



---

## **SEXUAL HARASSMENT ACTIONS IN THE SPORTS SETTING**

Dheeraj Sangwan

Asstt. Prof.in physical education

Ahir College Rewari

123401 (Haryana)

### **ABSTRACT**

*Studies on sexual harassment in the workplace and educational environment. However, according to Fasting, Brackenridge, and Walseth (2007), very little is known about sexual harassment in the sports realm. According to Gutek and Koss (1993), sexual harassment in sports may take the form of slang phrases, taunting, veiled jokes, disparaging remarks about a sports person's physique or performance, and unwanted physical contact. Sexual harassment in sports is described as uninvited sexual efforts in sports. The International Olympic Committee (IOC) defines sexual harassment as "the behaviour towards an individual or group that involves sexualized verbal, non-verbal, or physical behaviour whether intended or unintended, legal or illegal that is based upon an abuse of power and trust that is considered by the victim or a bystander to be unwanted or coerced." (2007:3) This definition can be found in the document titled "Sexual Harassment." The practise of sexually harassing and abusing athletes is widespread throughout many nations, despite the existence of recorded norms and resolutions aimed to protect athletes from such behaviour. The aforementioned study didn't look at female athletes; instead, they focused on female exercisers and women who didn't work out at all. Miller and Levy (1996) investigated a number of factors, such as gender role conflict, masculinity, femininity, physical attractiveness self-concept, athletic competence self-concept, and body image self-concept, among female athletes and non-athletes. Athletes were classified as those who participated in a college sport, while non-athletes were defined as individuals who did not participate in a collegiate sport. Participants were college-aged women who were either athletes or did not participate in sports. Volleyball, basketball, track, swimming, and golf were among the sports that were represented by the athletic teams.*

**Keywords:** Sexual, Harassment, Basketball



---

## INTRODUCTION

Despite the fact that it seems to be one of the most common kinds of sexual victimisation, sexual harassment is still not adequately reported. Since the 1970s, researchers all over the globe have been conducting studies on sexual harassment in the workplace and educational environment. However, according to Fasting, Brackenridge, and Walseth (2007), very little is known about sexual harassment in the sports realm. According to Gutek and Koss (1993), sexual harassment in sports may take the form of slang phrases, taunting, veiled jokes, disparaging remarks about a sports person's physique or performance, and unwanted physical contact. Sexual harassment in sports is described as uninvited sexual efforts in sports. The International Olympic Committee (IOC) defines sexual harassment as "the behaviour towards an individual or group that involves sexualized verbal, non-verbal, or physical behaviour whether intended or unintended, legal or illegal that is based upon an abuse of power and trust that is considered by the victim or a bystander to be unwanted or coerced." (2007:3) This definition can be found in the document titled "Sexual Harassment." The practise of sexually harassing and abusing athletes is widespread throughout many nations, despite the existence of recorded norms and resolutions aimed to protect athletes from such behaviour. Harassment is defined as acts of unwanted or coerced behaviours by a person with a prescribed position of authority over the athlete that have the potential to be harmful (. Abuse is defined as a pattern of physical, sexual, emotional, or negligent ill treatment of an athlete by a person in a carer capacity (such as a coach), resulting in actual or potential harm to the athlete.

### **Sexual Assault and Harassment participate in sports**

According to the findings, the majority of definitions of sexual assault and harassment contain descriptors like "unwanted," "unsolicited," and "of a sexual nature." Without the athlete's knowledge or agreement, these kinds of abusive treatment and coercive conduct are carried out from a position of authority, and the end result is always some kind of injury. For instance, the first research conducted in Turkey on the effects of sexual harassment on women found that 56.2% of the women who participated in sports had experienced sexual harassment at least once. According to studies that were conducted on sexual harassment in various countries, about one in three to one in four young women who participate in sports are victims of sexual harassment before the age of puberty. According to Fasting, Brackenridge, and Knorre (2010), the prevalence of sexual harassment among Czech athletes is quite high both inside and outside of the sporting environment. The findings of Fasting, Brackenridge, and Sundgot-Borgen (2004) all point to the fact that sexual harassment may be found in any group of athletes.



---

## **Determinants of Sexual Harassment Actions In The Sports Setting**

According to Espelage et al. (2016), the definition of sexual harassment (SH) varies from culture to culture due to differences in the amount of social acceptability and perception of the conduct. Because playing sports is considered a kind of employment, the concept of "sport" itself is derived from that of "workplace." However, we created limits within a specific word of the sexual experiences questionnaire (SEQ), which is most often employed as an indication of SH to date (Lonsway et al., 2013), and we explored three characteristics of SH (Barreiro, 2020; Bartolo 2021). According to Watts and Zimmerman (2002) and UN Women (2008), there are millions of women throughout the globe who experience SH or are forced to cope with its impacts on a regular basis. According to research by Gul et al. (2019), many countries still consider it unsuitable for women to participate in competitive sports. Pakistan is one of these countries. Despite the fact that participation in sports has been shown to reduce instances of gender inequality and violence against women (Tariqa and Ishit Kochhar, 2021), sex harassment (SH) is nevertheless prevalent at all levels and types of sports, including those played professionally (Fasting and Sand, 2015). Organisational context (OC) is the most important factor in determining sexual harassment (DeSouza and Cerqueira, 2009). OC includes factors such as social climate, abuse of power, poor law enforcement, male dominance, gender ratios (Engelberg and Moston, 2016b), patriarchal leadership, current tolerance systems, and fear of retaliation. These factors work together to create an environment in which sexual harassment against athletes can develop and continue (Vaux, 1993; Kirby et al., 2000

There is a large amount of information available on SH in the workplace; nevertheless, in the realm of sports, Pakistan was home to three studies that addressed SH. These research focused on topics such as coach molestation behaviour and women's role in sports. Jahangir and Manzoor (2018), Gul et al. (2019), Bhatti et al. (2020), and Din et al. (2020) were each responsible for the preparation of one of these three studies. To this day, no study has been conducted to investigate the sociocultural elements that influence the way that sportswomen perceive SH based on SH theories. This study will address this gap in the existing research by providing insight into female athletes' perceptions of sexual harassment in Pakistan. It will do so by drawing on established theories of sexual harassment, utilising structural equation modelling (Kapila, 2017), investigating the implicit effect of organisational culture (OC) on sexual harassment, and incorporating the explicit psychological mechanisms of LSE among athletes. Hostile sexism (HS) will play a moderating role in this study because HS opens the door to sexual harassment for both men and women. We believe that expanding our understanding of a study field that has been relatively under-explored would help us better understand the topic.



---

## **Strengthening the bond of relationship among family athletes and coaches for well-being and confidence of athletes**

Because society is male-dominated and includes the intoxication of power, a major link between the main factors that impact the perception of female athletes of SH is beneficial to society. This is because of the positive effects that SH has on the athletes' performance. This indicates that there is an urgent need to change their mentalities and stereotypes about females and to socialise their generation in such a way that females get equal rights as their male counterparts, thereby strengthening the bond of relationship among family athletes and coaches to automatically boost the well-being and confidence of athletes. If someone's personal safety is compromised in any way, whether they are a man or a woman, they need to take legal action to defend themselves. Athletes and their parents should be made aware of the potential dangers of abuse as well as the legal options that are open to them. Punishments should serve as a learning experience for other athletes. Staff members at sports organisations should get specialised training and be responsible for ensuring that applicable criminal and disciplinary procedures are followed. There is a possibility that there will be a significant reduction in the number of sexual assaults committed against female athletes if an operational technique is developed that investigates the historical context of the harassment incidents. When sports committees correctly implement all of these consequences, it is possible that a significant decrease in SH will also occur.

### **OBJECTIVES OF THE STUDY**

1. To study on Acceptability of sexual abuse and harassment in workplaces
2. To study on the Strengthening the bond of relationship among family athletes and coaches for well-being and confidence of athletes

### **REVIEW OF LITERATURE**

Kirby et al. (2000) mentioned places like Cense and Brackenridge as places where female players have reported experiencing sexual harassment while on tour. During the course of their training, they had been subjected to sexual abuse. They believed that they had been subjected to a greater amount of sexual abuse in private settings. They had also been subjected to sexual harassment while travelling, both in the cars and at the motels. The elevated risk associated with these characteristics was determined by earlier investigations.



Cense and Brackenridge (2001) conducted interviews with fourteen athletes who had been victims of sexual assault in the context of their sport. The authors provide a description of the situational risk variables that are associated with the occurrence of sexual abuse of sportswomen. These are the following: When they were playing in a competition together, the sportswoman was subjected to sexual misconduct. The second high-risk factor occurred during the massage that was performed by the coach. The third time was when female athletes were invited to the coach's residence by their respective coaches. When the athlete was being driven home by the coach, the fourth place finisher. Because of these many dangers, female gamers have reported being subjected to sexual harassment.

Myers and Barrett (2002) found 78 instances of swimming-related illnesses in the UK and classified them into the following three categories: 1. Abuse that occurred outside of the environment of swimming was discovered inside the context of swimming; 2. Abuse that occurred within the environment of swimming as a consequence of inadequate coaching practises or a low threshold of care; 3. Severe instances of sexual, physical, and emotional abuse were found. The author went on to detail the environments in which the aforementioned forms of assault against women athletes took place, such as changing rooms, parking lots, and hotels, among other places. The author went on to detail the status as well as the gender of the person who abused them. Nearly half of the victims who came forward made allegations against those in positions of power, such as male coaches, male trainers, male pool workers, and male club administrators.

A research conducted in Norway by Fasting et al. in 2003 found that female top athletes have experienced varying degrees of sexual harassment at the hands of those in positions of power within their sports.

During the 1970s, the concept of sexual harassment emerged for the first time and quickly gained widespread acceptance (Farley 1978). Since that time, the problem has been recognised all over the globe, although in a variety of distinct cultural and vocational situations. At the worldwide level, a number of different programmes have been conceived with the purpose of combating sexual harassment in the workplace. The problem of sexual harassment in the workplace has been given substantial consideration on a global scale.

## **RESEARCH METHODOLOGY**

This paper covers a range of subjects, including the selection of participants, the selection of criteria measures, the delivery of the sexual harassment experience questionnaire, the collection



of data, as well as the statistical tools and technique used for analyzing the data. Additionally, this chapter discusses the selection of participants. Purposeful selection was used in order to choose a sample of three hundred and fifty male and one hundred and fifty female basketball players from different states in India to serve as subjects for the purpose of acting as subjects for the purpose of assessing the research's hypothesis and sub-hypotheses for the goal of the study. The individuals who took part came from different states all across India. There were a total of fifty distinct states represented among the individuals who had traveled all the way from India to take part in the event. It was found that the participants in the study were basketball basketball athletes who engaged in team sports, with a particular emphasis placed on basketball players. The people who took part in the research were chosen from those who participated in team sports. After that, the sample of three hundred basketball players who had participated was divided into distinct groups comprised of female and male players. Participants for the random sample of the study came from all around the state of Uttar Pradesh, where they had been recruited from.

## DATA ANALYSIS

The demographic information of the athletes, both male and female, who participated in the research study is the primary subject of the descriptive analysis that is reported in section A. This information is shown below. A research was conducted on their demographic background, and the findings of that study are included in Table 1 below.

**Table-1 Provides demographics of male and female basketball players.**

	<b>Male (n=150)</b>	<b>Percenta ge</b>	<b>Female (n=150)</b>	<b>Percenta ge</b>
<b>Living Life Style</b>				
Living with parents	52	34.67%	65	43.33%
Not living with parents (living with other family members, sports hostels,	98	65.33%	85	56.67%





living as paying guest or in rent)				
<b>Marital Status of Basketball Athletes</b>				
Unmarried male/female Basketball Athletes	141	94%	149	99.33%
Married male/female Basketball Athletes	09	6%	01	0.67%
<b>Participation in Type of Sports</b>				
Team Sports	76	50.67%	75	50%
Individual Sports	74	49.33%	75	50%
<b>Highest Level of Participation of Basketball Athletes</b>				
International male/female Basketball Athletes	19	12.67%	28	18.67%
National male/female Basketball Athletes	101	67.33%	102	68%
Inter-university level male/female Basketball Athletes	30	20%	20	13.33%

In this portion of the survey, respondents were questioned on their background information as well as their sports experience. These questions addressed a wide range of issues, including the respondent's age, residential arrangement (i.e. living with parents or not living with parents), marital status, the sort of sports they play (i.e. individual or team games), and their greatest degree of involvement (i.e. intervarsity, national, or international level). The questions were divided into three sections. On average, the ages of the people who took part in the study varied anywhere from 18 to 34 years. Participants in this study came from a wide range of educational and socioeconomic backgrounds.

When it comes to the living situations of basketball players, out of a total of 600 male and 600 female basketball players in India, 34.67 percent of male basketball players and 43.33 percent of



female basketball players live with their parents. On the other hand, 65.33 percent of male basketball players and 56.67 percent of female basketball players either live with other family members, reside in sports hostels, or have made their own living arrangements. In India, there are a total of 600 male and 600 female basketball players. The findings show that just 0.67% of female basketball athletes and 6% of male basketball athletes were married at the time that the data was gathered. On the other hand, it is very clear by looking at table 1 that 94 percent of male and 99.33 percent of female basketball athletes were never married. The research study consisted of 49.33% male and 50% female Basketball Athletes. The purpose of the study was to investigate the participation of Basketball Athletes in other forms of sports. The participation rate for male basketball athletes in the research was 50.67%, while the participation rate for female basketball athletes was 50%.

There were a total of nineteen international-level basketball players that took part in the research. Of those, 12.67% were male and 18.67% were female ( $n = 28$ ), making the total number of participants 19. These Basketball Athletes have taken part in a number of competitions at the world level, and they continue to be a part of the Indian team in a number of other sports as well. 67.33% of male and 68% of female Basketball Athletes were playing at a national level and had represented their states in a variety of national sports tournaments. In total, 68% of Basketball Athletes competed at the national level. Twenty percent (20%) of the male Basketball Athletes and 13.33% of the female Basketball Athletes came from various institutions located within the state of Uttar Pradesh. These Basketball Athletes had previously represented their respective universities in All India Inter-University championships and tournaments. These competitions took place in India.

A descriptive analysis of the data on sexual harassment between male and female Basketball Athletes in India is shown below, along with a graphical depiction of those figures:

The results of an analysis performed on the data obtained from the responses of male and female basketball athletes in India regarding sexual harassment have been exhibited in tables numbered from 2 to 20, and the results of an analysis performed on the graphical presentations of data obtained from various tables have also been exhibited in figures numbered from 2 to 20. Both sets of results can be found in this article. Table 2 presents a percentage breakdown of athletes' responses to questions concerning whether or not they were exposed to sexually or morally unacceptable comedy or stories while playing in basketball in India. Athletes were asked whether or not they had been treated to such humor or stories during their time competing in India. The inquiries inquired as to whether or not the athletes had been subjected to jokes or stories that were either sexually or morally inappropriate.





**Table-2 Percentage Analysis Of Responses For Gender Harassment Of Indian Male And Female Basketball Athletes With Dirty And Sexually Offensive Stories And Jokes**

Q. No.2	Gender of Basketball Athletes	RESPONSES									
		Never		Once		Sometimes		Often		Most of the time	
Has someo ne told you dirty or sexual ly offens ive stories or jokes?		N o .	percenta ge	N o .	percenta ge	N o .	percenta ge	N o .	percenta ge	N o .	percenta ge
	Female Basket ball Athlete s	1 0 3	68.66%	1 9	12.67%	2 5	16.67%	2	1.33%	1	0.67%

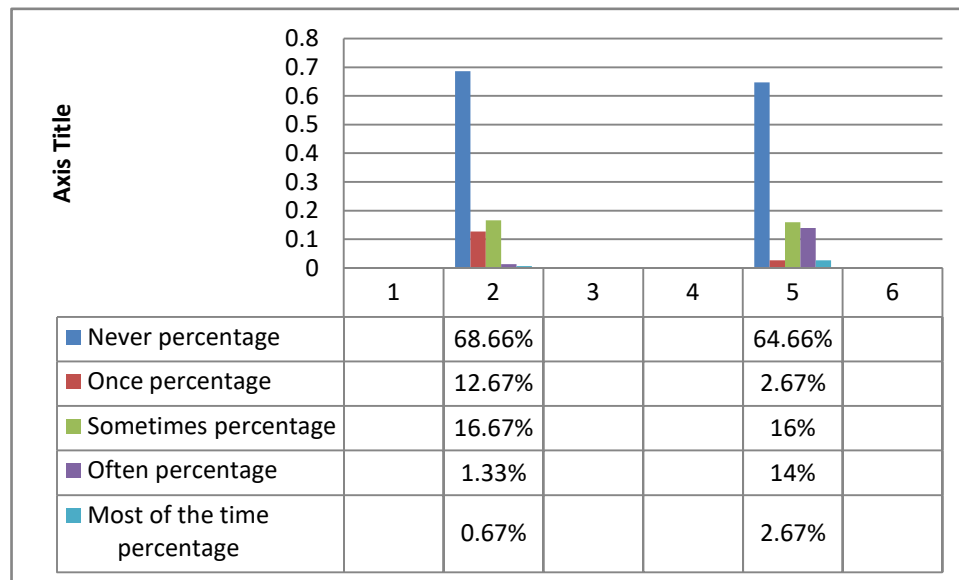


	Male	9	64.66%	4	2.67%	2	16%	2	14%	4	2.67%
		7				4		1			
	<b>Basket ball Athlete s</b>										

Table 2 makes it plainly clear that among Indian basketball athletes, 64.66 percent of male athletes and 68.66 percent of female athletes agreed that no one had ever told them any dirty or sexually inappropriate tales or jokes throughout the course of their sporting careers. This was the consensus among the athletes in both genders. The athletes of both sexes came to the same conclusion about this matter. The athletes of both sexes had a similar point of view about this particular topic. On the other hand, just roughly 2.67% of male and 0.67% of female Basketball Athletes in India indicated that they had most of the time been provided with obscene and sexually offensive stories and jokes when they were participating in sports training and competitions. Furthermore, it was discovered that 16.67% of female Basketball Athletes in India and 16% of male Basketball Athletes in India had reported instances of sexually inappropriate tales being told to them under the response category of sometimes during sports training and sports competitions. This was the case for both male and female Basketball Athletes in India. This was the situation for Indian men and female basketball athletes alike at the time. This was the circumstance for male and female basketball players who were competing against one another at the same time. This was the case for both male and female athletes to the same extent and to the same degree.

The data also makes it absolutely clear that 2.67% of male and 12.67% of female Basketball Athletes in India have experienced gender harassment even only once in the form of sexually inappropriate tales or jokes being uttered to them. This is something that has been made crystal clear by the statistics. The game of basketball served as the backdrop for this action to take place. In this sense, there is a significant gap between the two different groups of people. They have never been subjected to such severe forms of torture in the past; as a direct consequence of this fact, this is the very first time that something like has taken place to them. Whereas 14% of male Basketball Athletes in India and 1.33% of female Basketball Athletes in India have consistently observed instances of filthy and sexually improper stories or jokes over the course of their training and performances in the sport, respectively. The information that is displayed in Figure 1 is a graphical representation of an analysis that was performed on the proportion of

responses obtained from male and female basketball athletes in India concerning the topic of gender harassment, specifically the telling of offensive and sexually inappropriate jokes to them. This evaluation was carried out on the subject of gender harassment. These are the observations and statistics that were gathered in India with regard to the game of basketball, which is played in that country.



**Figure 1-Graphical Representation Of Percentage Of Responses For Gender Harassment Of Indian Male And Female Basketball Athletes About Dirty Or Sexually Offensive Stories Or Jokes.**

Table 3 presents the results of an examination of the percentages of male and female Indian basketball athletes' replies to the question of whether or not they had experienced gender harassment, which is defined as an unwelcome attempt by another person to bring them into a conversation about personal or sexual concerns.

**Table-3 % analysis of Indian male and female basketball players' gender harassment replies concerning unwelcome efforts to discuss personal or sexual matters.**



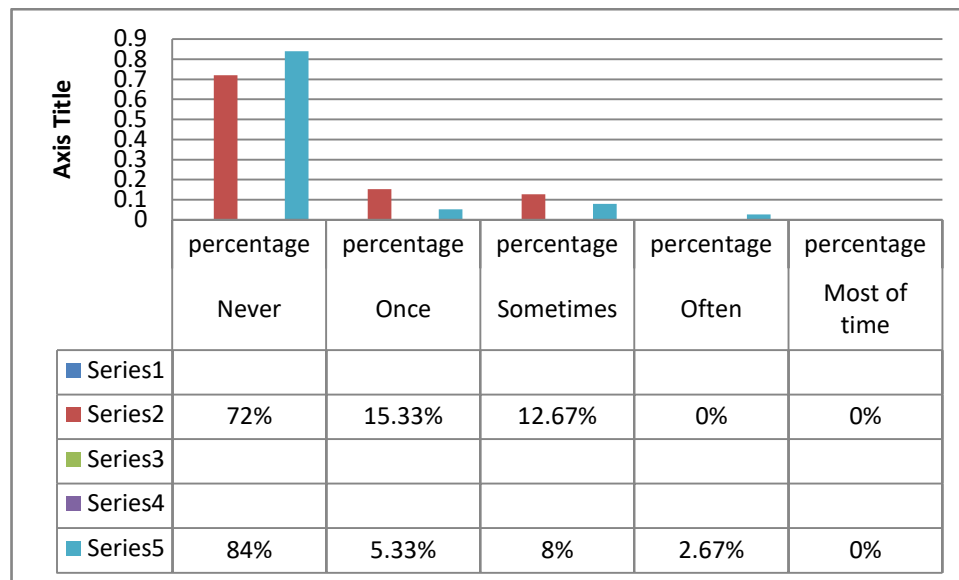
Q. No. 3		RESPONSES									
		Never		Once		Sometimes		Often		Most of the time	
Has someone made unwanted attempts to draw you into a discussion of personal	Gender of Basketball Athletes	percentage		percentage		percentage		percentage		percentage	
		No.		No.		No.		No.		No.	



or sexual matters  (e.g., attempt ed  to discuss  or comme nt  on your sex life)?	Female Basketb all Athletes	1 0 8	72%	2 3	15.33%	1 9	12.67%	0	0%	0	0%
	Male Basketb all Athletes	1 2 6	84%	8	5.33%	1 2	8%	4	2.67%	0	0%

On the basis of an in-depth analysis of table 3, it is evident that 84% of male and 72% of female Basketball Athletes of India had stated that no one had made unwanted attempts to put them into a discussion about personal or sexual matters, whereas 0% of responses were found in the response category of most of the time. In addition, the data shows that only 8% of male and 12.67% of female basketball athletes in India disclosed that someone had tried to talk or remark on their sexual lives under the answer category of occasionally. This is in comparison to the percentage of athletes from other sports in India who disclosed the same information. It is also clear from the table that 0% of the female Basketball Athletes in India and 2.67% of the male Basketball Athletes had frequently experienced sexual harassment, which was defined as comments on their sexual life. This was reported by 5.33% of the male Basketball Athletes and 15.33% of the female Basketball Athletes in India, respectively.

Figure 2 provides a graphical depiction of the proportion of replies for gender harassment received from male and female basketball athletes in India. The responses pertain to an attempt to include the athletes in a conversation about personal or sexual topics.



**Figure 2 shows the percentage of Indian male and female basketball players who reported being sexually harassed.**

**Table-4. The significance of the gender gap in terms of the mean number of unwelcome sexual advances received by male and female basketball athletes competing for India in team games**

Gender	N	Mean	Mean difference	SE of Mean Difference	t value	p value	F value	p value
Male Basketball Athletes	76	0.908						





			-1.65	0.444	3.711	0.000	15.61	0.000
Female Basketball Athletes	75	2.56						

\*The level of significance was set at .05, and the tabulated t-value for the test with two tails was 1.976.

The preceding table demonstrates that the F value, which is 15.61, is statistically significant since the p value, which is 0.000, is less than 0.05. As a result, the alternative hypothesis, which states that the variances of the two groups are equal, may be refuted, and it is possible to draw the conclusion that the variances of the two groups are not equal. Because the obtained t value of 3.711 is significantly higher than the tabulated value of 1.976 at a level of significance of 0.05 with 128 degrees of freedom, the analysis of the preceding table also indicates that there is a significant difference in the mean scores of unwanted sexual attention between male and female Basketball Athletes of India. This is indicated by the fact that the obtained t value is significantly higher than the tabulated value. Therefore, the null hypothesis of equality of means may be rejected, and as a result, it is possible to draw the conclusion that the number of incidents of unwanted sexual attention on female Basketball Athletes of India in team games are much greater than that on male Basketball Athletes of India.

## CONCLUSION

The primary objective of the research was to conduct a comparison and analysis of the experiences of sexual harassment that male and female basketball athletes in India had had. The purpose of this research was to investigate the frequency of sexual harassment experienced by male and female basketball players competing in Indian sports. Comparing the experiences of female basketball players who participate in individual sports as opposed to team sports and male basketball athletes who participate in individual sports as opposed to team sports was one of the subproblems that were investigated in this study. A comparison of sexual harassment experienced by female basketball players competing in combative versus noncombative sports and by male basketball athletes competing in combative versus noncombative sports was the subject of the second sub-problem that was investigated in this study. Comparisons of sexual harassment were made between male and female basketball athletes competing in combative sports, between male and female basketball athletes competing in non-combative sports, between male and female basketball athletes competing in team sports, and between male and



female basketball athletes competing individually. This was the third sub-problem that was investigated as part of the study. Purposive sampling was used to pick a sample of two hundred and fifty male and one hundred and fifty female basketball players from various states in India to serve as the study's subjects. This was done with the intention of validating the study's main premise as well as its subsidiary hypotheses. All of the basketball players that participated in the research project were from Uttar Pradesh.

## REFERENCE

- [1] Akhtar, C. (2013) Sexual Harassment at Workplace and in Educational Institutions: A Case Study of District Srinagar, Kashmir. International NGO Journal,8 (3),54-60.
- [2] Banerjee, P. (2013). Sexual Harassment at Workplace is a Subjective But Unacceptable Experience. Cited in Gurung, A., Priyadarshini, S., & Margaret, B. E. (2016). Perception of Sexual Harassment Among the Undergraduate Students. Manipal Journal of Nursing and Health Sciences, 2(1), 46 51.
- [3] Bhalla, N. (2013) cited in Gurung, A., Priyadarshini, S., & Margaret, B. E. (2016). Perception of Sexual Harassment Among the Undergraduate Students. Manipal Journal of Nursing and Health Sciences , 2(1), 46 51
- [4] Burke, M. (2001). Obeying Until it Hurts: Coach-Athlete Relationships. Journal of the Philosophy of Sport, 28(2), 227-240.
- [5] Claringbould, I. & Adriaanse, J. (2015).Silver Cups Verses Ice Creams: Parental Involvement with the Construction of Gender in Field of Their Son's Soccer. Sociology of Sport Journal, 32(2), 201-217.
- [6] Devi, M. (2018) Women's Participation in Sports in India. International Journal of Economics, Commerce and Business Management,5(1),54-56.
- [7] Epstein, B. and Ellis, D. (1983).The Pro-Family Left in the US: Two Comments, in Feminist Review, 14, 35-50.
- [8] Fain, T.C. and Anderton,D.L.(1987).Sexual Harassment: Organizational Context and Diffuse Status, Sex Roles, 17(5), 291-311.



- 
- [9] Fasting, Brackenridge and Sungot-Borgen (2003).Experiences of Sexual Harassment and Abuse Amongst Norwegian Elite Female Athletes and Non-Athletes. Research Quarterly for Exercise and Sport, 74(1), 84-97.
- [10] Fasting, K., Brackenridge, C. and Walseth, K. (2007).Women Athletes' Personal Responses to Sexual Harassment in Sport. Journal of Applied Sport Psychology, 19(4), 419-433.
- [11] Fejgin, N. and Hanegby, R. (2001).Gender and Cultural Bias in Perceptions of Sexual Harassment in Sport. International Review for the Sociology of Sport, 36(4), 459-478.
- [12] Fitzgerald, L. S., Drasgow, F., Hulin, C. L., Gelfand, M. J. and Magley, V. J. (1997).Antecedents and Consequences of Sexual Harassment in Organizations: A Test of an Integrated Model. Journal of Applied Psychology, 82 (4), 578-589
- [13] Fitzgerald, L.F., Gelfand, M.J., &Drasgow, F. (1995).Measuring Sexual Harassment. Theoretical and Psychometric Advances. Basic and Applied Social Psychology, 17(4), 425-427.