

Eastern Kentucky University

Encompass

Honors Theses

Student Scholarship

Spring 2022

Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and Indiana

Abigail M. Scola

Eastern Kentucky University, abigail_scola2@mymail.eku.edu

Follow this and additional works at: https://encompass.eku.edu/honors_theses

Recommended Citation

Scola, Abigail M., "Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and Indiana" (2022). *Honors Theses*. 910.

https://encompass.eku.edu/honors_theses/910

This Open Access Thesis is brought to you for free and open access by the Student Scholarship at Encompass. It has been accepted for inclusion in Honors Theses by an authorized administrator of Encompass. For more information, please contact Linda.Sizemore@eku.edu.

EASTERN KENTUCKY UNIVERSITY

Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and
Indiana

Honors Thesis

Submitted

In Partial Fulfillment

of the

Requirements of HON 420

Spring 2022

By Abigail Scola

Faculty Mentor

Dr. Kristie Blevins

College of Justice and Safety

Abstract

Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and
Indiana

Abigail Scola

Mentored by Dr. Kristie Blevins

Women in the career field of criminal justice are severely underrepresented and face obstacles everyday in the form of discrimination and sexual harassment. This work looks to investigate the frequency of perceived gender discrimination and harassment against women employed in the criminal justice system. This research was completed through a survey administered to those working for a department of the criminal justice system in the Ohio, Kentucky, and Indiana regions to gauge the gender discrimination present. Local and state police departments, law offices, jails, prisons, and federal law enforcement agencies in ten counties in each of the three states received the survey. Hypotheses included incidences of discrimination and sexual harassment being perceived by many women in all departments, local law enforcement and corrections reporting a higher frequency of discrimination and harassment than the legal field and federal law enforcement, and less populated areas having more instances of discrimination and harassment than metropolitan counties. Overall, results yielded from the study were in partial support of the first hypothesis, fully supported the second, and were inapplicable to the third hypothesis.

Keywords: women in criminal justice, discrimination, sexual harassment, law enforcement, honors thesis

Table of Contents

Abstract	ii
List of Figures.....	iv
List of Tables	v
Acknowledgements	vi
Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and Indiana	1
History of the Feminist Movement	2
History of Women’s Employment in the Criminal Justice System	4
Why it Matters	8
Hypotheses	9
Method	11
Participants	11
Materials	13
Procedure	14
Results	15
Discussion	20
Limitations	26
References	31

List of Figures

Figures	Page
1 Perceived Gender Discrimination	17
2 Responses on Sexual Harassment	18

List of Tables

Tables	Page
1 Ohio Counties' Participant Percentages	12
2 Kentucky Counties' Participant Percentages	12
3 Indiana Counties' Participant Percentages	13

Acknowledgements

First and foremost, I want to thank Eastern Kentucky University for providing me with access and leadership in the pursuit of education. Eastern Kentucky University's Honors Program has been nothing short of supportive in my undergraduate endeavors and I could not be more thankful. My mentor, Dr. Kristie Blevins, has been incredibly helpful in not only keeping me on track while completing my thesis, but also in allowing me creative freedom to pursue all avenues applicable to my topic. Dr. David Coleman has inspired me throughout his work with the Honors Program and his dedication to his students, I will be forever thankful for all this program, and he have offered me during my time at Eastern. Although she was not a part of creating my thesis, I want to thank Dr. Randi Polk for moderating my thesis presentation and being an amazing professor for so many honors students, myself included. I also want to thank my sister, Amanda, for always being my source of comedic relief when the stress of college would weigh on me. Lastly, I would like to include a special thank you to my parents, John and Jennifer Scola, for always supporting me and encouraging me to chase my dreams, no matter how big they are. I am truly lucky to have them in my life and could not imagine my college experience without of their help.

Girl Power: Criminal Justice Gender Discrimination in Ohio, Kentucky, and Indiana

Women represent approximately half of the work force in America, but when it comes to the field of criminal justice they are significantly underrepresented. This stems from the minimal recruitment that departments aim towards women and their perceived and actual treatment by their co-workers. In the field of criminal justice, masculinity is valued higher than femininity, which results in the biased treatment of women. I am hypothesizing that the women I survey in the Ohio, Indiana, and Kentucky regions will have experienced various forms of discrimination and harassment in their workplaces. I presume that the women in the fields of law enforcement and corrections, specifically at the local and state levels, will report higher levels of gender discrimination than the women in the legal field and those working at the federal level. I am also reporting on the frequency of gender discrimination in relation to the region the survey responses derive from. This includes the state, as well as the city or county the women work for. I think that women working in smaller, more remote towns will be more likely to experience discrimination in the workplace in comparison to those working in metropolitan areas.

I am working towards addressing the disparity of women working in the criminal justice system since their diversity is an asset in the field and in the office. The main contributing factors to the lack of women working in this field is a perceived lack of respect from male colleagues and supervisors, harassment in the workplace, and an apparent scarcity of promotional opportunities. Some

departments are attempting to make efforts to address these problems of gender discrimination. However, others are not acknowledging the issues at hand, or are unaware of where to start to remedy them. These biases require attention in order to fully correct and eliminate them.

History of the Feminist Movement

At the very start of the development of the United States of America, women were not granted equal rights to men. They could not vote and once married, their property was owned by their husband. The feminist movement in the 19th century fought mainly for women's right to education, but was not centered on the shortage of employment prospects available to women (Ward, 2017). However, Under Title VII of the 1964 Civil Rights Act, women gained the right to be employed in traditionally male professions (Marshal, 2013). This act was then amended by the Equal Employment Opportunity (EEO) Act in 1972, which made it illegal for any law enforcement agency to deny employment or promotional opportunities to a candidate on the basis of gender (Molinaro, 2013). According to the bureau of justice statistics, the rate of full-time officers per 1,000 U.S. residents has been slightly fluctuating over the last 20 years with 3.05 officers per 1,000 residents in 1992, up to 3.52 in 2002, and then down to 3.43 in 2012 (Banks et al., 2016). Now, women have finally secured their place in several aspects of the workforce as 57.4% of all women are reported as employed in the labor force (BLS, 2021). Even while over half of the women in America are employed, they account for only 12.1% of all sworn in law enforcement personnel (Yu, 2021).

This is partly due to the poor efforts put forth by various criminal justice departments to recruit female employees. The term tokenism, a word most often associated with minority groups who receive different treatment than those in the majority, has been applied to women working in law enforcement as they often make up less than 15% of their given department. This is frequently associated with lower job satisfaction, causing many women to leave the career field altogether (Hehnly, 2020). Women who are not yet in the field of criminal justice were surveyed as already perceiving a future career where they are given less respect, acceptance, and opportunities than their male counterparts (Cambareri & Kuhns, 2018). Because of the aforementioned treatment and preconceived notions, the retention rates of women working in the criminal justice system are and have been problematic. This has caused agencies all over the world to try to identify the reasons for their departure when women have made their motivations evident (Hehnly, 2020).

Women as a whole are reported as earning less than men, according to the Equal Employment Opportunity Commission. In 2019, women working full time in salary and wage positions reported median weekly earnings of \$821. This is just 82% of what the men's reported median weekly earning is, \$1007 (EEOC). Not only are women compensated less than men in the workforce as a whole, they also lack access to certain careers, such as assured employment in law enforcement positions. In 2017, it was reported that the percentage of women in all law enforcement positions was 26.8%, the percentage of women who were sworn in officers was 12.5%, and women who were civilian employees was 60.4%. (FBI). This provides evidence that women are interested in careers in law

enforcement and/or legal employment, but are prevented from doing so, either institutionally or internally.

History of Women's Employment in the Criminal Justice System

It was previously believed that Alice Stebbins Wells was the first female police officer in the United States in Los Angeles, California in 1909. New information, discovered in 2010 by Rick Barrett, uncovered that Marie Owens was the first female police officer in 1891, 18 years before Wells. Owens joined the Chicago police department after a transfer from the health department and earned the title of detective sergeant with arresting powers. When interviewed, Owens told reporters that she enjoyed “doing police work” and her employment with the department allowed her “a chance to help women and children who need help” (Schuck, 2014). The criminal justice system has come a long way since Marie Owens and Alice Stebbins Wells and their ability to only work cases directly involving women and children, nevertheless, there is still much more progress that needs to be made.

The women surveyed by Cambareri and Kuhns in 2018 who perceived several challenges ahead of them if they were to enter the field of criminal justice were truthful in their observations. The criminal justice system does not follow a gender-neutral structure, but rather is organized to value male dominance and masculinity as higher than femininity (Batton & Wright, 2018). Criminal justice organizations are premised on the “ideal worker” for the department, however, the “ideal worker” that law enforcement agencies have constructed themselves around is male – male body types, male relationships outside of the workplace, and male based sexuality (Silvestri, 2017). The results from the study conducted

by Barratt et al. indicates that, in the case of female federal law enforcement officers, a more masculine gender role orientation produced more instances of career mentoring. Masculine women would be perceived to have a greater capacity for success in the criminal justice system because they are better suited for the system's ideal, which is masculinity (2014). The employees, male or female, who are receiving mentoring should be achieving higher levels of success in their career since they have access guidance that others do not. This patriarchal structure creates a power-dynamic that places women below their male colleagues which makes more allowance for gender biases. These biases could originate from men in policing could be feeling threatened by a woman being able to do the same job as them, which is in turn associated with the masculine role of protector (Davis, 2005).

Gender bias is defined as unfair treatment in employment opportunities, such as pay increases, rank advancement, or privileges and benefits, and sexist attitudes of the organization and/or employer in regard to expectations for a certain group of employees (Ward, 2017). These biases can present themselves as the barriers that women face when seeking employment in the criminal justice system which are gender roles and how they impact the work environment, the police subculture, the police personality and male's attitudes, and the militarization of the police force among other barriers (Marshall, 2013). As stated by Davis, a blockade preventing women's full integration into policing is the attitudes of the male officers (2005). Additionally, women currently consist of less than 3% of all police leadership in the United States (*Policing Project at New York School of Law*, 2021). In the case of the criminal justice system, women are frequently experiencing prejudice from management and from peers.

Discrimination, from the United States Equal Employment Opportunity Commission is defined as follows,

Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person's sex, including the person's sexual orientation, gender identity, or pregnancy. The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment (EEOC, 2022).

Nevertheless, some departments in criminal justice are more discriminatory towards women than others. The ones who have fewer policies protecting women from such discrimination have a higher frequency of sexual harassment in the workplace (Yu, 2021). Persons who experience sexual harassment in the workplace are negatively affected in the same way whether they refer to or acknowledge the event in question as sexual harassment (Lonsway et al., 2013). A majority of women, regardless of occupation, rarely report incidences of sexual harassment or assault, but the studies show that not reporting the action, not calling it harassment, or not conceding that happened does not lessen the psychological impact the instance has on the victim. Even on a federal level, the Office of the Inspector General reported finding few allegations of sexual misconduct, but their investigation into these claims revealed systemic issues in the agency's responses to sexual harassment claims (*The Handling of Sexual Harassment and Misconduct*, 2015). Women could be hesitant to employment opportunities in law enforcement due to the

aforementioned perceived treatment and/or harassment by colleagues and superiors. The Equal Employment Opportunity Commission explains,

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment (EEOC, 1980, p. 74677).

This legal definition is the one followed by all law enforcement agencies and departments, regardless of how many, or how few, events of harassment are reported.

Although, the reports of women's involvement in law enforcement are not all distressing. Between the 1970's and 1990's there was a dramatic and lasting increase in female employment in law enforcement from 3.4% to 10.1% (Miller & Segal, 2018). In 2008 almost 25% of all sworn in law enforcement officers were women in the Office of Inspectors General; they had the largest reported numbers of female officers out of all federal law enforcement agencies (Langton, 2010). This refers back to the statement that not all agencies have dismal accounts of women in their labor force. In addition to the superior gender diversity exemplified by the Office of Inspectors General, in 10 of the 13 largest federal law enforcement agencies, the percentage of female sworn in officers has steadily increased from 1998 to 2008 (Langton, 2010). This demonstrates a positive trend of increased female employment in federal law enforcement. Women's involvement in criminal justice produces a system that is more diverse

and better equipped for the ever-changing political climate. A division of the Feminist Majority Foundation, the National Center for Women and Policing (NCPW), works to promote increased numbers of women in all positions and ranks of law enforcement in order to reduce the social problem of police usage of excessive force, strengthen community responsiveness to police reform, and improve police responses to acts of violence against women (Harrington, p. 11).

Why it Matters

In many cases, when addressing the importance and value of women in law enforcement, there is an urge to dispute that men and women are fully equal in their capabilities without mentioning the advantages female officers bring to the profession (Eversole, 2021). Women police officers use less force, and less excessive force, are involved in fewer citizen complaints, and are communally received as being more honest and compassionate (*Advancing Women in Policing*, 2021). Davidson's research supports that female law enforcement officers are less likely to use force and are also better in communication skills; both factors could help improve the already poor community relations should more women join the force (2015). Research done by Seklecki and Paynich reported that, when asked why they were motivated to work in the criminal justice system, a majority of female respondents stated that they chose this career field because they had a desire to help people (2007). This idea of working to help the community further attributes a nurturing and gentle approach that women bring to the profession.

Increasing female involvement in law enforcement will help the police agencies withstand and evolve into the departments they are intended to be. The

current public outcry for either reformation or defunding of the police could be appeased though the addition of more women to the force since they are more prone to de-escalation rather than use of force. The examination of citizen complaints for police excessive use of force is critical to the field of criminal justice because it is directly related to the amount of public confidence and trust there is in the community's police and regards respecting the police officers as legitimate people of authority (Schuck & Rabe-Hemp, 2014). Women also deserve a fair chance to follow their passions into a field they care about in the way they desire. They should not be diminished to civilian positions if they aspire to work in law enforcement or legal employment.

Hypotheses

This study focused on researching instances of discrimination and sexual harassment in various divisions of the criminal justice system, specifically, police departments, law offices, jails, prisons, and federal law enforcement agencies. These findings were then compared to previous research done by others in the field to gain a wholistic idea of criminal justice discrimination by region in the United States. Three hypotheses were formed and extensively researched for this study.

The first hypothesis is that women working in the field of criminal justice in the Ohio, Kentucky, and Indiana regions will report situations of workplace discrimination and harassment in some form. This is due in part to criminal justice remaining a male dominated field and the structure of the system not following a gender-neutral composition, but rather being organized to value male dominance and masculinity as more beneficial than femininity, according to

Batton and Wright (2018). In another study, a significant number of female respondents indicated that they felt less welcomed or were treated worse than their male counterparts in their position in the criminal justice system (Seklecki & Paynich, 2007).

The second hypothesis formed was that the fields of corrections and law enforcement, specifically local and state law enforcement, will report a higher frequency of perceived discrimination or harassment in comparison to federal agencies and the legal field. The areas of law enforcement and corrections are more male concentrated than the legal field and are more centered around physicality than the federal agencies. Per a 2011 study, more than 50% of all police agencies reported having no women in any of their higher-ranking positions, and only 20% of law enforcement agencies are actively using strategies aimed at recruiting women specifically (Shelley et al.). In Yu's research, she discovered that while women only comprise 15.5% of sworn in federal law enforcement personnel, they were even less represented in local police departments, with 12%, sheriffs' offices, with 11.2%, and least of all, state agencies, with 6.5% female sworn in officers in employment (2015).

The third hypothesis generated for this study is that smaller, more remote towns will report a higher frequency of discrimination than metropolitan areas. This is because of smaller towns having less women working in law enforcement positions in general. Therefore, there will be more of a sense of male dominance in the workplace.

Method

Participants

Thirty total participants completed the survey with ages ranging from 25 to 55 and older. The age group 25-34 composed 27.27% of respondents, 18.18% were between the ages of 35 and 44, 27.27% were between 45 and 54, and 27.27% were ages 55 and older; 0% of respondents were in the age range 18-24 (SD=1.16). One hundred percent of participants identified as White or Caucasian ethnicity, and no participants were Black, Indigenous, Asian, Pacific Islander, or Hispanic or Latin American or other. Participants were 13.04% single and 86.96% were either married or in a domestic relationship. Zero percent of respondents were employed by either the state police department or a federal agency, 43.48% worked in some capacity at a local police department, 39.13% were employed by a law firm or office, 13.04% worked in a jail setting, and the remaining 4.35% worked in a prison or correctional facility.

The survey was sent to ten counties each in Ohio, Kentucky, and Indiana. The counties selected were chosen based on population to make them more comparable with the other states. The four most populated, the four least populated, and the two directly in the middle of the population spread were selected from each state.

For Ohio, the counties were Franklin, Cuyahoga, Hamilton, Summit, Vinton, Monroe, Morgan, Huron, Sandusky, and Pickaway. For Kentucky they were Jefferson, Fayette, Kenton, Boone, Robertson, Owsley, Hickman, Wayne,

Marion, and Spencer. And for Indiana they were Marion, Lake, Allen, Hamilton, Ohio, Union, Warren, Steuben, Adams, and Whitley.

Within each state the survey was sent to all locations of the Federal Bureau of Investigation and their State Police. In each county, the survey was distributed the survey to a local police station, a criminal law firm, a jail, and a prison if the county had all of the aforementioned branches of the criminal justice system. Many counties did not have all of them in some capacity or another. Ohio encompassed 39.13% of responses, Kentucky had 43.48% of all responses, and Indiana provided the remaining 17.39% of replies. All percentages of counties' participation for Ohio are provided in Table 1 below, the counties' participation percentages for Kentucky are seen in Table 2, and the percentage of participation per county for Indiana is depicted in Table 3. Participants were not compensated for their completion of the survey.

Table 1: *Ohio Counties' Participant Percentages*

Franklin	Cuyahoga	Hamilton	Summit	Vinton	Monroe	Morgan	Huron	Sandusky	Pickaway
0%	0%	0%	50%	0%	0%	0%	50%	0%	0%

Table 2: *Kentucky Counties' Participant Percentages*

Jefferson	Fayette	Kenton	Boone	Robertson	Owsley	Hickman	Wayne	Marion	Spencer
22.22%	22.22%	11.11%	11.11%	0%	11.11%	0%	22.22%	0%	0%

Table 3: *Indiana Counties' Participant Percentages*

Marion	Lake	Allen	Hamilton	Ohio	Union	Warren	Steuben	Adams	Whitely
33.33%	0%	66.66%	0%	0%	0%	0%	0%	0%	0%

Materials

For this study I constructed my own survey to gather information on the gender discrimination occurring in the career field of criminal justice. I used Eastern Kentucky University's Qualtrics account to make my survey and collect the data. Qualtrics is an online data collection site that allows the user to create their own surveys, distribute them, and collect and view their data all in one place. The survey itself was structured in four sections; to view the survey used in this study, see appendix A.

The first section was comprised of general demographics information to get accurate knowledge of who had completed the survey in order to analyze the results properly. I asked seven questions regarding demographics including gender, ethnicity, age, marital status, department of employment, state of residence, and county of residence which was dependent on the previously selected state of residence.

The second section contained 15 questions relating to gender perception in the workplace and all questions were in a Likert scale format. Two examples of the types of questions from this section are: There are more men in the organization than women, with answer options being: strongly agree, somewhat

agree, neither agree nor disagree, somewhat disagree, and strongly disagree, and a majority of supervisor positions are filled by men, with the same answer options.

The third section contained ten questions and was geared towards sexual harassment in the workplace and questions were less structured than the previous section. Examples of these questions were: have you experienced sexual harassment in the workplace? With answer options being, yes, no, and prefer not to say, and what types of sexual harassment have you experienced? Unwanted physical contact, suggestive remarks, jokes of a sexual nature, display of sexually offensive materials in a public space, unwanted comments on appearance, invasion of personal space, staring or leering, intimidating presence, or none of the above. For this particular question, participants could choose more than one answer.

The fourth and final section of the survey contained two open response questions. The questions were: is there any more information you would like to provide regarding gender discrimination or sexual harassment in your place of employment, and a space for additional comments.

Procedure

Participants of this study received an email from me, either directly from me or forwarded to them by another participant in their same place of employment. In my original email, I asked the recipients to disperse the email containing the study information and survey link with those in their workplace in order to gain as many responses as possible. They were first asked to read the

email in its entirety which explained my study at length and detailed my Institutional Review Board certification and the anonymity of the survey. I wanted to clearly express to all potential respondents that whatever information was disclosed to me was unable to be traced back to them, and that I was the only person able to see the raw data generated from the survey in order to increase their comfort level before they began answering the listed questions. Those who then decided to continue forward clicked on the provided link in the email that took them to the survey where they were to read the provided definitions by the Equal Employment Opportunity Commission on sex discrimination and sexual harassment to ensure they all were answering based on the same definitions.

Participants then moved forward through sections one through three where they answered the questions that they were most applicable to them or that they most agreed with. Then in section four all responses were open ended, short answer, and optional since I wanted respondents to share whatever information they felt was relevant to the survey or topic as a whole. After the completion of section four the survey was finished, and participants were thanked for their time and cooperation.

Results

Survey Section 2: Discrimination

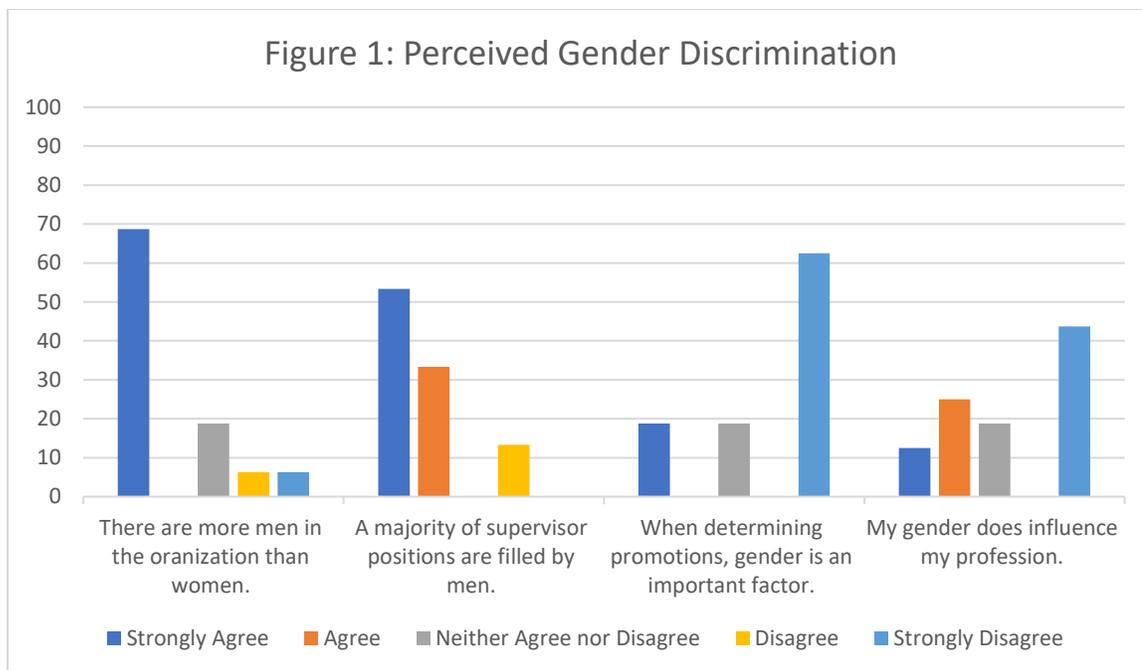
The results for section 1 on perceived gender discrimination in the workplace reported 68.75% (n=11) of respondents strongly agreed with the statement “There are more men in their workplace than women”, 0% agreed, 18.75% (n=3,) neither agreed nor disagreed, 6.25% (n=1) disagreed, and another

6.25% (n=1) strongly disagreed (M=1.81, SD=1.29). These results align with the aforementioned findings of Helen Yu, which found that women are severely underrepresented in criminal justice despite making up around half of the American workforce (2014).

When presented with the statement “A majority of supervisors positions are filled by men”, 53.33% (n=8) of respondents strongly agreed, 33.33% (n=5) agreed, and 13.33% (n=2) neither agreed nor disagreed. None of the participants disagreed or strongly disagreed that most supervisors are male (M=1.73, SD=1.00). These results could be derived from there already being a lack of women working in criminal justice and therefore are fewer women in higher ranking positions.

However, this section in the survey also revealed that the statement, “when determining promotions, gender is an important factor” is a statement that 62.5% (n=10) of respondents strongly disagreed with, 18.75% (n=3) neither agreed nor disagreed, and 18.75% (n=3) strongly agreed (M=3.88, SD=1.58). While a majority responded that their gender was not an influential part of the promotion process, nearly a quarter felt that it strongly weighs into the promotional decision.

When given the statement “My gender does influence my profession”, 12.5% (n=2) strongly agreed, 25% (n=4) agreed, 18.75% (n=3) neither agreed nor disagreed, 0% disagreed, and 43.75% (n=7) strongly disagreed (M=3.88, SD=1.54). The total percentage of participants who agree that their gender is a factor in their profession is 37.5% (n=6). I think that is a large enough percentage to want to change the system to promote gender equality.



Survey Section 3: Sexual Harassment

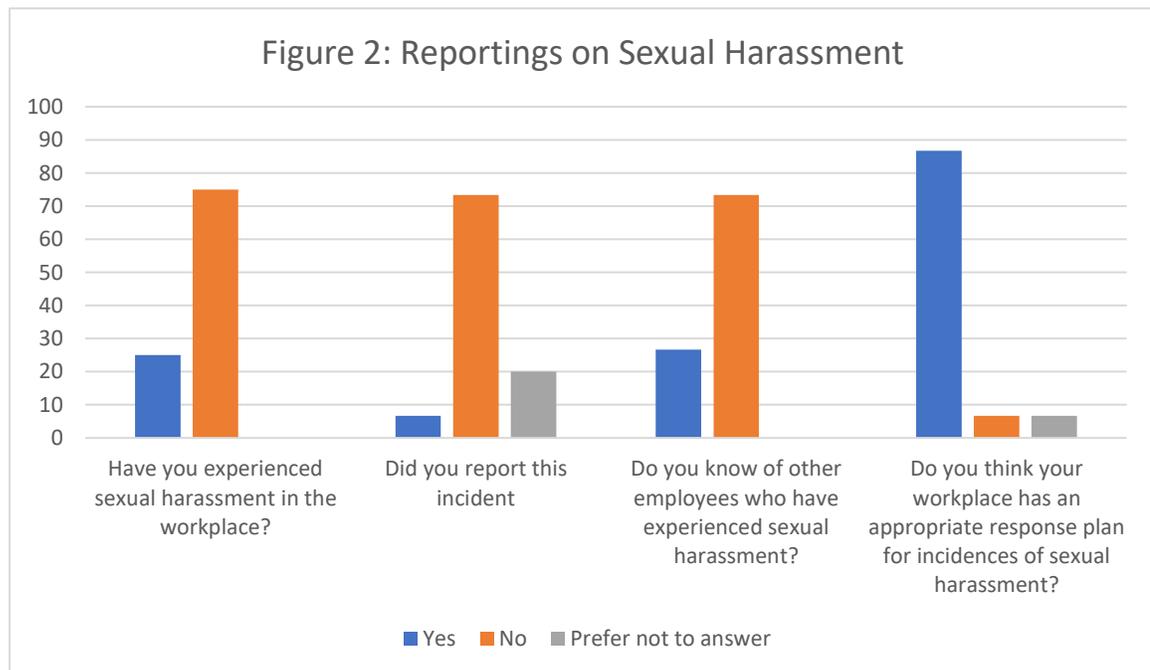
In the second section I looked at sexual harassment claims in the workplace. Seventy-five percent (n=12) of participants responded saying that they had never experience sexual harassment in the workplace, however, 25% (n=4) have been a victim of workplace sexual harassment (M=1.75, SD=0.43).

Of those who have experienced sexual harassment, only 6.67% (n=1) reported the incident to Human Resources, while 73.33% (n=11) did not, and 20% (n=3) chose not to answer (M=2.13, SD=0.50). The main reasons for not reporting to HR, from another question in the survey, were fear of loss of employment (n=1), worry nothing will be done (n=1), and prefer not to say (n=5).

When asked if they knew other employees who have been sexually harassed, 26.67% (n=4) responded that they did know of others who had

experienced sexual harassment, and 73.33% (n=11) did not (M=1.73, SD=0.44). This number may be influenced by the amount of people who do not feel comfortable reporting or sharing their incidences with others, but hopefully it is not higher in actuality.

This section also reported that when asked “Do you think your workplace has an appropriate response plan for incidences of sexual harassment”, 86.67% (n=13) of respondents answered yes, that their human resources department has an adequate protocol for these situations, 6.67% (n=1) responded no, and 6.67% (n=1) preferred not to answer (M=1.20, SD=0.54). I think the ability to feel comfortable coming forward and reporting the incident is the best way of being able to reduce the frequency of sexual harassment in places of employment.



Survey Section 4: Short Answer Responses

Section 3 was an open response section that contained the prompt, “Is there any more information you would like to provide regarding gender discrimination or sexual harassment in your place of employment?” One of the participants left the comment “

...Gender and Race do need to be more diverse in the line of Police work. But after numerous different ways to recruit, agencies are still unable to attract minorities to apply or want to go into law enforcement. With the views of the nation and media one sided views, no one wants or is desiring to enter the field. This is with all branches and levels of law enforcement, from state to local departments.

I think this commentary is especially relevant to the field of criminal justice in relation to why there are so few women and minorities present in the career field. Current events and media representation massively impact the ability to recruit for these positions, and to recruit a diverse group of employees presents an even bigger challenge.

Discussion

The main purpose of this study was to investigate instances of gender discrimination and sexual harassment against women who are employed in any aspect of the criminal justice system in order to bring awareness and, hopefully, implement change for the future generations. Women have been working in the United States for centuries now and have steadily increased their visibility and opportunities in employment. More recently, women were able to be employed in

the criminal justice system in some way or another for many decades now, however, there has not been a large increase in the overall number of women working in law enforcement in any capacity. This has negatively impacted the way women working in this career field are treated on a regular basis. Women are dramatically outnumbered in this workforce and are facing the challenges of working in a space that is not centered around gender neutrality. They face adversity in employment into law enforcement positions because many departments are not outwardly seeking female employees and are therefore continuing to recruit more significantly more men than women. If women are hired, they still stand to face challenges in the work environment. Women in the field of criminal justice are often times victims to sexual harassment at the hands of their employer or colleagues based sheerly on the fact that they are so outnumbered in the office. In this study, I surveyed employees within the criminal justice system in the states of Ohio, Kentucky, and Indiana to compare the different perceived discrimination and harassment of female employees in different agencies.

Hypothesis 1

For my first hypothesis, I predicted that women working in the field of criminal justice in the Ohio, Kentucky, and Indiana regions will report situations of workplace discrimination and harassment in some form. This hypothesis was in some ways supported by the results yielded from the study. The original thought that a majority of women employed in the criminal justice system would have reported experiences of sexual harassment in the workplace was not supported by the results derived from this survey. The majority, 58.33%, of the

women who responded reported that they had never experienced sexual harassment in the workplace, 16.67% had been sexually harassed, and 25% chose not to answer the prompt.

However, the second part of my hypothesis involved women having perceived feelings of discrimination in the career field and this was supported by the results of the survey. A large majority, 86.66%, of all respondents, men and women alike, agreed in some way that most supervisory positions in their department were filled by men, and 68.75% reported strongly agreeing that there are more men working in their organization than women. The responses from both men and women that there is a disparity of women working in higher-level positions, and working in general, in different departments of the criminal justice system points to an obvious need for better recruitment tactics aimed at employing more women. Also, the additional women in the work environment could help to decrease instances of sexual harassment since there will be a more equal number of both sexes within the office.

Hypothesis 2

The second hypothesis that I proposed was that the fields of corrections and law enforcement, specifically local and state law enforcement, would report a higher frequency of perceived discrimination or harassment in comparison to federal agencies and the legal field. This hypothesis is, unfortunately, unable to be reported on since I received no responses from any federal agencies or state police departments. In addition to that, I only had engagement from one participant in the field of corrections. I did, however, receive ample responses from the local police departments and law offices.

In comparing just those two divisions of the criminal justice system together, my hypothesis is supported by the data retrieved from the survey. In the section of perceived sexual harassment in the workplace, 30% (n=3) of those employed by a local police department responded that they have experienced sexual harassment in their place of employment and 20% (n=2) stated that they know of other employees who have been sexually harassed. In the category of law offices, only 11.11% (n=1) of respondents have reported being sexually harassed while at work, and consequently, 11.11% (n=1) responded that they knew of someone in their place of employment who had been sexually harassed in the office.

The portion of the hypothesis mentioning discrimination in the workplace is also supported by the results from the survey. Of those employed by a local police department, 80% (n=8) agreed in some way that there are more men employed in their workplace than women, and 70% (n=7) agreed that there are more men in supervisor positions than women. Participants from the legal field responded with only 11.11% (n=1) agreeing to the statement, "there are more men in the organization than women," which is significantly more well rounded than the response from the police departments. Although, 44.44% (n=4) of the responses from law office employees agreed that there are more men in higher-level positions than women. While this is still much less than that reported by the police department, it is still near half of the responses which indicates a problem that needs to be addressed.

The legal field reportedly being more gender equal in terms of employment, and simultaneously having a lower percentage of reported instances

of sexual harassment could be related. Having equal, or close to equal, numbers of men and women employed in the same profession could be the key to reducing situations of sexual harassment since interacting with colleagues of the opposite sex becomes a regular part of the job, rather than a new aspect that requires training and seminars. The police departments need to increase their hiring initiative aimed towards employing women to help even out the gender imbalance in their offices and decrease perceptions of discrimination and harassment.

Hypothesis 3

Lastly, in my third hypothesis, I projected that smaller, more remote towns will report a higher frequency of discrimination than metropolitan areas. This hypothesis is also inapplicable since very few counties produced any results, therefore I cannot compare the populations to the results for this hypothesis. In this case, there was such little variety in location of responses that there is no analysis that can be stretched from the data.

I originally created this hypothesis under the assumption that there would be fewer women employed in the criminal justice system as a whole since there are less positions needed in law enforcement when there is a lower population count. This then continued into the thought that, even if the percentage of women employed in the criminal justice system in a smaller town would be the same as that of a metropolitan area, the lack of women in the smaller officer would be more noticeable since there are fewer employees overall. This then evolved into the presented hypothesis, still, this hypothesis cannot be supported or

unsupported by the data since there was not enough participation from different counties with population differences.

Trends

Overall, the findings in this study are consistent with those of nationwide polls and surveys in different regions of the United States. There is a lack of women in the career field and there is a perception of gender discrimination and events of sexual harassment in all locations of the U.S. This is a rather gloomy finding on the involvement of women in criminal justice nationwide, however, the trends discovered are not all this bleak.

In the past 30 years, there has been a steady escalation of women's engagement with the criminal justice system and not only have the number of women employed increased, but they have remained stable since accumulating. This demonstrates a positive outlook on the future of the career field as a whole and makes entrance into the profession more achievable for women.

Why it Matters

This topic in general is important to women as a whole because the increase of women in one male dominated profession demonstrates that progression can be achieved. There are so many occupations that are centered around the idea of masculinity that it prevents many women from pursuing those careers, regardless of how successful they could be, how much they aspire to be in that line of work, or what a woman's influence could do to benefit that business. Examples of these professions are, the medical field, scientific research, engineering, construction management, and architecture. If any of these career

fields exhibit signs of improvement in their employment gender equality, it just exemplifies for the other fields that development in this area is attainable and beneficial.

The criminal justice system as a whole can progress into greater public acceptance and grow in community support with the addition of more women in the career field. Previously mentioned studies supported a growth of women in the profession of law enforcement because women tend to use more de-escalation techniques, use less physical force, and are better in their communication skills than their male counterparts. Community based research has also shown that women are more trusted by civilians and are viewed as being more honest and compassionate. A majority of women also state, as their main reason for pursuing the vocation of law enforcement, that they simply want to help people. All those factors would greatly help to advance the criminal justice system into one that is respected and admired by the general public, not feared and ran from.

The future of the criminal justice system, in today's climate, looks bleak. There are calls to de-fund the police after violent and inhumane actions have taken place at the hands of law enforcement. There is rioting in the streets and decreased employment among many levels of the criminal justice system. In addition to the issues that are directly seen as an impact on the community, there are young women who had or continue to have a passion for this career field, but are sensing a future profession where they are less respected than their male colleagues, and some of these young women are choosing to pursue a different path in order to avoid the discrimination they feel awaited them in the occupation of law enforcement. I personally feel this burden weighing on me, but

am deciding to continue onward in hopes that there is change in my time and that I will see the future generation of women in the criminal justice system grow and flourish.

Limitations

There were several limitations that I discovered at the completion of my research. The limitations of this study appeared in the time constraint, the lack of participants and diversity of participants, and the general nature of the study. My findings were not dramatically different from those of other researchers. However, my results were not statistically significant due to the low number of responses. Along with limitations to my study, I also revealed other ways in which this topic, and other similar topics can be researched. There are many directions that this category can expand on in the future that would help to broaden the depth of research in this field.

Time Constraint

The first limitation applicable to this study was the time constraint. I had sent the survey out with what I had thought was ample time to collect responses; participants were given over one month to respond to the survey and distribute it to other employees. This proved to not be enough time to gather the number of responses I was originally hoping for. I would have liked to receive around 100 responses total in order to have enough participants to compare regions, work environments, and other factors. Even after extending the survey deadline by two weeks, I had only received ten to fifteen more responses than I had before. Though several factors could have played a part in the lack of responses I

obtained, I believe I would have been able to gather many more if I had left more time to collect the data, especially since the number of responses nearly doubled when I extended the length and re-sent the survey.

Participation

As I previously stated, I was unable to obtain the number of participants I was striving for. In total I received 30 completed surveys instead of the anticipated 100. This lower number of responses made it harder to obtain statistically significant results which was a large issue I faced in comparing my data.

There were several counties in each state that I received no responses from which made it nearly impossible to compare population size of counties. While I did have responsiveness from some other counties, within those counties I was not always able to get data from each branch of the criminal justice system that I was researching and was therefore unable to look into trends within the specific county. I also did not have any responses from federal agencies or any state police departments which created difficulty in comparing workplace environments and perceived treatments. The lack of responses made nearly all of the geographical and departmental evaluations problematic and statistically insignificant.

While I was not directly studying the relationship between gender and ethnicity in the workforce of the criminal justice system, the lack of diversity in my responses made the data inapplicable to the population since the results I acquired are not an accurate representation of the workforce or population makeup in general. I was also not researching instances of discrimination or

harassment against people who identify as non-binary, but I only gathered one reply from someone who is non-binary which is again, not an accurate representation of the populace. I needed to reach more ethnically and gender diverse groups within the criminal justice system in order to be able to relate my results to the American, or even mid-western, population as a whole.

Nature of the Study

There are several reasons why I now think I was not able to acquire the sum of replies I was expecting. The principal reason being the nature of the study which could have produced differing reactions from those intending to partake in the survey. Since the data retrieved revealed that the main reason for not reporting instances of sexual harassment to Human Resources was that the participants feared a loss of their employment, I think that the lack of responses I acquired was out of fear of repercussions for replying to a survey with inquiries such as mine.

Another reason for the limited number of results that relates to the nature of the study is that the study addresses gender concerns. There are very polarized opinions on the issues pertaining to gender which could have turned several potential contributors away from partaking in the survey. One specific participant noted that the inclusion of the line "... discrimination against women..." in the informative email about the survey would prompt either extreme responses or limit the quantity of people willing to contribute to the data collection process.

This topic is a sensitive one still today and part of the reason I was unable to collect a diverse population for my research remains that there are not copious

amounts of diversity in the field of criminal justice. Many ethnic minority groups do not seek out careers in criminal justice due to their personal and/or communal experiences with the system. A participant commented that “...after numerous different ways to recruit, agencies are still unable to attract minorities to apply or want to go into law enforcement” and this was attributed to the nation’s current views on the criminal justice system.

Future Directions

I generated many additional questions from this study, one being how my results from this specific region, Ohio, Kentucky, and Indiana, would compare against those from different regions in the United States and abroad. I was able to find several parallels between my data and that of nationwide investigations, but there were very few examinations into other regions of the United States. I think this study could be modified and replicated in various states nationwide to gain a wholistic sense of the overall levels of gender discrimination and harassment within the criminal justice system.

I found that there is very minimal research done on those employed in the correctional systems, specifically prisons and correctional facilities. More in depth explorations can be done to bridge this gap of research so there is a more comprehensive span of data on all departments and branches of the criminal justice system. This would allow for easier contrasts of the different divisions of the system in order to gain greater knowledge of the disparities in all levels of the system with the intention of developing solutions to the current challenges faced by employees.

With all future studies done in this area of research, there should be a greater focus on ethnic and gender diversity so as to place importance on correctly replicating the population being examined. Results that do not closely mirror the demographics of the represented populace are not applicable and are therefore unable to improve workplace conditions for the groups that are not included in the findings. The entire goal of studies such as this are to illicit change in the system to better it for future generations.

References

- Advancing Women in Policing*. 30x30 Initiative. (2021, October 11). Retrieved October 17, 2021, from <https://30x30initiative.org/>.
- Banks, D., Hendrix, J., Hickman, M., & Kyckelhahn, T. (2016). *National sources of law enforcement employment data*. Bureau of Justice Statistics. Retrieved 2021, from www.ojp.usdoj.gov.
- Barratt, C. L., Bergman, M. E., & Thompson, R. J. (2014). Women in federal law enforcement: The role of gender role orientations and sexual orientation in mentoring. *Sex Roles*, 71(1-2), 21–32. <https://doi.org/10.1007/s11199-014-0388-2>
- Batton, C., & Wright, E. M. (2018). Patriarchy and the structure of employment in Criminal Justice: Differences in the experiences of men and women working in the legal profession, corrections, and law enforcement. *Feminist Criminology*, 14(3), 287–306. <https://doi.org/10.1177/1557085118769749>
- Cambareri, J. F., & Kuhns, J. B. (2018). Perceptions and perceived challenges associated with a hypothetical career in law enforcement: Differences among male and female college students. *Police Quarterly*, 21(3), 335–357. <https://doi.org/10.1177/1098611118760862>
- Davidson, J. T. (2015). Female crime fighters in television and film: Implications and future directions. *Sociology Compass*, 9(12), 1015–1024. <https://doi.org/10.1111/soc4.12330>

Davis, T. A. (2005). *Gender inequality in law enforcement and male's attitudes and perceptions towards women working in law enforcement* (thesis). ProQuest Information and Learning Company, Ann Arbor.

EEOC employment statistics. Home | U.S. Equal Employment Opportunity Commission. (2021, October 15). Retrieved October 17, 2021, from <https://www.eeoc.gov/>.

EEOC sexual harassment. Sexual Harassment. (2020). Retrieved 2021, from [eeoc.gov/sexual-harassment](https://www.eeoc.gov/sexual-harassment).

Eversole, E. S. (2021). *Brain versus brawn: Militarization and women in modern policing* (thesis). Encompass. Retrieved 2021.

FBI. (2018, September 10). *Uniform crime reporting (UCR) program*. FBI. Retrieved October 17, 2021, from <https://ucr.fbi.gov/>.

The handling of sexual harassment and misconduct ... (2015). Retrieved October 17, 2021, from <https://oig.justice.gov/reports/2015/e1504.pdf>.

Harrington, P. E. (n.d.). *Recruiting and retaining women: A self-assessment guide for law enforcement*. Office of Justice Programs. Retrieved October 17, 2021, from <https://www.ojp.gov/pdffiles1/bja/185235.pdf>.

Hehnlly, M. (2020). Why women leave law enforcement. *UVU Journal of Criminal Justice*, 1(1), 7–16. Retrieved 2021.

- Langton, L. (2010, June). *Women in law enforcement*. Bureau of Justice Statistics. Retrieved October 18, 2021, from <https://bjs.ojp.gov/content/pub/pdf/wle8708.pdf>.
- Law, P. P. at N. Y. U. (2021, July 31). *Coalition of Police Leaders, researchers, and more back 30X30 initiative to promote the advancement of women in Policing*. The Policing Project. Retrieved October 17, 2021, from <https://www.policingproject.org/news-main/2021/3/9/coalition-of-police-leaders-researchers-and-more-back-30x30-initiative-to-promote-the-advancement-of-women-in-policing>.
- Lonsway, K. A., Paynich, R., & Hall, J. N. (2013). Sexual harassment in law enforcement. *Police Quarterly*, 16(2), 177–210.
<https://doi.org/10.1177/1098611113475630>
- Marshal, G. (2013). *Barriers for women in law enforcement* (dissertation). Retrieved 2021.
- Miller, A. R., & Segal, C. (2018). Do female officers improve law enforcement quality? effects on crime reporting and domestic violence. *The Review of Economic Studies*, 86(5), 2220–2247.
<https://doi.org/10.1093/restud/rdy051>
- Molinaro, L. A. (2013). *Examination of contributory factors to the low representation of women in law enforcement* (dissertation). ProQuest LLC, Ann Arbor, MI. Retrieved 2021.

- Schuck, A. M. (2014). Female representation in law enforcement: The influence of screening, unions, incentives, community policing, Calea, and size. *Police Quarterly*, 17(1), 54–78. <https://doi.org/10.1177/1098611114522467>
- Schuck, A. M., & Rabe-Hemp, C. (2014). Citizen complaints and gender diversity in police organizations. *Policing and Society*, 26(8), 859–874. <https://doi.org/10.1080/10439463.2014.989161>
- Seklecki, R., & Paynich, R. (2007). A national survey of Female Police Officers: An overview of findings. *Police Practice and Research*, 8(1), 17–30. <https://doi.org/10.1080/15614260701217941>
- Shelley, T. O. C., Morabito, M. S., & Tobin-Gurley, J. (2011). Gendered institutions and gender roles: Understanding the experiences of women in Policing. *Criminal Justice Studies*, 24(4), 351–367. <https://doi.org/10.1080/1478601x.2011.625698>
- Silvestri, M. (2017). Police culture and gender: Revisiting the ‘cult of masculinity.’ *Policing: A Journal of Policy and Practice*, 11(3), 289–300. <https://doi.org/10.1093/police/paw052>
- U.S. Bureau of Labor Statistics. (2021, October 15). U.S. Bureau of Labor Statistics. Retrieved October 17, 2021, from <https://www.bls.gov/>.
- United States Department of Justice. Office of Justice Programs. Bureau of Justice Statistics. (2015, September 22). *Law Enforcement Management and administrative statistics (LEMAS), 2013*. Law Enforcement Management and Administrative Statistics (LEMAS), 2013. Retrieved

October 17, 2021, from

<http://www.icpsr.umich.edu/icpsrweb/NACJD/studies/36164/version/2>.

Ward, D. L. (2017). *Gender bias against women in law enforcement* (dissertation). ProQuest LLC, Ann Arbor, MI. Retrieved 2021.

Yu, H. H. (2014). An examination of women in Federal Law Enforcement. *Feminist Criminology*, 10(3), 259–278.
<https://doi.org/10.1177/1557085114545824>

Yu, H. H. (2018). Gender and Public Agency hiring: An exploratory analysis of recruitment practices in federal law enforcement. *Public Personnel Management*, 47(3), 247–264.
<https://doi.org/10.1177/0091026018767473>

Yu, H. H. (2020). Does agency type matter for female federal agents? exploring the offices of inspectors general. *Public Personnel Management*, 50(1), 3–24. <https://doi.org/10.1177/0091026019900522>

Appendix A

Survey

Instructions

My name is Abigail Scola, and I am a student at Eastern Kentucky University in the Honors Program. This is an anonymous survey used to gather data for my thesis presentation. I am researching the presence of gender discrimination in the field of criminal justice with the hopes of improving the workplace for the young women after me. Please answer each question honestly and carefully.

Thank you.

Page Break

Gender: What is your gender

- Male
- Female
- Non-binary / third gender
- Prefer not to say

Ethnicity: How would you describe your ethnicity? Choose the option that best fits.

- White
- Black or African American
- American Indian or Alaska Native
- Asian

- Hispanic or Latin American
- Other

Age: What is your age?

- 18-24
- 25-34
- 35-44
- 45-54
- 55 & older

Marital Status: What is your marital status?

- Single (never married, divorced, widowed, etc.)
- Married or in a domestic relationship

Employment: Which of the following best describes your place of employment?

- Local police
- State police
- Federal law enforcement
- Law office
- Jail (corrections)
- Prison (corrections)

State: Which state do you work in?

- Ohio
- Indiana

- Kentucky

Ohio Counties (display this question if “What state do you work in?” “Ohio” is selected.): What County do you work in?

- Franklin
- Cuyahoga
- Hamilton
- Summit
- Vinton
- Monroe
- Morgan
- Huron
- Sandusky
- Pickaway

Indiana Counties (display this question if “What state do you work in?” “Indiana” is selected.): What County do you work in?

- Marion
- Lake
- Allen
- Hamilton
- Ohio
- Union
- Warren

- Steuben
- Adams
- Whitley

Kentucky Counties (display this question if “What state do you work in?”

“Kentucky” is selected.): What County do you work in?

- Jefferson
- Fayette
- Kenton
- Boone
- Robertson
- Owsley
- Hickman
- Wayne
- Marion
- Spencer

Page Break

Section 1: Please choose the appropriate answer to indicate the extent to which you agree with the following statements.

Discrimination: Sex discrimination involves treating someone (an applicant or employee) unfavorably because of that person’s sex, including the person’s sexual orientation, gender identity, or pregnancy. The law forbids discrimination when it comes to any aspect of employment, including hiring, firing, pay, job

assignments, promotions, laying off, training, fringe benefits, and any other term or condition of employment (EEOC).

1. There are more men in the organization than women.
 - Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
2. A majority of supervisor positions are filled by men.
 - Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
3. When determining promotions in my workplace, gender is an important factor.
 - Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
4. In my workplace, women have the same opportunities to advance as men.
 - Strongly agree

- Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
5. I feel gender has played a role in my missing out on a raise, promotion, or chance to get ahead.
- Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
6. Going forward, I think my gender will make it harder to advance in my career.
- Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree
 - Strongly disagree
7. Workplace diversity (gender, race, age, experiences, etc.) is a top priority for my place of employment.
- Strongly agree
 - Somewhat agree
 - Neither agree not disagree
 - Somewhat disagree

- Strongly disagree

8. I think more should be done to increase gender diversity at my workplace.

- Strongly agree

- Somewhat agree

- Neither agree not disagree

- Somewhat disagree

- Strongly disagree

9. Peers treat me differently because of my gender.

- Strongly agree

- Somewhat agree

- Neither agree not disagree

- Somewhat disagree

- Strongly disagree

10. There is a salary gap among the same level in my workplace.

- Strongly agree

- Somewhat agree

- Neither agree not disagree

- Somewhat disagree

- Strongly disagree

11. I believe I have more potential and ability than what I apply to my current position.

- Strongly agree

- Somewhat agree

- Neither agree not disagree
- Somewhat disagree
- Strongly disagree

12. There are equal opportunities for training available.

- Strongly agree
- Somewhat agree
- Neither agree not disagree
- Somewhat disagree
- Strongly disagree

13. My supervisor does not consider gender in delegating job assignments.

- Strongly agree
- Somewhat agree
- Neither agree not disagree
- Somewhat disagree
- Strongly disagree

14. I feel secure in my job.

- Strongly agree
- Somewhat agree
- Neither agree not disagree
- Somewhat disagree
- Strongly disagree

15. My gender does influence my profession.

- Strongly agree

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

Page Break

Section 2: The following section covers sexual harassment. Please answer all questions honestly.

Harassment: Sexual harassment as defined by the EEOC is as follows: Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile, or offensive work environment.

1. Have you ever experienced sexual harassment in the workplace?
 - Yes
 - No
 - Unsure
2. How often have you experienced sexual harassment in the workplace?
 - Daily
 - Weekly
 - Monthly
 - Once
 - Never

3. What types of sexual harassment have you experienced?
 - Unwanted physical contact
 - Suggestive remarks
 - Jokes of a sexual nature
 - Display of sexually offensive materials in a public space
 - Unwanted comments on appearance
 - Invasion of personal space
 - Staring or leering
 - Intimidating presence
 - None
4. Did you report this/these incident(s)?
 - Yes
 - No
 - Prefer not to answer
5. Do you know of other employees who have experienced sexual harassment?
 - Yes
 - No
 - Prefer not to answer
6. Who sexually harassed you?
 - A supervisor
 - A co-worker at the same level
 - A subordinate

- I was unable to recognize who
 - Prefer not to say
 - No one
7. If you did not report sexual harassment to Human Resources, please indicate why. Check all that apply.
- Fear of loss of employment
 - Fear of perpetrator of harassment knowing
 - Fear of other co-workers knowing
 - Worry nothing will be done
 - Didn't want to cause problems
 - I did report
 - Prefer not to say
8. Did this experience negatively affect your work performance?
- Yes
 - No
 - Not applicable
 - Prefer not to say
9. Do you fear an incident of sexual harassment?
- Yes
 - No
 - Prefer not to say
10. Do you think your workplace have an appropriate response for incidents of sexual harassment?
- Yes

- No
- Prefer not to say

Page Break

Section 3: This following section contains short answer responses for you to provide explanations of your experiences if you wish to. Again, this survey is anonymous and confidential and will only be used for academic purposes.

1. Is there any more information you would like to provide regarding gender discrimination or sexual harassment in your place of work?
2. This space is for any additional comments.

Page Break

End: Thank you for completing this survey. I truly value the information you have provided and the time you have spent.