

Annotated Bibliography for Sexual Harassment

Summary: A collection of published research articles on sexual harassment in both the military and civilian populations. This resource provides the reference to the published article and a brief synopsis of the content of the publication. Selected research from 1980 through 2008 are provided.

Bergman, E. & Henning, J. (2008). Sex and ethnicity as moderators in the sexual harassment phenomenon. *Journal of Occupational Health Psychology, 13* (2), 152-167. Retrieved September 5, 2008, from EBSOhost database.

This article presents research which argues that sex and ethnicity moderate the influence of organizational sexual harassment climate on sexual harassment. This study uses a sample of male and female military personnel from several ethnicity groups.

Middleton, M. (1980). Sexual harassment on the job: new rules issued. *American Bar Association Journal, 66* (6), 703. Retrieved September 5, 2008, from EBSOhost database. This article discusses the release of the United States Equal Employment Opportunity Commission guidelines. Definition of physical or verbal sexual harassment, and kinds of behavior that constitute sexual harassment.

Riggs, R. (1993). Sexual harassment in higher education from conflict to community. Eric Clearing House on Higher Education Washington DC. Retrieved April 14, 2011, from www.ericdigests.org/1994/sexual.htm.

This online article talks about the impact of sexual harassment at colleges and universities, how often it occurs, who the victims are and what steps institutions should take to eliminate sexual harassment.

Sexual Harassment Support: (2008). What is sexual harassment and why is it difficult to confront? Retrieved April 14, 2011, from www.sexualharassmentsupport.org/index.html. This is a good web site that is full of information on sexual harassment, types, patterns, sexual harassment in education, at work, and the effects of sexual harassment.

Tuttle, C. (1990). Sexual harassment is no joke. *Management Review, 79* (18), 44. Retrieved September 5, 2008, from EBSOhost database.

This is a good article on sexual harassment in the work place. Its focus is on the costs of sexual harassment cases, parties which can be held liable, characteristics of sexual harassment, and details of successful sexual harassment cases filed by women.

Department of Defense. (2008). Department of Defense 2007 Report on Sexual Assault in the Military. Washington, DC: Author. Section 577 of Public Law (PL) 108-375 requires the Department of Defense (DoD) to submit an annual report on sexual assault in the military. Additional reporting requirements are specified by section 596 of PL 109-163 and section 583 of PL 109-364. This report provides an annual summary of the reported allegations of sexual assault that were made during the prior year. Previous year reports were based on the calendar year.

However, Congressional revisions to the UCMJ drove the Department to change the reporting collection period. UCMJ Article 120, the section of code that defines the crime of rape was substantively changed effective October 1, 2007. This had the effect of increasing the number of crime categories described by Article 120. For clarity and other reasons, the Department and the Military Services changed their data collection period to coincide with the start date of the revised law. The sexual assault reports described in this document were made in FY 2007, which is from October 1, 2006 through September 30, 2007.*

Lipari, R. N., Cook, P. J., Rock, L. M., & Matos, K. (2008). 2006 Gender Relations Survey of Active Duty Members (DMDC Report No. 2007- 022). Arlington, VA: Defense Manpower Data Center. (ADA 476661).

This report presents the results of the 2006 Workplace and Gender Relations Survey of Active Duty Members (WGRA2006). The Defense Manpower Data Center (DMDC) conducted the survey as part of the quadrennial cycle of human relations surveys outlined in Title 10 U. S. Code Section 481 which directs the Secretary of Defense to conduct cross-Service surveys on gender issues and discrimination among members of the Armed Forces. This report includes a description of the WGRA2006 survey; background on why this research was conducted; a summary of recent Department of Defense (DoD) policies and programs associated with gender-relations issues; a discussion of the measurement constructs for unwanted, gender-related experiences, unwanted sexual contact, and sex discrimination; a description of the survey methodology; and detailed results of the findings. *

Department of Defense. (2007). DoD Annual Report on Sexual Harassment and Violence at the U.S. Military Service Academies: APY 2006-2007. Washington, DC: Author.

This Report is the Secretary of Defense's Annual Report to Congress on sexual harassment and sexual violence at the United States Military Service Academies covering academic program year (APY) June 1, 2006 through May 31, 2007. The Department of Defense Sexual Assault Prevention and Response Office (SAPRO) prepared an assessment of the effectiveness of the Academies' policies, training, and procedures with respect to sexual harassment and sexual violence involving cadets and midshipmen. This annual report includes information from cadet and midshipman focus groups conducted by the Defense Manpower Data Center (DMDC). Highlights include: 1) overall, SAPR Programs have been successfully and permanently implemented at the Academies; 2) when allegations of sexual assault were reported, all three Academies had the infrastructure in place to effectively address the needs of the victims; and 3) focus group participants indicated that most concepts related to sexual assault are well understood. *

Antecol, H., & Cobb-Clark, D. (2006). The sexual harassment of female active-duty personnel: Effects on job satisfaction and intentions to remain in the military. *Journal of Economic Behavior and Organization*, 61(1), 55-80.

This paper examines the relationship between sexual harassment and the job satisfaction and intended turnover of active-duty women in the U.S. military using unique data from a survey of the incidence of unwanted gender-related behavior conducted by the U.S. Department of Defense. Overall, 70.9 percent of active-duty women reported

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experiencing some type of sexually harassing behavior in the 12 months prior to the survey. Using single-equation probit models, the authors find that experiencing a sexually harassing behavior is associated with reduced job satisfaction and heightened intentions to leave the military. However, bivariate probit results indicate that failing to control for unobserved personality traits causes single-equation estimates of the effect of the sexually harassing behavior to be overstated. Similarly, including women's views about whether or not they have in fact been sexually harassed directly into the single equation model reduces the estimated effect of the sexually harassing behavior itself on job satisfaction by almost a half while virtually eliminating it for intentions to leave the military. Finally, women who view their experiences as sexual harassment suffer additional negative consequences over and above those associated with the behavior itself. *

Collins, R. M., & Johnson, S. M. (2006). *Within the Walls: An Analysis of Sexual Harassment and Sexual Coercion at Naval Consolidated Brig Miramar* (Master's Thesis). Monterey, CA: Naval Postgraduate School. (ADA456966)

This thesis explores sexual harassment and sexual coercion among prisoners and staff at Naval Consolidated Brig (NAVCONBRIG) Miramar. The data come from two surveys (one for staff and one for prisoners), which were administered in June and August 2006, respectively. This thesis begins with a review of relevant literature and discussion of reporting procedures, and an overview of the fear of reprisal associated with reporting incidents of sexual harassment coercion. The authors compare rates of sexual harassment and coercion experienced by the staff and prisoners, as well as reported perceptions of the percentage of prisoners who experience sexual harassment and coercion, as estimated by the staff and prisoners. Findings are compared with studies conducted in civilian prisons in 1996 and 2000. Write-in responses provide insight regarding what the staff and prisoners believe constitutes sexual harassment, ways to prevent sexual harassment at the facility, and actual incidents of sexual harassment and/or coercion experienced while in a prison. When compared with the civilian prisons, NAVCONBRIG Miramar prisoners experience lower rates of sexual harassment than all but one facility. The rate of sexual coercion reported by prisoners is approximately equal to what was reported by all military prison facilities. *

Graham, S. L. (2006). *An Exploratory Study: Female Surface Warfare Officers' Decisions to Leave Their Community* (Master's Thesis). Monterey, CA: Naval Postgraduate School. (ADA445448)

The purpose of this exploratory study was to discover the reasons that female Surface Warfare Officers (SWO) leave the Surface Warfare Officer Community and to identify paths that might encourage them to stay. Seven focus groups and nine interviews were used to gather qualitative data from three groups: (1) SWOs who had expressed intentions to leave the SWO community; (2) officers who had laterally transferred to another Navy community; and (3) individuals who had separated from the Navy. Altogether, 49 individuals participated in the study; 23 women and 26 men. Men were included to examine gender similarities and differences. Based on responses from all participants, six major themes emerged to explain why both male and female officers may leave the community: (1) inconsistent leadership; (2) negative aspects of the culture;

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(3) lack of passion; (4) inability to achieve work/life balance; (5) excessive work-hours; and (6) the mundane nature of some tasks. Only three themes emerged that were different for the women: (1) inflexibility of career for family planning; (2) lack of positive senior role models; and (3) a perception of discrimination, sexual harassment, and lack of respect for women. It appears that the Navy may need to attack the retention problem on a number of fronts if it wishes to improve the retention rate for women. Continuation pay, which is currently a primary lever for increasing retention, was not viewed favorably as a means for getting male or female officers to stay in the community. The thesis concludes with recommendations for further research. *

Rosenfeld, P. & Newell, C., (2006). Results of the 2004 Marine Corps Climate Survey (MCCS): Management Report (NPRST-AB-07-1). Millington, TN: Navy Personnel Research, Studies, and Technology. (ADA458369)

The 2004 Marine Corps Climate Surveys (MCCS) measure active duty and reserve members' experiences regarding organizational climate issues, discrimination, and sexual harassment. In June-July 2004, the MCCS Surveys were administered to a random sample of Marine Corps personnel (10,951 active duty, 8,962 reservists) stratified by racial/ethnic group (White, Black, Hispanic, Asian/Other) and gender within enlisted and officer populations. The response rates were 26% for active duty and 25% for reserves. Post-stratification weighting procedures were employed to ensure the respondents' data accurately reflected the racial/ethnic and gender composition of the entire Marine Corps. The first section of the MCCS contained groups of items related to 11 organizational climate areas. The climate modules were followed by items assessing racial/ethnic, gender and religious discrimination. The final section of the surveys focused on sexual harassment issues. There were also a number of questions on perceptions of SH climate. The overall results of the MCCS Surveys were positive. Clear and dramatic reductions have been made in the rates of both racial/ethnic discrimination and sexual harassment particularly among active-duty Marines. *

Cook, P. J., Jones, A. M., Lipari, R. N., & Lancaster, A. R. (2005). Service Academy 2005 Sexual Harassment and Assault Survey. Arlington, VA: Defense Manpower Data Center. (ADA440848)

This report provides the results for the Service Academy 2005 Sexual Harassment and Assault Survey that the Defense Manpower Defense Center conducted in response to Section 527 of the National Defense Authorization Act for Fiscal Year 2004. This survey is the second of a series of congressionally mandated surveys designed to assess the incidence of sexual assault and harassment and related issues at the Service Academies. The report presents detailed results by topic, addressing findings for each Academy by gender, class year, and for those who indicated they experienced sexual assault and/or sexual harassment. *

Lipari, R. N., Lancaster, A. R., & Jones, A. M. (2005). 2004 Sexual Harassment Survey of Reserve Component Members (DMDC-2005-010). Arlington, VA: Defense Manpower Data Center. (ADA433368)

This report provides the results for the 2004 Workplace and Gender Relations Survey of reserve component Members (2004 WGRR). The overall purpose of the WGRR is to document the extent to which Reserve component members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events, and the Reserve component members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Nearly one-fifth of women (19%) and 3% of men indicated they experienced behaviors that they considered sexual harassment in the 12 months prior to was higher for women in the Marine Corps Reserve, Army Reserve, and Army National Guard than for women in other Reserve components (22-25% vs. 12-15%). The sexual harassment rate also was higher for women activated in the 24 months prior to filling out the survey than for those women not activated (27% vs. 15%).*

Tamulevich, J. S. (2005). Perceived Differences in Self-Reported Problems with Sexual Harassment, Racial Prejudice, and Drug Misuse Among USNA Varsity Athletes (Master's Thesis). Monterey, CA: Naval Postgraduate School. (ADA435784)
This thesis examines perceptions regarding sexual harassment, racial prejudice, and drug misuse among USNA varsity athletes. Based on previous research, it was hypothesized that both gender and minority status would be predictive of perceptions regarding these behaviors among midshipmen and midshipmen athletes. The thesis also explores the relationship between indicators of athlete's participation and experiences and perceptions regarding sexual harassment, racial prejudice, and drug misuse. Data from 2735 midshipmen who responded to the USNA Values Survey and 723 midshipmen-athletes who responded to the NAAA Exit Survey were used for analyses. Results of regression analyses indicate that both gender and ethnicity were significant predictors of sexual harassment and racial prejudice but not drug misuse. Athletic status did not significantly influence perceptions. Implications of these findings are discussed for understanding midshipmen perceptions of these behaviors. *

Lipari, R. N., & Lancaster, A. R. (2003). Armed Forces 2002 Sexual Harassment Survey (DMDC- 2003-026). Arlington, VA: Defense Manpower Data Center. (ADA419817)
This report provides the results for the 2002 Status of the Armed Forces Survey – Workplace and Gender Relations (2002 WGR). The overall purpose of the 2002 WGR is to document the extent to which Service members reported experiencing unwanted, uninvited sexual attention in the 12 months prior to filling out the survey, the details surrounding those events, and Service members' perceptions of the effectiveness of sexual harassment policies, training, and programs. Survey results are tabulated in this report as a DoD total by gender and for the subgroups Service by gender and paygrade group by gender. *

Fitzgerald, L. F. (2002). Toward standardized measurement of sexual harassment: Shortening the SEQ-DoD using item response theory. *Military Psychology*, 14(1), 49-73.
Historically, the U.S. Department of Defense (DoD) has been one of the leaders in researching sexual harassment. Documentation and results of these studies are routinely available through DoD technical reports and publications and through public use data sets to the nonmilitary research community. However, a major

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shortcoming of both DoD's research and that of the civilian sector is the absence of a standard method of assessing sexual harassment. This article describes how item response theory procedures were applied to shorten one of the most frequently used measures of sexual harassment - the 23-item Sexual Experiences Questionnaire - Department of Defense (SEQ-DoD), which was included in the Status of the Armed Forces Survey: 1995 Form B-Gender Issues. The resulting 16-item measure, titled the SEQ-DoD-s, provides a shortened, standardized measure of sexual harassment for use by military and civilian researchers. *

Antecol, H., & Cobb-Clark, D. (2001). Men, women, and sexual harassment in the U.S. military. *Gender Issues*, 19(1), 3-19.

In a 1995 U.S. Department of Defense survey of active-duty men and women in the Army, Navy, Marine Corps, Air Force, and Coast Guard, 70.9 percent of female personnel and 35.8 percent of male personnel said that they had experienced sexually harassing behavior(s) in the previous 12 months. Furthermore, military personnel experiencing sexual harassment reported lower levels of overall job satisfaction and were more likely to report that they intend to leave the military. *

Jordan, K. (2001). *The Nature and Outcomes for Women of Stressors Associated with Military Life*. Research Triangle Park, NC: Research Triangle Institute. (ADA399351)
This study used a sample of 1523 active duty and reserve Army women; it provides data on the level of stressors, buffers, and positive and negative outcomes among these women by rank-branch groups. It also provides the results of logistic and linear regression models that examine the association between stressors, buffers, and outcomes. Focus groups were used to inform the development of a survey questionnaire, which was administered anonymously at 13 active duty and 16 reserve locations. Results showed that, overall, there were many indicators that suggested that women were functioning well. Few women reported many sick days, drug use, or serious alcohol problems. Performance was good overall. Three-quarters of women rated their morale as moderate or better. Sexual harassment and discrimination, however, were still major factors in many of these women's lives. 35% of women reported encountering some form of sexual harassment. The enlisted women have substantial financial pressures, and women overall tended to have undesirably high levels of sleep problems and psychological problems.*

Olson, C. B., & Merrill, L. L. (2000). *Self-Reported Perpetration of Sexual Harassment by U.S. Navy Men During Their First Year of Service* (Report No. 00-23). San Diego, CA: Naval Health Research Center. (ADA434586)

Participants in this study were males with at least 9 months of service in the Navy. Respondents were initially surveyed during basic training using a questionnaire assessing demographics, alcohol use and other factors. Follow-up questionnaires were administered by mail and included a measure of harassment perpetration, as well as measures of hostility toward women, hyper masculinity, and alcohol misuse. Descriptive statistics, bivariate comparisons, and logistic regression techniques were used to analyze the data. A substantial number of recruits reported at least one instance of potentially harassing behavior at 6 months and again at 12 months

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after completing basic training. The analyses also showed that problems with alcohol and binge drinking were associated with higher levels of self-reported harassment perpetration. Finally, the authors found that hostile attitudes toward women and negative attitudes concerning relationships between men and women were related to a significantly greater likelihood of attempting to threaten or bribe a coworker into sexual relations, according to recruits' self-reports. *

Bowens, V. L. (1999). *Is There a Gap in Our Military's Sexual Harassment Policy Between Senior Leaders and Commanders Who Implement the Policy (AU/ACSC/013/1999-04)*. Maxwell Air Force Base, AL: Air Command and Staff College. (ADA395149)
The focus of this research paper is to review the Department of Defense's (DOD) current Equal Opportunity (EO) policy and discuss how the policy of sexual harassment (SH) Zero Tolerance has been implemented in the armed services by senior leaders (O-7 and above). The effectiveness of this policy relies heavily upon the ability of commanders to indoctrinate this policy and influence its intent throughout all levels of their unit. Therefore, the focus of this research is to determine if commanders are implementing and applying the policy of Zero Tolerance as it was intended by senior leaders. To measure the effectiveness of this policy, the author surveyed majors attending the 1998-99 Air Command and Staff College in residence course. Results show that most know which behaviors are SH, but they have not had sufficient training, are not prepared to deal with SH, and are not prepared to conduct an SH inquiry. *

Donovan, M. A., & Drasgow, F. (1999). Do men's and women's experiences of sexual harassment differ? An examination of the differential test functioning of the Sexual Experiences Questionnaire. *Military Psychology*, 11(3), 265-282.
The Sexual Experiences Questionnaire (SEQ) was originally developed to assess women's experiences of sexual harassment. It was subsequently modified for use by the armed services for inclusion in the gender issues survey; the revised version is called the SEQ-DoD. In this article, we investigate whether the SEQ can be used to assess men's experiences of sexual harassment. To this end, a newly developed item response theory procedure, the differential test functioning analysis, was used to examine the measurement equivalence of the SEQ-DoD across men and women. Results indicated that the SEQ-DoD did not function equivalently across men and women. The differential test functioning analysis did indicate, however, that the SEQ-DoD would provide equivalent measurement across men and women if 4 of the items that focused on a sexist environment (e.g., 'Treated you differently' because of your sex) were removed. The implications of these findings for the measurement of sexual harassment across men and women are discussed. *

Fitzgerald, L.F., Drasgow, F., & Magley, V.J. (1999). Sexual harassment in the armed services: A test of an integrated model. *Military Psychology*, 11(3), 329-343.
Although considerable attention has been paid to the frequency of sexual harassment in the military, and more recent work has begun to document its antecedents and outcomes, little attempt has been made to conceptualize the overall process in an integrated way. In this article, the authors examine the usefulness of Fitzgerald, Hulin, and Drasgow's (1995) theoretical model of sexual harassment in organizations for describing and

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explaining the predictors, extent, and outcomes of this problem in the uniformed services. According to the model, organizational tolerance for sexual harassment and the gender context of the workgroup are critical antecedents of harassment, which, in turn, exert a negative influence on work-related variables (e.g., job satisfaction, organizational commitment), psychological states (e.g., anxiety, depression), and physical health. This model was tested, separately for women and men, in a sample of more than 28,000 military personnel who responded to the 1995 Department of Defense Survey of Gender Issues in the Military. The results indicate that harassment occurs less frequently in groups whose members perceive that the organization's upper levels will not tolerate such behavior as well as in more gender balanced workgroups. Harassment was associated with negative job attitudes, as well as lowered psychological well-being and health satisfaction, even after controlling for effects of job. The study confirms the utility of the model for understanding sexual harassment in the military, thus extending its generalizability beyond the civilian organizational settings in which it was developed. *

Fitzgerald, L. F., Magley, V. J., Drasgow, F., & Waldo, C. R. (1999). Measuring sexual harassment in the military: The Sexual Experiences Questionnaire (SEQ-DoD). *Military Psychology* 11(3), 243-263.

Stimulated originally by the Navy's Tailhook episode in 1991, and more recently by revelations of widespread sexual harassment of female Army recruits, there appears to be a growing consensus that the harassment of female military personnel is a problem with profound consequences for both individuals and armed services more generally. At the same time, there are few reliable estimates of the actual nature, prevalence, and severity of this problem. This article attempts to address the issue by describing the development and measurement characteristics of a military version of the SEQ-DoD, which was administered to more than 28,000 military personnel as part of the Department of Defense study of gender issues in the services. Following analysis of the structure of the instrument, the incidence rates for the effects of gender, race/ethnicity, armed service, and rank are examined. Options for scoring the SEQ-DoD and the question of who should be counted as sexually harassed are discussed. *

Hay, M. S., & Elig, T. W. (1999). The 1995 Department of Defense Sexual Harassment Survey: Overview and methodology. *Military Psychology*, 11(3), 233-242.

In 1995, the Department of Defense (DoD) conducted a survey of more than 90,000 active-duty personnel in the Army, Navy, Marine Corps, Air Force, and Coast Guard to collect information on their attitudes, opinions, and experiences regarding sexual harassment. One purpose was to determine how sexual harassment and gender issues had changed since 1988, when the first DoD survey provided baseline data. A second purpose was to broaden the understanding of sexual harassment and gender issues in the military environment in 1995. This article provides background for the 1995 survey, discusses the design of the survey and the sampling, and briefly introduces the articles in this special issue of *Military Psychology*. *

Lancaster, A. R. (1999). Department of Defense Sexual Harassment Survey: Overview and methodology. *Military Psychology*, 11(3), pp. 219-231.

The Defense Manpower Data Center conducted sexual harassment surveys of active-duty military members in both 1988 and 1995. The 1995 survey effort, sponsored by the Under Secretary of Defense for Personnel and Readiness, was designed to allow comparisons with the earlier survey as well as incorporate advances in sexual harassment measurement and research methodology. Since the release of the initial survey findings, considerable additional research has been conducted. This article provides historical background information on the Department of Defense (DoD) sexual harassment survey efforts, including recent initiatives to standardize sexual harassment methods across DoD-wide and armed-services-specific surveys. The article also highlights salient findings from the additional research reported in this special issue and identifies fertile areas for future research. *

Magley, V. J., Waldo, C. R., Drasgow, F., Fitzgerald, L. F. (1999). The impact of sexual harassment on military personnel: Is it the same for men and women? *Military Psychology*, 11(3), 283-302.

Research in the civilian workplace has documented the serious psychological, health related, and job-related outcomes of sexual harassment of women by men. The question of whether men experience sexual harassment similarly has more recently been proposed, resulting in considerable debate regarding not only the extent of the outcomes of such experiences but also the sex of the offender. This study directly compared outcomes of sexual harassment for men and women utilizing data from the U.S. Department of Defense's (1995) recent gender issues survey. The results of both linear and quadratic regression analyses indicate that within the range of similar experiences, sexual harassment exerts a negative effect on male and female personnel in similar ways on 3 sets of outcomes: psychological, health, and job-related. Three differences emerged, however, suggesting differential experiences of sexual harassment for men and women. First, women were more likely to have been sexually harassed than were men. Second, women experienced sexual harassment at higher frequencies than did men; the negative impact on women, both individually and as a group, is thus considerably more pronounced. Finally, women almost always experienced sexual harassment from men; men were somewhat more likely to experience such behaviors from men than from women. *

Williams, J. H., Fitzgerald, L. F., & Drasgow, F. (1999). The effects of organizational practices on sexual harassment and individual outcomes in the military. *Military Psychology*, 11(3), 303-328.

Research demonstrates that an organizational climate tolerant of sexual harassment directly contributes to the occurrence of harassment and negative psychological, health related, and job-related outcomes for employees. This article operationalizes organizational intolerance of sexual harassment in terms of specific organizational activities and examines the effectiveness of each such activity in minimizing these adverse effects. The article has 3 goals: (a) to propose a framework for understanding the range of organizational activities with regard to sexual harassment; (b) to discuss the effects of specific organizational activities on the incidence of sexual harassment in the military as well as their impact on individual service members; and (c) to address the theoretical, organizational, and legal implications of these findings.

Specifically, it examines service members' perceptions of military efforts related to harassment in 3 areas: (a) the implementation practices related to policies and procedures, (b) provision of resources for targets, and (c) provision of training. Results demonstrate that these practices differentially affect the incidence of harassment and service members' job related outcomes, with perceived organizational implementation practices having the greatest effect and the provision of either training or resources having the least. The findings demonstrate that fewer implementation practices are related to reduced service member commitment to the military and reduced satisfaction with supervisors and work in general, suggesting reduced unit cohesion and readiness as well as reduced general military effectiveness. *

Mitchell, P. S. (1998). *A Woman's Place Is In...the Army: Implications of Expanding Roles for Women on Future Defense Policy*. Washington, DC: National War College. (ADA442822)

Given that the number of women in the Services stands at an all time high, and that women continue to join in ever increasing numbers, the author proposes that their expanding roles will have serious implications for future defense policy. The author reviews what she believes to be key events of this decade, and then examines some of those implications and how they may change the way we think about personnel utilization. While the issues affect women in all Services, the author will focus on the Army because that it is the image of a soldier in combat boots that most readily comes to mind when discussing the role of women in the military, and particularly in combat. It is also the Army that has been the focus of the most recent sexual harassment incidents to gain the attention of the American public. *

Whaley, G. L. (1998). *Three Levels of Diversity: An Examination of the Complex Relationship between Diversity, Group Cohesiveness, Sexual Harassment, Group Performance, and Time (RSP 98-3)*. Patrick Air Force Base, FL: Defense Equal Opportunity Management Institute. (ADA359570)

This paper puts forth a typology for classifying different types of diversity variables. Using the dimensions of "observability" and "measurability," a four cell classification scheme is created, and three levels of diversity variables are identified: surface, working, and deep level diversity. The author explains the nature of the relationship between the three levels of diversity and posits a general model of organizational behavior including diversity, group cohesiveness, group performance, sexual harassment, and time. *

Miller, L. L. (1997). Not just weapons for the weak: Gender harassment as a form of protest for Army men. *Social Psychology Quarterly*, 60, 32- 51.

Structural analyses describe men as the dominant gender in the military; yet some Army men use strategies against women similar to the "weapons of the weak" described in the resistance literature. Social psychology sheds light on this behavior because of its emphasis on perceptions of power. Some Army men actually believe that women are the powerful gender within the military, and thus act as an oppressed group on the basis of those perceptions. Structural analyses that divide the population into the powerful and the powerless are further limited because they do not account for coexisting

multiple hierarchies of power. Individuals can simultaneously enjoy privilege and face disadvantages according to race, gender, age, occupation, and position within an organization. Although the Army apparently has made some headway in deterring overt sexual harassment, some men still may resort to covert gender harassment to express their disapproval of women's participation in the military. *

Rosen, L. N., & Martin, L. (1997). Sexual harassment, cohesion and combat readiness in U.S. Army support units. *Armed Forces and Society*, 24(2), 221-244.

Sexual harassment as a work climate variable was examined in relation to acceptance of women, gender composition of the work group, cohesion, readiness, mission requirements, and expectations among male and female soldiers in U.S. Army combat support and combat service support units. Using group level analysis, the study found that soldiers' assessment of sexual harassment in the unit was significantly correlated with poor leadership climate, lower acceptance of women, and lower combat readiness. Among female soldiers, a higher percentage of women in the work group was associated with fewer sexual harassment experiences and with higher acceptance of women. Male soldiers in units with a higher percentage of women were more likely to perceive sexual harassment as a problem in the unit. Higher percentage of women in the unit and male soldiers' perceptions of sexual harassment as a problem in the unit were both associated with more days spent in the field training. Perceived time pressure was correlated with lower acceptance of women and lower combat readiness for male soldiers, while for female soldiers; increased days in the field were associated with lower combat readiness. *

Sadler, A., Booth, B. M., & Cook, B. (1997). *Sexual Victimization and the Military Environment: Contributing Factors, Vocational, Psychological, and Medical Sequelae*. Iowa City, IA: Veterans Administration Medical Center. (ADA345471)

The goal of this study was to determine military environmental factors associated with violence towards service women. A national sample of 558 women veterans completed a computer-assisted telephone interview assessing their experiences with in-military sexual harassment, unwanted sexual touching, physical assault and rape. Premilitary physical and sexual victimization events and demographic factors were additionally considered as risk factors for in-military violence. Vocational, health status, and psychological differences (including findings of post-traumatic stress disorder, depression, anxiety, alcohol dependence, and panic disorder) between victimized and non-victimized women were also described. *

Bastian, L. D., Lancaster, A. R., & Reyst, H. E. (1996). *Department of Defense 1995 Sexual Harassment Survey (96-014)*. Arlington, VA: Defense Manpower Data Center. (ADA323942)

This report describes basic results from the 1995 Status of the Armed Forces Surveys of sexual harassment. Defense Manpower Data Center (DMDC) conducted the first Joint-Service, active-duty sexual harassment survey in 1988. In 1994-95, DMDC updated and re-administered the survey. Form A replicated the DoD-wide 1988 Survey of Sex Roles in the Armed Forces. Form B expanded and updated measures. A nonproportional stratified random sample of active-duty Army, Navy, Marine Corps,

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Air Force, and Coast Guard personnel were surveyed by mail starting 15 February 1995. The weighted response rate was 54%. Responses were weighted up to population totals, adjusting for differential sampling and response rates in demographically homogeneous groups. The survey results document a decline in harassment experiences since 1988 and reflect DoD and the Services' increased emphasis on combating sexual harassment. Despite the decline, there is room for improvement in achieving the DoD goal of eliminating sexual harassment from the DoD workplace. Results of the 1995 DoD Sexual Harassment Study highlight a number of issues that warrant continued consideration. *

Edwards, J. E., Rosenfeld, P., Booth-Kewley, S., & Thomas, M. D. (1996). Methodological issues in Navy surveys. *Military Psychology*, 8(4), 309-324.

A number of important methodological issues involving surveys have emerged in Navy research. One such issue is whether results from computer-administered surveys are equivalent to those obtained from paper-and-pencil surveys. After a review of relevant Navy studies, the authors concluded that computer and paper surveys generally yield equivalent results. The Navy's efforts and success at computerizing command level equal opportunity surveys is described, and the advantages of this approach are discussed. The Navy's survey work on diversity issues (e.g., Hispanics, sexual harassment, and pregnancy) is described and the problems posed by attempting to use surveys to identify who is Hispanic and to determine accurate rates of sexual harassment and pregnancy are outlined. Future issues to be addressed by Navy survey research are discussed. *

Sadler, A. (1996). *Sexual Victimization and the Military Environment: Contributing Factors, Vocational, Psychological, and Medical Sequelae*. Iowa City, IA: Veterans Administration Medical Center. (ADA328170)

The goal of this study is to determine military environmental factors associated with sexual victimization (harassment, sexual touching, and rape) of service women, and to determine consequent vocational impairment, health status impairment and psychological outcomes (such as Post-Traumatic Stress Disorder). Such information could lead to the development of specific prevention strategies and thereby directly improve service women's safety, health, and military effectiveness. Our pilot data indicated that military environmental factors are associated with sexual victimization and resultant psychological distress. *

Thomas, P. J., & Le, S. K. (1996). *Sexual Harassment in the Marine Corps: Results of a 1994 Survey (NPRDC-TN-96-44)*. San Diego, CA: Navy Personnel Research and Development Center. (ADA311382)

The purpose of this study was to analyze the sexual harassment items in the Marine Corps Equal Opportunity Survey (MCEOS). This survey was developed and administered to monitor sexual harassment among Marine Corps personnel, along with associated issues. The MCEOS was patterned after the Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey. It was mailed in May 1994 to over 10,000 active duty Marines. Responses were weighted by gender, paygrade, and racial/ethnic group before computing percentages for relevant subgroups. The results are very similar to those obtained with the 1993 NEOSH Survey. Women were sexually

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harassed more often than men, enlisted more often than officers, Caucasian women more often than Black women, and personnel in the lower paygrades/ranks more often than seniors. Generalized sexual harassment was more common than harassment targeted at individuals. Perpetrators were most likely to be fellow Marines. Victims of sexual harassment rarely filed a complaint whereas those that did were usually not satisfied with the manner in which it was handled. It was recommended that: (1) the Marine Corps continue to monitor sexual harassment through the administration of the MCEOS biennially; (2) the results of the 1994 MCEOS be used in training; and (3) the source of dissatisfaction with the complaint system be determined. *

Booth-Kewley, S. (1995). *Factors Affecting the Reporting of Sexual Harassment in the Navy* (NPRDC-TN-95-9). San Diego, CA: Navy Personnel Research and Development Center. (ADA299816)

Only a small fraction of Navy members who experience sexual harassment use the Navy's formal grievance channels to report it. This study was conducted to identify factors associated with reporting of sexual harassment and with the filing of formal sexual harassment grievances. Telephone interviews were conducted with 228 Navy women (158 enlisted women and 70 women officers) who had been sexually harassed in the past year. The results showed that respondents were more likely to report sexual harassment if they regarded the harassment they experienced as serious, had expected positive consequences as a result of reporting, and had been encouraged to report it. Respondents were more likely to file a formal sexual harassment grievance if they regarded the sexual harassment they experienced as serious and if the harassment had involved stalking or invasion of residence. The most common reasons respondents gave for not reporting sexual harassment and for not filing grievances were that their other actions worked to stop the harassment and that they were afraid of the negative consequences. *

General Accounting Office. (1995). *DoD Service Academies. Update on Extent of Sexual Harassment*. Washington, DC: Author. (ADA293649)

The author previously reported that between half and three-quarters of academy women experienced at least one form of sexual harassment on a recurring basis during academic year 1990-91, whereas the vast majority of men indicated never having experienced sexual harassment at the academy. Surveys administered for this project inquired about 10 forms of harassment that were derived from previous surveys conducted among federal workers by the Merit Systems Protection Board in 1980 and 1987 and a 1988 survey of active duty military personnel conducted by the Defense Manpower Data Center. The author tailored the items somewhat to the academy environments. The 10 forms of sexual harassment included: derogatory comments, jokes, or nicknames; comments that standards have been lowered for women; comments that women do not belong at the academy; offensive posters, signs, or graffiti; mocking gestures, whistles, or catcalls; derogatory letters or messages; exclusion from social activities or informal gatherings; target of unwanted horseplay or hijinks; unwanted pressure for dates by a more senior student; and unwanted sexual advances. The most common forms of harassment academy women reported experiencing were gender-related verbal comments or visual displays, as opposed to sexual advances. While students perceived that reported

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incidents would be thoroughly investigated and offenders appropriately disciplined, they also perceived that those reporting sexual harassment would encounter significant negative consequences. These negative consequences played a role in the tendency for most sexual harassment not to be officially reported. *

Hochhaus, L. (1995). A Content Analysis of Written Comments to the Senior Leader Equal Opportunity Survey (SLEOS) (RSP 95-7). Patrick Air Force Base, FL: Defense Equal Opportunity Management Institute. (ADA302720)

A content analysis was conducted on responses to six open-ended questions of the Senior Leader Equal Opportunity Survey (SLEOS) of senior military officer and Senior Executive Service individuals. The questions dealt with perceptions regarding Equal Opportunity practices within the military. A categorization scheme was developed and was shown reliable ($r = .67$) based on 30 cases coded by two independent judges. Leadership, EO training, and education in general were mentioned frequently as strengths in current EO efforts. EO issues mentioned frequently as areas of concern were promotion opportunities and downsizing, sexual harassment, gender and racial bias, and reverse discrimination. Factor analyses revealed both areas of overlap and areas of independence between the 38 open-ended responses and the 24 more objective "equal opportunity perception" items of the SLEOS. An additional relationship was observed between the EDUCATION factor and leadership style as indexed by Fiedler's "least preferred coworker" (LPC) index. SLEOS recommendations include consideration of alternatives to the LPC measure and expansion of measures in three areas: (a) expressions of frustration with EO programs, (b) issues of sexual harassment, and (c) the role of leadership in EO effectiveness. *

Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1995). Sexual harassment experiences and equal opportunity perception of Navy women. *Sex Roles*, 32(3/4), 159-168.

The authors conducted secondary analysis on data on sexual harassment (SH) of Navy women collected by the Navy's 1991 Navy Equal Opportunity Sexual Harassment (NEOSH) survey. Subjects were 567 women officers and 1,018 women enlisted personnel. The issue examined was whether victims of SH differ in their perceptions of equal opportunity (EO) climate from those who have not been harassed. Sailors who had experienced SH perceived that there was less EO in the Navy than did Sailors who had not been harassed. Results indicate that the organizational consequences of SH may include turnover among women who have experienced it. *

Pryor, J. B. (1995). The psychosocial impact of sexual harassment on women in the U.S. military. *Basic and Applied Social Psychology*, 17(4), 581-603.

The author studied the prevalence, dimensions, and correlates of psychological harm that women experience as the result of sexual harassment in the workplace, using survey data collected from over 10,000 working military women (aged 17-55 yrs). Four general types of negative psychosocial reactions were identified among 5,844 victims of sexual harassment: productivity problems, attitudes toward the organization, emotional reactions, and relations with family. Analyses explored the relations of these psychosocial reactions to (1) characteristics of the harassing behavior (what happened and who did it), (2) characteristics of the victim, (3) characteristics of the

organizational climate in which the harassment took place, and (4) the victim's coping responses. Sexual harassment has psychosocial effects on women's professional and private lives, and the majority of military women experience some type of negative psychosocial effect. *

Thomas, M. D. (1995). *Gender Differences in Conceptualizing Sexual Harassment* (NPRDC-TN-95-5). San Diego, CA: Navy Personnel Research and Development Center. (ADA290709)

The purpose of this study was to identify gender differences in interpreting behaviors as sexually harassing and to investigate variables that Navy enlisted personnel consider when making such judgments. Three hundred and forty-seven enlisted men and women from three San Diego Navy sites took part in the study. Each participant was administered a questionnaire, and a sub sample of personnel participated in the focus groups. Key findings are: (1) The scenarios considered by the Navy to depict sexual harassment were viewed by the study participants as moderate to extreme behaviors, and the more serious behaviors were considered sexual harassment; (2) Mild, ambiguous behaviors, such as dirty jokes and coarse language, were generally not viewed as sexual harassment by the study participants; (3) Overall, women rated the harassment behaviors as more serious than did men, and women were more likely than men to regard behaviors as sexual harassment; (4) Men slightly overestimated women's seriousness and sexual harassment ratings of the behaviors. Women greatly underestimated men's ratings; (5) Participants were more likely to rate scenario behaviors as interfering with work performance and creating a hostile environment than they were to label the behaviors "sexual harassment"; (6) Women participating in focus groups indicated that their male coworkers often expressed negative attitudes toward Navy women and were punishing women for the Navy's current sensitivity to sexual harassment; and (7) While men did not express overtly negative attitudes toward women in the focus groups, there was general agreement that women often were overly sensitive and quick to label a behavior as sexual harassment. *

Thomas, P. J., Newell, C. E., & Eliassen, D. M. (1995). *Sexual Harassment of Navy Personnel: Results of a 1993 Survey* (NPRDC-TN- 96-1). San Diego, CA: Navy Personnel Research and Development Center. (ADA302904)

The Navy Equal Opportunity/Sexual Harassment (NEOSH) Survey was developed in 1989 to monitor perceptions of disparate treatment and sexual harassment. The 1993 NEOSH Survey was mailed to a stratified sample of 9,537 officer and enlisted personnel. Post-stratification weighting of responses by gender, paygrade, and racial/ethnic group was performed prior to data analysis. Comparisons were made between subgroups in the 1993 sample and across years. Frequency data were interpreted with the chi-square test for significance ($p < .01$). Rates of sexual harassment were significantly lower in 1993 than in 1991 for officer and enlisted women, and for enlisted men. All re-measured harassing behaviors displayed a downward trend except for actual or attempted sexual assault/rape. Sexual harassment perpetrated by supervisors showed a significant decline, but harassment of women officers by civilians increased. Although very few victims of sexual harassment filed a grievance, the percentage who confronted their harasser rose. Opinions of women and men concerning the commitment of the

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Navy and their local commands to combat sexual harassment were significantly more positive than in 1991. However, victims of sexual harassment expressed significantly lower reenlistment intent than non-victims. It was recommended that: (1) training emphasize the responsibility of seniors in preventing the harassment of juniors; (2) civilian contractors be required to comply with Navy's sexual harassment policy; and (3) the Sexual Assault Victims Intervention Program and new sexual assault reporting and tracking system be monitored to determine whether they are achieving their goals. *

Culbertson, A. L., & Rosenfeld, P. (1994). Assessment of sexual harassment in the active-duty Navy. *Military Psychology*, 6(2), 69-93.

The authors review past research and the series of events that led to the implementation in 1989 of a biennial U.S. Navy-wide survey of sexual harassment for active-duty personnel. Results from the most recent administration of this survey in 1991 are presented and compared to the 1989 findings. In 1991, 12,006 questionnaires were mailed to active-duty enlisted and officer Navy personnel. 5,333 completed questionnaires were returned. 44% of enlisted women and 33% of female officers indicated that they had been sexually harassed during the 1-year survey period. Small percentages of enlisted men (8%) and male officers (2%) reported being sexually harassed during the same period. These percentages represent a significant increase from those found in 1989 for two groups: female officers and enlisted men. Information regarding the forms of sexual harassment behaviors, the characteristics of victims and perpetrators, and the effects of the harassment experience is presented. *

Edwards, J. E., Rosenfeld, P., Thomas, M. D., Thomas, P. J., & Newell, C. E. (1994). Diversity research in the United States Navy: An update. *International Journal of Intercultural Relations*, 18(4), 521-538.

This article examines NPRDC diversity research conducted during the past 5 years and identifies future research issues. The present review is divided into four major topic areas and a final section of conclusions and future directions. The first section describes the Navy-wide and unit-specific programs to assess equal opportunity climate and sexual harassment. The second section summarizes research pertaining to issues raised by women's changing roles and their increased participation in the Navy. In the third section, the findings of Navy discipline studies shed light on the issue of higher disciplinary rates among minority personnel. Research on Hispanics is reviewed in the fourth section. Finally, in the Discussion and Conclusions section, potential future research emphases are identified.v

Firestone, J. M., & Harris, R. J. (1994). Sexual harassment in the U.S. military: Individualized and environmental contexts. *Armed Forces & Society* 21(1), 25-43.

Using data from the 1988 DoD Survey of Sex Roles in the Active-Duty Military, this research focuses on individual experience and understanding of sexual harassment in the military work environment as well as impacts of organization context on this behavioral arena. Results indicate that there is a pervasive pattern of sexual harassment, especially of women, that spans rank and work site contexts. Because the survey was conducted prior to the extensive publicity associated with the Clarence Thomas hearings and the Tailhook scandal, it is possible that respondents understated the

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extent of different types of harassment. The authors find that a general harassment environment is highly predictive of individualistic harassment experiences of women and men. They conclude that controlling overt sexual commentary and public behavior is essential for producing a positive non-harassing work situation. *

Rosenfeld, P. (1994). Effects of gender and ethnicity on Hispanic women in the U. S. Navy. *Journal of Social Psychology*, 134(3), 349- 354.

The author surveyed 535 Hispanic women in the U.S. Navy to obtain data on demographics and attitudes. Results indicate that Hispanic women in the Navy did not perceive themselves as "doubly disadvantaged," as they have been portrayed in the civilian literature. There were few significant differences between Hispanics' and Whites' perceptions on equal opportunity and sexual harassment. *

Rowe, E. A. (1994). *Enlisted Women at Sea: A Quantitative Analysis*. Newport, RI: Naval War College. (ADA278684)

Repeal of the combat exclusion law allows increased opportunities for enlisted women in the United States Navy, resulting in increased concern for gender issues. This work identifies five gender issues and estimates future impact on fleet readiness. The history of women's opportunities onboard Navy ships is initially reviewed in order to determine the magnitude of projected expansions. Estimates of the percentage of Navy women who will be recruited in the future, distributions among occupational specialties, and trends in retention of women versus men determine the projected growth in women's presence. These estimates and previous studies are used to postulate future impacts of pregnancy, single parenthood, physiology, sexual harassment and fraternization. *

Chema, J. R. (1993). *Arresting Tailhook: The Prosecution of Sexual Harassment in the Military*. Charlottesville, VA: Judge Advocate General's School. (ADA456542)

This thesis examines the nature and extent of sexual harassment in the military and alternative theories to prosecuting conduct that is deemed sexual harassment. The U.S. Navy has adopted a punitive regulation that directly criminalizes sexual harassment, and has pending a legislative proposal to add a specific article to the Uniform Code of Military Justice (UCMJ) prohibiting sexual harassment. In contrast to this direct criminalization approach, the existing UCMJ contains numerous provisions that can be used to prosecute underlying conduct that is perceived to constitute sexual harassment. This thesis examines the Navy regulatory prohibition and the proposed statute, and compares them with current UCMJ articles as means for prosecuting sexual harassment conduct. It concludes that the direct criminalization of sexual harassment poses serious constitutional and practical problems that need not be faced since the existing provisions of the UCMJ provide a sufficient substantive body of law to prosecute sexual harassment offenses. *

Culbertson, A. L., Rosenfeld, P., & Newell, C. E. (1993). *Sexual Harassment in the Active-Duty Navy: Findings from the 1991 Navywide Survey (NPRDC-TR-94-2)*. San Diego, CA: Navy Personnel Research and Development Center. (ADA277088)

This report presents the sexual harassment findings from the second administration of the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH) in 1991. This survey

assesses the occurrence, types, and consequences of sexual harassment of active-duty personnel. It also measures perceptions concerning organizational climate and leader's support in eliminating harassment in the Navy. Forty-four percent of female enlisted and 33% of female officer respondents indicated that they had been sexually harassed during the 1-year survey period. Very small percentages of male enlisted (8%) and male officer (2%) respondents reported sexual harassment. These findings indicate a statistically significant increase from the results of the 1989 NEOSH Survey for two groups: female officer and male enlisted personnel. Details about the type of harassment, characteristics of victims and perpetrators, and actions taken are compared between the 1989 and the 1991 surveys. In addition, explanations for the differences in the occurrence rates found by various military surveys are addressed. *

Ernst, R. W., & Gilbeau, R. J. (1993). *Gender Bias in the Navy* (Master's Thesis). Monterey, CA: Naval Postgraduate School. (ADA268524)

An investigation of sexual harassment, gender bias, and women in combat was conducted via personal interviews with male Navy and Marine Corps officers. This study, unlike most, addresses these issues from the male perspective. This thesis includes a review of important historical events leading to the integration of women into the military. An explanation of the interview protocol will help show how major themes were obtained in the analysis of data. Problem areas in the Navy environment will be addressed in conclusion section. Also, this section will give the most common occurring themes and practical recommendations for integrating women into combatant roles in the Navy. The five main recommendations derived from the themes of the male officers interviewed are: (1) Integrate women fully into all military fields; (2) Have one standard for each job's requirements; (3) Do not give women special treatment as to the option to participate in combat or register for Selective Service; (4) Restructure or eliminate the 1100 community; and (5) Require earlier and more extensive training on professional interaction with the opposite sex. *

Gebhard, R. A., & LaBenne, E. J. (1993). *An Evaluation of Individual Empowerment and Self-Efficacy on Sexual Harassment in the Work Environment* (Master's Thesis). Wright-Patterson Air Force Base, OH: Air Force Institute of Technology. (ADA273968)

The purpose of this thesis was to develop an instrument that would measure an individual's ability to define sexual harassment and address gender discrimination. In addition, the thesis determines the relationship of empowerment, self efficacy, and training as it affects the awareness of harassment. Extensive statistical analysis was performed on the instrument and sample data. The importance of developing this instrument is evident in its ability to create regression models to predict the existence of empowerment and self-efficacy which could be useful to improve morale and productivity. This thesis provides a history of sexual harassment, from the difficulty in defining terminology, to the impact of judicial rulings, to the dynamics of power, and finally presents empowerment and self-efficacy as a means of providing strength and power to the individual. A portion of this study evaluates individual perceptions of personal actions, both formal and informal, to confront sexual harassment. These personal actions were ranked and rated for effectiveness, as well as options for designing a prevention program. Lastly, the thesis provides researcher and

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respondent recommendations on training in conjunction with detailed actions for organizational leaders to improve the work environment. *

McMillian, W. (1993). *Women in the Military: Sexual Harassment*. Carlisle Barracks, PA: Army War College. (ADA264548)

The incorporation of the females into the U.S. armed forces has been an evolutionary process, spanning more than 200 years of U.S. history. Since 1972 the number of women in the military has increased significantly. During this time, our military services have been confronted with recurring issues and questions concerning women in the military. This study discusses sexual harassment, examines reasons for the persistence of the problem, and identifies ways to prevent and eliminate this unacceptable behavior. It concludes that despite well-intentioned efforts at high levels in the Department of Defense to eliminate gender discrimination in the work place, sexual harassment continues to be a serious problem in all the military services. *

Newell, C. E., Rosenfeld, P., & Culbertson, A. L. (1993). Sexual harassment experiences and equal opportunity perceptions of Navy women. *Military Psychology*, 9(4), 105-127. In 1989, the Navy began tracking the sexual harassment rates among its officer and enlisted personnel by administering the Navy Equal Opportunity Sexual Harassment (NEOSH) Survey on a biennial basis. While previous reports on the results of the NEOSH Survey have discussed the occurrence, frequency, and effects of sexual harassment in the Navy, this study examines whether victims of sexual harassment differ in their perceptions of equal opportunity (EO) climate from those who have not been harassed. Data from the 1991 NEOSH Survey were reanalyzed. Sixty-seven percent of the women officers were White, 25% African-American, and 18% Hispanic. Of the women enlisted, 52% were White, 31% African-American, and 13% Hispanic. The results indicated that women who were sexually harassed perceived that there was less EO in the Navy than women who had not been harassed. This was true for both officer and enlisted personnel. In addition, specific organizational consequences of sexual harassment were identified. *

Steinberg, A. G., Harris, B. C., & Scarville, J. (1993). *Why Promotable Female Officers Leave the Army* (Study Report 93-04). Alexandria, VA: Army Research Institute for the Behavioral and Social Sciences. (ADA268946)

This paper presents the findings of a study designed to identify the reasons female Captains who were eligible for promotion to Major decided to take a monetary incentive and voluntarily leave the Army. Two sets of interviews were conducted: 73% of the females on the promotion list who decided to leave were interviewed by telephone and another group of Active Army officers was interviewed in person to determine the factors they considered in making their career decisions. The results indicated that (a) career decisions are based on multiple factors, (b) career decisions are based on an assessment of current conditions or progress and on perceived long-term career conditions and opportunities, (c) there is much overlap in the factors considered by those who decided to leave and those who have not decided to leave at this point, and (d) there is much overlap in factors considered by males and females. Both males and females took the following into account in their career decisions:

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career/promotion opportunities, equitable treatment, family issues, monetary incentives, and issues related to current and future downsizing and force restructuring. In addition, the female officers gave the following as reasons for leaving: gender discrimination, sexual harassment, joint domicile problem and child care. *

Culbertson, A. L., Rosenfeld, P., Booth-Kewley, S., & Magnusson, P. (1992). Assessment of Sexual Harassment in the Navy: Results of the 1989 Navy-wide Survey (NPRDC-TR-92-11.) San Diego, CA: Navy Personnel Research and Development Center. (ADA248546)

Attempts to deal with sexual harassment among Navy service members have been hampered by the lack of scientifically-based data on its frequency and forms. The present effort developed the sexual harassment portion of the Navy Equal Opportunity/Sexual Harassment Survey (NEOSH) that was first administered in 1989. A stratified sample of active duty enlisted and officer personnel received surveys, with 5,619 completed questionnaires being returned (60% response rate). Post-stratification weighting by paygrade, gender, and racial/ethnic group was performed to make the respondents representative of their populations in the Navy. The survey found that 42 percent of female enlisted and 26 percent of female officer respondents had been sexually harassed during the 1-year survey period while on duty, or on base or ship while off duty. Very small percentages of the male enlisted (4%) and male officers (1%) reported being sexually harassed during the 1-year survey period. Generally, as the type of harassment became more severe in nature, its reported occurrence and frequency decreased. Six percent of female enlisted respondents and 1 percent of female officer respondents reported experiencing the most serious form of sexual harassment, actual or attempted rape or assault. Characteristics of the perpetrators of sexual harassment were analyzed, along with victims' actions after the harassment, and the impact of the experience on their perceptions of the Navy, their command, and themselves. As found in other surveys of sexual harassment, victims rarely use formal channels to report sexual harassment; their reasons for not using formal channels are detailed. The NEOSH sexual harassment results are compared with the U.S. Merit Protection Board of Surveys of sexual harassment, and the 1989 DoD Survey of Sex Roles in the Active-duty Military. Questions are raised concerning the methodology of measuring and reporting rates of sexual harassment. *

Smith, D. W., & Mowery, D. L. (1992). Women in Combat: What Next? Newport, RI: Naval War College. (ADA250268)

The future for women in the military will very likely include serving in combat units. It appears that the combat exclusion laws which currently bar women from these positions will be eliminated. This should cause the combat commander to ask himself a number of questions. What impact will women have on operational planning? Can integration of women into combat units be achieved without impairing unit effectiveness? What kinds of changes must be made to make this transition? It is clear that integrating women into combat units will require prior planning by combat commanders. Among other things, they must consider deployment issues, coalition partners, pregnancy, unit cohesion, strength issues, sexual harassment and fraternization policies, socialization issues, and political and career pressures to make it work. Dealing with these changes requires strong leadership imperatives, the efficient placement of the right person into the right job,

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implementation of clear, enforceable policies and an awareness that success depends on innovative, unemotional thinking and realistic planning. Commanders need to start preparing now for the future. *

Tyburski, D. A. (1992). Department of the Navy Sexual Harassment Survey – 1991 (NPRDC-TR-92-15). San Diego, CA: Navy Personnel Research and Development Center. (ADA251465)

This survey collected data concerning the attitudes of Navy civilian employees toward sexual harassment. It compares the results to those of the Navy respondents to the 1987 Merit Systems Protection Board (MSPB) sexual harassment survey. A sample of 3800 male and female Navy civilian personnel was mailed a modified version of the 1987 MSPB survey. The survey included questions concerning behaviors that respondents consider sexual harassment, actions available to those harassed, actions taken by the Navy to reduce sexual harassment, and questions about specific incidents of sexual harassment experienced by the respondents. Two questions were added concerning prevention of sexual harassment training being conducted by the Navy. Key findings included: (1) respondents continued to define unwanted and uninvited sexual behaviors list in the survey as sexual harassment; (2) the types of unwanted and uninvited sexual behaviors experienced by respondents continued to be diverse; (3) the percentage of respondents who reported experiencing at least one instance of unwanted and uninvited sexual behaviors increased from 1987; (4) more co-workers and fewer supervisors were the source of sexual harassment; (5) respondents continued to take informal actions in response to incidents of sexual harassment; (6) while respondents continued to be aware of formal actions they could take in response to incidents of sexual harassment, very few actually took any formal action; and (7) respondents continued to believe that the Navy took actions to reduce sexual harassment when it occurred. *

Woods III, G. T. (1992). Women in the Infantry - The Effect on the Moral Domain. Fort Leavenworth, KS: Army Command and General Staff College. (ADA262478)

This monograph examines the effect of allowing women into the infantry in the U.S. Army. It focuses on aspects of the moral domain cohesion, bonding, morale, and stress. It attempts to answer the question: Will small level infantry unit (i.e., crew, team, section, squad, and platoon) cohesion be affected by the introduction of women into the infantry ranks? The monograph first establishes the nature of infantry combat and the importance of the moral domain in motivating and sustaining the infantryman in battle. The monograph then examines two psychological phenomena in the presentation of two theoretical frameworks to understand the group dynamics of primarily all-male groups. The first phenomenon is male bonding. The second phenomenon is the dynamics of groups towards tokens. Tokens are members of a group who have physically recognizable traits and who make up less than fifteen percent of the group. Finally, the paper reviews the scientific, historical, and anecdotal evidence supporting or refuting the theories. The monograph concludes that, although the evidence is inconclusive, there is sufficient evidence to approach the decision of allowing women to enter the infantry ranks cautiously. Sexual harassment problems that have occurred over the last fifteen years in integrating women into the military may support predictions of the theoretical frameworks explored in the body of the monograph. *

*Burress, L., Uriell, Z. A., & Kee, A. R. (2008). Annotated Bibliography of Diversity Research Issues in the Navy and U.S. Military. Navy Personnel Research, Studies, and Technology Division. Bureau of Naval Personnel.

Niebuhr, R. E., & Boyles, W. R. (1991). Sexual harassment of military personnel: An examination of power differentials. *International Journal of Intercultural Relations*, 15(4), 445-457.

The authors examined the influence of power differentials with regard to sexual harassment victims. Data from a survey of 1,944 active-duty military personnel were analyzed to see if patterns of sexual harassment differed among racial or ethnic groups. Four independent variables (victim's officer or enlisted classification, gender pioneer status, marital status, and harasser's race) were included in the analysis to determine patterns of interaction among the racial or ethnic groupings that might affect the degree of sexual harassment. Although a number of the interactions of these variables were significant, the main effect of race or ethnic group on sexual harassment events was not supported. *

Popovich, P. M. (1988). *An Examination of Sexual Harassment Complaints in the Air Force for FY 1987*. Athens, OH: Ohio University. (ADA207094)

The purpose of this study was to examine 163 filed complaints of sexual harassment in the Air Force for FY 1987. Variables investigated included characteristics of the complaint/victim, the alleged offender, and the complaint situations, as well as information about the confirmation process and the outcome of the complaint. Descriptive statistics showed that the characteristics of sexual harassment in this particular sample are rather similar to harassment in civilian organizations. It was also found that the hostile environment type of sexual harassment was more prevalent than the economic injury type. The implications of these results for sexual harassment training are discussed. *

Kerce, E. W., & Royle, M. H. (1984). *First-Term Enlisted Marine Corps Women: Their Backgrounds and Experiences* (NPRDC-TR-84-57). San Diego, CA: Navy Personnel Research and Development Center. (ADA146722)

An accurate description of Marine Corps women was needed for policy planning to counteract negative stereotypes. A representative sample of women in their first enlistments and their supervisors was surveyed concerning their backgrounds and experiences. In general, negative stereotypes were unfounded. The Marines were typical young women with interests in combining a career with marriage and a family. The majority did clerical work. Both clerical and non-clerical workers were rated as above average performers. Although negative attitudes toward women and instances of sexual harassment were reported, most women reported acceptance on the job. Many supervisors reported that having a woman in the group had a positive effect on the group's attitudes toward women in the Marine Corps. More traditional women were less satisfied and adjusted than less traditional women, particularly in nontraditional settings. *

Thomas, P.J., & Greebler, C.S. (1983). *Men and Women in Ships: Attitudes of Crew After One to Two Years of Integration* (NPRDC-TR- 84-6). San Diego, CA: Navy Personnel Research and Development Center. (ADA136899)

The decision to assign women to ships shattered naval tradition but was implemented to improve manning levels in the Fleet. An investigation into the integration process began in June 1979 and included 8 of the first 10 ships to receive women. Pre- and post-integration surveys were administered to the crews and observational reports gathered. The purpose was to provide Navy management with an appraisal of how integration was proceeding. Factor scores were generated for the 3,276 men and 418 women responding to the post-integration survey. ANOVAs were performed to investigate the effect of the independent variables: deployment, fleet, ship, department, pay grade, workshop attendance, gender, age, education, marital status, tenure, and reenlistment intent. The results indicate that the assigned fleet, ship, and department exerted a strong effect on attitudes but deployment did not. Chief petty officers had a positive opinion of the impact of women on the ship and its crew; nonrated men were enthusiastic about mixed-gender crewing; petty officers felt women had led to a decline in discipline and leadership and preferred an all-male crew. The effects of age, education, marital status, and tenure upon the factor scores were weak, but reenlistment intent had a significant effect. Sexual harassment was predominantly verbal in nature and being handled by the women themselves. *

Reily, P. J. (1980). *Sexual Harassment in the Navy* (Master's Thesis). Monterey, CA: Naval Postgraduate School. (ADA097544)

An investigation was made into the subject of sexual harassment, its effect upon Navy personnel and its potential impact upon mission accomplishment. The study includes: a general historical review; a general discussion of the subject; a discussion of Navy policy to date; a summary of the findings of a survey and interviews of approximately 100 Navy women conducted by the author; and, future projections. The author concludes that sexual harassment is a significant problem in the Navy which could potentially impact upon mission effectiveness. *

Antecol, H., & Cobb-Clark, D. A. (2003). Does sexual harassment training change attitudes? A view from the federal level. *Social Science Quarterly*, 84(4), 826-842.

Employment-related sexual harassment imposes large costs on both workers and their employers and many organizations have responded by implementing formal policies, grievance procedures, or training programs. However, limited evaluation of these interventions leaves us knowing very little about their impact. The authors add to this limited empirical literature by analyzing the relationship between sexual harassment training and employees' views about what behaviors in fact constitute sexual harassment. They find that sexual harassment training is associated with an increased probability—particularly for men—of considering unwanted sexual gestures, remarks, touching, and pressure for dates to be a form of sexual harassment. They also find that the proportion of agency staff receiving training is positively related to the propensity that an individual employee has a definition of sexual harassment that includes these forms of unwanted sexual behavior. *

Murrell, A. J., & James, E. H. (2001). Gender and diversity in organizations. Past, present, and future. *Sex Roles*, 45(5-6), 243-257.

*Burress, L., Uriell, Z. A., & Kee, A. R. (2008). *Annotated Bibliography of Diversity Research Issues in the Navy and U.S. Military*. Navy Personnel Research, Studies, and Technology Division. Bureau of Naval Personnel.

This introduction reviews some of the key issues that have been studied by researchers focused on gender and diversity in organizations. Issues such as discrimination, affirmative action, barriers to career advancement, and sexual harassment at work are discussed. *