significant moderator for the level of formality intended to disclose to if sexual harassment were to be witnessed, as the index of moderation = -0.03 ($SE = 0.02$), with bootstrap confidence intervals $(-0.07, 0.01)$, contained zero.

Support for the Theory of Planned Behaviour if Sexual Harassment Were to be Witnessed

The sixth hypothesis which maps onto the TPB was that intent would be highest when attitudes were high, support was high (i.e., climate of intolerance and coworker support), and ease of reporting was high. When analyzing the relationships that attitudes, coworker support, climate, and ease of reporting measures had with the number of people participants intended to report to, they were not all significantly related. Further, all of these variables were not significantly related to the level of formality intended to report to. This partially supports the TPB as some of the variables were significantly related to reporting intentions if sexual harassment were to be witnessed.

Table 11*Hypotheses Supported for Reporting Intentions if Sexual Harassment Were to Be**Witnessed*

Hypothesis	Supported
H1: Policy awareness and perceived effectiveness will be positively related to intentions to disclose or report.	<input checked="" type="checkbox"/>
H2: Policy awareness and perceived effectiveness will be mediated by employee attitude towards reporting	<input checked="" type="checkbox"/>
H3: Organizational climate will moderate the relationships between attitudes towards reporting and intentions to disclose or report	<input checked="" type="checkbox"/>
H4: Co-worker support will moderate the relationship between attitudes towards reporting and intentions to disclose or report	<input type="checkbox"/>
H5: Ease of reporting will moderate the relationship between attitudes towards reporting and intentions to disclose or report	<input type="checkbox"/>
H6: Employees' perceived support (climate and coworker support), attitudes towards reporting and ease in reporting are positively related to intentions to disclose or report	<input checked="" type="checkbox"/>

Note. = supported, = partially supported, = not supported

Main Analyses: Reporting Intentions if Participants Were to Experience Sexual Harassment

After analysing participant responses and hypothetical reporting intentions if participants were to witness sexual harassment, all analyses were then performed for hypothetical reporting intentions if participants were to *experience* sexual harassment. Differences between reporting intentions for hypothetical witnessed compared to hypothetical experienced sexual harassment will be discussed.

Policy Awareness and Effectiveness and Intentions to Report Sexual Harassment if it Were to be Experienced

As hypothesized, policy awareness and effectiveness were positively correlated to intentions to report sexual harassment if individuals were to experience it. There was a small significant positive relationship between policy awareness and effectiveness and the number of people participants would report to if they were to experience sexual harassment, $r(303) = .23, p < .001$. There was a medium sized significant positive relationship found between policy awareness and effectiveness and the level of formality individuals intend to report to if they were to experience sexual harassment, $r(303) = .41, p < .001$. This indicates that intentions to report are significantly influenced by policy awareness and effectiveness, wherein higher policy awareness and perceived effectiveness leads to higher intent to tell more people and higher intent to tell a more formal person if participants were to experience sexual harassment.

These findings align with reporting intentions if participants were to witness sexual harassment, supporting that policy awareness and effectiveness positively contribute to participants reporting intentions whether they were to witness and/or experience sexual harassment.

Attitudes Impact on Policy Awareness and Intentions to Report Sexual Harassment if it Were to be Experienced

Policy awareness and effectiveness was positively related to intentions to report sexual harassment if a participant were to experience it. It was predicted that attitudes towards reporting would mediate this relationship. This was supported as attitudes towards reporting significantly mediated the number of people participants intended to

report to if they were to experience sexual harassment and the level of formality they intended to report to if they were to experience sexual harassment.

Number of People Intended to Report to. As Figure 12 illustrates, there was a significant relationship between policy awareness and attitudes towards reporting (path a), $b = 0.22$, $t(301) = 7.26$, $p < .001$, as well as a significant relationship between attitudes towards reporting and the number of people participants intended to report to if they experience sexual harassment (path b), $b = 0.26$, $t(300) = 2.49$, $p < .05$. There was a significant relationship between policy awareness and the number of people participants intended to report to (path c), $b = 0.18$, $t(301) = 3.27$, $p < .05$.

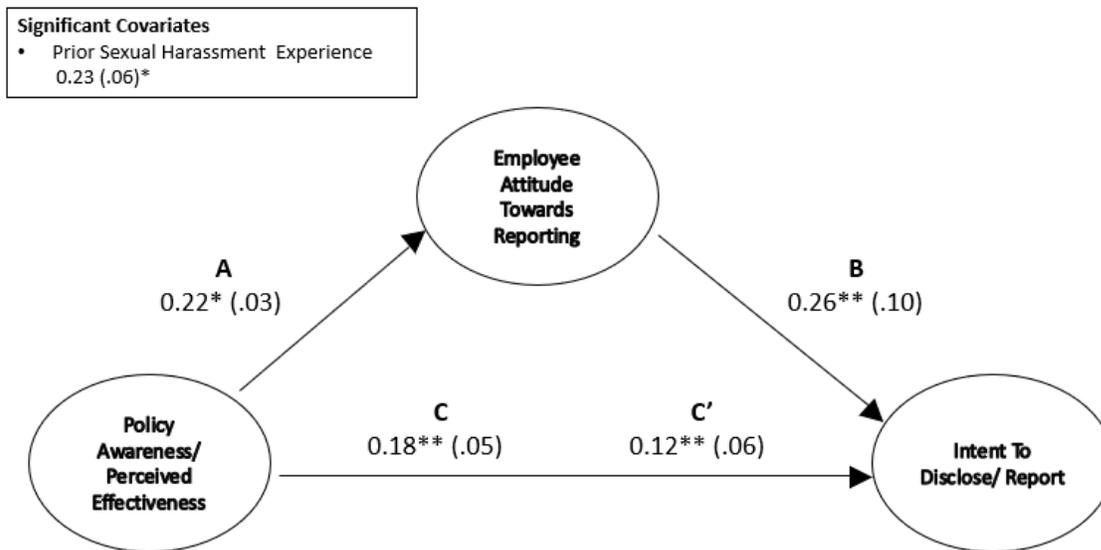
A bootstrap confidence interval for the indirect effect = 0.06 based on 1000 bootstrap samples was entirely above zero (0.02, 0.11), indicating it was a significant mediation. The significant relationship between policy awareness/effectiveness and the number of people participants intend to report to increases with the presence of positive attitudes towards reporting. Although path c was larger than c', policy awareness and effectiveness did significantly influence the number of people participants intended to report to when holding attitudes towards reporting constant (path c'), $b = 0.12$, $t(300) = 2.08$, $p < .05$, supporting partial mediation.

These findings are consistent with the results for reporting intentions if participants were to witness sexual harassment highlighting that more positive attitudes towards reporting explains the relationship between policy awareness and intentions to report to more people if an individual witnesses and/or experiences sexual harassment. Further information can be found in Appendix N.

Figure 12

Attitude Mediating Policy Awareness and Number of People Intended to Report to if

Participants Experience Sexual Harassment



Note. Bootstrapped with 1000 replications

Unstandardized coefficients (standard error) are displayed.

C= total effect, C'= direct effect when mediator is controlled

* $p < .001$

** $p < .05$.

Level of Formality Reporting Intentions. As Figure 13 illustrates, similarly to witnessing sexual harassment results, there was a significant relationship between policy awareness and attitudes towards reporting (path a), $b = 0.22$, $t(301) = 7.26$, $p < .001$, as well as a significant relationship between attitudes towards reporting and the level of formality individuals intend to report to if they were to experience sexual harassment (path b), $b = 0.58$, $t(300) = 5.05$, $p < .001$. Job status was positively related to the level of formality individuals intend to report to if they experience sexual harassment, $b = 0.11$, $t(300) = 2.34$, $p < .05$, indicating that being a human resource employee, or a management/supervisor employee increases the intention to report to a higher formality

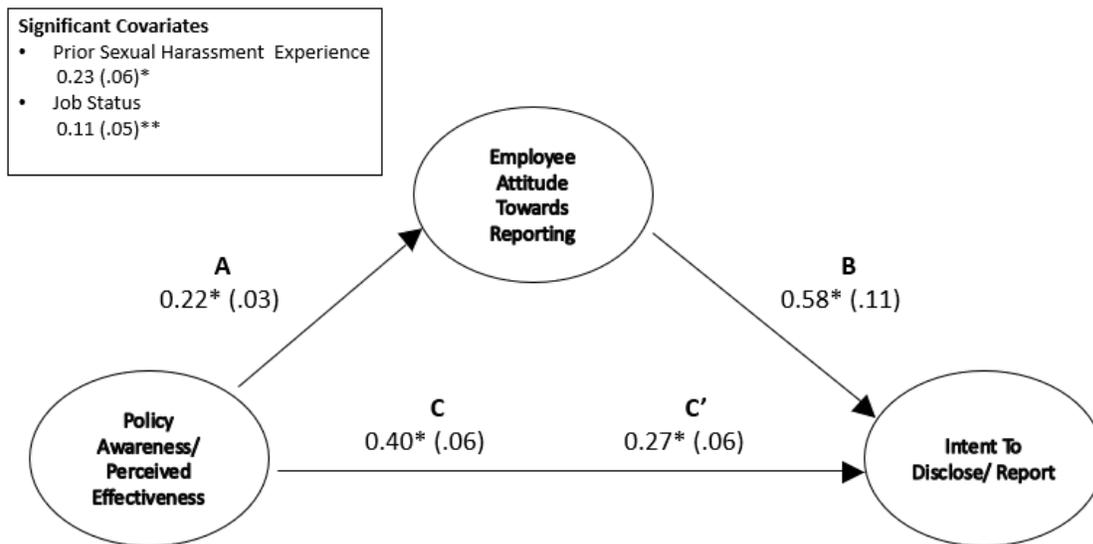
level. The relationship between policy awareness and the level of formality intended to report to was significant (path c), $b = 0.40$, $t(301) = 6.48$, $p < .001$.

A bootstrap confidence interval for the indirect effect = 0.13 based on 1000 bootstrap samples was entirely above zero (0.06, 0.20), indicating it was a significant mediation. The significant relationship between policy awareness/effectiveness and the level of formality intended to report to increases with the presence of more positive attitudes towards reporting – which means that as attitudes towards reporting increase, participants are more likely to intend to report to a more formal figure. Although path c was larger than path c', policy awareness and effectiveness did significantly influence the level of formality intended to report to when holding attitudes towards reporting constant (path c'), $b = 0.27$, $t(300) = 4.26$, $p < .001$. This supports partial mediation for the level of formality individuals intended to report to if they were to experience sexual harassment. Further information can be found in Appendix N.

These findings are similar to reporting intentions for sexual harassment if it was witnessed in that employee attitude towards reporting explains the relationship between policy awareness and effectiveness and reporting intentions. Attitudes towards reporting play a vital role in enhancing reporting intentions above and beyond policy awareness if participants were to experience and/or witness sexual harassment.

Figure 13

Attitude Mediating Policy Awareness and Effectiveness and Level of Formality Intended to Report to if Participants Experience Sexual Harassment



Note. Bootstrapped with 1000 replications
 Unstandardized coefficients (standard error) are displayed.
 C= total effect, C'= direct effect when mediator is controlled
 *p<.001
 ** p<.05.

Climate's Influence on Intentions to Report Sexual Harassment if it Were to be Experienced

Attitude towards reporting mediated the relationship between policy awareness and intentions to report sexual harassment individuals experienced. Contrary to what was hypothesized, climate of intolerance did not moderate the relationship between attitudes towards reporting and intentions to report. The resulting coefficients and model summaries for both outcomes of experienced sexual harassment can be found in Appendix N.

Number of People Intended to Report to. Climate of intolerance did not significantly moderate the relationship between attitudes towards reporting and the number of people participants intended to disclose to if they hypothetically experienced sexual harassment, as the index of moderation = -0.02 ($SE = 0.02$), with bootstrap confidence intervals $(-0.06, 0.01)$, contained zero.

However, climate was significantly related to the number of people participants intended to disclose to if they were to experience sexual harassment as a main effect, $b = 0.20$, $t(298) = 2.02$, $p < .05$.

Level of Formality Reporting Intentions. Climate was not a significant moderator for the level of formality participants intended to disclose to if they were to experience sexual harassment, as the index of moderation = -0.03 ($SE = 0.02$), with bootstrap confidence intervals $(-0.08, 0.02)$, contained zero.

Climate was significantly related to the level of formality participants intended to disclose to, $b = 0.39$, $t(298) = 3.61$, $p < .001$. This indicates that climate is not a moderator, but a main effect that directly impacts reporting intentions for hypothetically experienced sexual harassment.

These findings differ from reporting intentions for hypothetically witnessed sexual harassment. Climate directly impacts reporting intentions if sexual harassment were to be experienced, but indirectly impacts reporting intentions through attitudes towards reporting if sexual harassment were to be witnessed.

Coworker Support's Impact on Intentions to Report Sexual Harassment if it Were to be Experienced

It was hypothesized that coworker support would moderate the effect of attitudes towards reporting and intentions to report sexual harassment if it were experienced. This was not supported for reporting intentions if sexual harassment was to be experienced. Resulting coefficients and model summaries for the two mediated moderation outcomes can be seen in Appendix N.

Number of People Intended to Report to. Coworker support did not moderate the number of people individuals intended to disclose to if they were to experience sexual harassment, as the index of moderation = -0.01 ($SE = 0.02$), with bootstrap confidence intervals $(-0.05, 0.02)$, contained zero.

Level of Formality Reporting Intentions. Coworker support also did not moderate the level of formality intended to disclose to, as the index of moderation = -0.02 ($SE = 0.02$), with bootstrap confidence intervals $(-0.07, 0.03)$, contained zero.

However, coworker support was significantly related to the level of formality intended to report to if sexual harassment were to be experienced, $b = 0.24$, $t(298) = 3.22$, $p < .05$, indicating it is a main effect as opposed to a moderator variable.

This aligns with the findings for the level of formality intended to report to if sexual harassment were to be witnessed. This indicates that positive coworker support is directly related to enhanced intentions to tell a higher formality level for both experienced and/or witnessed sexual harassment.

How Ease of Reporting Impacts Intentions to Report Sexual Harassment if it Were to be Experienced

Both climate and coworker support did not moderate the relationship between attitudes towards reporting and reporting intentions for hypothetically experienced sexual harassment. It was predicted that ease of reporting would moderate the relationship between attitude towards reporting and intentions to report. This was not supported for reporting intentions of hypothetically experienced harassment. Resulting coefficients and model summaries for both moderated mediation outcomes can be found in Appendix N.

Number of People Intended to Report to. Ease of reporting did not moderate the number of people intended to disclose to if sexual harassment were to be experienced, as the index of moderation = -0.01 ($SE = 0.02$), with bootstrap confidence intervals ($-0.04, 0.02$), contained zero.

However, ease of reporting was positively related to the number of people intended to disclose to as a main effect, $b = 0.16$, $t(298) = 2.14$, $p < .05$.

Level of Formality Reporting Intentions. Ease of reporting also did not moderate the level of formality intended to disclose to if sexual harassment were to be experienced, as the index of moderation = -0.02 ($SE = 0.02$), with bootstrap confidence intervals ($-0.07, 0.02$), contained zero.

Ease of reporting was also marginally significantly related to the level of formality intended to report to, $b = 0.16$, $t(298) = 1.94$, $p = .05$, indicating that ease of reporting is a main effect as opposed to a moderator for reporting intentions if sexual harassment were to be experienced.

Contrary to reporting intentions for hypothetically witnessed sexual harassment, ease of reporting appears to be more important to enhance reporting intentions for hypothetically *experienced* sexual harassment.

Support for the Theory of Planned Behaviour if Sexual Harassment Were to be Experienced

Although climate, coworker support, and ease of reporting were not found to be significant moderators for intentions to report hypothetically experienced sexual harassment, they all had significant relationships with the outcome variables. The hypothesis which maps onto the TPB was that intent would be highest when attitudes were high, support was present (i.e., climate of intolerance and coworker support), and ease of reporting was present. All of these variables were found to have significant relationships with the level of formality individuals intended to disclose to if they were to experience sexual harassment, however not the number of people they intended to disclose to. These main effects can be seen in Figure 14. This supports the TPB as all relationships are positive, indicating the level of formality intended to report to if an individual experienced sexual harassment is being positively impacted by all of the TPB elements.

Figure 14

Main Effects of TPB Elements on Level of Formality Intended to Report to if Sexual

Harassment Were to be Experienced

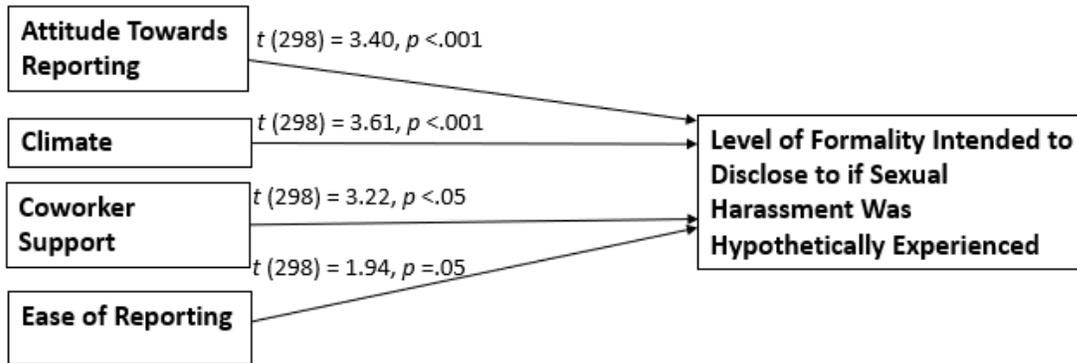


Table 12

Hypotheses Supported for Reporting Intentions if Sexual Harassment Were to be

Experienced

Hypothesis	Supported
H1: Policy awareness and perceived effectiveness will be positively related to intentions to disclose or report.	☑
H2: Policy awareness and perceived effectiveness will be mediated by employee attitude towards reporting	☑
H3: Organizational climate will moderate the relationships between attitudes towards reporting and intentions to disclose or report	☒
H4: Co-worker support will moderate the relationship between attitudes towards reporting and intentions to disclose or report	☒
H5: Ease of reporting will moderate the relationship between attitudes towards reporting and intentions to disclose or report	☒
H6: Employees’ perceived support (climate and coworker support), attitudes towards reporting and ease in reporting are positively related to intentions to disclose or report	✓

Note. ☑= supported, ✓= partially supported, ☒= not supported

Gender Differences

After the main analyses had been conducted, the data was analyzed by gender to investigate any gender differences that may exist on all variables. Descriptive information by gender can be found in Table 13.

Overall, males scored higher than females on all measures with the exception of prior sexual harassment experience. In the last 12 months, 48.7% of females had experienced at least one type of sexual harassment or assault at work compared to 41.8% of males. However, females had experienced more severe levels of sexual harassment than males as can be seen in Table 7 and Appendix M.

There were significantly more males than females in human resource, management or supervisor positions, $t(303) = 4.72, p < .001$. Males had significantly higher means than females on policy awareness/effectiveness, $t(303) = 3.26, p < .001$. Males also had significantly higher means than females on climate of intolerance scores, $t(303) = 3.11, p < .05$, indicating that males perceived their workplaces to be more intolerant towards sexual harassment than did females. Further, males had significantly higher means than females on ease of reporting, $t(303) = 2.41, p < .05$, indicating that males felt more able to report sexual harassment than females.

Males had significantly higher intentions to report to a higher level of formality if sexual harassment were to be witnessed than females, $t(303) = 3.32, p < .001$. As well, males had significantly higher intentions to report to a higher level of formality if sexual harassment were to be experienced than females, $t(303) = 2.30, p < .05$.

Differences between reporting intentions for hypothetically experienced and hypothetically witnessed sexual harassment were explored for males and females

separately using pairwise t-tests. Both males and females had a significant difference between the number of people intended to report to if sexual harassment were to be *experienced* compared to the number of people intended to report to if sexual harassment were to be *witnessed*, as can be seen in Table 13. This indicates that both males and females intended to tell more people if they were to experience sexual harassment than if they were to witness it.

Both males and females had a significant difference between the level of formality they intended to report to if they were to *experience* sexual harassment compared to the level of formality they intended to report to if they were to *witness* sexual harassment, as seen in Table 13. These findings show that both males and females have significantly higher intentions to tell a more formal figure if they were to experience sexual harassment compared to if they were to witness it.

All main analyses were analyzed by gender. The correlations between policy awareness and effectiveness and intentions to report were all significant for females, but only the fourth outcome (level of formality intended to report to if sexual harassment was experienced) was significant for males. See Appendix O for correlation details.

Table 13*Descriptive Statistics and T-tests for Males and Females*

Measure	Males (N=153)		Females (N=152)		<i>t</i>	<i>p</i>
	<i>M</i>	<i>SD</i>	<i>M</i>	<i>SD</i>		
Policy Awareness	3.64	0.87	3.29	1.00	3.26	.001
Attitudes Towards Reporting	4.23	0.55	4.16	0.52	1.11	.265
Coworker Support	4.20	0.89	4.24	0.87	-0.41	.686
Climate of Tolerance	4.02	0.71	3.74	0.87	3.11	.002
Ease of Reporting	4.14	0.82	3.91	0.81	2.41	.016
Intent 1	1.45	0.93	1.41	0.84	0.32	.753
Intent 2	1.34	0.88	1.21	0.71	1.39	.165
Intent 1 vs. Intent 2 ^a	<i>t</i> = 2.78, <i>p</i> = .006		<i>t</i> = 4.58, <i>p</i> = .000			
Intent 3	2.41	1.13	1.99	1.10	3.32	.001
Intent 4	2.90	1.07	2.61	1.09	2.30	.022
Intent 3 vs. Intent 4 ^b	<i>t</i> = -6.35, <i>p</i> = .000		<i>t</i> = -7.92, <i>p</i> = .000			
SH Experience ^c	<i>n</i> = 64, 41.8%		<i>n</i> = 74, 48.7%		-1.20	.231
Job Status ^d	<i>n</i> = 91, 59.5%		<i>n</i> = 51, 33.6%		4.72	.000

Note. Significant differences are bolded.

Policy Awareness = Sexual Harassment Questionnaire (SHQ), Attitudes Towards Reporting = The Sexual Harassment Reporting Attitudes Scale (SHRAS Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment, Coworker Support= Coworker Support Specific to Sexual Harassment Reporting, Climate of Tolerance = Climate of Tolerance Towards Sexual Harassment, Ease of Reporting= Self-Efficacy and Perceived Behavioural Control Towards Reporting Sexual Harassment

^a = Pairwise t-test for differences between number of people intended to report to if sexual harassment is experienced vs. witnessed for females and males done separately.

^b = Pairwise t-test for differences between level of formality intended to report to if sexual harassment is witnessed vs. experienced for females and males done separately.

^c = Prior SH Experience prevalence is shown for both males and females who indicated they *have* experienced sexual harassment to at least *one* item on the SEQ. A further understanding of prior sexual harassment experience by gender can be found in Table 7 and Appendix M.

^d = Job status prevalence is displayed for participants who indicated they *are* a human resource, supervisor or management employee.

Mediation. Following this, mediation analyses were conducted, and the level of formality intended to disclose to if sexual harassment were to be witnessed and level of formality intended to disclose to if sexual harassment were to be experienced were significantly mediated for both males and females. The number of people intended to report to for sexual harassment if it were experienced or witnessed for both males and females were not significant, as can be seen in Appendix O.

Moderated Mediation. Due to the fact that mediation was only supported for the level of formality reporting outcomes, the three moderated mediations (for climate, coworker support and ease of reporting) were only tested with two outcomes; the level of formality intended to report to if sexual harassment were to be experienced and the level of formality intended to report to if sexual harassment were to be witnessed. None of the three moderators were significant for females' level of formality reporting intentions. None of the moderators were significant for males with the level of formality intended to tell if sexual harassment were to be witnessed outcome.

Nevertheless, coworker support and ease of reporting were both significantly moderating the relationship between attitudes towards reporting and the level of formality intended to disclose to if sexual harassment were to be experienced for males. Additionally, the climate moderator was close to significant for the level of formality intended to report to for males. See Appendix O for moderated mediation statistics for the level of formality intended to report to if sexual harassment were to be witnessed.

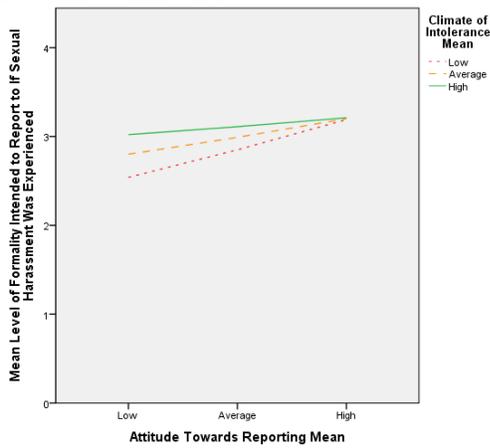
For comparison, graphs are presented for both females and males for the moderated mediation relationships between attitudes towards reporting and the level of

formality intended to report to if sexual harassment were to be experienced (see Figures 15 – 20).

These findings indicate that the relationship between attitudes towards reporting and the level of formality intended to report to if sexual harassment were to be *witnessed* is significantly impacted by climate of intolerance, ease of reporting and coworker support for males, but not for females.

Figure 15

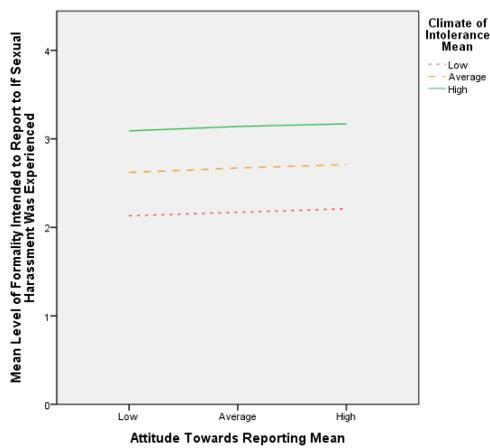
Male Moderated Mediation with Climate Moderator



Note. Almost significant interaction, $p = .06$.

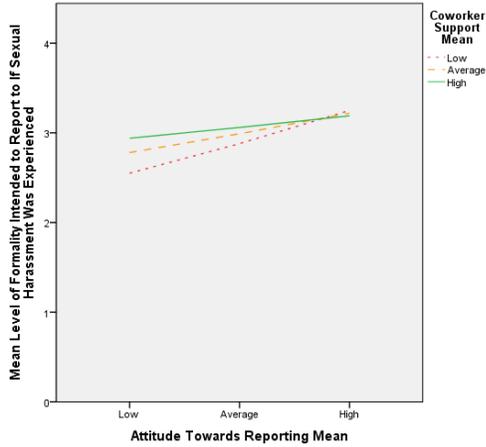
Figure 16

Female Moderated Mediation with Climate Moderator



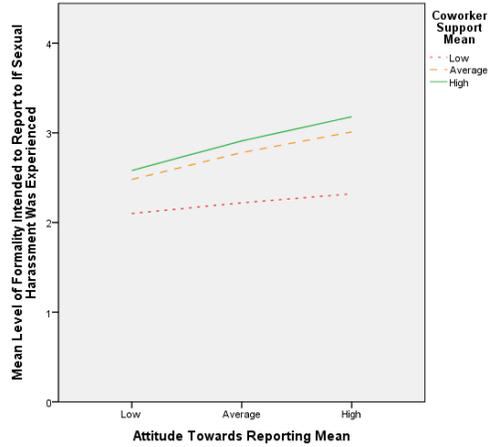
Note. Not significant interaction.

Figure 17
Male Moderated Mediation with Coworker Support Moderator



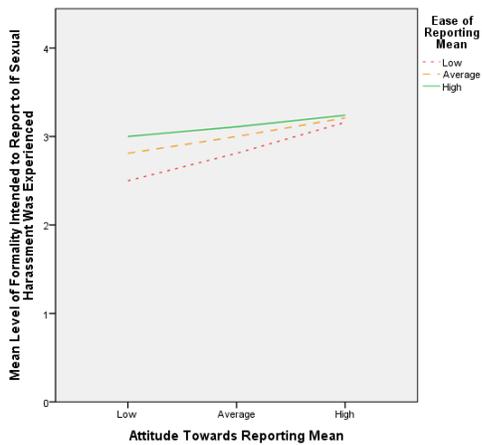
Note. Significant interaction, $p < .05$.

Figure 18
Female Moderated Mediation with Coworker Support Moderator



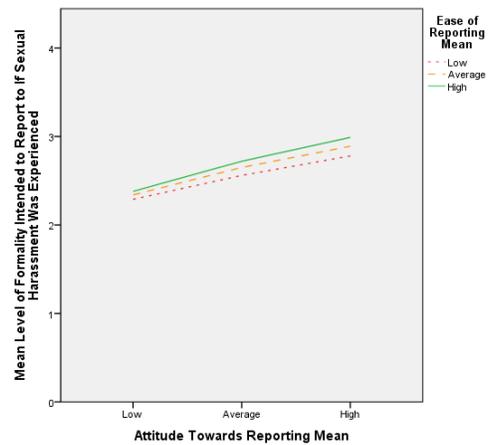
Note. Not significant interaction.

Figure 19
Male Moderated Mediation with Ease of Reporting Moderator



Note. Significant interaction, $p < .05$.

Figure 20
Female Moderated Mediation with Ease of Reporting Moderator



Note. Not significant interaction.

CHAPTER IV: DISCUSSION

This study explored individual and organizational factors that encourage and discourage people to report sexual harassment if they were to witness or experience it at work. Specifically: a) whether policy awareness and effectiveness would impact intentions to report sexual harassment, b) whether the attitude individuals hold towards reporting would help explain the relationship between policy awareness and intentions to report, and c) whether a climate of intolerance towards reporting, coworker support, and the ease of reporting sexual harassment would change the relationship that attitude towards reporting had on reporting intentions. Further, the study explored whether there were gender differences on reporting intentions.

Key Findings

Policy Awareness and Effectiveness. As expected, when individuals were more aware of their organization's policy on sexual harassment, and believed it was an effective policy, they had higher intentions to report sexual harassment – if they were to experience it or witness it – to more people and to a more formal reporting level. Findings align with past research that has shown that a sexual harassment policy may positively impact the intentions to report both experienced and witnessed sexual harassment (Jacobson & Eaton, 2018; Miner-Rubino & Cortina, 2004). This study goes beyond past research by demonstrating how important it is that employees are *aware* of their organization's sexual harassment policy *and* feel it is *effective* at encouraging reporting in order for them to have higher intention to actually use the policy and report sexual harassment.

In the current study, it was found that sexual harassment training that was delivered in person to a group setting, led to increased policy awareness, and perceptions that the policy was effective. Findings also show that just receiving a manual or booklet and not receiving training leads to decreased policy awareness and perceptions of effectiveness. This contributes to past findings that have indicated that trainings that are delivered face-to-face are most effective at positively impacting employee attitudes and increasing awareness that sexual harassment is not appropriate (Bingham & Scherer, 2001; Perry, Kulik, & Schmidtke, 1998). However, these findings also show that merely the existence of a written policy is not positively impacting awareness or intentions to report, demonstrating that more focus should be put on the delivery of training and ensuring employees are aware of the sexual harassment policy.

Attitudes Towards Reporting Sexual Harassment. It was found that the attitudes individuals hold towards reporting sexual harassment and the process of reporting significantly impact their intentions to report sexual harassment. When individuals have more positive attitudes about reporting they are increasingly more likely to report sexual harassment that they witness or experience to more people and to a more formal level (i.e., a supervisor). These findings further emphasize past literature that employee attitudes have an important impact on reporting or *lack* of reporting sexual harassment (Chen & Tang, 2006; Foster & Fullagar, 2018). This study goes a step further than past literature by bringing attention to the importance of not just attitudes about sexual harassment in general, but attitudes towards the reporting process itself, which has not been of focus in past research. It is understood from the Theory of Planned Behaviour that attitudes play a large role in predicting behavioural intention and in turn, behaviour,

which is why understanding attitudes can greatly assist in enhancing reporting behaviour (Ajzen, 1991). By further understanding attitudes towards specific aspects of the reporting process that may interfere with reporting, organizations can navigate how to improve those components of the reporting process to enhance reporting behaviour.

Climate of Intolerance of Sexual Harassment. Organizations that do not tolerate sexual harassment were found to positively impact the relationship between attitudes towards reporting and the level of formality individuals intended to report to if they were to witness sexual harassment. Specifically, findings indicate that a climate of intolerance towards sexual harassment is beneficial for enhancing *all* employees' reporting intentions, but that as a climate becomes more tolerant of sexual harassment, employees' attitude towards reporting becomes increasingly more important in predicting their intentions to report to a more formal member of their organization. A climate of intolerance was also found to be positively related to reporting intentions if sexual harassment were to be experienced. The more intolerant an individual perceived their workplace to be of sexual harassment, the higher their intent to report to more people and to a more formal figure at their organization. These findings map onto past research that has found that a climate of intolerance towards sexual harassment can positively affect sexual harassment reporting (Alagappar & Marican, 2014; Fitzgerald et al., 1997). This study allows further insight into the positive impact a climate of intolerance has on intentions to report to a more *formal* individual at their workplace, demonstrating climates of intolerance can assist in raising intentions to file formal complaints. If more formal complaints are received, an organization can get an accurate understanding of the prevalence of sexual harassment and the need to address the problem. This study further

highlights the importance organizations should put on ensuring they create, promote and maintain a climate of intolerance towards sexual harassment.

Coworker Support. The perception of having greater coworker support was found to positively impact an individual's intentions to report to people with more authority if they were to witness and/or experience sexual harassment at work. Although the current study did not find that coworker support impacted attitudes towards reporting as predicted for females, it did influence the attitudes towards reporting that males had. Further, coworker support did positively influence reporting intentions directly for the full sample and for females. While it has been previously predicted that coworker support would positively influence reporting, this is the first study known to confirm this (Clarke, 2014; Foster & Fullagar, 2018). Further, findings from this study show that only 24.9% of individuals indicated they would be reluctant to report sexual harassment due to fear of judgement from others. This rate appears lower than past research that suggests victims are often hesitant to report sexual harassment due to fear of judgement or rejection from co-workers (Handy, 2006). This is likely because most individuals in the current study reported having positive coworker support towards reporting so were unlikely to be afraid of judgement or negative reactions from coworkers. This highlights that the presence of coworkers who are supportive towards reporting sexual harassment increases individual's intentions to disclose or report sexual harassment if they were to experience and/or witness it. Therefore, organizations should try to promote and encourage coworker relationships through team-building activities as supportive coworkers can be beneficial for informal disclosure and can enhance intentions to report sexual harassment.

Ease of Reporting. Results indicated that ease of reporting did not significantly impact the relationship between attitudes towards reporting and reporting intentions for the full sample, as predicted. One explanation could be that ease in reporting alone is not enough to positively change or alter individuals' attitudes towards reporting – especially if they are negative attitudes. However, ease of reporting did positively influence the attitude males had towards reporting. Additionally, if sexual harassment were to be experienced, ease of reporting did have a positive effect on reporting intentions. Findings indicate that when individuals believe they are emotionally capable of reporting, know how to do so and feel the process is straightforward, they intend to report to more people and to a more formal figure if they experience sexual harassment. However, if sexual harassment were to be witnessed, there was not a significant relationship between ease of reporting and reporting intentions. This implies that ease in reporting is more beneficial to first person compared to third person experiences. An explanation for this is that when an individual is debating reporting sexual harassment they experienced first-hand, it is important that they feel more emotionally capable to handle the reporting process as it will involve revisiting their own traumatic experience.

Gender Differences. Unexpected gender differences were found in the current study as 41.8% of males had experienced some form of sexual harassment or assault at their workplace in the last 12 months compared to 48.7% of females, which is a much closer prevalence than anticipated. Although past research has found that males can be victims of sexual harassment, their prevalence rates are usually much lower than females (Hango & Moyser, 2018). However, these percentages were based on an individual answering 'yes' to *any* of the sexual harassment items, which differ in severity level.

Females reported much higher frequencies of prior sexual harassment experience than men as the severity of the sexual harassment increased, for example 9.8% of males indicated they had been sexually assaulted previously compared to 27.6% of females. In the current sample, males had significantly higher intentions than females to report sexual harassment—regardless of the type of sexual harassment—if it were to be witnessed or experienced. This contradicts past research that indicates that males tend to be less willing to report sexual harassment that they experience (Bingham & Sherer, 2001). This may be due to job status as 59.5% of males in the study were either human resource employees, supervisors or in management positions, which may increase their understanding of their organization's response to sexual harassment and may enhance their perceptions of their policy's ability to effectively deal with perpetrators. Further, individuals in these job roles often deal with sexual harassment complaints and therefore are held more accountable for addressing and correcting sexual harassment. In addition, this could also be due to higher awareness of sexual harassment prevalence, the consequences for perpetrators and the importance of reporting both as a bystander and as a victim, from recent movements like *#MeToo* and *Time's Up*.

Strengths of the Current Study

The results of this study contribute to and advance previous sexual harassment research in multiple ways through the inclusion of a unique sample, the exploration of levels of reporting and disclosure, and further understanding of how past sexual harassment experience impacts reporting intentions.

The current study offers insight into a unique population as the majority of sexual harassment reporting literature has been conducted with military and student populations

(e.g. Bell et al., 2014; Foster & Fullagar, 2018). Participants in the current study were more diverse as they were full-time employees working 35+ hours a week from various industries. There was an average age of 41 years old and participants had worked at their current organization for an average of 7 years which provides a rich organizational sample that is rarely found. This sample provides insight about sexual harassment reporting from older individuals who have real world experience with being a member of an organization as opposed to student samples. This is beneficial as participants likely found the content of the survey relevant and applicable to them as they have experienced workplace climates, coworker support (or lack thereof) and will have participated in some type of workplace training. This allows findings to be based on real experiences from a more generalizable sample. Further, the current study had a large sample size of 305 employees with an equal mix of male and female respondents offering an opportunity to explore gender differences on reporting intentions and to capture more employees' perceptions than past research which has predominantly used female samples exclusively. This allowed the current study to uncover interesting gender differences, for example – that males had higher intentions to report than females, and more positive attitudes towards reporting, which is not what would be anticipated

Another strength of the current study is the inclusion of both informal and formal reporting. The current study found that individuals had significantly higher intentions to informally report compared to formally report sexual harassment if it were to be experienced and/or witnessed. While past research has shown that there is often a drastic difference between informal and formal reporting, (Cortina & Berdahl, 2008) this is one of the first studies known to measure reporting on a continuum that gives insight into

informal disclosure (Brooks & Perot, 1991). The current study offers further insight into reporting intentions for multiple types of sexual harassment (i.e., gender harassment, unwanted sexual attention, and sexual coercion) and demonstrates that individuals' intentions to report to a more formal figure increase as the type of harassment severity increases. Findings also demonstrate that many individuals intend to informally disclose their experience to someone at their workplace, even if they do not want to file an official complaint. By looking further than just individuals who would formally file a grievance, organizations can ensure there is resources and support both informally and formally for employees so even if victims do not want to formally report, they still feel supported by their organization.

Another strength of the current study is the opportunity to explore differences on reporting intentions for those who have previously experienced sexual harassment. Of the current sample, 45.2% had experienced some sort of sexual harassment or sexual assault at their workplace in the last 12 months. Findings from the current study show that individuals who *have* experienced sexual harassment feel more negatively about the reporting process and are less likely to intend to report sexual harassment that they may experience or witness in future. This is the only study known to investigate how prior sexual harassment experience impacts future reporting of sexual harassment. This demonstrates that there are drastic differences between survivors and non-survivors of sexual harassment and promotes that organizations should consider how they can enhance policies and climates to ensure they are beneficial to all employees including survivors of sexual harassment.

Theoretical Implications

The current study proposed that the Theory of Planned Behaviour would assist in understanding of sexual harassment reporting intentions (Ajzen, 1991; TPB). The results from this study partially supported the TPB as all variables were positively related to one of the outcome variables; the level of formality intended to report to if sexual harassment were to be experienced. The TPB helps to explain that when individuals have positive attitudes towards reporting, when they feel others support the behaviour of reporting (i.e., coworker support and climate of intolerance), and when they believe they are in control of achieving the behaviour (i.e., ease of reporting) they have increased reporting intentions. This indicates that individuals intend to tell a more formal figure if they have a positive attitude towards reporting, feel that they have positive coworker support, feel their organization has a climate of intolerance, and feel the reporting process is easy. This can help explain why individuals may be reluctant to disclose or report sexual harassment if some of these components are lacking or are not in place.

While the TPB has been supported in past sexual harassment reporting research (e.g., Foster & Fullagar, 2018), this was the first study known to incorporate this framework with an organizational sample. Further, this study is the first known to use coworker support as a component of subjective norms. While coworker support did not impact attitudes towards reporting for the full sample, coworker support did have significant positive relationships with intentions to report – specifically with the level of formality participants intended to report to, indicating it is a valuable component to include. Further, gender specific findings indicate that the TPB can help understand what can enhance males' attitudes towards reporting via support from others and perceived

behavioural control. Findings demonstrate the importance of supportive coworkers and ease in the reporting process for enhancing males' attitudes towards reporting and reporting intentions, both as potential bystanders and/or victims. This study supports that the TPB can help to understand what can enhance sexual harassment reporting behaviour in a workplace context.

Practical Implications

The current study provides support that individuals who have high policy awareness, and more positive opinions of their policy's effectiveness have higher intentions to report sexual harassment if it is witnessed and/or experienced. Organizations should be focusing on the importance of training of policies, as well as promoting policies once they are in place to enhance reporting. The policy content should be carefully considered and evaluated by employees and organizations to ensure it is perceived as effective.

When implementing sexual harassment policies, organizations should think through the training and resources on the policy that they provide. The current study found that the type of training individuals received on their policy impacted their level of policy awareness and effectiveness. Specifically, in-person group delivered training may be most effective at enhancing policy awareness and perceptions of effectiveness. The findings also highlight that not receiving training or receiving just a manual can be negatively related to policy awareness, which in turn can decrease reporting intentions. Training should be provided for all employees together including management to set the tone that the organization stands by the policy and holds all individuals to the same standard. By ensuring that a policy's contents are known and are deemed effective by

those using it, and the policy implementation is done in a manner that enhances awareness and effectiveness (i.e., training is provided, not just a manual), employees are much more likely to make use of the policy and report sexual harassment.

Given the importance a climate of intolerance has in enhancing attitudes towards reporting and thereby positively impacting intentions to report sexual harassment, organizations should make an effort to promote a climate of intolerance towards sexual harassment to help improve reporting. When recruiting new employees, organizations should be promoting their climate of intolerance and ensuring incoming hires are aware of the sexual harassment policy and resources available to them by providing realistic job previews. When incoming employees first undergo training on policies and other functions of their workplace, a climate of intolerance should be promoted. This is an opportunity to set the stage during policy training that sexual harassment will not be tolerated. Organizations should then ensure they are promoting and supporting their policy in their daily operations and interactions, demonstrating their intolerance of sexual harassment by taking reports seriously, ensuring perpetrators are punished, and providing support for victims. Employers should also continually ensure employees are aware of the organization's policy and commitment to deterring sexual harassment in scheduled meetings such as coaching meetings, and performance appraisals. This should further help to improve individual's attitudes towards reporting. If individuals feel their policy is effective, and their work climate is intolerant of sexual harassment, their attitudes towards reporting can be positively impacted.

Organizations should ensure their process of reporting sexual harassment is clear and easy to understand and is not onerous or harmful to victims. The reporting process

including the way the organization handles complaints and punishes perpetrators should be explained in the policy, and explicitly addressed in training. Organizations should ensure they are following through with the type of punishment described in their policy to exemplify they are committed to reducing sexual harassment and standing by their policy. Further, by ensuring the organization's intolerance of sexual harassment is in the written policy, in training and in daily operations, an organization is more likely to enhance co-worker relationships that are supportive towards reporting.

Findings from this study highlight that individuals are more likely to informally disclose to someone at work than they are to file an official complaint. Knowing this, organizations could consider having resources in place for informal disclosures such as a sexual harassment coordinator or human resource employee that employees can talk to informally in order to gain access to support and resources. This ensures victims are getting support even if they do not wish to formally report an incident. This can offer the victim a chance to discuss their experience (which helps to demonstrate that the organization actually cares), and give them the opportunity to decide how they would like to handle it – whether it is just removing the perpetrator from a project they are working on or whether they would like to escalate the situation and file an official complaint and need help in doing so.

Limitations

Although the current study did assess policy training types and policy awareness and perceptions of effectiveness, there was no knowledge of each organization's policy for sexual harassment. Further, while the type of training was assessed, it isn't known whether the training was 'good' or what the training was comprised of. Without accurate

knowledge of the training type, findings about policy should be interpreted with caution. While policy awareness and perceptions of effectiveness can be assessed without knowing the exact policy in place, it would be ideal to know more about the policies and policy training individuals were evaluating as effective or not.

One of the limitations of studying intentions as opposed to actual reporting behaviour is the disconnect that may occur between them. The current sample was quite optimistic in terms of reporting intentions as well as having high scores on most measures. Due to the study asking about hypothetical intentions to report, the actual behaviour found from the individuals may differ from what they indicated in the study. As many of the participants had experienced sexual harassment previously, they may have responded with what they actually did do in the past, or what they wish they had done in the past. On the other hand, asking intentions as opposed to actual behaviour allows insight from all participants not just those who have past sexual harassment experience. Additionally, the TPB has previously supported that you can confidently infer behaviour from intentions as measuring actual behaviour can be much more complex than measuring intentions to behave (Ajzen, 1991).

Due to time constraints of the current study, the measures that were adapted and created did not undergo pilot testing. Ideally, these items and measures would have been piloted to ensure they were accurate and to enhance validity and reliability. To address this, the items and measures were assessed by the authors colleagues for accuracy, clarity, and understanding and underwent numerous edits before being used for the study. In future, these measures should be further validated.

Another limitation is common method bias as participants may have felt a reluctance to self-disclose, or a need to show socially desirable behaviour in some of their responses. Further, due to the measures all being completed at the same time by the same participant this can increase common method bias. This was partially remedied by having anonymity for all participants and ensuring confidentiality was maintained, which may reduce their reluctance to disclose or respond in certain manners (Podsakoff, MacKenzie, Lee, & Podsakoff, 2003). The current study ensured the participants knew their information would be stored securely, which has also been suggested to reduce common method bias (Podsakoff et al., 2003). Further, the measures were randomized so that any possible effects of the order in which participants saw the survey would be minimized.

Future Directions

Further understanding and exploration of policy training types and how they relate to policy awareness and perceptions of effectiveness is needed. By understanding how training types, and quality of training impacts this awareness, more time can be spent ensuring the training provided is beneficial in increasing awareness and reporting intentions. Future research should investigate whether training type alone impacts policy awareness and reporting intentions or what impact the quality and delivery of the training has through experimental research.

Although the current study found gender differences were present among males and females, this should be further explored. The current study is one of few studies known to include both males and females in sexual harassment research, particularly with this age group. Although the findings from the preliminary analyses seem interesting, more research is needed to fully understand differences that exist and why. Past research

that has limited their samples to females fails to comprehend the scope of sexual harassment regardless of gender. Further, studies that do not include males exclude their perspectives, opinions on policies, and experiences as both victims and/or bystanders. Further understanding of gender differences can help policymakers and organizations ensure they are meeting the needs and important factors that encourage reporting for all employees.

Further, the current study is one of the first to use the TPB in an organizational context to help explain reporting intentions. A strength of the current study was the unique organizational perspective provided and more research is needed with organizational samples as opposed to student samples. Research in organizations is of intense benefit to policy makers and organizations as it is directly generalizable to their context.

While the current study found that climate of intolerance, coworker support and ease of reporting all had positive effects on reporting intentions, the relationships were not as expected. It was hypothesized that climate of intolerance, ease of reporting, and coworker support would impact employee's attitudes towards reporting which would then impact reporting intentions. However, coworker support and ease of reporting did not affect attitudes individuals held towards reporting, but instead was directly related to reporting intentions. Future research could use these variables as predictors to further understand the positive impact they have on reporting intentions.

The current study measured intentions by analyzing the average number of people an individual intended to report to which was done in a prior study (Brooks & Perot, 1991). However, the current study also created outcome variables that assessed the level

of formality an individual intended to report to if they experienced or witnessed sexual harassment. The outcomes assessing the level of formality participants intended to report to performed better in analysis and interpretation than the outcomes based on the number of people intended to report to. Future research could further test these outcomes to see if they are reliable in other samples. In addition, future research should further investigate measurement of the intention to report construct, as the conceptual understanding can be difficult to capture. The more accurately intentions to report can be captured, the closer we get to understanding reporting behaviours and what can impact them.

Future research should look to include sexual orientation and members of other genders in sexual harassment research. This was not captured in the current study and would assist in further understanding of differences that may exist in marginalized groups in terms of organizational factor importance and reporting intentions. It would be beneficial to try to further understand how to improve reporting climates for marginalized groups specifically as intersectional and marginalized individuals tend to be at a higher risk of victimization (Ullman, 2010).

Conclusion

Workplace sexual harassment has negative consequences for both individuals and organizations and high prevalence rates, with 45.2% of the current sample having experienced sexual harassment. This research sought to uncover what organizational and individual factors can assist in enhancing reporting intentions for individuals who may experience or witness sexual harassment. The findings highlight the importance of policy awareness and employee perceptions of effectiveness, as well as the importance that climate of intolerance has on reporting intentions. This study contributes to the sexual

harassment reporting literature through use of an organizational sample that explores what can encourage both informal disclosure and formal reporting for males and females.

This research provides insight into what can enhance both disclosure and reporting for individuals, which can help ensure that victims are receiving the support and resources they need following sexual harassment. Findings can help organizations focus on the supports they can improve for employees including ease of reporting, climate of intolerance, and coworker support. Doing so can further encourage reporting which can lead to punishment and corrective action for perpetrators, helping to reduce reoccurrence and prevalence rates of sexual harassment.

The findings from this study can influence policymakers and organizations to consider their policy more thoroughly to ensure it is effective in setting the tone that sexual harassment is not tolerated. Organizations should continually promote this intolerance to ensure they are dissuading sexual harassment, promoting reporting and ensuring perpetrators are punished. This can reduce sexual harassment occurrences which can mitigate financial legal costs and minimize negative impacts on organizations. Further, an increase in reporting of sexual harassment in the workplace provides more accurate understanding of the scope and dimension of the problem and continues to push organizations to implement effective strategies to prevent sexual harassment. Ultimately, findings from this study can benefit individuals and organizations alike.

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APPENDICES

Appendix A: Consent Form**CONSENT TO PARTICIPATE IN RESEARCH****TITLE OF STUDY: Workplace Policies and Employee Behaviour**

You are asked to participate in a research study conducted by **Emma Bailey** under the supervision of **Dr. Greg Chung-Yan** from the Department of Psychology at the University of Windsor. The results from this study will form the basis of a Master's thesis research project.

If you have any questions or concerns about the research, please feel to contact Emma Bailey (519 253 3000 ext. 4704) or Dr. Greg Chung-Yan (519 253 3000 ext. 2189).

PURPOSE OF THE STUDY

The purpose of this study is to examine policies at work and views of how these policies affect employees and whether the policies are used by individuals. This study also examines sexual harassment behaviours that occur in the workplace. This study contains some questions with a personal nature about situations/experiences with unwanted or unwelcome behaviour and attention at work including sexual harassment.

PROCEDURES

If you volunteer to participate in this study, you will be asked to answer questions about your current workplace and your understanding and opinions of the policies at your workplace. You will also be asked about relationships within your workplace and any discomfort or sexual harassment you may have experienced at your workplace. Once you have completed the questionnaire, you will be provided with an information page and your compensation. You may wish to print the information page for your reference. The study should take approximately 30 minutes to complete.

POTENTIAL RISKS AND DISCOMFORTS

There are limited potential risks or discomfort expected to come from your participation. Some of the questions in the study are personal in nature and have questions regarding behaviour at work. Your responses will remain completely confidential and your workplace will not have access to any of your responses. Some questions may bring up discomfort about your current or past experiences. If you experience discomfort during or following participation, please refer to the information page provided at the end of the survey. Completing this survey in a public place or at work makes it possible that someone else will see your answers. **Therefore, we recommend that you complete this study in a private place and clear your browser history upon completion**

POTENTIAL BENEFITS TO PARTICIPANTS AND/OR TO SOCIETY

Your reflection on policy components and behaviours at work can help inform workplaces on best practices in implementing future policies. You will receive an information page upon completion of the study that can be helpful for yourself and others.

COMPENSATION FOR PARTICIPATION

You will be compensated for your time based on your Qualtrics partnership upon completion of study.

CONFIDENTIALITY

Any information that is obtained in connection with this study and that can be identified with you will remain confidential. Identifying information needed for compensation will be stored separately from the study and not accessible to the researchers. The anonymous responses from the study will be password protected and only accessible by the researchers working on the project.

PARTICIPATION AND WITHDRAWAL

You may choose whether to participate in this study or not. If you volunteer to be in this study, you may withdraw at any time throughout the survey. You may refuse to answer any questions you do not wish to answer and remain in the study if you complete at least 90% of the study. You can withdraw from the study at any time by clicking on the withdraw button at the bottom of each page. If you withdraw during the study or close your browser the answers you have provided to that point will be retained and will be kept by the researcher. **If you withdraw from the study, you will not be eligible for the incentive.** The investigator may withdraw you from the study if circumstances arise which warrant doing so, like in instances of large survey incompleteness, failure to pass validity checks,

instances of lack of meaningful response such as not reading the survey questions carefully or filling in random responses, and instances of speeding through the study. If you are withdrawn, you will not be eligible for the incentive.

FEEDBACK OF THE RESULTS OF THIS STUDY TO THE PARTICIPANTS

A summary of the results of this study will be available to you online by September 30th, 2020.

You can access the results here: <https://scholar.uwindsor.ca/research-result-summaries/>.

SUBSEQUENT USE OF DATA

These data may be used in subsequent studies, in publications and in presentations.

RIGHTS OF RESEARCH PARTICIPANTS

If you have questions regarding your rights as a research participant, contact: Research Ethics Coordinator, University of Windsor, Windsor, Ontario, N9B 3P4; Telephone: 519-253-3000, ext. 3948; e-mail: ethics@uwindsor.ca

SIGNATURE OF RESEARCH PARTICIPANT/LEGAL REPRESENTATIVE

I understand the information provided for the study **Workplace Policies and Employee Behaviour** as described herein. My questions have been answered to my satisfaction, and I agree to participate in this study. I have been given a copy of this form.

Please print a copy of this consent form for your records.

- I agree to participate in this study (directed to study)**

- I do not agree to participate in this study (directed to “Thank you for considering participation in this study. We appreciate your time.” page)**

Appendix B: Screening Questions

Do you identify as male or female?

Yes

No

Are you fluent in English?

Yes

No

Are you currently a full-time employee? (35 hours per week+)

Yes

No

Appendix C: Definition

Sexual harassment:

Under the Ontario Human Rights Code, sexual harassment is “engaging in a course of inappropriate comment or conduct that is known or ought to be known to be unwelcome.” In some cases, one incident could be serious enough to be sexual harassment. Some examples of sexual harassment are:

- asking for sex in exchange for a benefit or a favour
- repeatedly asking for dates, and not taking “no” for an answer
- demanding hugs
- making unnecessary physical contact, including unwanted touching
- using rude or insulting language or making comments toward women (or men, depending on the circumstances)
- calling people sex-specific derogatory names
- making sex-related comments about a person’s physical characteristics or actions
- saying or doing something because you think a person does not conform to sex-role stereotypes
- posting or sharing pornography, sexual pictures or cartoons, sexually explicit graffiti, or other sexual images (including online)
- making sexual jokes
- bragging about sexual prowess.

Appendix D: Debrief and Resources

Thank you for participating. We are interested in studying factors that make employees more likely to use their organizations sexual harassment policies. In particular, we are focusing on employee's perceptions and opinions of policies in place as well as situational factors in their current workplace that contribute to likelihood to report sexual harassment that they witness or experience.

Sexual harassment is a prevalent issue. In the 2016 Statistics Canada report, one in five women and more than one in eight men reported being harassed at work (Hango & Moyser, 2018). Sexual harassment can have many negative consequences including humiliation, loss of self-confidence, and psychological illnesses including anxiety, depression and symptoms of PTSD (Brown et al., 2011; Willness, Steel, & Lee, 2007). Harassment not only impacts individuals, it also affects organizations as workplace harassment can result in expensive financial and legal costs and can lead to a poor public image for an organization (Conroy, 1992). In addition, sexual harassment can affect bystanders and can impact the workplace culture of an organization.

Despite high prevalence of sexual harassment, there is a lack of reporting in workplaces. Workplaces can only change if they know there are problems, so reporting is important. The current study aims to discover what can contribute to increasing likelihood to report sexual harassment at the workplace. Your participation has contributed to further understanding of how policies and workplaces can be improved to create supportive workplaces that encourage reporting of sexual harassment and reduction of these harmful behaviours longer term.

It is important to make clear that if sexual assault occurs at the workplace, a victim can choose to report it as sexual harassment through their workplace or can choose to report it through the legal system as sexual assault. Please take a look at the list of resources that is provided to you on the following page. This list contains more information on the topic if you wish to learn more about your rights or gain further information.

Thank you for your valuable participation!

Resource Page

List of Resources and Services

Please feel free to contact myself (baile11w@uwindsor.ca) or my supervisor Dr. Greg-Chung-Yan (gcy@uwindsor.ca) should you have any concerns or comments regarding the study you have participated in.

The following resources are agencies with information regarding sexual harassment:

Canadian Human Rights Commission

Outlines what behaviours can be considered sexual harassment under the law, the employer's responsibilities as well as provides suggestions for how to deal with harassment when it occurs.

Toll Free: 1-888-214-1090 <http://www.chrc-ccdpc.ca>

Ontario Ministry of Labour

Contains information pertaining to workplace specific sexual harassment and employee rights.

<https://www.labour.gov.on.ca/english/hs/topics/workplaceviolence.php>

Canadian Resource Centre for Victims of Crime

Information pertaining to rights of crime victims in Canada. Helpful support resources.

<https://crcvc.ca/links/>

Government of Canada

Provides resources from across Canada for individuals who have experienced or witnessed sexual misconduct.

<https://www.canada.ca/en/department-national-defence/services/benefits-military/conflict-misconduct/operation-honour/resources/resources-near-you.html> Provides mental health resources and tools to assist with mental health. In addition, this page has a list of distress centers across Canada.

<https://www.canada.ca/en/government/publicservice/wellness-inclusion-diversity-public-service/health-wellness-public-servants/mental-health-workplace/resources-employees-mental-health-workplace.html>

Ending Violence Association

Provides a list of resources and service providers across Canada.

<http://endingviolencecanada.org/getting-help/>

Shelter Safe

Provides assistance in finding shelters, maintaining safety and accessing support all across Canada.

<http://www.sheltersafe.ca>

Canadian Association for Sexual Assault Center

Provides access to sexual assault centers Canada-wide.

Toll Free: 1 866 863 0511 OR Text #7233 on any Bell, Rogers, Fido, or Telus mobile device

<http://www.casac.ca>

Appendix E: Prior Sexual Harassment Experience and Intention to Report

For each item, please select the word or phrase which most closely describes your own experiences while working for your current organization.

During the last 12 months, were you ever in a situation in which any of your supervisors,

0 = Never	1 = Once or twice	2 = Sometimes	3 = Often	4 = Very often
-----------	-------------------	---------------	-----------	----------------

- 1) Treated you “differently” because of your gender (for example, mistreated, slighted, or ignored you)?
- 2) Displayed, used, or distributed sexist materials (for example, pictures, stories, or cartoons) that you found offensive?
- 3) Made offensive sexist remarks (for example, suggesting that people of your gender are not suited for the kind of work you do)?
- 4) Referred to people of your gender in insulting or offensive terms?
- 5) Put you down or was condescending to you because of your sex?
- 6) Repeatedly told sexual stories or jokes that were offensive to you?

How would you respond if one of the above experiences happened to you? (select all that apply)

- Tell a co-worker
- Tell my supervisor
- Tell someone else in the organization
- File an official grievance against the person
- None of the above
- Other: (please specify) _____

How would you respond if you witnessed one of the above experiences happen to a co-worker? (select all that apply)

- Talk to the co-worker and encourage them to report
- Tell my supervisor
- Tell someone else in the organization
- File an official grievance against the person
- None of the above
- Other: (please specify) _____

For each item, please select the word or phrase which most closely describes your own experiences while working for your current organization.

During the last 12 months, were you ever in a situation in which any of your supervisors, coworkers, managers or other members of staff...

0 = Never	1 = Once or twice	2 = Sometimes	3 = Often	4 = Very often
-----------	-------------------	---------------	-----------	----------------

- 1) Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it?
- 2) Made unwelcome attempts to draw you into a discussion of sexual matters (for example, attempted to discuss or comment on your sex life)?
- 3) Continued to ask you for dates, drinks, dinner, etc., even though you said “no”?
- 4) Made offensive remarks about your appearance body, or sexual activities?
- 5) Touched you in a way that made you feel uncomfortable?
- 6) Made gestures or used body language of a sexual nature that embarrassed or offended you?
- 7) Made unwanted attempts to stroke, fondle, or kiss you?

How would you respond if one of the above experiences happened to you? (select all that apply)

- Tell a co-worker
 - Tell my supervisor
 - Tell someone else in the organization
 - File an official grievance against the person
 - None of the above
 - Other: (please specify)
-

How would you respond if you witnessed one of the above experiences happen to a co-worker? (select all that apply)

- Talk to the co-worker and encourage them to report
 - Tell my supervisor
 - Tell someone else in the organization
 - File an official grievance against the person
 - None of the above
 - Other: (please specify)
-

For each item, please select the word or phrase which most closely describes your own experiences while working for your current organization.

During the last 12 months, were you ever in a situation in which any of your supervisors, coworkers, managers or other members of staff...

0 = Never	1 = Once or twice	2 = Sometimes	3 = Often	4 = Very often
-----------	-------------------	---------------	-----------	----------------

- 1) Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behavior?
- 2) Made you feel threatened with some sort of retaliation for not being sexually cooperative?
- 3) Treated you badly for refusing to have sex?
- 4) Implied better opportunities or treatment if you were sexually cooperative??"?

How would you respond if one of the above experiences happened to you? (select all that apply)

- Tell a co-worker
- Tell my supervisor
- Tell someone else in the organization
- File an official grievance against the person
- None of the above
- Other: (please specify) _____

How would you respond if you witnessed one of the above experiences happen to a co-worker? (select all that apply)

- Talk to the co-worker and encourage them to report
- Tell my supervisor
- Tell someone else in the organization
- File an official grievance against the person
- None of the above
- Other: (please specify) _____

For each item, please select the word or phrase which most closely describes your own experiences while working for your current organization.

During the last 12 months, were you ever in a situation in which any of your supervisors, coworkers, managers or other members of staff...

0 = Never	1 = Once or twice	2 = Sometimes	3 = Often	4 = Very often
-----------	-------------------	---------------	-----------	----------------

- 1) Attempted to have sex with you without your consent or against your will, but was unsuccessful?
- 2) Had sex with you without your consent or against your will?
- 3) Have you ever been sexually harassed?

Please explain why you would or would not disclose or report sexual harassment that happened to you or a co-worker? (select all that apply)

- Fear my career will suffer
- Fear of judgement from others
- I think nothing will be done about it
- I do not want to bring attention to it
- I do not want the perpetrator to get fired
- I do not think it was a big deal
- I do not know the steps to report
- I do not feel safe to report
- I would prefer to handle it on my own
- Fear that the person will retaliate if I report it
- Shame or embarrassment
- Other: (please specify) _____

Validity 2: I have never used a computer

- a) True
- b) Untrue

Appendix F: The Sexual Harassment Reporting Attitudes Scale (SHRAS)

Please read the following statements and indicate your choice by selecting the applicable option

1 = Strongly disagree	2 = Somewhat disagree	3 = Neither agree nor disagree	4 = Somewhat agree	5 = Strongly agree
-----------------------	-----------------------	--------------------------------	--------------------	--------------------

- 1) If someone is being sexually harassed in his or her place of work, then they should report it to a supervisor
- 2) Reporting workplace sexual harassment is an effective way of stopping the problem
- 3) A person who reports workplace sexual harassment is just a tattletale*
- 4) Reporting workplace sexual harassment creates new problems for everyone*
- 5) People should not be afraid to report sexual harassment in their places of work
- 6) Supervisors have better things to do with their time than deal with reports of sexual harassment*
- 7) Workplace sexual harassment problems will persist, even if people report them*
- 8) People who witness workplace sexual harassment, but are not harassed themselves, should report it
- 9) Supervisors need to take reports of workplace sexual harassment very seriously
- 10) A person who reports workplace sexual harassment should not be afraid of losing his or her job because of it
- 11) In general, reporting workplace sexual harassment does no good*
- 12) Reporting workplace sexual harassment only makes the problem worse*
- 13) Reporting sexual harassment leads to animosity in the workplace*
- 14) An employee has the right to report workplace sexual harassment to his or her supervisor
- 15) All things considered, reporting workplace sexual harassment is a waste of time*
- 16) People who report workplace sexual harassment risk being looked upon badly by their coworkers*
- 17) People who report workplace sexual harassment usually end up getting into trouble for it*

* = reverse coded.

Appendix G: The Sexual Harassment Questionnaire (SHQ)

Please read the following statements regarding your current workplace's sexual harassment policy and indicate your choice by selecting the applicable option

HOW CONFIDENT ARE YOU THAT....

1 = Not confident at all	2 = Slightly confident	3 = Somewhat confident	4 = Confident	5 = Very confident
--------------------------	------------------------	------------------------	---------------	--------------------

- 1) This workplace has a policy on sexual harassment*
- 2) You are in possession of a copy of the sexual harassment policy or know where to find it
- 3) The sexual harassment policy was explained to you
- 4) The incidence of sexual harassment by members of staff at your workplace is high*
- 5) You are fully aware of the contents of the sexual harassment policy
- 6) You know exactly which behaviours constitute sexual harassment
- 7) Your workplace provides training/guidance regarding the sexual harassment policy.
- 8) You are fully aware of the steps to take when reporting an incident of sexual harassment.
- 9) All complaints of sexual harassment are fully investigated in your workplace
- 10) You are fully aware of your rights when reporting an incident of sexual harassment.
- 11) The sexual harassment policy only applies to female workers who are harassed by male workers.*
- 12) A sexual harassment policy is an effective tool to reduce the incidence of sexual harassment at the workplace
- 13) Sexual transgressors are severely punished at your workplace
- 14) The sexual harassment policy protects you against retaliation from the alleged harasser
- 15) The incidence of sexual harassment by members of staff at your workplace is low
- 16) The sexual harassment policy at your workplace is effective**
- 17) Online sexual harassment is included in the policy for sexual harassment at your workplace***
- 18) You received training on more than one occasion regarding the sexual harassment policy**
- 19) Sexual harassment reporting is completely confidential at your workplace**

*= these items were not used for analyses following factor analysis.

** = new items developed for the current study

What type of training did you receive regarding your workplace's sexual harassment policy?

- Online training
- In person individual training
- In person in a group training
- Other (please specify):

To my understanding, in my organization the sexual harassment policy entails: (Select all that apply)

- Respectful treatment of all employees
- No tolerance towards discrimination of any kind
- Equal treatment regardless of race, gender, sexual orientation, religion, gender identity and other protected groups
- Explains what constitutes sexual harassment behaviour
- Outlines who to report to and the process of reporting
- Provides examples of sexual harassment
- No tolerance towards sexual harassment
- Emphasizes confidentiality in reporting sexual harassment
- Explains how investigations will be handled
- Explains consequences for perpetrators of sexual harassment
- Other (please specify): _____

Appendix H: Measure Creation Factor Analyses

Policy Awareness and Effectiveness Scale. The SHQ questionnaire which is designed to assess policy awareness was adapted for the current study (Joubert, Van Wyk, & Rothmann, 2011). Items were created to further capture policy awareness as well as to assess perceived policy effectiveness.

Although all assumptions had already been tested, to ensure factorability of the items and scale the initial commonalities and correlation matrices were evaluated to ensure that the items were correlated and there was not concern of multicollinearity. This was not a concern as there were no correlations over 0.90 (Tabachnick & Fidell, 2013). Bartlett's test of sphericity was significant ($\chi^2 (171) = 3678.84, p < .05$) indicating that there were significant differences between variances and further supporting factorability.

Following this, a principal components analysis was performed to determine recommended factors to retain. Visual inspection of eigenvalues suggested two or three factors. Principal axis was used due to this methods ability to maximize the variance of each factor as it assesses commonalities through iterations until the best solution is found. Due to the nature of the items and the expectation of correlation among items, oblique rotation was conducted using promax rotation.

Three and two factor solutions were explored by visually assessing the simple structure in both rows and columns to ensure cross-loading was not a concern and to choose salient loadings to retain which was determined to be 0.40 or above (Pituch & Stevens, 2016). Four items were deleted as they failed to meet the minimum cut-off on a primary loading of 0.40, they were cross-loading with 0.30 or above, or they had low reliability. These items were "the workplace has a policy on sexual harassment", "the

incidence of sexual harassment by members of staff at your workplace is high”, “the sexual harassment policy only applies to female workers who are harassed by male workers”, and “online sexual harassment is included in the policy for sexual harassment at your workplace”.

The two factor promax rotated solution, which explained 64.72% of the variance, was chosen due to its interpretability and the eigenvalues supporting two factors. The first factor was labeled “Policy Awareness” and accounted for 53.68% of the variance and the second factor was labeled “Policy Effectiveness” and accounted for 11.04% of the variance. The correlation between the two factors was adequate, $r(305) = 0.69, p < .001$. The rotated pattern matrix can be seen in Table 5. Internal consistency was examined for each factor with the first factor (Cronbach’s alpha= 0.93) and the second factor having good internal consistency (Cronbach’s alpha= 0.88). Findings indicated that the 15-item measure with two subscales had good internal consistency (Cronbach’s alpha= 0.94).

Rotated Pattern Matrix for SHQ

Item	Factor 1	Factor 2
The sexual harassment policy was explained to you	.96	
Workplace provides training/guidance about policy	.93	
You are fully aware of the contents of the policy	.91	
You are in possession of the policy or know where to find it	.82	
You received training on more than one occasion about policy	.73	
You are fully aware of steps to take when reporting	.71	
You are fully aware of your rights when reporting	.61	
You know exactly what behaviours constitute sexual harassment	.59	
The incidence of sexual harassment at your workplace is low		.74
The policy protects against retaliation from the alleged harasser		.71
Sexual transgressors are severely punished at your workplace		.70
Sexual harassment reporting is completely confidential		.67
All complaints of sexual harassment are fully investigated		.66
The sexual harassment policy at your workplace is effective		.65
A sexual harassment policy is an effective tool to reduce incidences of harassment		.58

*N=305

Note. Some items are not written to their full extent, see appendix for full scale items.

Extraction Method: Principal Axis Factoring

Rotation Method: Promax with Kaiser Normalization

Coefficients with loadings of 0.30 or less were not included in the table.

Ease of Reporting Scale. The ease of reporting measure was adapted and created for the current study to assess self-efficacy and perceived behavioural control towards reporting sexual harassment. A factor analysis was conducted to determine if the items for the constructs were separate factors.

Assumption testing was already performed and communalities and correlations were assessed to ensure factorability. Bartlett's test of sphericity was significant ($\chi^2(15) = 645.65, p < .05$) indicating that there were significant differences between variances and further supporting factorability.

A principal components analysis was performed which suggested two or three factors were present. Multiple solutions were assessed, and oblique rotation was performed using promax due to the expectation that items would be correlated. One item

on the self-efficacy scale was removed due to its inability to load on any factor with a loading of 0.40 or higher as well as low reliability.

The final solution was a two-factor solution that accounted for 77.67% of variance explained. The first factor was labeled “Perceived Behavioural Control” which accounted for 61.86% of the variance and the second factor was labeled “Self-Efficacy” and accounted for 15.81% of the variance explained. The correlation between the two factors was adequate, $r(305) = 0.66$, $p < .001$. The rotated pattern matrix can be seen in Table 6. Reliabilities were found for each factor with good internal consistency found for factor 1 (Cronbach’s alpha=0.84) and adequate internal consistency for factor 2 (Cronbach’s alpha=0.74). Findings indicated that the 5-item measure with the two subscales had good internal consistency (Cronbach’s alpha=0.85).

Rotated Pattern Matrix for Self-Efficacy and Perceived Behavioural Control

Item	Factor 1	Factor 2
I know the steps to take to report an incident	.95	
I am aware of the correct person to report to in my organization	.78	
The process of reporting sexual harassment would be simple	.55	
If I wanted to, I am confident I could emotionally handle reporting		.85
I believe I am capable of reporting sexual harassment		.67

*N=305

Note. Some items are not written to their full extent, see appendix K for full scale items.

Extraction Method: Principal Axis Factoring

Rotation Method: Promax with Kaiser Normalization.

**Appendix I: The Psychological Climate for Sexual Harassment Questionnaire
(PCSH)**

Read each statement below and select the response option that best describes your opinion about your current workplace

Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
-------------------	-------------------	----------------------------	----------------	----------------

- 1) It would be risky for me to file a sexual harassment complaint*
- 2) A sexual harassment complaint would not be taken seriously*
- 3) A sexual harassment complaint would be thoroughly investigated
- 4) I would feel comfortable reporting a sexual harassment complaint within my workplace
- 5) Sexual harassment is not tolerated within my workplace
- 6) Individuals who sexually harass others get away with it*
- 7) I would be afraid to file a sexual harassment complaint*
- 8) Penalties against individuals who sexually harass others at work are strongly enforced
- 9) Actions are being taken to prevent sexual harassment

* = reverse coded

Validity 1: Please select moderately inaccurate for this item

- a. Accurate
- b. Slightly accurate
- c. Neither accurate or inaccurate
- d. Moderately inaccurate
- e. Inaccurate

Appendix J: Co-worker Support Scale

Please read the following statements regarding your current workplace and indicate your choice by selecting the applicable option.

1 = Strongly agree	2 = Somewhat agree	3 = Neither agree nor disagree	4 = Somewhat disagree	5 = Strongly disagree
--------------------	--------------------	--------------------------------	-----------------------	-----------------------

- 1) My coworkers would support me if I was sexually harassed
- 2) My coworkers would encourage me to report sexual harassment that happened to me or others
- 3) My coworkers would take time to listen to me if I was sexually harassed

Appendix K: Perceived Behavioural Control and Self Efficacy

Please read the following statements regarding your current workplace and indicate your choice by selecting the applicable option.

1= Strongly disagree	2 = Somewhat disagree	3 = Neither agree nor disagree	4 = Somewhat agree	5= Strongly agree
----------------------	-----------------------	--------------------------------	--------------------	-------------------

- 1) Whether I report an incident of sexual harassment is completely up to me*
- 2) I believe I am capable of reporting sexual harassment
- 3) If I wanted to, I am confident I could emotionally handle reporting an incident of sexual harassment
- 4) I am aware of the correct person to report sexual harassment to in my organization
- 5) I know the steps to take to report an incident of sexual harassment in my organization
- 6) The process of reporting sexual harassment would be simple for me

*= this item was not used for analyses following factor analysis.

Appendix L: Demographic Questionnaire

Please fill out your age: _____

Please specify which gender you identify with:

- Identifies as male
- Identifies as female
- Transgender
- Non-binary
- Two Spirited
- A gender not listed above: (please specify) _____

Which of the following groups do you identify with? Please check all that apply. (If the group is not listed, please type your answer in the space marked 'other').

- White (e.g. North American, English, Italian, Portuguese, Russian, etc.)
- Indigenous (e.g. First Nations [status or non-status], Métis, Inuit)
- South Asian (e.g. Indian, Pakistani, Sri Lankan, etc.)
- Southeast Asian (e.g., Vietnamese, Cambodian, Laotian, Thai, Filipino, Malaysian, etc.)
- West Asian (e.g., Iranian, Afghan, Lebanese, Iraqi, Arab, Syrian, etc.)
- East Asian (e.g. Chinese, Japanese, Korean, etc.)

- Black (e.g. North American, African, Caribbean)
- Latin American (e.g. Central American, South American)
- Other: (please specify) _____
- Prefer not to answer

How long have you worked for your current organization? (In months) _____

Are you currently in one of the following positions at your organization? (select all that apply)

- Supervisor position
- Management role
- Human resources
- Not applicable

What is the industry you work? Please select all that apply

- Agriculture, forestry, fishing and hunting
- Mining, quarrying, and oil and gas extraction
- Utilities
- Construction
- Manufacturing

- Wholesale trade
- Retail trade
- Transportation and warehousing
- Information and cultural industries
- Finance and insurance
- Real estate and rental and leasing
- Professional, scientific and technical services
- Management of companies and enterprises
- Administrative and support, waste management and remediation services
- Educational services
- Health care and social assistance
- Arts, entertainment and recreation
- Accommodation and food services
- Other services (except public administration)
- Public administration

What do you think the gender ratio of your organization is?

- Predominantly women
- Predominantly men

Equal mix of men and women

Other: (please specify)

Unsure

What size of an organization do you work for?

Small (0-99 employees)

Medium (100-499 employees)

Large (500+ employees)

Other: (please specify)

Unsure

Appendix M: Prior Sexual Harassment Experience Statistics by Type*Prior Sexual Harassment Experience*

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Gender Harassment	Treated you “differently” because of your gender	Never	236	77.4	129	84.3	107	70.4
		Once or twice	29	9.5	11	7.2	18	11.8
		Sometimes	26	8.5	9	5.9	17	11.2
		Often	8	2.6	3	2.0	5	3.3
		Very often	5	1.6	0	0	5	3.3
		Missing	1	0.3	1	0.7	0	0
	Displayed, used, or distributed sexist materials that you found offensive	Never	262	85.9	132	86.3	130	85.5
		Once or twice	27	8.9	17	11.1	10	6.6
		Sometimes	12	3.9	3	2.0	9	5.9
		Often	3	1.0	1	0.7	2	1.3
		Very often	1	0.3	0	0	1	0.7
	Made offensive sexist remarks	Never	244	80.0	127	83.0	117	77.0
		Once or twice	36	11.8	20	13.1	16	10.5
		Sometimes	14	4.6	6	3.9	8	5.3
		Often	8	2.6	0	0	8	5.3
		Very often	3	1.0	0	0	3	2.0
	Referred to people of your gender in insulting or offensive terms	Never	246	80.7	125	81.7	121	79.6

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
		Once or twice	32	10.5	17	11.1	15	9.9
		Sometimes	21	6.9	11	7.2	10	6.6
		Often	4	1.3	0	0	4	2.6
		Very often	2	0.7	0	0	2	1.3
	Put you down or was condescending to you because of your sex	Never	262	85.9	140	91.5	122	80.3
		Once or twice	22	7.2	8	5.2	14	9.2
		Sometimes	14	4.6	4	2.6	10	6.6
		Often	4	1.3	0	0	4	2.6
		Very often	2	0.7	0	0	2	1.3
	Repeatedly told sexual stories or jokes that were offensive to you	Never	249	81.6	128	83.7	121	79.6
		Once or twice	28	9.2	14	9.2	14	9.2
		Sometimes	21	6.9	10	6.5	11	7.2
		Often	3	1.0	1	0.7	2	1.3
		Very often	3	1.0	0	0	3	2.0
		Missing	1	0.3	0	0	1	0.7
Unwanted Sexual Attention	Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it	Never	276	90.5	144	94.1	132	86.8
		Once or twice	18	5.9	6	3.9	12	7.9
		Sometimes	8	2.6	2	1.3	6	3.9
		Often	1	0.3	1	0.7	0	0
		Very often	2	0.7	0	0	2	1.3

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
	Made unwelcome attempts to draw you into a discussion of sexual matters	Never	264	86.6	135	88.2	129	84.9
		Once or twice	25	8.2	15	9.8	10	6.6
		Sometimes	9	3.0	1	0.7	8	5.3
		Often	2	0.7	1	0.7	1	0.7
		Very often	3	1.0	0	0	3	2.0
		Missing	2	0.7	1	0.7	1	0.7
	Continued to ask you for dates, drinks, dinner, etc., even though you said "no"	Never	275	90.2	143	93.5	132	86.8
		Once or twice	16	5.2	6	3.9	10	6.6
		Sometimes	9	3.0	3	2.0	6	3.9
		Often	3	1.0	1	0.7	2	1.3
		Very often	2	0.7	0	0	2	1.3
	Made offensive remarks about your appearance, body, or sexual activities	Never	272	89.2	142	92.8	130	85.5
		Once or twice	16	5.2	6	3.9	10	6.6
		Sometimes	8	2.6	3	2.0	5	3.3
		Often	4	1.3	1	0.7	3	2.0
		Very often	4	1.3	0	0	4	2.6
		Missing	1	0.3	1	0.7	0	0
	Touched you in a way that made you feel uncomfortable	Never	278	91.1	143	93.5	135	88.8

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
		Once or twice	15	4.9	5	3.3	10	6.6
		Sometimes	7	2.3	2	1.3	5	3.3
		Often	3	1.0	2	1.3	1	0.7
		Very often	1	0.3	0	0	1	0.7
		Missing	1	0.3	1	0.7	0	0
	Made gestures or used body language of a sexual nature that embarrassed or offended you	Never	279	91.5	143	93.5	136	89.5
		Once or twice	14	4.6	6	3.9	8	5.3
		Sometimes	6	2.0	2	1.3	4	2.6
		Often	4	1.3	1	0.7	3	2.0
		Very often	0	0	0	0	0	0
		Missing	2	0.7	1	0.7	1	0.7
	Made unwanted attempts to stroke, fondle, or kiss you	Never	288	94.4	148	96.7	140	92.1
		Once or twice	8	2.6	2	1.3	6	3.9
		Sometimes	7	2.3	3	2.0	4	2.6
		Often	1	0.3	0	0	1	0.7
		Very often	0	0	0	0	0	0
		Missing	1	0.3	0	0	1	0.7
Sexual Coercion	Made you feel like you were being bribed with some sort of reward or special treatment to engage in sexual behaviour	Never	288	94.4	144	94.1	144	94.7
		Once or twice	9	3.0	3	2.0	6	3.9

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
		Sometimes	2	0.7	1	0.7	1	0.7
		Often	5	1.6	4	2.6	1	0.7
		Very often	0	0	0	0	0	0
		Missing	1	0.3	1	0.7	0	0
	Made you feel threatened with some sort of retaliation for not being sexually cooperative	Never	295	96.7	147	96.1	148	97.4
		Once or twice	5	1.6	3	2.0	2	1.3
		Sometimes	4	1.3	3	2.0	1	0.7
		Often	1	0.3	0	0	1	0.7
		Very often	0	0	0	0	0	0
	Treated you badly for refusing to have sex	Never	289	94.8	147	96.1	142	93.4
		Once or twice	8	2.6	3	2.0	5	3.3
		Sometimes	6	2.0	2	1.3	4	2.6
		Often	1	0.3	0	0	1	0.7
		Very often	0	0	0	0	0	0
		Missing	1	0.3	1	0.7	0	0
	Implied better opportunities or treatment if you were sexually cooperative	Never	292	95.7	147	96.1	145	95.4
		Once or twice	8	2.6	3	2.0	5	3.3
		Sometimes	3	1.0	2	1.3	1	0.7
		Often	1	0.3	0	0	1	0.7
		Very often	1	0.3	1	0.7	0	0

Sexual Harassment Type	Item	Response	Full Sample (<i>N</i> = 305)		Males (<i>n</i> = 153)		Females (<i>n</i> = 152)	
			<i>n</i>	%	<i>n</i>	%	<i>n</i>	%
Sexual Assault	Attempted to have sex with you without your consent or against your will, but was unsuccessful	Never	300	98.4	153	100.0	147	96.7
		Once or twice	2	0.7	0	0	2	1.3
		Sometimes	2	0.7	0	0	2	1.3
		Often	0	0	0	0	0	0
		Very often	0	0	0	0	0	0
		Missing	1	0.3	0	0	1	0.7
	Had sex with you without your consent or against your will	Never	299	98.0	152	99.3	147	96.7
		Once or twice	5	1.6	1	0.7	4	2.6
		Sometimes	0	0	0	0	0	0
		Often	0	0	0	0	0	0
		Very often	0	0	0	0	0	0
		Missing	1	0.3	0	0	1	0.7
	Have you ever been sexually harassed	Never	251	82.3	138	90.2	113	74.3
		Once or twice	34	11.1	12	7.8	22	14.5
		Sometimes	13	4.3	3	2.0	10	6.6
		Often	4	1.3	0	0	4	2.6
		Very often	3	1.0	0	0	3	2.0

Appendix N: Mediation and Moderation Results and Graphs*Mediation Direct Effect Results*

Outcome	Path	<i>B</i>	<i>SE</i>	<i>t</i>	95% Confidence Intervals	
					<i>Lower</i>	<i>Upper</i>
Intent 1	Path A ^a	0.22	0.03	7.26*	0.16	0.28
Intent 1	Path B	0.26	0.10	2.49**	0.05	0.47
Intent 1	Path C	0.18	0.05	3.27**	0.07	0.29
Intent 1	Path C'	0.12	0.06	2.08*	0.01	0.24
Intent 2	Path B	0.25	0.10	2.66**	0.07	0.44
Intent 2	Path C	0.11	0.05	2.25**	0.01	0.21
Intent 2	Path C'	0.06	0.05	1.07	-0.05	0.16
Intent 3	Path B	0.55	0.13	4.32*	0.30	0.79
Intent 3	Path C	0.28	0.07	4.23*	0.15	0.42
Intent 3	Path C'	0.17	0.05	3.25**	0.06	0.26
Intent 4	Path B	0.58	0.11	5.05*	0.35	0.80
Intent 4	Path C	0.40	0.06	6.48*	0.28	0.52
Intent 4	Path C'	0.27	0.06	4.26*	0.15	0.40

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

^a Path A is the same for all outcome variables

*Bootstrapped with 1000 replications

*p<.001

** p<.05.

Mediation Covariate Effects

Outcome	Covariate	<i>b</i>	<i>SE</i>	<i>t</i>	95% <i>C.I.</i>	
					<i>Lower</i>	<i>Upper</i>
Attitude Mediator ^a	Prior Sexual Harassment	-0.23	0.06	-3.99*	-0.34	-0.11
Attitude Mediator ^a	Job Status	0.01	0.02	0.40	-0.04	0.05
Intent 1	Prior Sexual Harassment	-0.18	0.11	-1.72	-0.39	0.03
Intent 1	Job Status	0.02	0.04	0.58	-0.06	0.11
Intent 2	Prior Sexual Harassment	-0.10	0.10	-1.07	-0.29	0.09
Intent 2	Job Status	0.05	0.04	1.32	-0.02	0.12
Intent 3	Prior Sexual Harassment	-0.15	0.13	-1.22	-0.41	0.10
Intent 3	Job Status	0.16	0.05	3.25**	0.06	0.26
Intent 4	Prior Sexual Harassment	-0.21	0.12	-1.83	-0.44	0.02
Intent 4	Job Status	0.11	0.05	2.34**	0.02	0.20

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

^a Attitude mediator outcome is the same for all outcome variables

*Bootstrapped with 1000 replications

*p<.001

** p<.05.

Coefficients for the Moderated Mediation Model with Climate Moderator

Outcome	Antecedent	Consequent							
		<i>M</i> (Attitude)				<i>Y</i> (Intention to Report)			
		Coeff	<i>SE</i>	<i>p</i>		Coeff.	<i>SE</i>	<i>p</i>	
Intent 1	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.06	0.07	.391	
Intent 1	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.08	0.13	.540	
Intent 1	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.20	0.10	<.05	
Intent 1	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.10	0.09	.274	
Intent 1	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.31	0.24	<.001	
Intent 1	SH Exp	-0.23	0.06	<.001		-0.14	0.11	.188	
Intent 1	Job Status	0.01	0.02	.691		0.01	0.04	.777	
				R ² = 0.24					R ² = 0.11
				F (3, 301) = 31.07, <i>p</i> <.001					F(6, 298) = 6.01, <i>p</i> <.001
Intent 2	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.02	0.06	.750	
Intent 2	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.11	0.12	.324	
Intent 2	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.12	0.09	.182	
Intent 2	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.13	0.09	.127	
Intent 2	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.24	0.22	<.001	
Intent 2	SH Exp	-0.23	0.06	<.001		-0.08	0.10	.420	
Intent 2	Job Status	0.01	0.02	.691		0.04	0.04	.256	
				R ² = 0.24					R ² = 0.08
				F (3, 301) = 31.07, <i>p</i> <.001					F(6, 298) = 4.31, <i>p</i> <.001

Outcome	Antecedent	Consequent						
		<i>M</i> (Attitude)			<i>Y</i> (Intention to Report)			
		Coeff	<i>SE</i>	<i>p</i>	Coeff.	<i>SE</i>	<i>p</i>	
Intent 3	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.11	0.08	.169
Intent 3	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.33	0.15	<.05
Intent 3	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.18	0.12	.136
Intent 3	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.22	0.11	.057
Intent 3	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.77	0.30	<.001
Intent 3	SH Exp	-0.23	0.06	<.001		-0.12	0.13	.353
Intent 3	Job Status	0.01	0.02	.691		0.15	0.05	<.05
				R ² = 0.24				
				F (3, 301) = 31.07, <i>p</i> <.001				
					R ² = 0.20			
					F(6, 298) = 12.21, <i>p</i> <.001			
Intent 4	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.15	0.07	<.05
Intent 4	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.25	0.14	.067
Intent 4	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.39	0.11	<.001
Intent 4	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.14	0.10	.168
Intent 4	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	2.25	0.26	<.001
Intent 1	SH Exp	-0.23	0.06	<.001		-0.13	0.11	.250
Intent 1	Job Status	0.01	0.02	.691		0.08	0.04	.066
				R ² = 0.24				
				F (3, 301) = 31.07, <i>p</i> <.001				
					R ² = 0.30			
					F(6, 298) = 21.59, <i>p</i> <.001			

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment, Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment, SH Exp = Prior Sexual Harassment Experience Covariate, Job Status = Job Status Covariate.

Unstandardized regression coefficients are reported.

All variables were mean centered.

Bootstrapped with 1000 replications.

Coefficients for the Moderated Mediation Model with Coworker Support Moderator

Outcome	Antecedent	Consequent								
		<i>M</i> (Attitude)				<i>Y</i> (Intention to Report)				
		Coeff	<i>SE</i>	<i>p</i>		Coeff.	<i>SE</i>	<i>p</i>		
Intent 1	<i>X</i> (Policy)	<i>a</i> 0.22	0.03	<.001	<i>c'</i>	0.10	0.06	.105		
Intent 1	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.18	0.11	.108		
Intent 1	<i>W</i> (Coworker)	—	—	—	<i>b₂</i>	0.11	0.07	.127		
Intent 1	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.49	0.08	.546		
Intent 1	Constant	<i>i_M</i> -0.66	0.12	<.001	<i>i_Y</i>	1.14	0.22	<.001		
Intent 1	SH Exp	-0.23	0.06	<.001		-0.15	0.11	.153		
Intent 1	Job Status	0.01	0.02	.691		0.03	0.04	.533		
				R ² = 0.24					R ² = 0.10	
				F (3, 301) = 31.07, <i>p</i> <.001					F(6, 298) = 5.50, <i>p</i> <.001	
Intent 2	<i>X</i> (Policy)	<i>a</i> 0.22	0.03	<.001	<i>c'</i>	0.04	0.06	.470		
Intent 2	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.19	0.10	.063		
Intent 2	<i>W</i> (Coworker)	—	—	—	<i>b₂</i>	0.08	0.06	.226		
Intent 2	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.05	0.07	.505		
Intent 2	Constant	<i>i_M</i> -0.66	0.12	<.001	<i>i_Y</i>	1.13	0.20	<.001		
Intent 2	SH Exp	-0.23	0.06	<.001		-0.08	0.10	.401		
Intent 2	Job Status	0.01	0.02	.691		0.05	0.04	.170		
				R ² = 0.24					R ² = 0.07	
				F (3, 301) = 31.07, <i>p</i> <.001					F(6, 298) = 3.86, <i>p</i> <.001	

Outcome	Antecedent	Consequent							
		<i>M</i> (Attitude)			<i>Y</i> (Intention to Report)				
		Coeff	<i>SE</i>	<i>p</i>	Coeff.	<i>SE</i>	<i>p</i>		
Intent 3	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.12	0.07	.088	
Intent 3	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.42	0.14	<.05	
Intent 3	<i>W</i> (Coworker)	—	—	—	<i>b₂</i>	0.19	0.08	<.05	
Intent 3	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.05	0.10	.581	
Intent 3	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.66	0.27	<.001	
Intent 3	SH Exp	-0.23	0.06	<.001		-0.10	0.13	.416	
Intent 3	Job Status	0.01	0.02	.691		0.17	0.05	<.05	
				R ² = 0.24		R ² = 0.20			
				F (3, 301) = 31.07, <i>p</i> <.001			F(6, 298) = 12.08, <i>p</i> <.001		
Intent 4	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.22	0.07	<.05	
Intent 4	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.41	0.12	<.05	
Intent 4	<i>W</i> (Coworker)	—	—	—	<i>b₂</i>	0.24	0.08	<.05	
Intent 4	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.08	0.09	.390	
Intent 4	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.96	0.24	<.001	
Intent 4	SH Exp	-0.23	0.06	<.001		-0.15	0.12	.202	
Intent 4	Job Status	0.01	0.02	.691		0.11	0.04	<.05	
				R ² = 0.24		R ² = 0.29			
				F (3, 301) = 31.07, <i>p</i> <.001			F(6, 298) = 20.73, <i>p</i> <.001		

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment, SH Exp = Prior Sexual Harassment Experience Covariate, Job Status = Job Status Covariate.

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

Coefficients for the Moderated Mediation Model with Ease of Reporting Moderator

Outcome	Antecedent	Consequent							
		<i>M</i> (Attitude)				<i>Y</i> (Intention to Report)			
		Coeff	<i>SE</i>	<i>p</i>		Coeff.	<i>SE</i>	<i>p</i>	
Intent 1	<i>X</i> (Policy)	<i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.07	0.06	.243
Intent 1	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.18	0.11	.107	
Intent 1	<i>W</i> (Ease)	—	—	—	<i>b₂</i>	0.16	0.07	<.05	
Intent 1	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.05	0.09	.604	
Intent 1	Constant	<i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.24	0.23	<.001
Intent 1	SH Exp		-0.23	0.06	<.001		-0.16	0.11	.133
Intent 1	Job Status		0.01	0.02	.691		0.01	0.04	.758
$R^2 = 0.24$					$R^2 = 0.10$				
$F(3, 301) = 31.07, p < .001$					$F(6, 298) = 5.78, p < .001$				
Intent 2	<i>X</i> (Policy)	<i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.02	0.06	.677
Intent 2	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.19	0.10	.070	
Intent 2	<i>W</i> (Ease)	—	—	—	<i>b₂</i>	0.10	0.07	.122	
Intent 2	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.08	0.08	.350	
Intent 2	Constant	<i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.21	0.21	<.001
Intent 2	SH Exp		-0.23	0.06	<.001		-0.09	0.10	.363
Intent 2	Job Status		0.01	0.02	.691		0.04	0.04	.250
$R^2 = 0.24$					$R^2 = 0.07$				
$F(3, 301) = 31.07, p < .001$					$F(6, 298) = 4.02, p < .001$				

Outcome	Antecedent	Consequent							
		<i>M</i> (Attitude)				<i>Y</i> (Intention to Report)			
		Coeff	<i>SE</i>	<i>p</i>		Coeff.	<i>SE</i>	<i>p</i>	
Intent 3	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.13	0.08	.076	
Intent 3	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.46	0.14	<.05	
Intent 3	<i>W</i> (Ease)	—	—	—	<i>b₂</i>	0.10	0.09	.284	
Intent 3	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.15	0.11	.181	
Intent 3	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.66	0.28	<.001	
Intent 3	SH Exp	-0.23	0.06	<.001		-0.14	0.13	.268	
Intent 3	Job Status	0.01	0.02	.691		0.16	0.05	<.05	
		$R^2 = 0.24$				$R^2 = 0.19$			
		$F(3, 301) = 31.07, p < .001$				$F(6, 298) = 11.41, p < .001$			
Intent 4	<i>X</i> (Policy) <i>a</i>	0.22	0.03	<.001	<i>c'</i>	0.22	0.07	<.05	
Intent 4	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.48	0.12	.054	
Intent 4	<i>W</i> (Ease)	—	—	—	<i>b₂</i>	0.16	0.08	<.05	
Intent 4	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.11	0.10	.245	
Intent 4	Constant <i>i_M</i>	-0.66	0.12	<.001	<i>i_Y</i>	1.98	0.26	<.001	
Intent 4	SH Exp	-0.23	0.06	<.001		-0.19	0.12	.102	
Intent 4	Job Status	0.01	0.02	.691		0.10	0.05	<.05	
		$R^2 = 0.24$				$R^2 = 0.28$			
		$F(3, 301) = 31.07, p < .001$				$F(6, 298) = 18.93, p < .001$			

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment, SH Exp = Prior Sexual Harassment Experience Covariate, Job Status = Job Status Covariate.

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

Appendix O: Gender Difference Results

Pearson Correlations for Policy Awareness/Effectiveness and Intentions to Report, By Gender

Outcome	Males (N=153)		Females (N=152)	
	<i>r</i>	<i>p</i>	<i>r</i>	<i>p</i>
Intent 1	0.15	.059	0.31	.000
Intent 2	0.06	.430	0.27	.001
Intent 3	0.14	.081	0.39	.000
Intent 4	0.30	.000	0.48	.000

Note. Significant correlations are bolded.

r= Pearson Correlations

Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Mediation Direct Effect Results for Males

Outcome	Path	<i>B</i>	<i>SE</i>	<i>t</i>	95% Confidence Intervals	
					<i>Lower</i>	<i>Upper</i>
Intent 1	Path A ^a	0.24	0.05	4.84*	0.14	0.33
Intent 1	Path B	0.31	0.15	2.13**	0.02	0.61
Intent 1	Path C	0.09	0.09	1.00	-0.09	0.27
Intent 1	Path C'	0.02	0.10	0.16	-0.17	0.20
Intent 2	Path B	0.27	0.14	1.94	-0.01	0.56
Intent 2	Path C	0.01	0.09	0.07	-0.16	0.18
Intent 2	Path C'	-0.06	0.09	-0.65	-0.24	0.12
Intent 3	Path B	0.51	0.18	2.89**	0.16	0.86
Intent 3	Path C	0.11	0.11	0.99	-0.11	0.32
Intent 3	Path C'	-0.01	0.11	-0.12	-0.24	0.21
Intent 4	Path B	0.64	0.16	4.09**	0.33	0.95
Intent 4	Path C	0.28	0.10	2.89*	0.09	0.48
Intent 4	Path C'	0.13	0.10	1.32	-0.07	0.33

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

^a Path A is the same for all outcome variables

*Bootstrapped with 1000 replications

*p<.001

** p<.05.

Mediation Indirect Effect Results for Males

Outcome	<i>B</i>	<i>SE</i>	<i>95% Confidence Intervals</i>	
			<i>Lower</i>	<i>Upper</i>
Intent 1	0.07	0.04	-.0006	.1718
Intent 2	0.07	0.04	-.0026	.1559
Intent 3	0.12	0.06	.0242	.2473
Intent 4	0.15	0.06	.0526	.2798

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

*Bootstrapped with 1000 replications.

Mediation Direct Effect Results for Females

Outcome	Path	<i>B</i>	<i>SE</i>	<i>t</i>	95% Confidence Intervals	
					<i>Lower</i>	<i>Upper</i>
Intent 1	Path A ^a	0.21	0.04	5.42*	0.13	0.28
Intent 1	Path B	0.20	0.15	1.35	-0.09	0.48
Intent 1	Path C	0.26	0.07	3.86*	0.13	0.40
Intent 1	Path C'	0.22	0.07	2.99**	0.08	0.37
Intent 2	Path B	0.24	0.13	1.93	-0.01	0.49
Intent 2	Path C	0.19	0.06	3.22**	0.07	0.30
Intent 2	Path C'	0.14	0.06	2.18**	0.01	0.26
Intent 3	Path B	0.62	0.18	3.49**	0.27	0.98
Intent 3	Path C	0.39	0.09	4.57*	0.22	0.56
Intent 3	Path C'	0.26	0.09	2.90**	0.08	0.44
Intent 4	Path B	0.52	0.17	3.08**	0.19	0.85
Intent 4	Path C	0.48	0.08	5.97*	0.32	0.64
Intent 4	Path C'	0.37	0.09	4.35*	0.20	0.54

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

^a Path A is the same for all outcome variables

*Bootstrapped with 1000 replications

*p<.001

** p<.05.

Mediation Indirect Effect Results for Females

Outcome	<i>B</i>	<i>SE</i>	<i>95% Confidence Intervals</i>	
			<i>Lower</i>	<i>Upper</i>
Intent 1	0.04	0.03	-.0120	.1043
Intent 2	0.05	0.03	-.0035	.1004
Intent 3	0.13	0.04	.0445	.2135
Intent 4	0.11	0.05	.0343	.2122

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

*Bootstrapped with 1000 replications.

Coefficients for the Moderated Mediation Model with Climate Moderator for Males

Outcome	Antecedent	Consequent						
		<i>M</i> (Attitude)			<i>Y</i> (Intention to Report)			
		Coeff	<i>SE</i>	<i>p</i>	Coeff.	<i>SE</i>	<i>p</i>	
Intent 3	<i>X</i> (Policy) <i>a</i>	0.24	0.05	<.001	<i>c'</i>	-0.01	0.12	.932
Intent 3	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.36	0.22	.099
Intent 3	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.05	0.19	.802
Intent 3	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.28	0.17	.100
Intent 3	Constant <i>i_M</i>	-0.80	0.20	<.001	<i>i_Y</i>	2.38	0.48	<.001
$R^2 = 0.22$				$R^2 = 0.15$				
$F(3, 149) = 13.99, p < .001$				$F(6, 146) = 4.25, p < .001$				
Intent 4	<i>X</i> (Policy) <i>a</i>	0.24	0.05	<.001	<i>c'</i>	0.11	0.11	.336
Intent 4	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.43	0.19	<.05
Intent 4	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.16	0.17	.346
Intent 4	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.28	0.15	.063
Intent 4	Constant <i>i_M</i>	-0.80	0.20	<.001	<i>i_Y</i>	2.51	0.43	<.001
$R^2 = 0.22$				$R^2 = 0.26$				
$F(3, 149) = 13.99, p < .001$				$F(6, 146) = 8.60, p < .001$				

Note. Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Unstandardized regression coefficients are reported.

All variables were mean centered.

Bootstrapped with 1000 replications.

Conditional Indirect Effects for Climate Moderator and Intent 4 for Males

Moderator value	Boot indirect effect	Boot SE	95% <i>Bootstrapped CI*</i>	
			<i>Lower</i>	<i>Upper</i>
Low, -1 SD (-0.80)	0.15	0.08	0.0152	to 0.3432
Average (0.09)	0.10	0.06	-0.0102	to 0.2418
High, + 1 SD (0.87)	0.04	0.07	-0.0724	to 0.2003

Note. CI= Confidence intervals.

All variables were mean centered.

Bootstrapped with 1000 replications

N= 153.

Coefficients for the Moderated Mediation Model with Climate Moderator for Females

Outcome	Antecedent	Consequent									
		<i>M</i> (Attitude)				<i>Y</i> (Intention to Report)					
		Coeff	<i>SE</i>	<i>p</i>		Coeff.	<i>SE</i>	<i>p</i>			
Intent 3	<i>X</i> (Policy) <i>a</i>	0.21	0.04	<.001	<i>c'</i>	0.18	0.11	.084			
Intent 3	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.40	0.22	.075			
Intent 3	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.23	0.15	.146			
Intent 3	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	-0.10	0.16	.512			
Intent 3	Constant <i>i_M</i>	-0.57	0.14	<.001	<i>i_Y</i>	1.37	0.37	<.001			
				$R^2 = 0.25$					$R^2 = 0.24$		
				$F(3, 148) = 16.64, p < .001$				$F(6, 145) = 7.59, p < .001$			
Intent 4	<i>X</i> (Policy) <i>a</i>	0.21	0.04	<.001	<i>c'</i>	0.17	0.10	.075			
Intent 4	<i>M</i> (Attitude)	—	—	—	<i>b₁</i>	0.08	0.20	.693			
Intent 4	<i>W</i> (Climate)	—	—	—	<i>b₂</i>	0.56	0.14	<.001			
Intent 4	<i>M</i> x <i>W</i>	—	—	—	<i>b₃</i>	0.01	0.14	.995			
Intent 4	Constant <i>i_M</i>	-0.57	0.14	<.001	<i>i_Y</i>	2.06	0.33	<.001			
				$R^2 = 0.25$					$R^2 = 0.36$		
				$F(3, 148) = 16.64, p < .001$				$F(6, 145) = 13.54, p < .001$			

Note. Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Unstandardized regression coefficients are reported.

All variables were mean centered.

Bootstrapped with 1000 replications.

Coefficients for the Moderated Mediation Model with Coworker Support Moderator for Males

Outcome	Antecedent	Consequent						
		M (Attitude)			Y (Intention to Report)			
		Coeff	SE	p	Coeff.	SE	p	
Intent 3	X (Policy)	<i>a</i> 0.24	0.05	<.001	<i>c'</i> -0.08	0.12	.504	
Intent 3	M (Attitude)	—	—	—	<i>b₁</i> 0.29	0.19	.136	
Intent 3	W (Coworker)	—	—	—	<i>b₂</i> 0.22	0.12	.074	
Intent 3	M x W	—	—	—	<i>b₃</i> -0.22	0.13	.086	
Intent 3	Constant	<i>i_M</i> -0.80	0.20	<.001	<i>i_Y</i> 2.58	0.46	<.001	
			R ² = 0.22			R ² = 0.18		
			F (3, 149) = 13.99, <i>p</i> <.001			F(6, 146) = 5.22, <i>p</i> <.001		
Intent 4	X (Policy)	<i>a</i> 0.24	0.05	<.001	<i>c'</i> 0.10	0.10	.346	
Intent 4	M (Attitude)	—	—	—	<i>b₁</i> 0.47	0.17	<.05	
Intent 4	W (Coworker)	—	—	—	<i>b₂</i> 0.11	0.11	.312	
Intent 4	M x W	—	—	—	<i>b₃</i> -0.27	0.11	<.05	
Intent 4	Constant	<i>i_M</i> -0.80	0.20	<.001	<i>i_Y</i> 2.53	0.40	<.001	
			R ² = 0.22			R ² = 0.28		
			F (3, 149) = 13.99, <i>p</i> <.001			F(6, 146) = 9.37, <i>p</i> <.001		

Note. Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

Conditional Indirect Effects for Coworker Support Moderator and Intent 4 for Males

Moderator value	Boot indirect effect	Boot SE	95% Bootstrapped CI*	
			<i>Lower</i>	<i>Upper</i>
Low, -1 SD (-0.87)	0.17	0.07	0.0714	to 0.3503
Average (0.13)	0.10	0.05	-0.0207	to 0.2228
High, + 1 SD (0.80)	0.06	0.06	-0.0416	to 0.1835

Note. CI= Confidence intervals.

All variables were mean centered.

Bootstrapped with 1000 replications

N= 153.

Coefficients for the Moderated Mediation Model with Coworker Support Moderator for Females

Outcome	Antecedent	Consequent						
		M (Attitude)			Y (Intention to Report)			
		Coeff	SE	p	Coeff.	SE	p	
Intent 3	X (Policy)	<i>a</i> 0.21	0.04	<.001	<i>c'</i> 0.21	0.09	<.05	
Intent 3	M (Attitude)	—	—	—	<i>b₁</i> 0.57	0.19	<.05	
Intent 3	W (Coworker)	—	—	—	<i>b₂</i> 0.22	0.11	.050	
Intent 3	M x W	—	—	—	<i>b₃</i> 0.17	0.15	.281	
Intent 3	Constant	<i>i_M</i> -0.57	0.14	<.001	<i>i_Y</i> 1.21	0.33	<.001	
			R ² = 0.25			R ² = 0.25		
			F (3, 148) = 16.64, <i>p</i> <.001			F(6, 145) = 7.87, <i>p</i> <.001		
Intent 4	X (Policy)	<i>a</i> 0.21	0.04	<.001	<i>c'</i> 0.27	0.09	<.05	
Intent 4	M (Attitude)	—	—	—	<i>b₁</i> 0.41	0.17	<.05	
Intent 4	W (Coworker)	—	—	—	<i>b₂</i> 0.40	0.10	<.001	
Intent 4	M x W	—	—	—	<i>b₃</i> 0.22	0.14	.113	
Intent 4	Constant	<i>i_M</i> -0.57	0.14	<.001	<i>i_Y</i> 1.64	0.30	<.001	
			R ² = 0.25			R ² = 0.36		
			F (3, 148) = 16.64, <i>p</i> <.001			F(6, 145) = 13.37, <i>p</i> <.001		

Note. Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

Coefficients for the Moderated Mediation Model with Ease of Reporting Moderator for Males

Outcome	Antecedent	Consequent							
		M (Attitude)			Y (Intention to Report)				
		Coeff	SE	p	Coeff.	SE	p		
Intent 3	X (Policy)	<i>a</i>	0.24	0.05	<.001	<i>c'</i>	-0.03	0.12	.815
Intent 3	M (Attitude)	—	—	—	<i>b₁</i>	0.42	0.19	<.05	
Intent 3	W (Ease)	—	—	—	<i>b₂</i>	0.05	0.12	.699	
Intent 3	M x W	—	—	—	<i>b₃</i>	-0.20	0.15	.183	
Intent 3	Constant	<i>i_M</i>	-0.80	0.20	<.001	<i>i_Y</i>	2.42	0.46	<.001
			R ² = 0.22			R ² = 0.14			
			F (3, 149) = 13.99, <i>p</i> <.001			F(6, 146) = 4.06, <i>p</i> <.001			
Intent 4	X (Policy)	<i>a</i>	0.24	0.05	<.001	<i>c'</i>	0.09	0.10	.364
Intent 4	M (Attitude)	—	—	—	<i>b₁</i>	0.47	0.17	<.05	
Intent 4	W (Ease)	—	—	—	<i>b₂</i>	0.19	0.11	.074	
Intent 4	M x W	—	—	—	<i>b₃</i>	-0.26	0.13	<.05	
Intent 4	Constant	<i>i_M</i>	-0.80	0.20	<.001	<i>i_Y</i>	2.56	0.40	<.001
			R ² = 0.22			R ² = 0.27			
			F (3, 149) = 13.99, <i>p</i> <.001			F(6, 146) = 9.08, <i>p</i> <.001			

Note. Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment.

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

Conditional Indirect Effects for Ease of Reporting Moderator and Intent 4 for Males

Moderator value	Boot indirect effect	Boot SE	95% Bootstrapped CI*	
			Lower	Upper
Low, -1 SD (-0.74)	0.16	0.06	0.0713	to 0.2956
Average (0.26)	0.09	0.05	0.0108	to 0.2148
High, + 1 SD (0.86)	0.06	0.06	-0.0626	to 0.1896

Note. CI= Confidence intervals.

All variables were mean centered.

Bootstrapped with 1000 replications

N= 153.

Coefficients for the Moderated Mediation Model with Ease of Reporting Moderator for Females

Outcome	Antecedent	Consequent							
		M (Attitude)			Y (Intention to Report)				
		Coeff	SE	p	Coeff.	SE	p		
Intent 3	X (Policy)	<i>a</i>	0.21	0.04	<.001	<i>c'</i>	0.22	0.11	.040
Intent 3	M (Attitude)	—	—	—	<i>b₁</i>	0.57	0.19	<.05	
Intent 3	W (Ease)	—	—	—	<i>b₂</i>	0.11	0.13	.394	
Intent 3	M x W	—	—	—	<i>b₃</i>	-0.04	0.17	.822	
Intent 3	Constant	<i>i_M</i>	-0.57	0.14	<.001	<i>i_Y</i>	1.24	0.37	<.001
			R ² = 0.25			R ² = 0.23			
			F (3, 148) = 16.64, <i>p</i> <.001			F(6, 145) = 7.13, <i>p</i> <.001			
Intent 4	X (Policy)	<i>a</i>	0.21	0.04	<.001	<i>c'</i>	0.34	0.10	<.05
Intent 4	M (Attitude)	—	—	—	<i>b₁</i>	0.51	0.18	<.05	
Intent 4	W (Ease)	—	—	—	<i>b₂</i>	0.09	0.13	.478	
Intent 4	M x W	—	—	—	<i>b₃</i>	0.07	0.16	.675	
Intent 4	Constant	<i>i_M</i>	-0.57	0.14	<.001	<i>i_Y</i>	1.52	0.35	<.001
			R ² = 0.25			R ² = 0.29			
			F (3, 148) = 16.64, <i>p</i> <.001			F(6, 145) = 9.84, <i>p</i> <.001			

Note. Intent 1= Mean Number of People Participants Intended to Report to If They Experienced Sexual Harassment , Intent 2= Mean Number of People Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 3= Mean Level of Formality Participants Intended to Report to If They Witnessed Sexual Harassment, Intent 4= Mean Level of Formality Participants Intended to Report to If They Experienced Sexual Harassment

Unstandardized regression coefficients are reported.

All variables were mean centered.

*Bootstrapped with 1000 replications.

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