

**RACE AND GENDER INFLUENCES ON JUDGMENTS OF
SEXUAL HARASSMENT**

**by
HOLLY BECKER**

A Thesis

**Presented to the Department of Psychology
and the Honors College of the University of Oregon
in partial fulfillment of the requirements
for the degree of
Bachelor of Arts**

June 1992

APPROVED:


Shinobu Kitayama

An Abstract of the Thesis of**Holly Becker****for the degree of****Bachelor of Arts****in the Department of Psychology****to be taken****June 1992**

**TITLE: RACE AND GENDER INFLUENCES ON JUDGMENTS OF SEXUAL
HARASSMENT**

Approved:
Shinobu Kitayama

This research examines how race and gender may be influential in judgments of sexual harassment. Several different influences are examined: the race and gender of the subject, and the race of the potential "harasser," and "harassee." I test three hypotheses: (1) female judges are more negative and harsher than males in their attitude towards the person accused of harassment, (2) the victim/"harassee" who is more similar to the juror/judge will be more strongly supported and (3) hypotheses 2) and 3) will be stronger with respect to Asians. Through a survey experiment and ANOVA analysis hypothesis 1 was supported. The race of the subject and the actors in the scenarios combined was marginally significant, intensifying the gender main effect.

TABLE OF CONTENTS

Chapter	Page
I. INTRODUCTION.....	1
Clarence Thomas Hearings.....	1
Hypothesis.....	2
II. REVIEW OF LITERATURE.....	4
Research on Gender Bias.....	4
Research on Racial Biases.....	5
Research on Attraction.....	6
Research on Ingroup/Outgroup Influences.....	7
Research on Collectivist and Individualist Cultures.....	8
III. METHODOLOGY.....	10
Subjects.....	10
Materials.....	10
Method.....	12
IV. RESULTS.....	13
V. SUMMARY OF FINDINGS AND CONCLUSIONS.....	15
Major Findings.....	15
Study Limitations.....	16
Suggestions for Future Studies.....	16
APPENDIX	
A. SURVEY.....	18
B. DEBRIEFING STATEMENT.....	28
BIBLIOGRAPHY.....	29

LIST OF TABLES

	Page
Table 1: Order of Filler and Non-filler Scenarios.....	11
Table 2: The Four Versions of the Survey.....	12
Table 3: Standard Deviations and Means for the Four Subgroup.....	14

INTRODUCTION

I enjoy studying psychology and learning about what motivates people to act as they do. Many theories try to explain motivation, some involving biological influences, others involving environmental influences. I have been particularly interested in the effects of stereotyping.

A stereotype is a generalization about any group of people that distinguishes those people from others. Stereotypes can have a profound influence on how we view others and their behavior. These influences can effect us by influencing, for example, who we choose as our friends, how we judge people in a court of law, how we hire people in our organizations. Stereotypes, however, are always overgeneralized, inaccurate, and resistant to new information.

Clarence Thomas Hearings

In the case of Clarence Thomas , the stereotypes of blacks became an issue of debate in determining whether or not he sexually harassed Anita Hill. Some black Americans believed that Thomas was viewed prejudicially by whites because he is black, and that a white nominee in a similar situation would not have experienced his ordeal. Some felt that Hill's statements about Thomas's alleged harassment were guided by stereotypes about black males. Thomas portrayed himself as "a victim of historical racial stereotypes about the alleged sexual prowess of black men" (Sunday

Oregonian-Oct 13, 1991). Thomas used the analogy of a lynching to depict his situation.

Besides race, gender may have been an important factor as well. Thomas's accuser was a black woman, which may suggest that the issue here is about gender as well as race. Many people believe that the pertinent issue here is not racial but about gender—male harassment of women. Therefore, they conclude, Thomas' complaint of stereotyping is simply a convenient defense, and not based on any relevant racial issue.

Besides the accused and the accuser, the demographics of the Senate Judiciary Committee judging committee may have been pertinent as well. This committee consisted of white males a dominant part of the majority white populace.

Did the race or gender of the committee, of the accused, of the accuser play a significant role in determining the outcome? Did the hearsay nature of the evidence make race and gender variables particularly pertinent to the outcome? My thesis will not concern the Thomas case: I use it only as an example of race and gender biases that I wish to explore.

Hypothesis

I have examined the influence of gender and race, specifically concerning Asians, on sexual harassment. The research in this area is very limited. Denis Chimaize E. Ugwuegbu, however, conducted a study which

is very pertinent to my study. Ugwuegbu found that the value of the evidence, the gender of the subject/juror, and the race of the victim influenced the verdict. When the factual evidence was minimal race had an even more significant influence on the jurors' perceptions of the defendant's guilt. Black subjects, but not white subjects, showed a significant bias in favor of own-race defendants when there was plenty of evidence. Ugwuegbu speculates that possible reasons for this racial in-group favoritism could be the result of black experiences with the law. Another reason could be that the black university students, in the last fifteen years, have decreased their level of acceptance of anti-black attitudes and increased their level of acceptance of anti-white attitudes.

Using Ugwuegbu's study as a foundation for mine, I would like to test these hypotheses:

- 1) Potential female jurors are more negative and harsher than males in their attitude towards a defendant in a sexual harassment case.
- 2) A racially dissimilar defendant is given a more negative evaluation by a juror than a similar defendant.
- 3) The victim of the same race as a juror will be more strongly supported.
- 4) Two hypotheses 2) and 3) will be stronger with respect to Asians than with Caucasians.

REVIEW OF LITERATURE

Research on Gender Bias

In evaluating whether or not a sexual harassment act has occurred and to what extent, two components, gender and race, may be influential. Gender is an important component of sexual harassment. Females are the victims and males the perpetrators of sexual harassment in the majority of sexual harassment cases. Therefore, as females perceive themselves as potential victims of sexual harassment, we would expect that females will be much more aware of sexual harassment and will judge instances of it much more harshly than males would. Mazer and Percival (1989) observed significant gender differences in the Sexual Harassment Attitude Scale, the Macho Scale, and seriousness ratings. Malovich and Stake (1990) found that harassment is a problem that has serious negative effects for many women and that incidence of sexual harassment of males is very rare and that males suffer fewer negative effects from such experiences. Likewise, women who were low in performance self-esteem were more negatively effected by harassment. Baker, Terpstra, and Larntz (1990) also found that the severity of harassment and individual level factors, with gender having the greatest impact, combine to influence judgments of sexual harassment.

Research on Racial Biases

Race may be another important component in deciding whether sexual harassment has occurred and to what extent. Racial biases seem to be crucial. Duncan (1976) had white college students watch what they thought was a live television confrontation between two men, one black, one white, culminating in either one of the two slightly shoving the other. The students then were asked to evaluate the seriousness of the situation. When the black man was shoved by the white man, only 13% of the students rated this behavior as "violent behavior." However, in the scenario when the black man shoved the white man 73% of the students viewed this act a "violent behavior." Kalven and Zeisel (1966) found that in a court of law, black defendants regularly received a negative response from the jury. Likewise, Greenberg found that in the southern U.S. states a black person accused of an interracial crime was most likely to receive the death penalty. And Bullock (1961) studied 3644 white and black inmates of the Huntsville (Texas) State Prison who were sentenced for the crimes of burglary, rape, and murder. The study indicated a bias in jury sentencing against blacks. And Sunnafrank and Fontes (1983) found strong support for the existence of crime related racial stereotypes. Nine of the ten crimes explored showed stereotyping tendencies, while only one showed none.

The seriousness of the crime and the race of the offender has also been studied. Mayer (1972) by presenting one sentence descriptions of

fourteen minor felony charges found that college students' judgment of the seriousness of the crime depended marginally on the race of the offender. The results further indicated that property crimes involving blacks were more serious than for white offenders, and crimes against the person were slightly more serious for whites than blacks.

Research on Attraction

Johnson (1941) indicated a possible bias regarding the race of the defendant and the victim. Johnson suggested that racial differences and similarities between the defendant and the victim may be influential in determining the outcome of the verdict. Instead of just two categories of offenders, black and white, there should be four, black defendant versus white victim, white defendant versus white victim, black defendant versus black victim, and white defendant versus black victim. Johnson predicted that the perceived seriousness of the crime and the severity of the sentence would follow in the preceding order. Johnson further studies have partially supported his prediction. The race of the juror may be influential in determining verdicts. This is supported mainly by results from studies regarding interpersonal attraction.

Several factors are influential in personal attraction. The extent of attitudinal similarity is one component of attraction in which, for example, (Byrne, 1965), one who shares your opinions on four out of six topics is

liked better than the one who agrees on eight out of sixteen. Similarity of belief systems is another factor; (Rokeach, 1968; Insko et al., 1983), most whites express more liking for, and willingness to work with, a similarly minded white. Perceived racial identity (Hendrick, Bixenstine & Hawkins, 1971), and attractiveness (Bernard Murstein, 1986) are other components of personal attraction.

Research on Ingroup/Outgroup Influences

Ingroup and outgroup biases may also be influential in judgments of sexual harassment. A group is a set of individuals who are perceived as a "group" by themselves or by others. An ingroup is a group of people who share a sense of belonging, a feeling of common identity. An outgroup is a group that is perceived as distinctively different from or apart from the ingroup. Ingroup bias, the tendency to favor one's own group, can be a result of this ingroup/outgroup distinction (Triandis). Even when the differences between groups are inconsequential to the judging of the others, ingroup biases are still prevalent (Taifel, 1970, 1981, 1982; Billig, 1974). Research has also suggested that members of one's own group are more positively rated (Brewer, 1979).

Research on Collectivist and Individualist Cultures

In contrasting collectivist and individualist cultures this ingroup/outgroup effect may be seen as well. Collectivism (Gould and Kolbe, 1964) places greater emphasis on a) the views, needs, and goals of the ingroup rather than oneself; b) social norms and duty defined by the ingroup rather than behavior to get pleasure; c) beliefs shared with the ingroup rather than beliefs that distinguish self from ingroup, and d) great readiness to cooperate with ingroup members. Individualism, on the other hand is a "belief that the individual is an end in himself, and as such ought to realize his 'self' and cultivate his own judgment, notwithstanding the weight of pervasive social pressures in the direction of conformity" (Triandis).

Collectivists are more likely to define the self in terms of ingroup memberships, and are more emotionally attached to their ingroups than are individualists. Collectivists in general are bound to be more attached to their ingroups than are individualists (Triandis, McCusker, and Hui). There is increased identification with the ingroup with collectivists if a) ingroup membership is rewarding, b) ingroup attributes are distinctive (e.g. the ingroup is a minority), c) there is a clear common fate, such as eternal threat, d) there is competition with other groups, e) the ingroup is mentioned frequently during socialization, f) the ingroup is small, and g) the ingroup has clear norms and distinct values (Triandis). Some research (Foster, 1965) suggests the concept of "limited good," exists. The concept of "Limited

good" suggests that there is a limited or restricted amount of good in the world. So therefore, if an outgroup gains some "good" then it is lessening the amount possible for the ingroup to obtain. Therefore, in collectivist cultures, the rewards and benefits gained in life by the outgroup may be seen as a threat by the ingroup.

METHODOLOGY

Subjects

One hundred forty-five subjects were used. Forty subjects were of Asian background and the remaining one hundred five subjects were caucasian. No distinction was made between United States citizens and foreigners. A larger proportion of the subjects were female. All the subjects were students at the University of Oregon. Subjects were found by contacting them through personal solicitation at student organizations, classes, and the Erb Memorial Union.

Materials

A survey (see Appendix A) was used. The survey contained a consent form, one page requesting subject demographic and biographic information, and eight pages, each containing one sexual harassment scenario followed by a brief description of the actors in the scenarios. A debriefing statement (see Appendix B) is also used.

In this brief description of the actors, the race/ethnicity of the actor is emphasized in capital letters and underlined. The age, height, hobby and birthplace of the actors are also identified. These elements are used merely to detract away from the race/ethnicity of the actors and hinder subjects' ability to discover the focus of this research.

Eight different scenarios were used. Each scenario involved two actors, Miss X and Mr. Y. In four of the scenarios the actors were only Asian and Caucasian (A, B, C, D). The other four scenarios were fillers (see Table 1). These scenarios were used mainly to prevent the Asian and Caucasian subjects from discovering the focus of the survey. In these scenarios Hispanic and black actors were used.

Table 1 Order of Filler and Non-filler Scenarios

1	Filler
2	Filler
3	A
4	Filler
5	B
6	C
7	Filler
8	D

Four different versions (see Table 2) of the survey were used. Each version contained a different variation of the four racial combinations: Asian-Asian (AA), Asian-Caucasian (AC), Caucasian-Asian (CA), and Caucasian-Caucasian (CC). By doing this, each of the four non-filler scenarios was subjected to each one of the four previously stated racial combinations. This helps to ensure that evaluation of the scenario is based on the racial combination and not just the nature of the scenario.

A five point rating scale is also used following each scenario and biographic and demographic information. This scale progresses from "no harassment" at 5 to "extreme harassment" at 1. In order to encourage use of the full range of the scale, two of the filler scenarios, in the author's opinion, contain no harassment. Similarly two filler scenarios possibly contain, in the author's opinion, extreme harassment.

Table 2 The Four Versions of the Survey

	Male Female	W W	W A	A W	A A
Survey Version					
1		A	B	C	D
2		D	A	B	C
3		C	D	A	B
4		B	C	D	A

Method

A within subject survey design was used. Each subject experienced each scenario condition. The survey took about five to ten minutes to complete.

RESULTS

A main effect was observed with respect to sex with $F(4.513)p=0.035<.05$ in a between subjects univariate analysis. The data supported hypothesis 1.

The sex of the subjects and the race of the actors in the scenarios proved to be marginally significant with $F=3.394$, $p<.10$. Likewise the sex and race of the subject as well as the race of the actors in the scenarios proved to be marginally significant with $F=2.424$, $p<.10$. The race of the subject and of the actors seemed to intensify the sex effect. Standard deviations and means did not vary significantly in comparing each group of subjects, Caucasian-male, Caucasian-female, Asian-male, and Asian-females. However, there was a difference between standard deviation and mean scores between Asian males and Asian females. Asian males evaluated the interracial sexual harassment scenarios much more harshly than their Asian female counterparts (see Table 3).

Table 3 Standard Deviations and Means for the Four Subgroups

	Uni-racial Situation		Mixed-racial Situation	
	CC	AA	CA	AC
ASIAN				
Male	3.000 (0.953)	3.000 (0.853)	2.615 (1.044)	2.615 (0.768)
Female	2.560 (1.294)	2.444 (1.294)	2.786 (1.208)	2.444 (1.050)
CAUCASIAN				
Male	2.915 (1.100)	3.160 (1.095)	3.040 (1.087)	2.960 (1.068)
Female	2.603 (1.056)	2.591 (0.911)	2.537 (1.105)	2.582 (1.032)

SUMMARY OF FINDINGS AND CONCLUSIONS

Major Findings

The main purpose of this experiment was to determine some of the conditions under which racial similarity to the subject/juror to the victim or the potential perpetrator/defendant influenced the subject's evaluation of a potential perpetrator in a case possibly involving sexual harassment.

Females are much more stringent than males in their evaluation of the seriousness of a potential sexual harassment act. This is attributable to the fact that in the majority of sexual harassment cases females are the victims and males are the perpetrators and therefore, females perceive themselves as the potential victims of sexual harassment and, therefore, are more stringent in evaluating the seriousness of a potential sexual harassment act.

Race appeared to intensify the sex effect. The race of both the subject and of the actors were influential in compounding the sex effect. Perhaps this race effect is not as strong as it might be because there is little or no bias against Asians, and likewise. the Asian ingroup tendencies are not as strong. The unanticipated result of males asians being more stringent in their evaluation of interracial sexual harassment situations than their female asian counterparts could be attributable to several things. Asian males may be more protective of females and Asian females in general and therefore may be more stringent in the evaluation of these sexual harassment situations.

Study Limitations

A pretest of the scenarios should be done to determine the validity of its measurement of sexual harassment. A pre-test sample of forty Asians, and forty Caucasians could be used to judge the scenarios without any racial identifications of its actors in the scenarios.

A larger sample size, particularly regarding Asians should be used. Since Asians make up such a small minority at the University of Oregon, it was difficult finding them and getting them to participate.

From feedback from subjects it was not apparent that subjects read through the biographic and demographic actor descriptions following the scenarios. Therefore, it is not clear whether or not the subjects discovered the race/ethnicity of the actors in the scenarios. Perhaps the race effect could have been more profound if all the subjects had been aware of the race/ethnicity of the actors.

Suggestions for Future Studies

A recall-retention test could be used to observe the memory selection of the subjects. The subjects, after having completed the scenario questionnaire, would write down everything they can remember about the content of the scenarios. Supposedly what the subject remembers will be of the greater importance to the subject.

Other scales such as the Attitudes toward Women Scale (AWS), the Sexual Harassment Attitude Scale, and the Macho Scale could be used to observe further racial and cultural differences in attitudes towards sexual harassment.

It is also suggested that the order of the scenario and the demographic information be switched to observe how subject response is effected. Perhaps the cognitive processes associated with the order of the information may be influential in determining the severity and existence of sexual harassment.

And finally the Asian group could be subdivided into more specific ethnic backgrounds, and/or nationalities to enable better observation of cultural differences.

APPENDIX A

CONSENT FORM

I would appreciate your assistance with this research project on social judgments involving sexual harassment. I plan to use this data in my undergraduate thesis. This research will help us to obtain a better understand of people's opinions about sexual harassment.

All you need to do is complete this short questionnaire, which should take only approximately ten to fifteen minutes. You will be asked to make some simple judgments about several hypothetical sexual harassment scenarios. Obviously there is no physical or psychological risk associated with this questionnaire. If you do not wish to participate, simply discard the questionnaire. Responses will be completely anonymous; your name will not appear anywhere on the questionnaire. Completing and returning the questionnaire constitutes your consent to participate. Once you have completed this questionnaire, I will explain to you exactly what I am studying in this questionnaire.

If you have any questions regarding this research, contact Holly Becker, 343-8956, 1505 Orchard Apt. 1, Eugene, OR. 97403 or Professor Shinobu Kitayama, Psychology Department, 346-4905, 309 Straub Hall.

Thank-you for your help.

In this questionnaire I am interested in the judgments people form concerning sexual harassment. In the following pages you will find several scenarios. Following each scenario will be a brief biographic and demographic description of each person in the scenario. Read each scenario and description carefully and judge whether or not sexual harassment has occurred, and if it has, to what extent. You are then to indicate your judgment by circling the appropriate number on a 5-point scale like the one shown below.

extreme severe some slight no harassment
harassment harassment harassment harassment

1 2 3 4 5

If you have any questions, please ask them right now. If not, please answer the following demographic and biographic questions, turn the page, and begin.

What is your age?

What is your gender?

What is your class standing?

Freshman Sophomore Junior Senior Graduate Student

What is your ethnic background?

Black/African Asian White Hispanic
other(Specify:)

What is your national country of origin?

What is your academic major?

The following scenario involves Miss X and Mr. Y.

Everyone in the factory for years had whistled and made lewd comments to the female workers, who grew to accept it as part of the work environment. However, when one factory worker, Mr Y, yelled out a sexually explicit message, the new female worker, Miss X, became very upset.

Here is some biographic information you could consider:

Miss X: age: 22 height: 5 ft 1 in hobby: golf
 birthplace: Phoenix, AZ
 ethnicity/race: BLACK/AFRICAN

Mr. Y: age: 34 height: 5 ft 7 in hobby: racquetball
 birthplace: Denver, CO
 ethnicity/race: BLACK/AFRICAN

Please indicate your perception of the existence and degree of severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario involves Miss X and Mr. Y.

Mr. Y always smiles at Miss X when he comes into work. He often asks her how her weekend was and inquires about her family.

Here is some biographic and demographic information you could consider:

Miss X: age: 27 height: 5 ft 9 in hobby: jogging
 birthplace: Seattle, WA
 ethnicity/race: WHITE

Mr. Y: age: 34 height: 5 ft 12 in hobby: skiing
 birthplace: Denver, CO
 ethnicity/race: BLACK/AFRICAN

Please indicate your perception of the existence and degree of severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme	severe	some	slight	no harassment
harassment	harassment	harassment	harassment	
1	2	3	4	5

The following scenario contains statements by Miss X and Mr Y.

Miss X: "After finally transferring to another department I feel I am able to report his behavior. He embarrassed me by bragging to his clients about my physical appearance. He also repeatedly joked about sneaking off with me and having a "midnight rendezvous." I tried to get him to stop this behavior, but he thought it was cute. He told me I should just worry about being a good secretary and not give the boss such a rough time for being human."

Mr. Y: "She is a very attractive woman, and sometimes I would compliment her. I am very proud of her, for I feel she provides our firm with a good professional outward appearance."

Here is some biographic and demographic information you could consider:

Miss X: age: 28 height: 5 ft 6 in hobby: tennis
 birthplace: Portland, OR
 ethnicity/race: WHITE

Mr. Y: age: 33 height: 5 ft 10 in hobby: fishing
 birthplace: Seattle, WA
 ethnicity/race: WHITE

Please indicate your perception of the severity and existence of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario involves Miss X and Mr. Y.

Miss X's co-worker, Mr. Y walked by her and made an extremely provocative gesture towards her which she found distasteful and offensive.

Here is some biographic and demographic information you could consider:

Miss X: age: 24 height: 5 ft 4 in hobby: biking
 birthplace: San Francisco
 ethnicity/race: HISPANIC

Mr. Y: age: 24 height: 5 ft 7 in hobby: jogging
 birthplace: Los Angeles, CA
 ethnicity/race: WHITE

Please indicate your perception of the existence and severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario contains statements by Miss X and Mr. Y.

Miss X: "I felt pressured to comply with his demands of going out to dinner with him on weekends. I felt refusing my supervisor would be disastrous to my career."

Mr. Y: "I was only trying to be friendly to her. I act this way with all my female employees."

Here is some biographic and demographic information you could consider:

Miss X: age: 23 height: 5 ft 3 in hobby: boating
 birthplace: Chicago, IL
 ethnicity/race: WHITE

Mr Y: age: 28 height: 5 ft 5 in hobby: hiking
 birthplace: Seattle, WA
 ethnicity/race: WHITE

Please indicate your perception of the existence and severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario involves Miss X and Mr. Y.

One firm's internal environment is such that employees often tell dirty jokes particularly about female sexuality during breaks. Mr. Y often carries the dirty joke-telling into the working hours. Being in the same office as Mr. Y., Miss X experiences extreme discomfort as a result of his joke-telling.

Here is some biographic and demographic information you could consider:

Miss X: age: 31 height: 5 ft 9 in hobby: gardening
 birthplace: Honolulu, HI
 ethnicity/race: WHITE

Mr. Y: age: 33 height: 5 ft 11 in hobby: skiing
 birthplace: Portland, OR
 ethnicity/race: WHITE

Please indicate your perception of the existence and severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario contains statements by Miss X and Mr. Y.

Miss X: "Mr. Y is a friendly and courteous boss. I enjoy working for him."

Mr. Y: " Miss X is a very efficient and responsible worker. She is also always very cheerful and enthusiastic in the office which I highly appreciate."

Here is some biographic and demographic information you could consider:

Miss X: age: 25 height: 5 ft 3 in hobby: rafting
birthplace: Salem, OR
ethnicity/race: ASIAN

Mr. Y: age: 29 height: 5 ft 8 in hobby: crew
birthplace: Berkeley, CA
ethnicity/race: HISPANIC

Please indicate your perception of the existence and severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
1	2	3	4	5

The following scenario involves Miss X and Mr. Y.

Mr. Y came up to Miss X, gave her a quick rub on the shoulder, and winked at her as she went to get coffee. Miss X had endured this behavior for weeks and did not report this behavior for fear that her supervisor would not sympathize with her situation.

Here is some biographic and demographic information you could consider:

Miss X: age: 26 height: 5 ft 4 in hobby: camping
birthplace: San Francisco, CA
ethnicity/race: WHITE

Mr. Y: age: 35 height: 5 ft 10 in hobby: swimming
birthplace: Portland, OR
ethnicity/race: WHITE

Please indicate your perception of the existence and degree of severity of sexual harassment in the preceding scenario by circling the appropriate response.

extreme harassment	severe harassment	some harassment	slight harassment	no harassment
-----------------------	----------------------	--------------------	----------------------	---------------

1

2

3

4

5

APPENDIX B

DEBRIEFING STATEMENT

In this questionnaire I am attempting to measure judgments of sexual harassment. Particularly I am interested in how race and gender may be influential in judgments of sexual harassment. In my research I am examining several different issues: the extent of the evidence, as perceived in the scenarios, the race and gender of the subject, and the race of the potential "harasser" and "harassee." I would like to test three hypotheses: (1) female judges are more negative and harsher than males in their attitude towards the person accused of harassment, (2) the victim/"harassee" who is more similar to the juror/judge will be more strongly supported, and (3) the previously stated hypothesis will be stronger with respect to Asians. In analyzing each of these various issues I hope to provide a better understanding of the dynamics of judgments involving sexual harassment.

BIBLIOGRAPHY

- Baker, Douglas, D.; Terpstra, David, E.; Larntz, Kinley. "The Influence of Individual Characteristics and Severity of Harassing Behavior on Reactions to Sexual Harassment." Sex-Roles. 1990, 22 (5-6).
- Billings, D.K. "Expressive Style and Culture: Individualism and Group Orientation Contrasted." Language Science, 1987, 16, 475-497.
- Brewer, M.B., & Silver, M. "In-group Bias as a Function of Task Characteristics." European Journal of Social Psychology, 1978, 8, 393-400.
- Bullock, H.A. "Significance of the racial factor in the length of prison sentences." The Journal of Criminal Law, Criminology and Police Science, 1961, 52, 411-417.
- Duncan, B.L. "Differential Social Perception and Attribution of Intergroup Violence: testing the lower limits of Stereotyping of Blacks." Journal of Social Psychology, 1976, 34, 590-598.
- Foster, G. "Peasant Society and the Image of Limited Good." American Anthropologist, 1985, 67, 293-315.
- Gould, J. & Kolb, W.L. A Dictionary of Social Science. Glencoe, IL: Free Press, 1964.
- Hendrick, C., Bixenstine, V. E., & Hawkins, T. "Race versus Belief Similarity as Determinants of Attraction: A Search for a Fair Test." Journal of Personality and Social Psychology, 1971, 17, 250-258.
- Johnson, G.B. "The Negro and Crime." The Annals of American Academy of Political and Social Science. 1941, 217, 93-104.
- Kalven, H. Jr., & Zeisel, H. The American Jury, Boston: Little Brown, 1966.
- Malovich, Natalie, J.; Stake, Jayne, E. "Sexual Harassment on Campus: Individual differences in attitudes and beliefs." Psychology of Women Quarterly. 1990, 14 (1) 63-81.

- Mayer, S.E. "Does the Punishment Fit the Crime? A Replication after 18 Years, Plus a Study of Present-Day Race Differences." Paper presented at the meeting of the Midwestern Psychological Association, Cleveland, 1972.
- Mazer, Donald B.; Percival, Elizabeth F.; "Ideology or Experience? The Relationship Among Perceptions Attitudes, and Experiences of Sexual Harassment In University Students." Sex-Roles. 1989, 20(3-4), 135-147.
- Sunnafrank, Michael; Fontes, Norman, E. "General and crime related racial stereotypes and influence on jury decisions." Cornell Journal of Social Relations. 1983, 17 (1) 1-15.
- Taifel, H. Social Identity and Intergroup Relations. Cambridge University Press, 1982.
- Triandis, Harry C. "Cross Clultural Studies of Individualism and Collectivism." Nebraska Symposium on Motivation 1989.
- Ugwuegbu, Denis Chimaeze E. "Racial and Evidential Factors in Juror Attribution of Legal Responsibility." The Journal of Experimental Social Psychology. 1979, 15, 133-146.