

# **APPENDIX A**

## **Sexual Harassment Task Force**

### **Survey Results**

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- 26-47 Complete Sexual Harassment Task Force Survey

*Table 1.* Proportion of respondents who personally experienced or witnessed at least one instance of what they would consider to be sexual harassment, examined across all SPSP events\* and at the 2018 Atlanta conference specifically.

	Convention Type	
	All SPSP Events	2018 Atlanta Convention
<b>% of Respondents who Personally Experienced 1+ Instance of Self-Defined SH</b>	19%	9%
<b>% of Respondents who Witnessed/Were Told of 1+ Instance of Self-Defined SH</b>	26%	9%

\* "SPSP events" here and elsewhere refer to SPSP-sponsored events during conventions as well as SISPP.

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1.<sup>1</sup>  
 Base: Respondents who attended a past SPSP convention (n = 827).  
 Questions: SH\_Freq\_Other\_2\_1\_1 through SH\_Freq\_Other\_2\_16\_1.<sup>2</sup>  
 Base: Respondents who attended a past SPSP convention (n = 814).  
 Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1.<sup>1</sup>  
 Base: Respondents who attended the 2018 Atlanta convention (n = 569).  
 Questions: SH\_Freq\_Other\_1\_1\_1 through SH\_Freq\_Other\_1\_16\_1.<sup>2</sup>  
 Base: Respondents who attended the 2018 Atlanta convention (n = 563).

<sup>1</sup> "In your experience attending SPSP events and programs, have you experienced a situation where someone else attending the event engaged in any of the behaviors listed below TOWARD YOU? For each behavior, please provide an estimate (including 0) of the *number of times* you experienced it. Note that these questions ask about times when you personally experienced behaviors such as these."

<sup>2</sup> "In your experience attending SPSP events and programs, have you ever WITNESSED or BEEN TOLD ABOUT FIRST-HAND a situation where someone else attending the event engaged in any of the behaviors listed below TOWARD SOMEONE OTHER THAN YOU? For each behavior, please provide an estimate (including 0) of the *number of times* you witnessed or heard about it. Note that these questions ask about times when you personally witnessed/were told about first-hand behaviors such as these directed at someone else."

Table 2. Proportion of respondents who personally experienced at least one instance of each type of self-defined sexual harassment, examined across all SPSP events and at the 2018 Atlanta convention specifically.<sup>3</sup>

SH Type	SH Item	Convention Type	
		All SPSP events	2018 Atlanta Convention
Discrimination	Treated in a demeaning way because of sex/gender	12.4%	4.0%
	Put down or condescended to because of sex/gender	11.5%	4.8%
	Offensive remarks about appearance, body, sexual activities	9.3%	1.9%
Explicit	Offensive sexual remarks	10.4%	3.2%
	Offensive sexual stories/jokes	8.2%	2.5%
	Unwelcome discussion of sexual matters	5.9%	1.4%
	Displayed, used, texted, distributed sexual/suggestive materials	4.1%	1.2%
	Embarrassing/offensive sexual gestures	3.2%	0.4%
Hounding	Unwanted attempts to establish sexual relationship despite discouragement	7.4%	1.2%
	Continual asking of dates, drinks, dinner despite being told "No"	4.6%	0.4%
Touching	Touching that feels uncomfortable	6.7%	1.4%
	Unwanted attempts to stroke, fondle, kiss	4.0%	0.0%
Bribery	Reward for sexual behavior	1.6%	0.0%
	Better treatment for sexual cooperation	1.2%	0.4%
Coercion	Treated badly for refusing to have sex	1.2%	0.2%
	Threatened with retaliation for not being sexually cooperative	0.9%	0.0%

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1.<sup>1</sup>  
 Base: Respondents who attended a past SPSP events (n = 825).  
 Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1.<sup>1</sup>  
 Base: Respondents who attended the 2018 Atlanta convention (n = 568).

<sup>3</sup> Summing proportions across all SH items within each convention and SH type should not yield the same overall proportions as in Table 1. Respondents can be counted toward multiple SH items for a given SH and convention type in Table 2, but they are only counted once per convention type in Table 1.

Table 3. Proportion of respondents who personally experienced or witnessed at least one instance of self-defined sexual harassment, broken down by respondent gender.

	All SPSP Events		2018 Atlanta Convention	
	Female	Male	Female	Male
<b>% of Respondents who Personally Experienced 1+ Instance of SH</b>	28%	5%	12%	3%
<b>% of Respondents who Witnessed/Were Told of 1+ Instance of SH</b>	28%	22%	8%	8%

#### Gender comparisons for any SPSP events

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Gender.

Base: Respondents who attended a past SPSP convention (n = 812 [509 females; 303 males]).

Questions: SH\_Freq\_Other\_2\_1\_1 through SH\_Freq\_Other\_2\_16\_1<sup>2</sup> by Gender.

Base: Respondents who attended a past SPSP convention (n = 799 [500 females; 299 males]).

Personal experience:  $X^2(1, N = 812) = 64.13, p < .001$

Witnessed:  $X^2(1, N = 799) = 4.08, p = 0.04$

#### Gender comparisons for Atlanta convention

Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1<sup>1</sup> by Gender.

Base: Respondents who attended the 2018 Atlanta convention (n = 562 [367 females; 195 males]).

Questions: SH\_Freq\_Other\_1\_1\_1 through SH\_Freq\_Other\_1\_16\_1<sup>2</sup> by Gender.

Base: Respondents who attended the 2018 Atlanta convention (n = 556 [361 females; 195 males]).

Personal experience:  $X^2(1, N = 562) = 11.94, p = 0.001$

Witnessed:  $X^2(1, N = 556) = 0.00, p = 0.97$

*Table 3a.* The proportion of women and men respondents who personally experienced at least one instance of each type of self-defined sexual harassment at any SPSP event.<sup>4</sup>

		Respondent Gender		
		Overall	Women	Men
		<i>N</i> = 825	<i>N</i> = 509	<i>N</i> = 303
SH Type	<b>Discrimination</b>	15%	23%	2%
	<b>Explicit</b>	15%	22%	3%
	<b>Hounding</b>	8%	12%	2%
	<b>Touching</b>	7%	10%	2%
	<b>Bribery</b>	2%	3%	0%
	<b>Coercion</b>	2%	2%	0%

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Gender.

Base: Respondents who attended a past SPSP convention (*n* = 812).

Discrimination:  $\chi^2(1, N = 812) = 64.31, p < .001$

Explicit:  $\chi^2(1, N = 812) = 52.77, p < .001$

Hounding:  $\chi^2(1, N = 811) = 21.98, p < .001$

Touching:  $\chi^2(1, N = 810) = 18.92, p < .001$

Bribery:  $\chi^2(1, N = 812) = 6.73, p = 0.01$

Coercion:  $\chi^2(1, N = 812) = 4.96, p = 0.03$

<sup>4</sup>Summing proportions across all SH types within each convention should not yield the same overall proportions as in Table 3. Respondents can be counted toward multiple SH types in Table 3a, but they are only counted once per convention type in Table 3.

Table 4. Proportion of respondents who personally experienced or witnessed at least one instance of self-defined sexual harassment, broken down by respondent race (White vs. Non-White).

	All SPSP Events		2018 Atlanta Convention	
	White	Non-White	White	Non-White
<b>% of Respondents who <u>Personally Experienced</u> 1+ Instance of SH</b>	20%	18%	9%	8%
<b>% of Respondents who <u>Witnessed/Were Told of</u> 1+ Instance of SH</b>	26%	26%	8%	8%

**Race comparison for any SPSP events**

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Race\_1 through Race\_9.  
 Base: Respondents who attended a past SPSP convention (n = 817 [573 White respondents; 244 Non-White respondents]).  
 Questions: SH\_Freq\_Other\_2\_1\_1 through SH\_Freq\_Other\_2\_16\_1<sup>2</sup> by Race\_1 through Race\_9.  
 Base: Respondents who attended a past SPSP convention (n = 804 [563 White respondents; 241 Non-White respondents]).  
 Personal experience:  $X^2(1, N = 817) = 0.25, p = 0.61$   
 Witnessed:  $X^2(1, N = 804) = 0.00, p = 0.95$

**Race comparison for Atlanta convention**

Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1<sup>1</sup> by Race\_1 through Race\_9.  
 Base: Respondents who attended the 2018 Atlanta convention (n = 565 [398 White respondents; 167 Non-White respondents]).  
 Questions: SH\_Freq\_Other\_1\_1\_1 through SH\_Freq\_Other\_1\_16\_1<sup>2</sup> by Race\_1 through Race\_9.  
 Base: Respondents who attended the 2018 Atlanta convention (n = 559 [394 White respondents; 165 Non-White respondents]).  
 Personal experience:  $X^2(1, N = 565) = 0.00, p = 0.95$   
 Witnessed:  $X^2(1, N = 559) = 0.00, p = 0.97$



*Table 4a.* The proportion of respondents who personally experienced at least one instance of each type of self-defined sexual harassment at any SPSP event, broken down by respondent race (across all racial categories).

		Respondent Race									
		Overall	Multi-Racial	White	Latino	Black	Asian	Middle Eastern	Other	Native American	Pacific Islander
		<i>N</i> = 825	<i>N</i> = 86	<i>N</i> = 573	<i>N</i> = 26	<i>N</i> = 33	<i>N</i> = 78	<i>N</i> = 12	<i>N</i> = 8	<i>N</i> = 1	<i>N</i> = 0
<b>SH Type</b>	<b>Discrimination</b>	15%	23%	16%	23%	12%	5%	8%	0%	0%	--
	<b>Explicit</b>	15%	22%	14%	27%	12%	6%	17%	0%	0%	--
	<b>Hounding</b>	8%	14%	8%	19%	3%	4%	8%	0%	0%	--
	<b>Touching</b>	7%	13%	7%	15%	0%	3%	8%	0%	0%	--
	<b>Bribery</b>	2%	2%	2%	0%	0%	0%	0%	0%	0%	--
	<b>Coercion</b>	2%	2%	2%	4%	0%	0%	0%	0%	0%	--

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Race\_1 through Race\_9.  
 Base: Respondents who attended a past SPSP events (n = 825).

Table 5. Proportion of respondents who personally experienced or witnessed at least one instance of self-defined sexual harassment, broken down by respondent sexual orientation (straight vs. sexual minority).

	All SPSP Events		2018 Atlanta Convention	
	Straight	Sexual Minority	Straight	Sexual Minority
<b>% of Respondents who <u>Personally Experienced</u> 1+ Instance of SH</b>	19%	22%	7%	13%
<b>% of Respondents who <u>Witnessed/Told</u> 1+ Instance of SH</b>	26%	28%	7%	14%

#### Sexual orientation comparison for any SPSP event

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by SexOr\_1 through SexOr\_8.

Base: Respondents who attended a past SPSP convention (n = 809 [631 Straight respondents; 178 sexual minority respondents]).

Questions: SH\_Freq\_Other\_2\_1\_1 through SH\_Freq\_Other\_2\_16\_1<sup>2</sup> by SexOr\_1 through SexOr\_8.

Base: Respondents who attended a past SPSP convention (n = 796 [619 Straight respondents; 177 sexual minority respondents]).

Personal experience:  $\chi^2(1, N = 809) = 0.82, p = 0.36$

Witnessed:  $\chi^2(1, N = 796) = 0.24, p = 0.63$

#### Sexual orientation comparison for Atlanta convention

Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1<sup>1</sup> by SexOr\_1 through SexOr\_8.

Base: Respondents who attended the 2018 Atlanta convention (n = 561 [422 Straight respondents; 139 sexual minority respondents]).

Questions: SH\_Freq\_Other\_1\_1\_1 through SH\_Freq\_Other\_1\_16\_1<sup>2</sup> by SexOr\_1 through SexOr\_8.

Base: Respondents who attended the 2018 Atlanta convention (n = 555 [417 Straight respondents; 138 sexual minority respondents]).

Personal experience:  $\chi^2(1, N = 561) = 4.12, p = 0.04$

Witnessed:  $\chi^2(1, N = 555) = 6.09, p = 0.01$

Table 5a. The proportion of respondents who personally experienced at least one instance of each type of self-defined sexual harassment at any SPSP event, broken down by respondent sexual orientation (across all sexual orientation categories).

		Respondent Sexual Orientation									
		Overall	Asexual	Bisexual	Gay	Lesbian	Queer	Questioning	Straight	Other	Multi
		N = 825	N = 2	N = 58	N = 30	N = 16	N = 16	N = 7	N = 631	N = 5	N = 44
<b>SH Type</b>	<b>Discrimination</b>	15%	0%	17%	0%	31%	25%	14%	15%	40%	20%
	<b>Explicit</b>	15%	50%	17%	7%	31%	25%	0%	14%	40%	20%
	<b>Hounding</b>	8%	0%	10%	0%	25%	19%	0%	8%	0%	9%
	<b>Touching</b>	7%	0%	12%	0%	13%	13%	0%	6%	20%	11%
	<b>Bribery</b>	2%	0%	5%	0%	6%	6%	0%	2%	0%	0%
	<b>Coercion</b>	2%	0%	7%	0%	6%	6%	0%	1%	0%	0%

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by SexOr\_1 through SexOr\_8.  
 Base: Respondents who attended a past SPSP convention (n = 825).

Table 6. Proportion of respondents who personally experienced or witnessed at least one instance of self-defined sexual harassment, broken down by respondent career stage (pre- vs. post-PhD).

	All SPSP Events		2018 Atlanta Convention	
	Pre-PhD	Post-PhD	Pre-PhD	Post-PhD
<b>% of Respondents who <u>Personally Experienced</u> 1+ Instance of SH</b>	17%	20%	10%	8%
<b>% of Respondents who <u>Witnessed/Told</u> 1+ Instance of SH</b>	20%	28%	10%	7%

#### Career stage comparison for any SPSP event

Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Career\_1 through Career\_15.  
 Base: Respondents who attended a past SPSP convention (n = 821 [227 Pre-PhD's; 594 Post-PhD's]).  
 Questions: SH\_Freq\_Other\_2\_1\_1 through SH\_Freq\_Other\_2\_16\_1<sup>2</sup> by Career\_1 through Career\_15.  
 Base: Respondents who attended a past SPSP convention (n = 808 [224 Pre-PhD's; 584 Post-PhD's]).  
 Personal experience:  $\chi^2(1, N = 821) = 0.77, p = 0.38$   
 Witnessed:  $\chi^2(1, N = 808) = 5.18, p = 0.02$ .

#### Career stage comparison for Atlanta convention

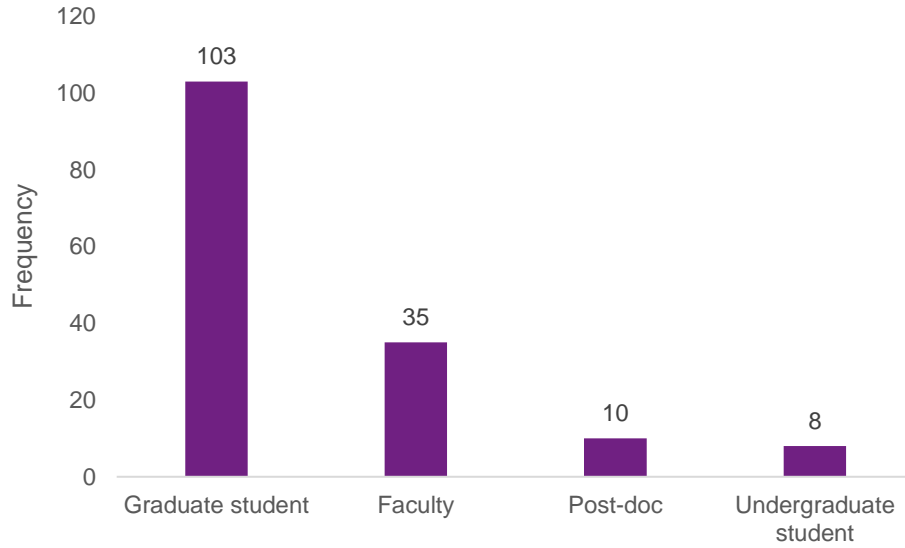
Questions: SH\_Freq\_YOU\_1\_1\_1 through SH\_Freq\_YOU\_1\_16\_1<sup>1</sup> by Career\_1 through Career\_15.  
 Base: Respondents who attended the 2018 Atlanta convention (n = 565 [196 Pre-PhD's; 369 Post-PhD's]).  
 Questions: SH\_Freq\_Other\_1\_1\_1 through SH\_Freq\_Other\_1\_16\_1<sup>2</sup> by Career\_1 through Career\_15.  
 Base: Respondents who attended the 2018 Atlanta convention (n = 559 [193 Pre-PhD's; 366 Post-PhD's]).  
 Personal experience:  $\chi^2(1, N = 565) = 1.13, p = 0.29$   
 Witnessed:  $\chi^2(1, N = 559) = 1.46, p = 0.23$

Table 6a. The proportion of respondents who personally experienced at least one instance of each type of self-defined sexual harassment at any SPSP event, broken down by respondent career stage (across all career stages).

		Overall	Undergrad / Post-Bac	MA/PhD Student	Post-Doc	Assist Prof	Assoc Prof	Full Prof	Other
		N = 825	N = 15	N = 212	N = 66	N = 133	N = 123	N = 136	N = 136
<b>SH Type</b>	<b>Discrimination</b>	15%	7%	14%	15%	14%	16%	20%	14%
	<b>Explicit</b>	15%	7%	12%	9%	17%	19%	17%	13%
	<b>Hounding</b>	8%	7%	8%	3%	9%	7%	10%	10%
	<b>Touching</b>	7%	7%	5%	6%	7%	7%	10%	8%
	<b>Bribery</b>	2%	7%	1%	2%	2%	1%	3%	4%
	<b>Coercion</b>	2%	7%	1%	0%	1%	0%	4%	3%

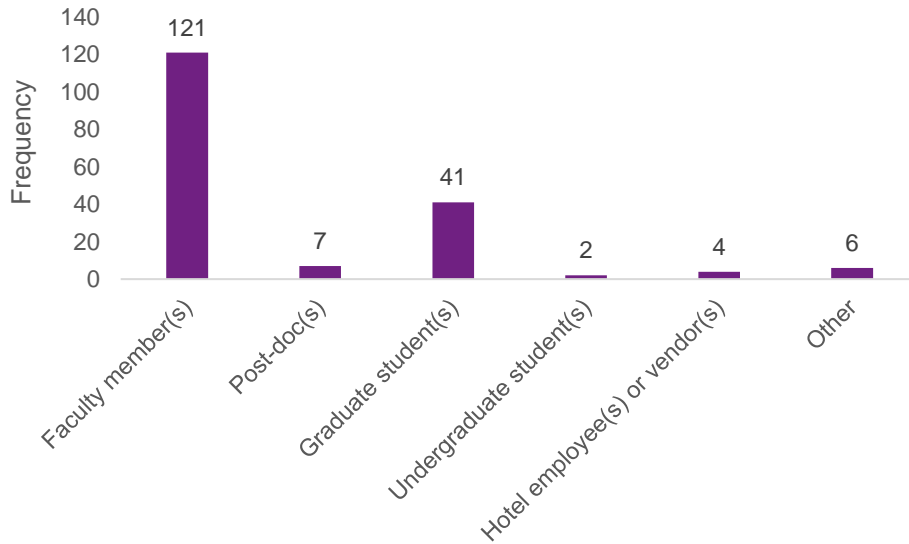
Questions: SH\_Freq\_YOU\_2\_1\_1 through SH\_Freq\_YOU\_2\_16\_1<sup>1</sup> by Career\_1 through Career\_15.  
 Base: Respondents who attended a past SPSP event (n = 825).

Figure 1. Histogram: Sexual harassment experiencers' status at the time of their most significant sexual harassment encounter.



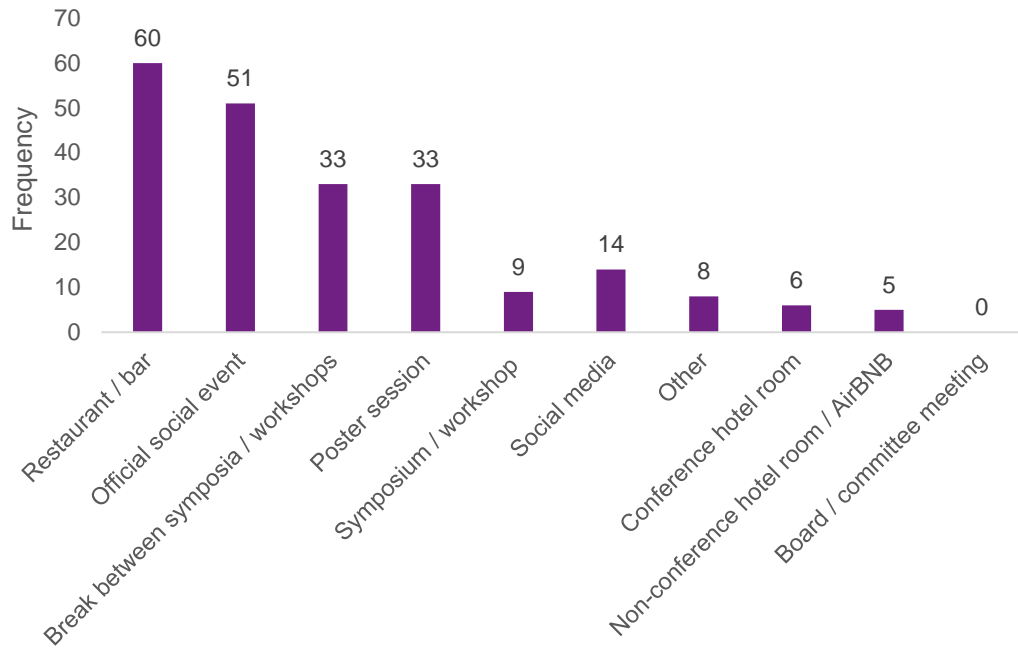
Questions: SH\_Sig\_Status  
 Base: Self-defined SH experiencers (n = 165).

Figure 2. Histogram: The person or persons who perpetrated sexual harassment experiencers' most significant sexual harassment encounter.



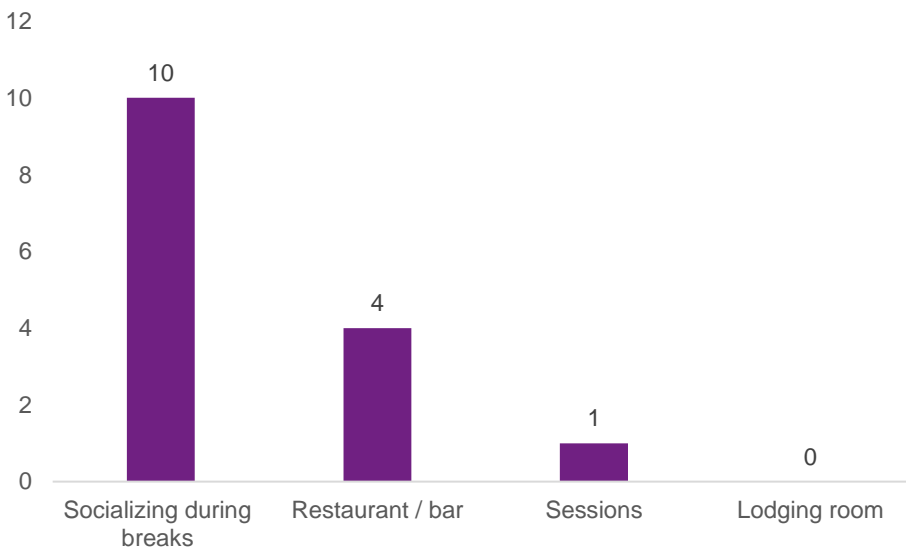
Questions: SH\_Sig\_Perp\_1 through SH\_Sig\_Perp\_6.  
 Base: Self-defined SH experiencers (n = 165).

**Figure 3.** Histogram: The SPSP convention context in which sexual harassment experiencers' most significant sexual harassment encounter occurred.



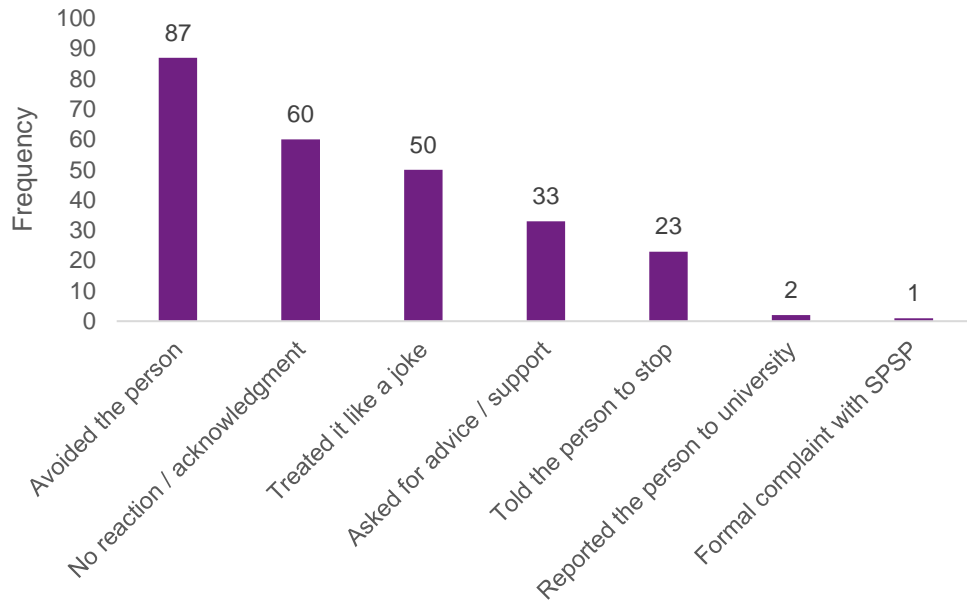
Questions: SH\_Sig\_Context\_1 through SH\_Sig\_Context\_14.  
 Base: Self-defined SH experiencers (n = 165).

**Figure 4.** Histogram: The SISPP context in which sexual harassment experiencers' most significant sexual harassment encounter occurred.



Questions: SH\_Sig\_Context\_1 through SH\_Sig\_Context\_14.  
 Base: Self-defined SH experiencers who attended SISPP (n = 44).

Figure 5. Histogram: Sexual harassment experiencers' reaction to their most significant sexual harassment incident.



Questions: SH\_Sig\_React\_1 through SH\_Sig\_React\_7  
Base: Self-defined SH experiencers (n = 165).

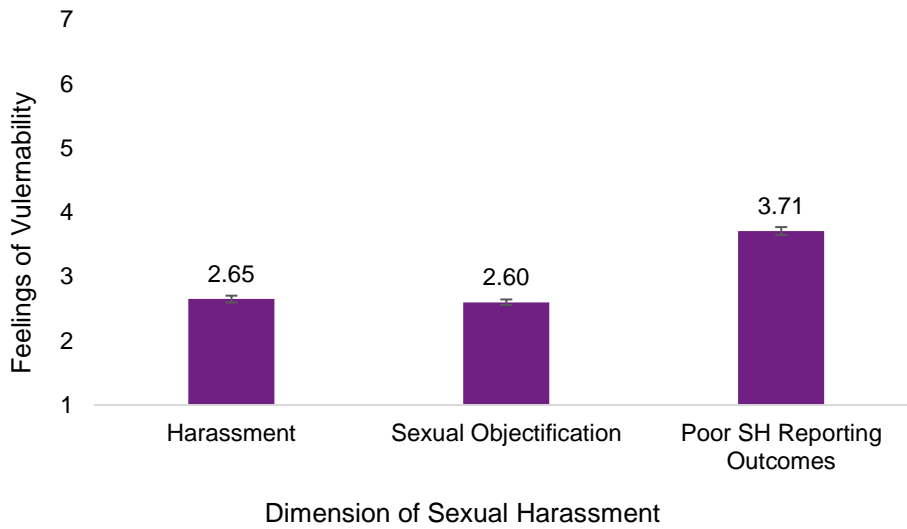


Table 7. Principal components analysis with varimax rotation of items measuring sexual harassment vulnerability at SPSP programming and conventions.

Item	Factor 1: Harassment	Factor 2: Sexual Objectification	Factor 3: Poor SH Reporting Outcomes
I feel safe from sexual harassment at SPSP events and programs. (R)	<b>0.838</b>	0.132	0.219
In general, I feel safe from sexual harassment at social events that are not formally part of the SPSP program but occur at the annual conference. (R)	<b>0.840</b>	0.123	0.236
I feel I need to take precautions to protect myself from sexual harassment when attending SPSP events and programs.	<b>0.803</b>	0.155	0.158
I have warned someone else about their vulnerability to sexual harassment when attending SPSP events and programs.	<b>0.518</b>	0.423	0.026
At some SPSP events and programs, people are encouraged to look at and evaluate others in terms of physical appearance and attractiveness.	0.138	<b>0.696</b>	0.212
Pictures or other types of visual media depicting sexualized bodies or body parts are present at some SPSP events and programs.	-0.016	<b>0.700</b>	0.115
Participants are expected to exhibit sexual availability at some SPSP events and programs.	0.362	<b>0.731</b>	0.044
Participants are expected to tolerate sexual advances, even when unwelcome, at some SPSP events and programs.	0.499	<b>0.584</b>	0.192
I am confident that SPSP would take such a report of harassment seriously and investigate it fully. (R)	0.300	0.235	<b>0.758</b>
I feel I know how I can report an incident of sexual harassment that occurs at an SPSP event or program. (R)	0.152	0.122	<b>0.884</b>
Eigenvalue	4.399	1.169	1.006
% variance explained	43.986	11.687	10.057

Questions: SPSP\_Percep\_1 through SPSP\_Percep\_10.

Figure 6. Mean perceptions of vulnerability to the three components of sexual harassment.



Harassment: ( $M = 2.65$ ,  $SD = 1.49$ )

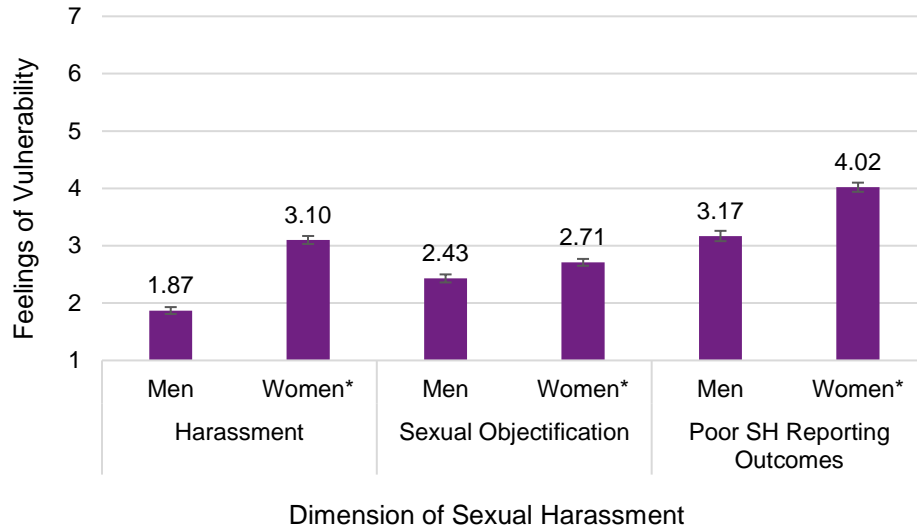
Sexual Objectification: ( $M = 2.60$ ,  $SD = 1.25$ )

Poor SH Reporting Outcomes: ( $M = 3.71$ ,  $SD = 1.72$ )

$F(1.86, 1450.57) = 263.69$ ,  $p < 0.001$

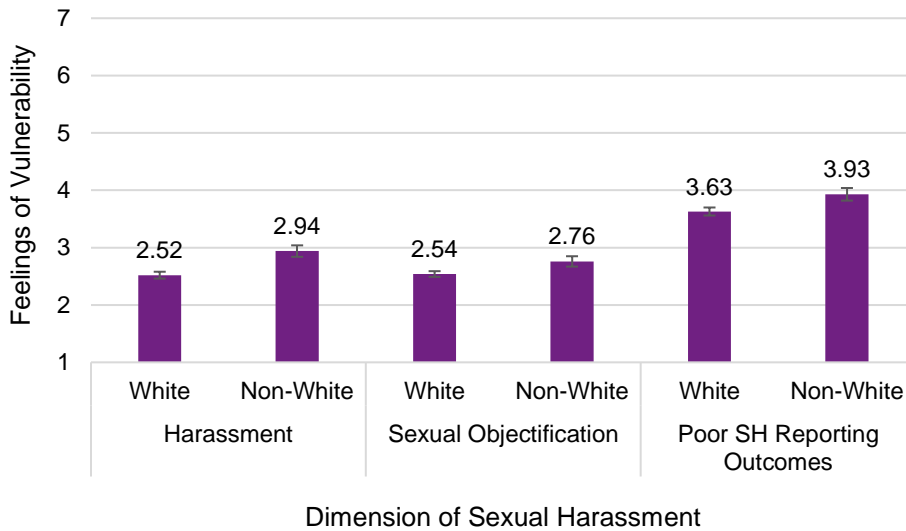
Respondents did not feel different levels of vulnerability to Harassment or Sexual Objectification ( $p = 0.91$ ), but they felt significantly more vulnerable to Poor SH Reporting Outcomes than Harassment ( $p < 0.001$ ) and Sexual Objectification ( $p < 0.001$ ).

Figure 6a. Mean perceptions of vulnerability to the three components of sexual harassment, broken down by respondent gender.



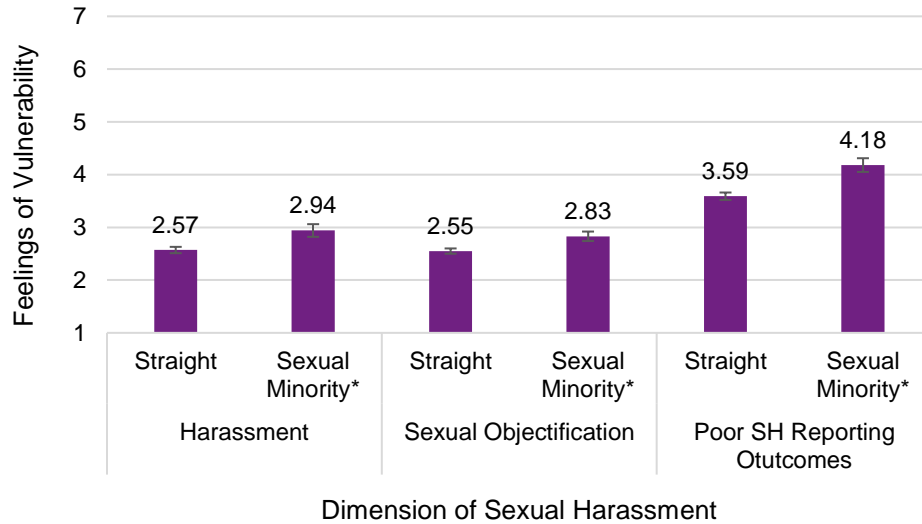
Harassment: Women (vs. men) feel significantly more vulnerable to harassment at SPSP events,  $t(774.16) = -13.47, p < .001$ .  
 Objectification: Women (vs. men) feel significantly more vulnerable to objectification at SPSP events,  $t(782) = -3.04, p < .01$ .  
 Reporting outcomes: Women (vs. men) feel significantly more vulnerable to poor SH reporting procedures and outcomes conducted by SPSP,  $t(778) = -6.83, p < 0.001$ .

Figure 6b. Mean perceptions of vulnerability to the three components of sexual harassment, broken down by respondent race (White vs. Non-White).



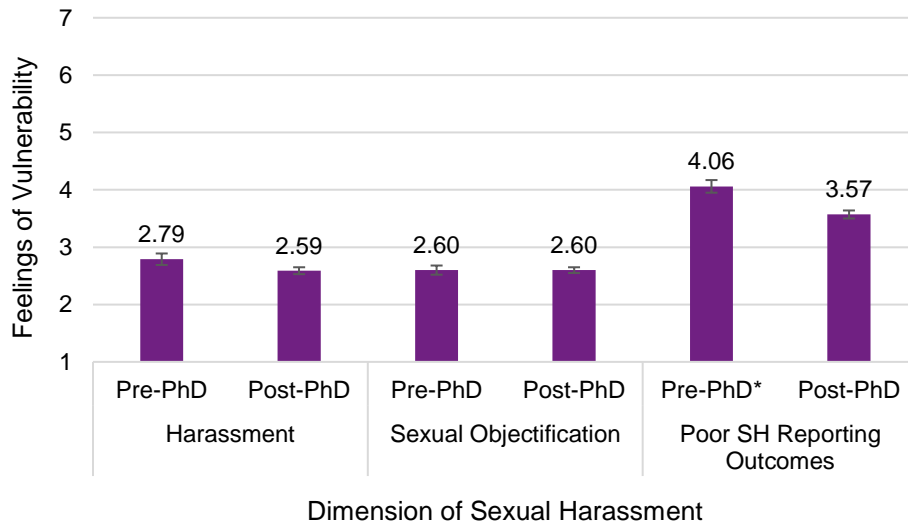
Harassment: Non-Whites (vs. Whites) feel significantly more vulnerable to harassment at SPSP events,  $t(788) = -3.66, p < .001$ .  
 Objectification: Non-Whites (vs. Whites) respondents feel significantly more vulnerable to objectification at SPSP events,  $t(786) = -2.29, p = 0.02$ .  
 Reporting outcomes: Non-Whites (vs. Whites) respondents feel significantly more vulnerable to poor SH reporting procedures and outcomes conducted by SPSP,  $t(782) = -2.18, p = 0.03$ .

Figure 6c. Mean perceptions of vulnerability to the three components of sexual harassment, broken down by respondent sexual orientation (straight vs. sexual minority).



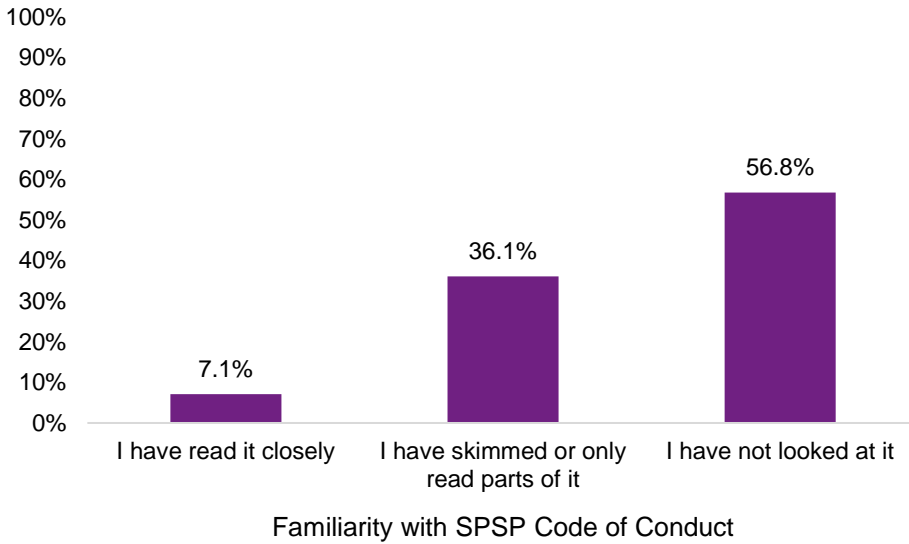
Harassment: Sexual minorities (vs. Straight) feel significantly more vulnerable to harassment at SPSP events,  $t(781) = -2.90, p < .01$ .  
 Objectification: Sexual minorities (vs. Straight) feel significantly more vulnerable to objectification at SPSP events,  $t(779) = -2.58, p = 0.01$ .  
 Reporting: Sexual minorities (vs. Straight) feel significantly more vulnerable to poor SH reporting procedures and outcomes conducted by SPSP,  $t(775) = -4.01, p < 0.001$ .

Figure 6d. Mean perceptions of vulnerability to the three components of sexual harassment, broken down by respondent career stage (pre- vs. post-PhD).



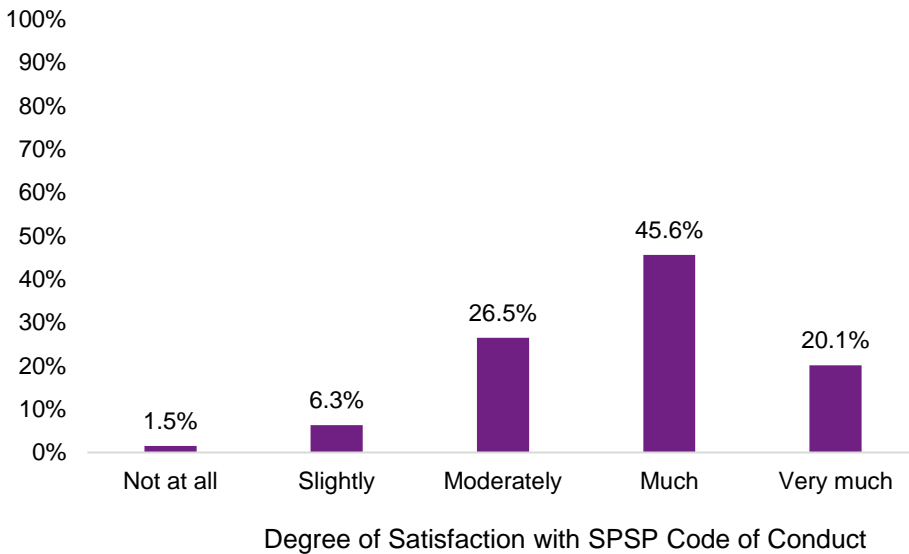
Harassment: Pre-PhD (vs. Post-PhD) respondents feel marginally more vulnerable to harassment at SPSP events,  $t(791) = -1.71, p = 0.09$ .  
 Objectification: Vulnerability to objectification at SPSP events does not vary as a function of respondent career stage,  $t(789) = 0.04, p = 0.97$ .  
 Reporting: Pre-PhD (vs. Post-PhD) respondents feel significantly more vulnerable to poor SH reporting procedures and outcomes conducted by SPSP,  $t(422.71) = -3.68, p < 0.001$ .

Figure 7. The proportion of respondents who have read SPSP's Code of Conduct closely, in part, or not at all.



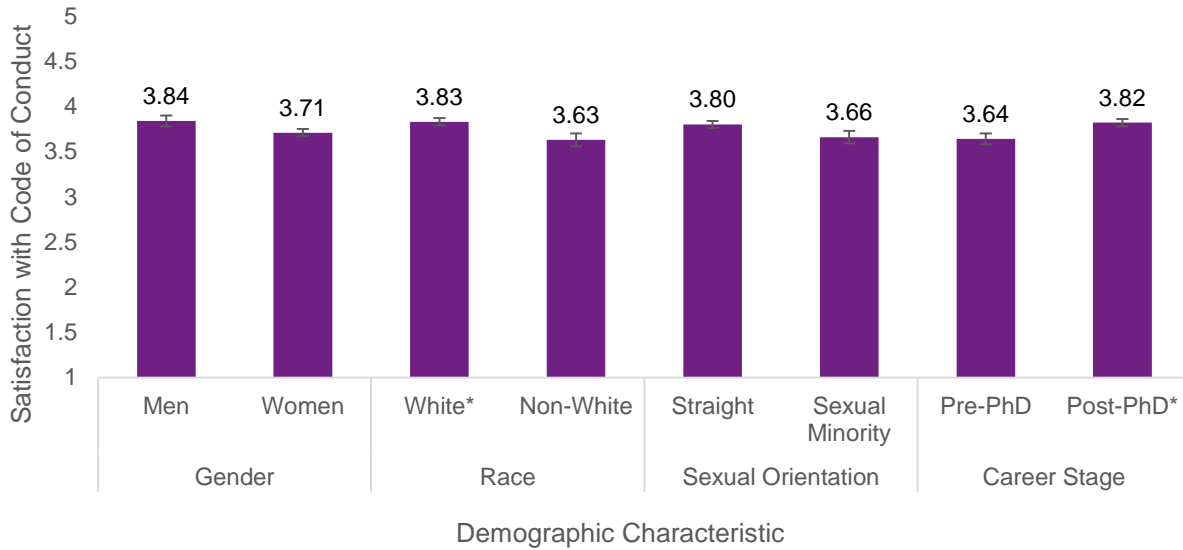
Question: Code\_1 (Have you read SPSP's Code of Conduct regarding sexual harassment?)  
 Base: Respondents who answered Code\_1 (n = 800).

Figure 8. The degree to which that respondents are satisfied with SPSP's Code of Conduct regarding sexual harassment.



Question: Code\_2 (To what degree are you satisfied with the SPSP Code of Conduct regarding sexual harassment?)  
 Base: Respondents who answered Code\_2 (n = 653).  
 M = 3.76, SD = 0.89; 1 (not at all) – 5 (very much) scale

Figure 8a. The degree to which respondents are satisfied with SPSP’s Code of Conduct regarding sexual harassment, broken down by demographics.



Question: Code\_2 (To what degree are you satisfied with the SPSP Code of Conduct regarding sexual harassment?)  
 Gender Base: Respondents who answered Code\_2 and reported their gender (n = 642).  
 Race Base: Respondents who answered Code\_2 and reported their race (n = 646).  
 Sexual Orientation Base: Respondents who answered Code\_2 and reported their sexual orientation (n = 641).  
 Career Stage Base: Respondents who answered Code\_2 and reported their career stage (n = 650).  
 Whites vs. Non-Whites,  $t(644) = 2.63, p = 0.01$ .  
 Post-PhD vs. pre-PhD,  $t(648) = 2.36, p = 0.02$ .  
 Men vs. women,  $t(640) = 1.73, p = 0.08$ .  
 Sexual minority vs. straight,  $t(639) = 1.62, p = 0.11$

Table 8. **Primary themes** for open-ended question, “What, if anything, do you believe SPSP is doing well right now with regard to preventing and addressing sexual harassment?” ICC = 0.95.

Theme	Count	% Mentions
<b>SH Acknowledgment</b>	<b>102</b>	<b>44.5%</b>
<ul style="list-style-type: none"> <li>Addressing members' concerns / talking about SH / acknowledging it openly is good</li> <li>Collecting data on SH / quantifying the problem is good</li> </ul>		
<b>SPSP Organizational Structures Related to SH</b>	<b>71</b>	<b>31.0%</b>
<ul style="list-style-type: none"> <li>Clarifying rules related to SH (Code of Conduct)</li> <li>Creating organization teams to help solve problems (Task forces)</li> <li>SPSP Leadership as an Asset to Solving SH Issues</li> </ul>		
<b>Complaints about SPSP's Approach</b>	<b>24</b>	<b>10.5%</b>
<ul style="list-style-type: none"> <li>SPSP's response is overkill</li> <li>No delineation between real SH and rude behavior</li> </ul>		
<b>Culture</b>	<b>4</b>	<b>1.7%</b>
<ul style="list-style-type: none"> <li>Successfully reducing "boys will be boys" culture</li> <li>Successfully increasing a culture of respect for ALL people</li> </ul>		
<b>Other</b>	<b>19</b>	<b>8.3%</b>
<b>Uncodeable</b>	<b>9</b>	<b>3.9%</b>
<b>TOTAL</b>	<b>229</b>	<b>100%</b>

Table 8a. **Secondary themes** for open-ended question, “What, if anything, do you believe SPSP is doing well right now with regard to preventing and addressing sexual harassment?”

Theme	Count	% Mentions
<b>SH Acknowledgment</b>	<b>33</b>	<b>14.4%</b>
<ul style="list-style-type: none"> <li>Addressing members' concerns / talking about SH / acknowledging it openly is good</li> <li>Collecting data on SH / quantifying the problem is good</li> </ul>		
<b>SPSP Organizational Structures Related to SH</b>	<b>25</b>	<b>10.9%</b>
<ul style="list-style-type: none"> <li>Clarifying rules related to SH (Code of Conduct)</li> <li>Creating organization teams to help solve problems (Task forces)</li> <li>SPSP Leadership as an Asset to Solving SH Issues</li> </ul>		
<b>Complaints about SPSP's Approach</b>	<b>15</b>	<b>6.6%</b>
<ul style="list-style-type: none"> <li>SPSP's response is overkill</li> <li>No delineation between real SH and rude behavior</li> </ul>		
<b>Culture</b>	<b>8</b>	<b>3.5%</b>
<ul style="list-style-type: none"> <li>Successfully reducing "boys will be boys" culture</li> <li>Successfully increasing a culture of respect for ALL people</li> </ul>		
<b>Other</b>	<b>--</b>	<b>--</b>
<b>Uncodeable</b>	<b>--</b>	<b>--</b>
<b>No Secondary Theme Mention</b>	<b>148</b>	<b>64.6%</b>
<b>TOTAL</b>	<b>229</b>	<b>100%</b>

Table 9. **Primary themes** for open-ended question, “What, if anything, do you believe SPSP is *not doing well* right now with regard to preventing and addressing sexual harassment?” ICC = 0.834.

Theme	Count	% Mentions
<b>More Punishment / Fewer Rewards for Sexual Harassers</b>	40	25.3%
<ul style="list-style-type: none"> <li>e.g., remove SH offenders from SPSP programming</li> <li>e.g., don't give SH perpetrators career advancement opportunities / awards</li> </ul>		
<b>Expand &amp; Clarify Code of Conduct</b>	32	20.3%
<b>SPSP doesn't have an SH Problem</b>	14	8.9%
<b>Improve Culture / Foster a Culture of Respect</b>	14	8.9%
<ul style="list-style-type: none"> <li>e.g., foster a culture of respect for women</li> <li>e.g., discourage hookup culture</li> </ul>		
<b>Reduce Fear of Backlash for SH Reporting</b>	11	7.0%
<ul style="list-style-type: none"> <li>e.g., remove backlash for SH reporting, especially given frequent power differentials between perpetrators &amp; victims</li> </ul>		
<b>Don't know</b>	9	5.7%
<b>Transparency about SH Incidents &amp; Countermeasures taken by SPSP</b>	6	3.8%
<ul style="list-style-type: none"> <li>e.g., share SH incident rates &amp; what SPSP did to address them</li> </ul>		
<b>Change Alcohol Norms / Discourage Drinking Culture</b>	5	3.2%
<ul style="list-style-type: none"> <li>e.g., make SPSP programming less alcohol-centric</li> </ul>		
<b>Other</b>	17	10.8%
<b>Uncodeable</b>	10	6.3%
<b>TOTAL</b>	<b>158</b>	<b>100%</b>

Table 9a. **Secondary themes** for open-ended question, “What, if anything, do you believe SPSP is *not doing well* right now with regard to preventing and addressing sexual harassment?”

Theme	Count	% Mentions
<b>More Punishment / Fewer Rewards for Sexual Harassers</b>	9	5.7%
<ul style="list-style-type: none"> <li>remove SH offenders from SPSP programming</li> <li>don't give SH perpetrators career advancement opportunities / awards</li> </ul>		
<b>Expand &amp; Clarify Code of Conduct</b>	4	2.5%
<b>SPSP doesn't have an SH Problem</b>	0	0
<b>Improve Culture / Foster a Culture of Respect</b>	2	1.3%
<ul style="list-style-type: none"> <li>foster a culture of respect for women</li> <li>discourage hookup culture</li> </ul>		
<b>Reduce Fear of Backlash for SH Reporting</b>	7	4.4%
<ul style="list-style-type: none"> <li>remove backlash for SH reporting, especially given frequent power differentials between perpetrators &amp; victims</li> </ul>		
<b>Don't know</b>	0	0
<b>Transparency about SH Incidents &amp; Countermeasures taken by SPSP</b>	7	4.4%
<ul style="list-style-type: none"> <li>share SH incident rates &amp; what SPSP did to address them</li> </ul>		
<b>Change Alcohol Norms / Discourage Drinking Culture</b>	2	1.3%
<ul style="list-style-type: none"> <li>make SPSP programming less alcohol-centric</li> </ul>		
<b>Other</b>	1	0.6%
<b>Uncodeable</b>	0	0
<b>No secondary theme mentioned</b>	126	79.7%
<b>TOTAL</b>	<b>158</b>	<b>100%</b>



Table 10. **Primary themes** for open-ended question, “Are there any specific actions you wish to see SPSP take with regard to gender-related issues and sexual harassment, whether regrading revision or implementation of the Code of Conduct or otherwise?” ICC = 0.843.

<b>Theme</b>	<b>Count</b>	<b>% Mentions</b>
<b>More Strict Code of Conduct</b>	<b>27</b>	<b>22.3%</b>
<ul style="list-style-type: none"> <li>e.g., remove SH offenders from SPSP programming</li> </ul>		
<b>More Education about SH</b>	<b>11</b>	<b>9.1%</b>
<ul style="list-style-type: none"> <li>e.g., more symposia on SH research</li> <li>e.g., more info about strategies to cope with SH</li> </ul>		
<b>Diversity &amp; Inclusion Concerns for Underrepresented Groups</b>	<b>9</b>	<b>7.4%</b>
<ul style="list-style-type: none"> <li>e.g., gender neutral bathrooms</li> <li>e.g., greater representation of underrepresented individuals in SPSP programming</li> </ul>		
<b>Less Strict Code of Conduct</b>	<b>8</b>	<b>6.6%</b>
<ul style="list-style-type: none"> <li>e.g., not SPSP’s responsibility to protect people from discomfort / low-level SH</li> <li>e.g., SPSP should only work to prevent <i>illegal</i> behavior</li> </ul>		
<b>Better Reporting Procedures for SH</b>	<b>6</b>	<b>5.0%</b>
<ul style="list-style-type: none"> <li>e.g., more anonymous channels, such as number to text during annual conference</li> </ul>		
<b>Change SPSP Programming to Reduce SH</b>	<b>5</b>	<b>4.1%</b>
<ul style="list-style-type: none"> <li>e.g., eliminate social events that encourage “bar behavior”</li> </ul>		
<b>Don’t know</b>	<b>5</b>	<b>4.1%</b>
<ul style="list-style-type: none"> <li>e.g., what else can be legally done as an organization?</li> </ul>		
<b>Greater Transparency Surrounding SH</b>	<b>4</b>	<b>3.3%</b>
<ul style="list-style-type: none"> <li>e.g., desire to shed light on SH cases &amp; how they were handled</li> </ul>		
<b>Other</b>	<b>11</b>	<b>9.1%</b>
<b>Uncodeable*</b>	<b>35</b>	<b>28.9%</b>
<b>TOTAL</b>	<b>121</b>	<b>100%</b>

Notes: \* % Uncodeable for this question was high because many respondents said to refer to their previous responses throughout the survey instead of leaving an additional comment. It appears that many respondents felt that by the last open-ended question, they had nothing else to add.

## SPSP Climate Survey – Sexual Harassment

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### Start of Block: Intro

Q2 Dear Members of the SPSP Community,

Last year, the SPSP Board of Directors announced a new mission, vision, and strategic plan for SPSP. Among many priorities, SPSP reaffirmed its commitment to our need to “enhance diversity of people and ideas in the field and promote an inclusive and respectful climate.” This includes efforts to assess the current climate, develop policies, and provide guidelines that facilitate a positive climate in SPSP as well as in the field more broadly. Based upon recommendations from the Strategic Planning Task Force Subcommittees, the SPSP board has asked the SPSP Sexual Harassment Task Force and the Diversity and Climate Committee (DCC) to conduct a climate survey to learn more about your experiences at SPSP conferences, as well as SPSP sponsored events (e.g., SISPP).

We have kept this initial survey brief to ensure we receive as many responses as possible and therefore have focused our efforts on assessing climate issues at SPSP conferences and sponsored events--which is ultimately where we as an organization have the most leverage to create immediate changes. Notably, SPSP has committed to continually assess climate issues, so it may be possible to expand the scope in the future. By participating in this survey, you will communicate the needs of SPSP members, which will be reported in aggregate form to the Board and to the SPSP community at an upcoming conference.

In the following climate survey, we will be collecting demographic data to know how well the results represent the demographics of SPSP as a whole, as well as examine if experiences differ by groups. The overall goal of the survey is to provide SPSP with important information needed to tailor policies, procedures, and funding priorities in order to promote diversity and inclusivity as well as to prevent and respond to harassment and discrimination.

Your perspective is important, and we want you to feel comfortable answering these questions freely and honestly. The survey will take approximately 15-20 minutes to complete. At any point you wish, you may leave the survey and come back to the point you left off. Upon beginning the survey, you will have 48 hours to complete it. Privacy and confidentiality are of the utmost importance; your responses will only be shared with SPSP in aggregate, and no responses will be linked to any individual. **You may skip any question you do not wish to answer.**

Please note that these questions are not intended to provide a venue for reporting a specific incident; your participation is anonymous and will not provide SPSP with the opportunity to follow up with you. If you do have a specific instance that you would like to report, please directly contact the Executive Director of SPSP, Chad Rummel, ([crummel@spsp.org](mailto:crummel@spsp.org)). Please note that Chad Rummel is out of the office until May 21st so urgent matters should be directed to Annie Drinkard ([adrinkard@spsp.org](mailto:adrinkard@spsp.org)).

**Content Advisory:** This climate survey involves questions related to harassment and discriminatory experiences. If you experience discomfort related to answering questions about these experiences and would like to speak with a professional, please see these online resources to find a local professional: <https://locator.apa.org/>

Thank you for your time,

**The SPSP Diversity and Climate Committee & Sexual Harassment Task Force**

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**Start of Block: Harassment Survey Instructions**

SH\_Directions The following questions ask about **unwanted or unwelcomed** sexual or gender-related comments, behaviors, and encounters. We understand that people may experience such behaviors in many different personal and professional contexts. As explained at the start of this instrument, with this survey SPSP is focusing on understanding the experiences of its members at SPSP events, such as the annual convention (e.g., during programming, at scheduled social events, while out to dinner or at a bar) or programs such as SISPP. Whether or not you have had such experiences yourself, your willingness to complete this survey is of critical importance in our efforts to obtain accurate and representative data. Thank you in advance for your time. The behaviors listed on the following pages could have happened to anyone. The individual engaging in the behavior could have been a student, a faculty member, or a non-academic person such as a vendor. Of course, adults may sometimes welcome certain sexual comments, behaviors, or encounters, in these or any other settings. The following questions do not imply otherwise; such welcomed and consensual interactions are not the present focus.

**End of Block: Harassment Survey Instructions**

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Start of Block: SH\_Frequency\_YOU

SH\_Freq\_YOU In your experience attending SPSP events and programs, have you experienced a situation where someone else attending the event engaged in any of the behaviors listed below TOWARD YOU? For each behavior, please provide an estimate (including 0) of the *number of times* you experienced it. Note that these questions ask about times when you personally experienced behaviors such as these.

	Experienced during the 2018 Atlanta convention	Experienced at any SPSP event since you've been a member
	# of times experienced (1)	# of times experienced (1)

<p>Treated you in a demeaning way because of your sex/gender? (1)</p>		
<p>Displayed, used, texted, emailed, or distributed sexual or suggestive materials? (2)</p>		
<p>Made offensive sexual remarks? (3)</p>		
<p>Put you down or was condescending to you because of your sex/gender? (4)</p>		
<p>Told sexual stories or jokes that were offensive to you? (5)</p>		
<p>Made unwelcome attempts to draw you into a discussion of sexual matters? (6)</p>		
<p>Made remarks about your appearance, body, or sexual activities that you found offensive? (7)</p>		
<p>Made gestures or used body language of a sexual nature which embarrassed or offended you? (8)</p>		

<p>Made unwanted attempts to establish a romantic sexual relationship with you despite your efforts to discourage it? (9)</p>		
<p>Continued to ask you for dates, drinks, dinner, etc., even though you said “No”? (10)</p>		
<p>Touched you in a way that made you feel uncomfortable? (11)</p>		
<p>Made unwanted attempts to stroke, fondle, or kiss you? (12)</p>		
<p>Made you feel like you were being bribed with a reward to engage in sexual behavior? (13)</p>		
<p>Made you feel threatened with some sort of retaliation for not being sexually cooperative? (14)</p>		
<p>Treated you badly for refusing to have sex? (15)</p>		
<p>Implied better treatment if you were sexually cooperative? (16)</p>		

Other (Please specify) (17)

End of Block: SH\_Frequency\_YOU

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Start of Block: SH\_Reactions\_YOU

SH\_Define\_YOU Sexual harassment is unwelcome sexual or gender-related behavior. If you indicated that you experienced any of the behaviors listed previously, how many of them do you consider to be sexual harassment?

- All of them were sexual harassment (1)
- Some of them were sexual harassment, and some were not (2)
- None of them were sexual harassment (3)

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SH\_Sig\_Directions If you have ever personally experienced at least one of the behaviors listed previously at an SPSP event or program, please think about the one experience that had the greatest impact or left the strongest impression on you. Please answer the following questions about the one experience that is the MOST SIGNIFICANT to you.

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SH\_Sig\_Perp Sometimes behaviors like these are performed by just one person. Other times, they are performed by a group of people. Please describe the person or persons who engaged in the behavior in your MOST SIGNIFICANT EXPERIENCE. (Check all that apply)

- Faculty member(s) (1)
- Post-doc(s) (2)
- Graduate student(s) (3)
- Undergraduate student(s) (4)
- Hotel employee(s) or vendor(s) (e.g., someone selling books, scientific equipment, etc.) (5)
- Other (Please specify) (6) \_\_\_\_\_

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SH\_Sig\_Num The behavior in your MOST SIGNIFICANT EXPERIENCE was exhibited by:

- One person (1)
- Two or more people (2)

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SH\_Sig\_Context In what context(s) did your most significant experience occur? (check all that apply)

- While attending a symposium or workshop at the annual convention (1)
- While attending or presenting at a poster session at the annual convention (2)
- While attending an official social event sponsored by SPSP at the annual convention (3)
- While at a board or committee meeting related to SPSP (4)
- During a break between symposia/workshops at the annual convention (5)
- While dining out or drinking at a bar at the convention (6)
- In a room at one of the conference hotels while at the annual convention (7)
- In a room at one of the non-conference hotels or an AirBNB while at the annual convention (8)
- While attending SISPP sessions (9)
- While socializing during breaks between sessions at SISPP (10)
- While dining out or drinking at a bar at SISPP (11)
- In a lodging room at SISPP (12)
- Via text, email, or social media, pertaining or after interacting with someone at an SPSP event (13)
- Other (Please specify) (14) \_\_\_\_\_

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SH\_Sig\_Status What was your status at the time of your most significant experience?

- Undergraduate student (1)
- Graduate student (2)
- Post-doc (3)
- Faculty (4)
- Other (Please specify) (5) \_\_\_\_\_

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SH\_Sig\_React Still thinking about your most significant experience, how did you react to the incident?  
(check all that apply)

- I did not react or acknowledge it. (1)
- I avoided the person as much as possible. (2)
- I treated it like a joke. (3)
- I told the person to stop. (4)
- I reported the person at his/her university or college. (5)
- I asked someone for advice and/or support. (6)
- I filed a formal complaint with SPSP. (7)

End of Block: SH\_Reactions\_YOU

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Start of Block: SH\_Freq\_OTHER

SH\_Freq\_Other In your experience attending SPSP events and programs, have you ever WITNESSED or BEEN TOLD ABOUT FIRST-HAND a situation where someone else attending the event engaged in any of the behaviors listed below TOWARD SOMEONE OTHER THAN YOU? For each behavior, please provide an estimate (including 0) of the *number of times* you witnessed or heard about it. Note that these questions ask about times when you personally witnessed/were told about first-hand behaviors such as these directed at someone else.

	Witnessed/Told about during the 2018 Atlanta convention	Witnessed/Told about at any SPSP event since you've been a member
	# of times witnessed/told (1)	# of times witnessed/told (1)

<p>Treated someone else in a demeaning way because of their sex/gender? (1)</p>		
<p>Displayed, used, texted, emailed, or distributed sexual or suggestive materials? (2)</p>		
<p>Made offensive sexual remarks? (3)</p>		
<p>Put someone else down or was condescending to someone else because of their sex/gender? (4)</p>		
<p>Told sexual stories or jokes that were offensive to someone else? (5)</p>		
<p>Made unwelcome attempts to draw someone else into a discussion of sexual matters? (6)</p>		
<p>Made remarks about someone else's appearance, body, or sexual activities that they found offensive? (7)</p>		

<p>Made gestures or used body language of a sexual nature which embarrassed or offended someone else? (8)</p>		
<p>Made unwanted attempts to establish a romantic sexual relationship with someone else despite that person's efforts to discourage it? (9)</p>		
<p>Continued to ask someone else for dates, drinks, dinner, etc., even though that person said "No"? (10)</p>		
<p>Touched someone else in a way that made that person feel uncomfortable? (11)</p>		
<p>Made unwanted attempts to stroke, fondle, or kiss someone else? (12)</p>		
<p>Made someone else feel like they were being bribed with a reward to engage in sexual behavior? (13)</p>		
<p>Made someone else feel threatened with some sort of retaliation for not being sexually cooperative? (14)</p>		

Treated someone else badly for refusing to have sex? (15)		
Implied better treatment if someone else was sexually cooperative? (16)		
Other (Please specify) (17)		

End of Block: SH\_Freq\_OTHER

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Start of Block: SH\_Reactions\_OTHER

SH\_Define\_Other Sexual harassment is unwelcome sexual or gender-related behavior. If you indicated that you witnessed or heard about first-hand any of the behaviors listed previously directed toward someone else, how many of them do you consider to be sexual harassment?

- All of them were sexual harassment (1)
- Some of them were sexual harassment, and some were not (2)
- None of them were sexual harassment (3)

End of Block: SH\_Reactions\_OTHER

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Start of Block: SPSP\_Perceptions

SPSP\_Percep\_Direct1 The next set of items focuses on your perceptions of SPSP.

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SPSP\_Percep\_Direct2 Please indicate the extent to which you agree or disagree with each of the following statements.

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SPSP\_Percep\_1 At some SPSP events and programs, people are encouraged to look at and evaluate others in terms of physical appearance and attractiveness.

- Strongly disagree (1)
  - Moderately disagree (2)
  - Slightly disagree (3)
  - Neither disagree nor agree (4)
  - Slightly agree (5)
  - Moderately agree (6)
  - Strongly agree (7)
- 

Page Break

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SPSP\_Percep\_2 Pictures or other types of visual media depicting sexualized bodies or body parts are present at some SPSP events and programs.

- Strongly disagree (1)
  - Moderately disagree (2)
  - Slightly disagree (3)
  - Neither disagree nor agree (4)
  - Slightly agree (5)
  - Moderately agree (6)
  - Strongly agree (7)
- 

Page Break

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SPSP\_Percep\_3 Participants are expected to exhibit sexual availability at some SPSP events and programs.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Perep\_4 Participants are expected to tolerate sexual advances, even when unwelcome, at some SPSP events and programs.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_5 I feel safe from sexual harassment at SPSP events and programs.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_6 In general, I feel safe from sexual harassment at social events that are not formally part of the SPSP program but occur at the annual conference.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_7 I feel I need to take precautions to protect myself from sexual harassment when attending SPSP events and programs.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_8 I have warned someone else about their vulnerability to sexual harassment when attending SPSP events and programs.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_9 I feel I know how I can report an incident of sexual harassment that occurs at an SPSP event or program.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

SPSP\_Percep\_10 I am confident that SPSP would take such a report of harassment seriously and investigate it fully.

- Strongly disagree (1)
- Moderately disagree (2)
- Slightly disagree (3)
- Neither disagree nor agree (4)
- Slightly agree (5)
- Moderately agree (6)
- Strongly agree (7)

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Page Break

Code\_Instruct The next set of items asks about SPSP's Code of Conduct regarding sexual harassment.

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Code\_1 Have you read SPSP's Code of Conduct regarding sexual harassment?

- Yes, I have read it closely (1)
  - Yes, but I have skimmed or only read parts of it (2)
  - No, I have not looked at it (3)
- 

Page Break

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Code\_2 To what degree are you satisfied with the SPSP Code of Conduct regarding sexual harassment, which can be found here <http://meeting.spsp.org/general-info/code-of-conduct>?

- Not at all (1)
- Slightly (2)
- Moderately (3)
- Much (4)
- Very much (5)

End of Block: SPSP\_Perceptions

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Start of Block: Open-ended

Open\_1 What, if anything, do you believe SPSP is *doing well* right now with regard to preventing and addressing sexual harassment? (Feel free to address specific policies/initiatives as well as organizational climate and the structure of SPSP events.)

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Page Break

Open\_2 What, if anything, do you believe SPSP is *not doing well* right now with regard to preventing and addressing sexual harassment? (Feel free to address specific policies/initiatives as well as organizational climate and the structure of SPSP events.)

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Open\_3 Are there any specific actions you wish to see SPSP take with regard to gender-related issues and sexual harassment, whether regarding revision or implementation of the Code of Conduct or otherwise?

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End of Block: Open-ended

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