UNWANTED ATTENTION: REPORT ON A
SEXUAL HARASSMENT SURVEY

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and Christina Spaulding

Report to the Faculty Council
of the Faculty of Arts and
Sciences, Harvard University
September, 1983
Sexual harassment is a subject of concern and controversy. The reason for the concern is clear: sexual harassment undermines the necessary trust among those working in an academic setting. Its most distinguishing feature is the use of power or authority for improper purposes. Sexual harassment can take many forms, from the blatant demand for sexual favors as a condition of academic or professional advancement to the more subtle sexual pressures associated with inappropriate remarks or stereotyping. The common element in instances of sexual harassment is the use of power to obtain sexual favors or the use of sex to intimidate others. Exposure to sexual harassment damages both the victim and the institution: the former because the person is deprived of a fair opportunity for academic and professional success, the latter because the university's proper academic functioning is disrupted. Sexual harassment disrupts the university's pursuit of intellectual freedom and academic excellence. Sexual harassment can happen to men or women, but it happens disproportionately to women. In this sense, it is a form of sexual discrimination; denying equal opportunity to one group at Harvard. Last, but not least, sexual harassment is illegal.

Sexual harassment is also a matter of controversy among members of the Harvard community. The controversy is not on the acceptability of harassment, but on the range of activities that should be considered harassment as well as on the extent to which sexual harassment is a widespread and serious problem. There have been a few well-publicized cases, but it remains unclear how extensive harassment is. Some argue that these cases represent isolated incidents; that they have received more attention than they deserve. Others say
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that these cases represent the tip of an iceberg; that relatively few of the incidents of sexual harassment are brought forward.

Discussions at the Faculty Council and elsewhere have made clear that there are many unanswered questions: What is sexual harassment? How much of it is there at Harvard? How serious? Surveys in other institutional settings--other universities, the federal government--have revealed significant amounts of workplace or classroom harassment. The situation at Harvard deserved further study if appropriate response was to be made.

The current survey was conducted to deal with these issues by presenting data on the extent of sexual harassment at Harvard. The survey will also help to explain why controversy exists over the extent of sexual harassment. As we shall see, different groups in the Harvard community have vastly different experiences. Men see events differently from women and faculty differently from students. This is because the issue affects them differently. Most important, we hope the survey will educate and enlighten the community. Awareness of a problem is the first step to solution. We hope to contribute to that awareness.

Surveys are useful but limited tools of social investigation. They are particularly useful in relation to the kind of question with which we are dealing: how extensive is a particular social problem in a population? If one focuses only on complaints about some social problem, one may underestimate its extent since many instances of a problem may go unreported. Some would argue that a problem--a possible incident of sexual harassment, for instance--is not a serious problem if it is not brought forward. However, the absence of a complaint is not evidence of the nonexistence of a problem. As we shall see, targets of harassment are often seriously inhibited from complaining. Surveys, by actively seeking respondents rather than waiting for respondents to come forward, can get at these unreported events.
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Surveys are also limited instruments. One limitation is the fact that they oversimplify complex issues by reducing them to the responses to a limited number of questions. The relationships involved in events that are perceived as sexual harassment are often subtle and complex. These cannot be adequately captured in a questionnaire. We tried to deal with this problem by asking many questions that attempt to get at some of the details of events. We sought concrete information rather than abstract statements of opinion. We also presented our respondents with opportunities to comment at length on their experiences, and many did. Appendix A contains verbatim descriptions of harassment incidents. Appendix B contains additional comments by respondents. These comments put the issue in context.

Surveys on subjects such as sexual harassment produce inevitable subjectivity in the answers that are received. We do not observe acts of sexual harassment nor the consequences of such acts. Rather, we have the reports of respondents as to what happened and their reaction to it. These reports and interpretations by our respondents may not be shared by others involved. We have the reports of targets of harassment, not the reports of the initiators. Sexual harassment is an area of great disagreement. That disagreement is probably less over abstract notions of proper and improper behavior than it is a disagreement on the interpretation of specific acts. What to one person may be an unwanted and threatening sexual advance may be seen by the other as merely a friendly gesture. Some of the events described by respondents who were victims of sexual harassment would probably not be recognized by the other party. (Indeed, the other party would probably not even know that such an interpretation existed because, as we shall see, most victims of sexual harassment internalize their reactions and mention them to no one.) But the subjective response of the victim of sexual harassment is crucial. Only the victim can identify the consequences of harassment events. It is, indeed, the purpose of this survey to bring such subjective reports to the Harvard community. If the survey is
useful, it will be to educate that community as to the consequences of certain acts not seen by the actor as harmful.

Our survey was used for several purposes. One purpose was to chart the incidence of sexual harassment: how much, what kind, its consequences, what was done about it. However, we studied a variety of other topics:

a. The perception of the problem of sexual harassment. In connection with these perceptions, we were particularly interested in disparities in perception among various groups at Harvard.

b. Norms as to appropriate behavior and as to the University's responsibility.

c. Peer harassment. Our main concern was with instances of sexual harassment on the part of individuals in authority. But we took the opportunity of our survey to consider the issue of sexual harassment by peers.

d. The possible "chilling effect" of too much worry about sexual harassment. We used the survey to gather information on the concern that is sometimes raised that too much worry about sexual harassment will impede legitimate relations between students and faculty.

e. Policies to deal with sexual harassment. We also explored the extent to which members of the Harvard community were aware of University policies and what their views were as to what University policies should be.

The Sample

The quality of a survey depends on its sample. We wanted to get a widespread and representative sample. We surveyed the entire Arts and Sciences academic community: faculty, graduate students, and undergraduates.* Our sample included males and females. The victims of sexual harassment are disproportionately women by a very large amount, but sexual harassment can happen to either gender. Furthermore, the norms and perceptions of all members of the Harvard

*Unfortunately the survey does not extend to staff. Anecdotal evidence certainly suggests that staff members are often the targets of harassment.
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community are relevant.

A mail questionnaire was sent to all faculty members in FAS, to 1,000 graduate students (500 male, 500 female), and to 2,000 undergraduates (1,000 male, 1,000 female). *(The students' names were selected randomly from the Registrar's lists.) Several follow-up contacts were made. The response rate was quite good, over 70 percent. More important, the response rate was high in all categories of respondents. Table 1 reports the response rate in each of the categories. The relatively equal rate of response from male and female students is particularly important. Our sample would be distorted if victims of sexual harassment were more (or less) likely to respond. We know that there is a big difference in the incidence of sexual harassment among males and females. The fact that the response rate from the two groups is very close suggests no systematic bias in the sample on the basis of experience with sexual harassment. *(The response rate for female faculty is well above that for males. But since the former rate is close to 100 percent of the entire group, it cannot be biased one way or the other.)**

Perceptions of Sexual Harassment

We asked a number of questions about respondents' perceptions as to the nature of sexual harassment as a problem at Harvard. The responses, in particular the differences among groups in their responses, tell us a good deal about how that problem is perceived. The relevant data are reported in Figure 1.

One question dealt with the extent to which respondents believe sexual harassment to be an extensive problem at Harvard. Figure 1 shows the proportion

*The effective sample is somewhat smaller than these numbers since a certain number of names on our list were on leave and unreachable. The number was somewhat larger for faculty members.

**The various figures in this report contain the numbers responding in each category. At times the numbers are small, especially in the two female faculty categories. The reader should interpret the data with caution, but should also remember that we did not sample the faculty but rather surveyed the entire group. Given a high response rate for women, the data have a good deal of descriptive accuracy.
Sexual harassment survey report—6

Table 1

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<tr>
<th>Category</th>
<th>Response Rate</th>
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<tr>
<td>Female</td>
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</table>

*The response rate is calculated on the basis of the number of names in our sample, less those who were unreachable because of leave or, in a few cases, the termination of a Harvard appointment.
Perceptions of Sexual Harassment

**Sexual harassment is not extensive at Harvard.**

- **Male**
  - Tenure Faculty: 50
  - Non-Tenure Faculty: 49
  - Graduate Students: 56
  - Undecided: 49
- **Female**
  - Tenure Faculty: 29
  - Non-Tenure Faculty: 21
  - Graduate Students: 25
  - Undecided: 11

**Nature people can handle sexual harassment on their own.**

- **Male**
  - Tenure Faculty: 57
  - Non-Tenure Faculty: 34
  - Graduate Students: 31
  - Undecided: 31
- **Female**
  - Tenure Faculty: 63
  - Non-Tenure Faculty: 24
  - Graduate Students: 14
  - Undecided: 12

**People who receive annoying sexual attention have provoked it.**

- **Male**
  - Tenure Faculty: 19
  - Non-Tenure Faculty: 149
  - Graduate Students: 322
  - Undecided: 720
- **Female**
  - Tenure Faculty: 19
  - Non-Tenure Faculty: 53
  - Graduate Students: 349
  - Undecided: 720
in each of our groups that believes sexual harassment is not such a problem. The clearest point is the difference between males and females. Half of the male faculty members and undergraduates and a third of the male graduate students believe that sexual harassment is not an extensive problem at Harvard. Among females, the figures are substantially less. This difference in perception is, as we shall see, quite consistent with the different experiences that males and females have at Harvard.

Neither males nor females tend to trivialize complaints about sexual harassment. As the next two questions on Figure 1 show, relatively few respondents believe that complaints of sexual harassment represent overreactions to normal attraction between males and females or believe that people who receive annoying sexual attention have provoked it. In general, the same male/female differences exist on these two questions. The last question on Figure 1 deals with the belief that "mature people can handle sexual harassment on their own." Here we find a fairly sharp distinction between tenured faculty and other respondents. A majority of both male and female tenured faculty believe that such problems can be deal with by mature people, while only one-third or less of those in the other categories so believe. In those other categories, however, the male/female differences are still apparent. This probably represents a generational difference. Tenured faculty were students and junior faculty when sexual harassment was not an issue of public concern.

Defining Sexual Harassment:

Much of the debate about sexual harassment involves the very definition of the term. This is a definitional issue with substantive consequences. If an act is not seen as sexual harassment—but, rather, as an ordinary attraction or relationship between a male and a female—it is less likely to be avoided by the initiator of the act or objected to by the recipient. In determining what
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might or might not be considered sexual harassment, several characteristics of
the acts involved are important: the nature of the act, whether or not the
person engaging in it was in a position of authority over the target of the act,
and whether the particular act was consented to or not. We asked about eight
different acts. For each, we asked whether it would be considered sexual
harassment if engaged in by someone with authority over others (e.g., by a teacher
or supervisor) as well as whether it would be considered sexual harassment if
engaged in by someone without authority. The acts we asked about were:

a. Sex-stereotyped jokes, references, examples, or depictions;
b. Teasing, jokes, remarks or questions of a sexual nature;
c. Unwanted sexually suggestive looks or gestures;
d. Unwanted letters or phone calls of a sexual nature;
e. Unwanted leaning over or cornering;
f. Unwanted pressure for dates;
g. Unwanted touching;
h. Unwanted pressure for sexual activity.

Figure 2 reports the percentage of the respondents in our various categories
who consider the acts listed above as sexual harassment when done by someone
with authority. There is a good deal of consensus that certain kinds of acts
represent sexual harassment. Ninety percent or more of the respondents in all
groups (with a few exceptions that are close to 90 percent) believe that unwanted
sexual letters or phone calls, physical contact, or pressure for dates or sexual
activity represent sexual harassment. Percentages that take this position are
slightly higher among females than males but, in general, there is consensus on
such matters. Verbal behavior and looks or gestures do not produce the same kind
of consensus as to whether they ought to be considered sexual harassment. Between
a quarter and a half of our respondents think that sexual stereotypes and jokes
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Percent who say sexual harassment of a sexual nature are done by someone in authority.
e. Unwanted leaning over or cornering.

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n= 282

f. Unwanted pressure for dates.

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n= 282

g. Unwanted touching.

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<tr>
<td>Und</td>
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n= 282

h. Unwanted pressure for sexual activity.

<table>
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</thead>
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<tr>
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n= 282
Sexual harassment survey report--12

represent sexual harassment. There are quite clear gender differences, the position being held by one-half of the female faculty and female graduate students in comparison with smaller proportions of males. On this issue there is both less agreement within each group as to whether this is sexual harassment and less agreement across groups. The same pattern is true for perceptions of sexual teasing and remarks and of unwanted sexual looks and gestures, though in relation to the latter acts one finds well over a majority considering them to be sexual harassment.

In sum, Figure 2 shows a good deal of consensus across all groups in the Harvard community that unwanted physical contacts or pressure for personal relationships represent sexual harassment when carried out by someone in authority over the individual. There is less consensus when it comes to verbal statements or looks and gestures.

The data on what is considered sexual harassment when done by someone without authority show, as we would expect, that acts are less likely to be thought of as sexual harassment under those circumstances. (Data on the response to these questions, parallel to the data reported in Figure 2, are not reported in this paper. There is general consensus across all groups that unwanted physical contact or unwanted pressure for sexual activity is sexual harassment even if the person involved is not in an authority relationship. But there is less agreement as to whether unwanted pressure for dates should be considered sexual harassment under such circumstances.

The University's Responsibility:

Whether or not something is considered to be sexual harassment has direct implications for University policy. Since the University has policies against sexual harassment, what is so defined sets the boundaries for University concern. We decided to ask about this more directly: that is, to ask our respondents whether they considered the same set of acts listed in Figure 2 to be matters of University concern, that the University should monitor or try to prevent,
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or considered them matters for individuals to deal with. Figure 3 shows the percentages of respondents who consider these actions to be matters of University concern when done by someone in authority. The pattern closely parallels the answers about the definition of sexual harassment. Certain acts are considered by most respondents in most groups to be a University matter, essentially those involving physical acts or pressure for personal involvement from someone in authority. There are, however, some differences. Nine out of 10 or more in each of the groups thought that unwanted pressure for dates represented sexual harassment, but only 3 out of 4 of the tenured faculty and of the non-tenured males consider it to be a matter for University concern. The same disjunction is found in relation to sexual teasing and remarks: well over half of the respondents in each category thought that these represented sexual harassment, but less than half of the male respondents think this is a matter for University concern.

There is, thus, a good deal of consensus that the University has a responsibility in this area, especially for more egregious physical advances. There is less consensus as to the range of behavior that should fall under official scrutiny. Women are more likely than men to consider verbal behavior to be harassment.

Sexual Attraction versus Power:

One interesting and important difference between male and female views of sexual harassment appears in our survey. Males are more likely to consider the problem of sexual harassment to be an issue of sexuality; women are more likely to consider it an issue of power. Women, in all categories, are substantially more likely to agree that "subordinates often put up with unwanted sexual attention for fear of reprisal." Forty-seven percent of women strongly agree with this; 30 percent of men do. Conversely, most women disagree strongly (60 percent)
that complaints of sexual harassment are over-reactions to "normal sexual attraction." Only 25 percent of men take this position. A similar difference is found in comments made by respondents. (See Appendix B.) A number of male commentators mention inevitable sexual attractions and tensions that appear when men and women work closely together. They argue that these are "facts of life" with which one must learn to live. Women rarely mention such inevitable attractions or, if they do, they describe it as attraction on the part of men that is threatening to them. Women are more likely to see the problem of harassment to be the expression of masculine power over women. These different interpretations represent one of the best examples we have of the way in which the same relationship can look very different from the perspective of each of the parties.

Relationships between Consenting Parties

Thus far, we have dealt with the issue of unwanted sexual attention. There has also been discussion on campus as to the appropriateness of various kinds of consensual relationships--especially those between two individuals in an authority relationship to each other. We decided to use our survey to tap community norms on this issue. Is a consenting relationship between a teacher and a student inappropriate? Is it inappropriate if there is no direct evaluative responsibility? We asked whether our respondents thought that "a romantic relationship is appropriate or inappropriate between" the following sets of people:

a. coworkers;

b. a student and a professor who has direct authority over the student;
Fig. 3, continued

- Unwanted leaning over, cornering
  - Ten Fac: 71, Non-tent Fac: 72, Grad: 76, Und: 76, Male: 67, Female: 89, Grad: 84, Und: 85

- Unwanted pressure for dates
  - Ten Fac: 73, Non-tent Fac: 75, Grad: 81, Und: 81, Male: 73, Female: 94, Grad: 86, Und: 87

Sexual harassment survey report—16
g. Unwanted touching

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h. Unwanted pressure for sexual activity.

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c. a student and a teaching fellow or tutor who has direct authority over the student;

d. a student and a professor who does not have direct authority over the student;

e. a student and a teaching fellow or tutor who does not have direct authority over the student;

f. a supervisor and his/her subordinate (e.g., senior faculty-junior faculty/TF).

Figure 4 contains the responses about relationships between individuals when there is a direct authority relationship. It shows the percentages that consider such relationships always inappropriate as well as the percentages that consider such relationships usually inappropriate. Most respondents consider romantic relationships between a student and a professor with direct authority over the student to be usually or always inappropriate, though among male graduate students the percentage that takes that position falls to 72 percent. In almost all groups, however, less than half take the position that such relationships are always inappropriate.

There is, as one might expect, somewhat greater tolerance of such relationships between students and teaching fellows or tutors. Nevertheless, such relationships do not receive widespread favor in the Harvard community, with substantial numbers in each group—about three-quarters or more—considering such relationships to be usually or always inappropriate.

There is more tolerance yet of romantic relationships between two members of the academic community who are in relationship of supervisor and subordinate, such as a relationship between a senior faculty member and a junior faculty or teaching fellow. Relatively few consider such relationships always inappropriate
FIGURE 4: Appropriate Consenting Relationship
Percent saying romantic relationships are usually or always inappropriate where there is a direct authority relationship.

Between student & professor with direct authority.

Between supervisor and subordinate (e.g., senior faculty-junior faculty/TF).

Between student and TF/tutor with direct authority.

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Legend
- always or usually inappropriate
- usually inappropriate
- always inappropriate
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and less than half in most groups consider them to be always or usually inappropriate. There are, however, some substantial differences across groups. Such relationships are considered usually or always inappropriate by 69 percent of the group "at risk" in this case--non-tenured female faculty--but are so considered by half as many of the non-tenured male faculty.

Figure 5 shows parallel data for relationships between individuals where there is no direct authority. Many fewer think of such relationships as always or usually inappropriate. Nevertheless, about a quarter to a third of the respondents in each of the categories consider such relationships between students and professors--even when there is no direct evaluative authority involved--to be usually or always inappropriate. Non-tenured women are particularly likely to take such a view. There is more tolerance of student-teaching fellow relationships and almost no one has strong objection to romantic relationships between coworkers.

Sexual References and Stereotypes in Class or Work Setting

Sexual harassment tends to involve an individual victim who receives unwanted attention. Before turning to that subject, we present data on the more general issue of the use of sexual references, sexual stereotypes, or sexual jokes in a class or workroom setting--references not directed at any particular individual. These can, of course, have the effect of creating an uncomfortable and unproductive work setting for those so exposed. Figure 6 contains data on this subject. The first part of Figure 6 contains the proportions that report having experienced such references in class or the work setting, and the second part of Figure 6 reports the proportion of those who have experienced such references who were bothered by them. The data make clear that sex-stereotype references or jokes are quite common in Harvard class or work settings. About half of the male respondents report experiencing such and a higher proportion
Percent Saying Romantic Relationships Are Usually or Always Inappropriate Where There Is No Direct Authority

Between Professor and Student

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n= 282 149 322 710 19 349 720

Between Teaching Fellow and Student

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n= 282 149 322 710 19 349 720

Between Coworkers

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n= 282 149 322 710 19 349 720

Legend
- Relationship usually inappropriate
- Relationship always inappropriate
- Total

Male
Female
Figure 6

Experience of sex-stereotyped references or jokes in class or work setting

A.

% Experienced sex references

<table>
<thead>
<tr>
<th></th>
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<td>41</td>
<td>44</td>
<td>56</td>
<td>74</td>
<td>58</td>
<td>48</td>
</tr>
<tr>
<td></td>
<td>282</td>
<td>149</td>
<td>322</td>
<td>710</td>
<td>19</td>
<td>53</td>
<td>349</td>
<td>720</td>
</tr>
</tbody>
</table>

B.

References bothered respondent (of those who report references) %

<table>
<thead>
<tr>
<th></th>
<th>Ten Fac</th>
<th>Nonten Fac</th>
<th>Grad</th>
<th>Und</th>
<th>Ten Fac</th>
<th>Nonten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>28</td>
<td>36</td>
<td>26</td>
<td>12</td>
<td>54</td>
<td>64</td>
<td>58</td>
<td>44</td>
</tr>
<tr>
<td>Male</td>
<td>282</td>
<td>149</td>
<td>322</td>
<td>710</td>
<td>19</td>
<td>53</td>
<td>349</td>
<td>720</td>
</tr>
</tbody>
</table>

Legend for A
- a: more than once
- b: once
- c: Total
of female respondents give such reports. In most cases, respondents report more than one such experience. The difference between males and females is fairly substantial. Since males and females share the same classes and work settings at Harvard, this either reflects the fact that such references are more likely to be made in settings where larger numbers of women appear or that women are more likely to be sensitive to such references. The second part of Figure 6 makes clear that women are more likely to be bothered by such references. The difference is quite substantial.

The difference in the atmosphere of Harvard classes or work settings as experienced by the various groups in our sample can be seen if we ask what proportion of each group reports being bothered by sexual references. (Obtained by simply multiplying the proportion in each group that has experienced such references by the proportion bothered by them.) The proportions range from 13 percent among male tenured faculty to 55 percent among female non-tenured faculty. Or consider the experience of graduate students in class or work settings: 12 percent of male graduates report being bothered by such references in contrast to 42 percent of the female graduate students. Clearly the Harvard experience is different for men and women. Women experience an atmosphere that is more hostile and threatening. The difference helps us understand why men are less likely to believe that such comments represent harassment and ought to be a matter of University concern. For them it is much less of a problem.

**Reported Incidents of Sexual Harassment by Persons in Authority**

This section contains some of the most important data derived from our sexual harassment survey. The main concern of the Faculty Council as well as the student groups interested in the subject was in the question of inappropriate sexual attention on the part of persons having some power or authority
Sexual harassment survey report--23

over those to whom the attention was directed. In an academic setting, this usually involves teachers and students. Such attention interferes with the academic and professional functions of the University. This section of the report deals with data on this subject.

It may be useful to begin this section with a few comments on how one might go about interpreting these data. The first point to be made is the obvious one that the "facts" reported are the results of our survey. The facts are no better than the questions we asked, the answers we received, and the sample from whom we received those answers. The reports we have are of subjective perceptions by one party to an incident. We have neither the views of the other party nor those of an objective observer. Nevertheless, these reports are important data on the impact of events as they are experienced by members of the Harvard community. We present in Appendix C the full questionnaire that was used, and the full set of responses to all our questions is also available. The reader can judge the adequacy of the data.

To understand the phenomenon we are studying, it is important to look at both the data reported in the following section as well as at Appendix A, which contains verbatim transcripts of the often extensive descriptions by our respondents of the events they report. The statistics in the following section give a good idea of the extentiveness of various types of event; the descriptions in Appendix A give a clearer notion of how these events were seen by the offended party. Both are necessary for a full understanding.

One important issue is the interpretation of particular events. What do the frequencies in the following tables mean? What do the descriptions of
various events in Appendix A mean? We leave much of this interpretation to the reader, but offer some guidelines to making those interpretations.

Data on sexual harassment are not simple to describe because the phenomenon itself is a subject of debate. The debate about sexual harassment goes on at a general level. We have already presented data that show some disagreement within the Harvard community as to what sexual harassment is, what is inappropriate and appropriate behavior on campus, and what is the appropriate scope of official University concern. The debate often goes on also in relation to the meaning and interpretation of very specific acts. Our data or the vignettes in Appendix A can tell us what happened from the perspective of one actor in an event. Evaluation of that event may remain uncertain. It will depend on a variety of factors such as the intention of the initiator of the event, the interpretation of that event by the subject of the attention, the latter's reaction to it in terms of actual behavior, the setting of the event, the nature of the relationship between the participants, and so forth.

We received many comments on our questionnaires about the survey itself and the general issue of sexual harassment at Harvard. (Examples are reported in Appendix B.) Some comments say that the problem has been overplayed and exaggerated; others say that the problem has been underplayed and ignored. Our data should help determine which of these positions is correct. But the data can be looked at in various ways. In judging the seriousness of the events reported, we suggest that the reader keep in mind the following:
Events that might be considered instances of sexual harassment derive their main significance from their interpretation on the part of the participants. They cannot otherwise be understood. Yet we bring our own judgments to bear on them: all is not defined either by the intentions of the initiator or the reactions of the recipient. The initiator of a sexual advance that results in psychological harm to the recipient and damage to that person's academic performance may believe it was merely an expression of "kindly personal attention" and no harm was meant. That does not keep us from judging the act as inappropriate. Conversely, if an appropriate remark (a legitimate inquiry as to a student's academic progress or a comment on gender differences that is relevant and appropriate to the subject matter at hand) is interpreted by someone as sexual harassment, and results in psychological upset and the alteration of an academic program, it would not be inappropriate to judge that event as an example of overreaction. In each case, however, the full story is relevant: that, in the first case, the intention was not to harm and that, in the second case, "harmless" acts can be harmful. Indeed, much would be gained from learning the ways in which unintended harm takes place on campus.

We asked questions about a wide range of acts that could be considered sexual harassment. And the extensive descriptions of events given by many of our respondents extend that range. Some events are reported by our respondents as trivial, others as quite severe. We may disagree with these evaluations; some severe events may appear less severe to us, some trivial events may seem quite serious. In judging the severity of an event, it may be useful to keep the following components in mind:

1. The act itself:
   a. Acts can range in severity from remarks or innuendos to actual
physical assault, with many variations in between.

b. Acts vary in terms of their number and continuity. A single, probably unrepeatable event is not as serious as repeated instances.

c. They vary in the extent to which the act can be controlled or stopped by the recipient of the act. This is one of the most crucial dimensions for interpreting the severity of a set of actions. If the recipient of the attention cannot stop the attention, though the person tries, the harassment is much more severe.

2. The relationship between the two parties:

a. Is there an authority relationship of teacher to student or senior colleague to junior colleague, etc.?

b. Is the authority one of direct evaluation (student in a class, senior colleague making promotion decisions on a junior colleague, etc.) or more indirect?

c. Is the authority relationship avoidable or not? In some cases a student can get out of the authority relationship by changing a section or dropping a course. That is a serious disruption. It is, however, even more serious if a student is locked into a particular dissertation advisor or a specific laboratory.

3. The subjective interpretation by the victim:

a. To what extent is the action reported to be personally upsetting? How intense is the reaction? What kind of psychological damage is reported? And so forth.

b. To what extent is academic performance affected? How severe is the impact and of what type? Does the respondent have difficulty working? Is there doubt about the value of the subject in general? And so forth.
4. Actual consequences in terms of behavior:

These range from ignoring the events or internalizing them; to major changes in one's academic career such as dropping a class, or a field of study, or a thesis topic; to actual withdrawal from academic life.

In reading the vignettes in Appendix A, one will see that many of the events fall into the kinds of patterns we would expect: events that seem severe on the face of it and that have severe subjective consequences for the victim and severe impacts on behavior. But there are also cases which appear less consistent. Some acts that appear less serious (a few verbal comments, for instance) are reported to have severe consequences while acts that would seem to be more serious (direct sexual pressures or physical assault) are ignored. Sometimes the subjective interpretation on the part of the victim seems out of phase with the objective behavior of the victim. A common pattern is anger and outrage at some event with no attempt to stop the behavior or avoid the person. Conversely, there are examples of individuals reporting serious academic disruption (changing a topic, dropping an advisor, etc.) while saying that the events described were quite trivial and did not bother the person at all. In the first set of cases, the victim recognizes a severe problem but internalizes the consequences. In the second set of cases, the victim does something but denies that anything actually happened.

There are numerous additional patterns awaiting the reader's interpretation. To repeat: the following data and Appendix A should both be consulted for full understanding.

We asked a large number of questions on this subject. We asked respondents if they had been exposed to various kinds of sexual harassment experiences, we asked about their reactions to the experiences, and we asked for descriptions of
the events. Respondents were asked whether during their time at Harvard they had ever been subjected to any of the following from a person in authority:

- a. Unwanted teasing, jokes, remarks, or questions of a sexual nature;
- b. Unwanted pressure for dates;
- c. Unwanted letters or phone calls of a sexual nature;
- d. Unwanted sexually suggestive looks or gestures;
- e. Unwanted deliberate touching, leaning over, cornering, or pinching;
- f. Unwanted pressure for sexual favors;
- g. Actual or attempted rape or sexual assault.

Figure 7 reports the incidence of these various types of harassment for female respondents. The data for male respondents are on Table 2 since the relatively small number of such experiences by males make the data easier to present in tabular rather than graphic form. Figure 7 shows that women at Harvard are exposed to a variety of harassment experiences with the frequency of such exposure varying both with the status of the woman and the nature of the act. Reports of teasing and jokes are quite widespread among women with about one-half of the non-tenured faculty, one-third of the graduate students, and one-quarter of the undergraduates reporting such experiences. (We are talking here about jokes and remarks which the respondent reports were directed at the person individually--not generalized comments.) Sexual looks and gestures also appear fairly frequently with about 1 in 5 non-tenured faculty and undergraduate women and 1 in 4 graduate student women so reporting. Physical contact such as touching or pinching is reported by between 12 and 16 percent of the groups and pressure for dates by 10 percent or slightly less. One striking section of the figure is the proportion that report pressure for sexual favors. Ten percent of non-tenured faculty women report such pressure (5 cases out of 53, with 3 of the 5 reporting it more than once). Six percent of the graduate student women and 3 percent of the undergraduate women report such pressure as well. In addition,
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Incidence of Various Types of Harassment by Persons in Authority

(Female respondents only)

% Reporting teasing, jokes

% Reporting sexual looks, gestures

% Reporting sexual calls, letters

% Reporting sexual pressure for sexual favors

% Reporting touching, pinching

% Reporting actual or attempted assault

% Reporting pressure for dates

Legend

n = 19 53 349 720
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Table 2

Incidence of Various Types of Harassment by Persons in Authority
(Male Respondents Only)

<table>
<thead>
<tr>
<th>Type of Harassment</th>
<th>Tenured Faculty</th>
<th>Non Tenured</th>
<th>Grad Student</th>
<th>Undergrad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teasing, jokes</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td>8</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>More than once</td>
<td>0</td>
<td>5</td>
<td>5</td>
<td>6</td>
</tr>
<tr>
<td>Once</td>
<td>0</td>
<td>3</td>
<td>4</td>
<td>3</td>
</tr>
<tr>
<td>Pressure for dates</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td></td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>More than once</td>
<td>[one case]</td>
<td>.5</td>
<td>[one case]</td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td>.5 case</td>
<td>1</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Sexual calls, letters</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>More than once</td>
<td>1</td>
<td>1</td>
<td>[one case]</td>
<td></td>
</tr>
<tr>
<td>Once</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td></td>
</tr>
<tr>
<td>Sexual looks, gestures</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3</td>
<td>1</td>
<td>5</td>
<td>7</td>
</tr>
<tr>
<td>More than once</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>Once</td>
<td>1</td>
<td>0</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Touching, pinching</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1.4</td>
<td>1.6</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>More than once</td>
<td>1</td>
<td>[one case]</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Once</td>
<td>.4 case</td>
<td>.6</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>Pressure for sexual favors</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>0</td>
<td></td>
<td>1</td>
<td>1.5</td>
</tr>
<tr>
<td>More than once</td>
<td>0</td>
<td>[one case]</td>
<td>.6</td>
<td>1</td>
</tr>
<tr>
<td>Once</td>
<td>0</td>
<td>.3 case</td>
<td>.5</td>
<td></td>
</tr>
<tr>
<td>Assault</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

n = 282 149 322 710
12 percent (two cases) of the tenured faculty women report such pressure once.

Table 2 shows parallel data for males. The main point to be noted on Table 2 is the relative absence of sexual harassment reports by males compared with females. However, there is a noticeable number of reports of teasing or suggestive looks directed toward male graduate students and undergraduates as well as some reports of teasing directed toward non-tenured faculty.

One way of summarizing the complex data in Figure 7 is to ask what proportion of each of the groups reports exposure to any of the wide range of types of incident covered on Figure 7. These data are reported on Figure 8. It shows the percent reporting some incident and divides that percent into those who report only verbal incidents (jokes or remarks) or gestures and looks and those who report other types of incident. They show, as we already know, that women are substantially more likely to report experiences than men. Such experiences are most frequent for non-tenured faculty women, followed by graduate student women, undergraduate women, and tenured faculty women in that order. The figures show that a large proportion of women at Harvard have been exposed to at least one form of the activities listed on Figure 7. Half of the non-tenured women faculty, 41 percent of the graduate student women, and one-third of undergraduates and tenured faculty report such exposure. Slightly over half of such exposures among graduate and undergraduate students, however, are limited to verbal incidents or looks and gestures, as are two-thirds of the incidents for non-tenured women.

The figures on Figure 8, though a useful summary, are much too gross because they include a wide range of experiences. We should look more closely at these experiences.

The Impact of Harassment: One way of approaching the question of the seriousness of an incident is simply to ask the respondent for the effect of the incident on the person. These reports are, of course, highly subjective and different individuals might respond to the same type of incident quite differently.
Figure 8

Percent Reporting at Least One of the Types of Incident as Shown on Figure 7

Legend:
- a: Limited to verbal incidents or looks and gestures
- b: Other incidents
- c: Male
- Female

<table>
<thead>
<tr>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>1</td>
<td>5</td>
<td>1</td>
<td>9</td>
<td>3</td>
<td>11</td>
<td>21</td>
</tr>
<tr>
<td>4</td>
<td>4</td>
<td>6</td>
<td>3</td>
<td>17</td>
<td>20</td>
<td>34</td>
<td>16</td>
</tr>
<tr>
<td>149</td>
<td>322</td>
<td>710</td>
<td>19</td>
<td>53</td>
<td>349</td>
<td>720</td>
<td></td>
</tr>
</tbody>
</table>

n= 282
However, this, as we pointed out earlier, is exactly what we are interested in. One important measure of the seriousness of sexual harassment is the extent to which individuals report that it has a negative impact. We asked respondents whether the experience was personally upsetting. The data in Figure 9 tell us of the extent to which women report being upset by one of the incidents they experienced.* The data show that a substantial proportion of women report that they have experienced personally upsetting sexual harassment. Thirty-eight percent of non-tenured faculty women, 35 percent of graduate student women, and 26 percent of undergraduate women report such a personally upsetting event from someone in authority. The proportions who say that the event was very personally upsetting are 10, 8, and 7 percent, respectively, across the three groups.

Harassment is substantially more likely to have a negative personal than academic impact. Fewer women report feeling the harassment event to be damaging to their academic or professional performance than report that it was personally upsetting. Nevertheless, some women report feeling that they suffered academic damage. For non-tenured, graduate, and undergraduate women, respectively, the figures are 17 percent, 20 percent, and 15 percent. The proportions of these groups that report the event to have caused "very much" interference are smaller.

The data on Table 3 present parallel information for males at Harvard. The result is clear and not unexpected: males are much less likely to have been bothered by sexual harassment while at Harvard. Almost none report any such problems.

*Note that these are percentages of the entire group, not percentages of those members of the group who report a harassment experience. Almost all of those women who have such an experience report it as personally upsetting and about a quarter report it as very much so. About half of those who report an experience say that it interfered with their professional or academic performance, and between 5 and 10 percent of those who say so report the interference to be severe. These comments apply to non-tenured faculty, graduate students, and undergraduate women. The few tenured faculty who report harassment incidents say that they did not interfere with their professional work.
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Figure 9

Percent Reporting a Harassment Incident by Someone in Authority that Was Personally or Professionally Upsetting

(Female respondents)

% Reporting Personal Upset

<table>
<thead>
<tr>
<th></th>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>11</td>
<td>28</td>
<td>35</td>
<td>26</td>
<td></td>
</tr>
</tbody>
</table>

% Reporting Interference with Academic or Professional Performance

<table>
<thead>
<tr>
<th></th>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>15</td>
<td>17</td>
<td>14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 3

Percent Reporting a Harassment Incident by Someone in Authority that was Personally or Professionally Upsetting

(Male Respondents)

<table>
<thead>
<tr>
<th>% Reporting</th>
<th>Very much</th>
<th>Some</th>
<th>1</th>
<th>.3</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Upset</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tenured Faculty</td>
<td>-</td>
<td>.3 (1 case)</td>
<td>2 (4 cases)</td>
<td>2</td>
</tr>
<tr>
<td>Non Tenured Student</td>
<td>-</td>
<td>.3 (1 case)</td>
<td>2 (4 cases)</td>
<td>2</td>
</tr>
<tr>
<td>Grad Student</td>
<td>1</td>
<td>.3 (1 case)</td>
<td>2 (4 cases)</td>
<td>2</td>
</tr>
<tr>
<td>Undergrad</td>
<td>.3</td>
<td>.3 (1 case)</td>
<td>2 (4 cases)</td>
<td>2</td>
</tr>
</tbody>
</table>

% Reporting

<table>
<thead>
<tr>
<th>Interference</th>
<th>Very much</th>
<th>Some</th>
<th>1</th>
<th>.3</th>
</tr>
</thead>
<tbody>
<tr>
<td>with Academic Performance</td>
<td>Very much</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td></td>
<td>Some</td>
<td>.6 (1 case)</td>
<td>2 (5 cases)</td>
<td>2</td>
</tr>
</tbody>
</table>

n = 282 149 322 710
As we have shown, the types of actions to which individuals are exposed are quite varied, from verbal comments, to looks and gestures, to physical contact. It is clear, however, that all forms of harassment can be upsetting to the individual personally and academically. Table 4 shows the proportions of those who report various forms of harassment who say that such harassment was personally or academically upsetting. (The percentages are for women students only, there not being enough cases in each category for other status groups. The percentages are of those who report a particular kind of harassment, not of the entire group.) As one can see, physical contact or pressure for sexual favors is generally more upsetting than verbal comments or looks and gestures. But the interesting point is that those respondents who report exposure only to verbal comments or to gestures report a good deal of personal stress as well as fairly frequent interference with their academic performance.

Comments made by male and female respondents in Appendix A are relevant here. Some male respondents argue that women are oversensitive, that one can no longer speak in a free and relaxed manner. Joking and personal comments, they argue, are a normal part of human relations. Women take a different view. They are often deeply disturbed. Junior faculty and graduate students—who are particularly likely to be exposed to and bothered by such remarks and jokes—say that such comments are demeaning and undercut their sense of professionalism. They make full participation in the intellectual enterprise difficult. Undergraduate women report a similar sense of exclusion from full academic participation. Women also comment on the assertion of power over them that is implied by these jokes and remarks. Since they are in a subordinate position (student to teacher, junior to senior colleague), they rarely express their own negative feelings about these comments. This, of course, has two consequences: it reinforces a feeling of powerlessness and prevents the person making the
offensive comments from finding out that they are offensive.\textsuperscript{*}

One of the functions of our survey, we hope, is to bring such contrary perceptions into the open. Even those who believe that such comments are harmless and that women "should have a better sense of humor" would want to avoid comments that are painful or offensive to their colleagues or students.

What kind of interference with academic or professional performance did these incidents of sexual harassment create? If respondents said that there was such interference, we asked them to describe it. Table 5 reports the answers that we received. The data are the percentages of those who report such an incident who give particular answers. (Where there was more than one incident, our respondents were asked to tell about the one that was most severe.) As we can see, for many of those exposed to such incidents, the consequences were not very severe. Among the non-tenured, graduate student, and undergraduate women, between one-third and one-quarter say that they were annoyed but the incident was not really important, and a small number report no impact. However, a substantial number report serious anger or emotional stress. And one-quarter of the graduate students and one-third of the undergraduates exposed to such incidents report that their ability to work and their academic performance were hurt. Of particular importance is the fact that 15 percent of the graduate student women and 12 percent of the undergraduate women who report such an incident say that they thereafter avoided a particular faculty member or changed a class, etc. This means that about 3 percent of the graduate student women at Harvard and 2 percent of undergraduate women report they changed their academic program or academic behavior in some way in response to sexual harassment.

\textsuperscript{*}This is not to say that there are not instances that could be considered overreaction. Some examples in Appendix A can be read that way. The fact that individuals so react is, however, important information.
### Table 4

**Type of Harassment and Reactions**

(Female respondents only)

<table>
<thead>
<tr>
<th>Type of Harassment</th>
<th>Personally Upsetting</th>
<th>Academic Interference</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Some upset</td>
<td>Very much</td>
</tr>
<tr>
<td>Exposed only to verbal harassment (jokes, remarks, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women graduate students</td>
<td>80</td>
<td>14</td>
</tr>
<tr>
<td>Women undergraduates</td>
<td>81</td>
<td>10</td>
</tr>
<tr>
<td>Exposed to looks or gestures</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women graduate students</td>
<td>83</td>
<td>11</td>
</tr>
<tr>
<td>Women undergraduates</td>
<td>64</td>
<td>27</td>
</tr>
<tr>
<td>Exposed to physical contact (touching, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women graduate students</td>
<td>64</td>
<td>30</td>
</tr>
<tr>
<td>Women undergraduates</td>
<td>61</td>
<td>31</td>
</tr>
<tr>
<td>Exposed to pressure for sexual favors</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Women graduate students</td>
<td>60</td>
<td>40</td>
</tr>
<tr>
<td>Women undergraduates</td>
<td>50</td>
<td>50</td>
</tr>
</tbody>
</table>
Table 5

Reported Impact of Harassment Incident among Those Who Report an Incident

(Female respondents)

<table>
<thead>
<tr>
<th>Impact Description</th>
<th>Tenured Faculty</th>
<th>Non-Tenured Faculty</th>
<th>Grad Student</th>
<th>Undergrad</th>
</tr>
</thead>
<tbody>
<tr>
<td>No impact, none mentioned</td>
<td>1 case</td>
<td>9</td>
<td>8</td>
<td>6</td>
</tr>
<tr>
<td>Annoyance, but not a big deal</td>
<td>2 cases</td>
<td>33</td>
<td>26</td>
<td>29</td>
</tr>
<tr>
<td>Angry, upset, emotional trauma, self-esteem hurt, etc.</td>
<td>52</td>
<td>24</td>
<td>20</td>
<td></td>
</tr>
<tr>
<td>Ability to work, grades, performance hurt</td>
<td>5</td>
<td>25</td>
<td>31</td>
<td></td>
</tr>
<tr>
<td>Avoided class, person, changed field, etc.</td>
<td>15</td>
<td>12</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Number of cases who report incident | 3 | 21 | 130 | 207 |
Types of incident:

An incident of harassment is a complex event. It may consist of many types of acts on the part of a harasser as well as many types of response on the part of the victim. It may be interpreted in a variety of ways by the victim, leading to various actions. As pointed out above, an act of harassment is more severe the more it is continuous, the more it is difficult for the victim to make it stop, the greater the authority of the harasser over the victim, the greater the threat of reprisal, and the worse the effect it has on the individual's emotional or professional performance. Since we asked a variety of questions about harassment incidents and also asked respondents to describe the incident, we tried to develop a more general categorization of the types of harassment to which respondents were exposed. We categorized harassment events into a number of categories, from the relatively minor incident to very serious ones, using all the information we had. The description of these categories is as follows:

1. Least serious: comments or looks or gestures, not frequent. Behavior not intimidating, no consequences mentioned. Behavior stops when so requested or when it is ignored. Individual not confronted.

2. Slightly upsetting incident: more frequent comments or looks and/or pressure for dates. The subject is uncomfortable and may avoid individual, but reports no serious consequences for so doing. Behavior either stops when requested or no need is felt to confront the individual. No serious consequences mentioned.

3. Upsetting incident: Similar to category 2 but more troubling and/or persistent. Incident reported as bothersome, troubling, but not traumatic.

4. Serious incident: Repeated remarks and looks or gestures, and/or pressure for dates or touching and other physical contact. Subject worries about reprisals, avoids individual at some cost, such as missing class or forgoing
needed help or advice. Incident(s) more traumatic because subject cannot avoid harasser (esp. resident tutor, proctor). Behavior repeated; does not stop at request. Behavior disturbing.

5. Very serious incident: In addition to characteristics of category 4, reprisals threatened or used. High level of personal or academic upset.

6. Ambiguous events: Subject downplays event but indicates serious consequences.

The responses of our respondents were coded into these categories. Not every incident contained all the characteristics listed above. They were put into the best fitting category on the basis of the overall description of the incident by the respondent, including the respondent's reported reaction. (Appendix A contains the verbatim comments by respondents who fall in these categories so that the reader can judge whether the categories are appropriate.)

Table 6 contains the percentage of female respondents in the various status groups who experienced an incident that falls in the category. The percentages on Table 6 are percentages of the entire sample, not merely of those who were exposed to a sexual harassment incident. They indicate the exposure to incidents of varying severity for all women rather than for women who have experienced some harassment. The categorization is based in part on the answers to closed (fixed category) questions such as those for which we have been reporting data above, but even more so on the often extensive descriptions given by respondents of the particular events. The majority of events are in the categories at the low end of the scale: "least serious" and the two categories of "upsetting incidents."

However, the data also show that serious or very serious acts of sexual harassment exist in significant numbers. Eight percent of the non-tenured women, 13 percent of the graduate student women, and 13 percent of undergraduate women report some serious event, with the numbers who fall in the "very serious"
category being 2 percent, 4 percent, and 5 percent, respectively.

The extensiveness of exposure to sexual harassment among women at Harvard can be seen even more clearly if we take into account the length of time an individual has been at Harvard. As one would expect, the longer a woman has been at Harvard, the greater is the likelihood of such exposure. Table 7 presents these data for undergraduate women. It shows the proportion in each class that reports exposure to some harassment event as well as the proportion that reports exposure to a serious or very serious incident (as defined above). The figures are striking. By the time a woman undergraduate reaches her senior year, she has had about a one-in-two chance of having experienced one of the wide range of types of incident and a one-in-five chance of experiencing a serious or very serious incident.*

Who are the Harassers? It is interesting to note who the harassers are. Among women who report harassment, the harassers are overwhelmingly males, though a few cases of female harassment appear. It is interesting, furthermore, that males are also likely to be the harassers of males. Among the small number of male students who report being harassed (13 graduate students and 45 undergraduates), undergraduates report their harassers to be equally divided between males and females and two-thirds of the graduate students report being harassed by a male.

For graduate student women, 80 percent of the harassment comes from within their department, for undergraduate women only 35 percent. And for non-tenured women 62 percent report the harasser to be in the same department.

*Unfortunately, due to a misphrased question, we do not have a parallel measure of length of time at Harvard for graduate students. We would expect a similar increase over time. The descriptions of incidents by graduate student women in Appendix A suggest that harassment is more frequent during the dissertation or advanced research stages of the graduate career.
Sexual harassment survey report--43

Table 6

Overall Character of Harassment
(Female respondents only)

<table>
<thead>
<tr>
<th>Character</th>
<th>Tenured Faculty</th>
<th>Non-Tenured</th>
<th>Graduate Student</th>
<th>Undergraduate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Least serious</td>
<td>1 case</td>
<td>2%</td>
<td>2%</td>
<td>2%</td>
</tr>
<tr>
<td>2. Slightly upsetting</td>
<td>2 cases</td>
<td>11</td>
<td>12</td>
<td>10</td>
</tr>
<tr>
<td>3. Upsetting incident</td>
<td></td>
<td>13</td>
<td>8</td>
<td>3</td>
</tr>
<tr>
<td>4. Serious incident</td>
<td></td>
<td>6</td>
<td>9</td>
<td>8</td>
</tr>
<tr>
<td>5. Very serious</td>
<td>2</td>
<td>4</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>6. Ambiguous</td>
<td>0.6</td>
<td>0.4</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Uncodable, unknown, misc.</td>
<td>15</td>
<td>6</td>
<td>6</td>
<td></td>
</tr>
</tbody>
</table>

Percent reporting harassment

- Tenured Faculty: 49%
- Non-Tenured: 41%
- Graduate Student: 34%

n = 15  53  349  720
Table 7
Percent Reporting Some Incident Initiated by Authority Figure
(by year in College; female undergraduates)

<table>
<thead>
<tr>
<th></th>
<th>Freshman</th>
<th>Sophomore</th>
<th>Junior</th>
<th>Senior</th>
</tr>
</thead>
<tbody>
<tr>
<td>% Reporting some harassment</td>
<td>16</td>
<td>33</td>
<td>42</td>
<td>48</td>
</tr>
<tr>
<td>% Reporting a serious or very serious incident</td>
<td>4</td>
<td>13</td>
<td>16</td>
<td>20</td>
</tr>
<tr>
<td>n</td>
<td>190</td>
<td>185</td>
<td>191</td>
<td>153</td>
</tr>
</tbody>
</table>
Lastly, Table 8 shows us that graduate student women are most likely to be harassed by faculty members, while harassment of undergraduate women is much more likely to come from teaching fellows or tutors. The position of the teaching fellow deserves special notice. There are many comments in Appendices A and B by both undergraduate women and TF's on the relationship between TF's and students. TF's are closer in age to undergraduates. They are more likely to find themselves in an ambiguous position. As Figures 4 and 5 showed, there is more approval of romantic relationships between TF's and students than of such relationships between faculty members and students. Where there is no direct authority involved, few consider TF-student involvement to be inappropriate. Yet the bulk of harassment of undergraduate women comes from TF's. This is clearly one of the many areas in which inconsistent expectations by the parties involved may have very negative consequences.

Dealing with Harassment

Most studies of sexual harassment indicate that few incidents are actually reported and that the most usual response on the part of a victim of harassment is to internalize the problem—to try to ignore the attention, to avoid the person, and so forth. Our data strongly confirm that this is the pattern for harassment at Harvard. Respondents were asked what they did about incidents of harassment. Figure 10 reports the answers for those who were subject to some harassment incident. (The data are for non-tenured, graduate student, and undergraduate women for whom there are sufficient cases of harassment for analysis). As one can see, most respondents try to ignore the attention and many try to avoid the person. In comparison, relatively few respondents confront the harasser. Here we find a very sharp distinction between non-tenured faculty women and students. About as many non-tenured women attempt to confront the harasser as avoid the person. Among students, avoidance is much more frequent
Sexual harassment survey report--46

Table 8

Who Harasses Students

<table>
<thead>
<tr>
<th></th>
<th>Female Graduate Students</th>
<th>Female Undergraduates</th>
</tr>
</thead>
<tbody>
<tr>
<td>Teaching Fellow, Tutor,</td>
<td>11</td>
<td>58</td>
</tr>
<tr>
<td>Resident Tutor, Proctor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty member</td>
<td>77</td>
<td>27</td>
</tr>
<tr>
<td>Other (work supervisor,</td>
<td>12</td>
<td>15</td>
</tr>
<tr>
<td>coach, etc.)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

\[ n = 82* \quad 132* \]

*Not all respondents identified status of harasser
Sexual harassment survey report-- 47

Figure 10

Dealing with Harassment:
What Do Those Who Report Harassment Do about It?

(Female Respondents Only)

<table>
<thead>
<tr>
<th></th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ignore attention</td>
<td>81</td>
<td>70</td>
<td>73</td>
</tr>
<tr>
<td>Avoid person</td>
<td>24</td>
<td>42</td>
<td>56</td>
</tr>
<tr>
<td>Confront person</td>
<td>19</td>
<td>19</td>
<td>12</td>
</tr>
<tr>
<td>Talk to University official (tutor, fac. member, dean)</td>
<td>15</td>
<td>14</td>
<td>9</td>
</tr>
</tbody>
</table>

n = 21 135 209
Sexual harassment survey report--48

than confrontation—twice as likely among graduate students and almost five times as likely among undergraduates. The difference probably reflects status differences as well as the ease with which someone can be avoided. Undergraduates are least likely to be "locked into" situations, graduate students more so, junior faculty even more so.

We also asked respondents whether they brought the problem to some University official. We asked whether they talked informally to a University official such as a tutor, senior tutor, faculty member, or dean, as well as whether they brought a formal complaint. The data show that, of those who experienced an incident, about 15 percent of the non-tenured faculty and graduate students talked to some University official and one out of 10 undergraduate women did so.* The data also show an almost complete absence of formal complaints. The important point about Figure 10 is the extent to which the bulk of harassment events go unreported either formally or informally through any official University channel.

We can see this more clearly if we look at acts that vary in severity. Some events may not be worth reporting. Table 9 shows the frequency of informal or formal complaints by the seriousness of the event (as defined by the respondent or in our categorization). As one can see, serious events are more likely to lead to some contact and complaint, but the bulk of even serious events go unreported. Note that only one-third of the "very serious" incidents were followed by informal discussion with a University authority (administrator or faculty) and only 6 percent led to a formal complaint. Table 9 shows the proportion reporting an act of harassment for all of those exposed to such acts. If we look at some of the groups most exposed to harassment we can see how unlikely it is that an act is reported. Consider the following: of 65 graduate

*Graduate students tend to discuss such matters, if at all, with faculty members or, in a few cases, with a department chairman. Undergraduates are more likely to talk to a tutor or senior tutor.
Table 9

Seriousness of the Problem and Likelihood of Contacting an Official

<table>
<thead>
<tr>
<th></th>
<th>Percent Contacting an Official</th>
<th>Number of Cases</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Informally</td>
<td>Formally</td>
</tr>
<tr>
<td>Negative impact on academic work</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Not at all</td>
<td>6</td>
<td>1</td>
</tr>
<tr>
<td>2.</td>
<td>6</td>
<td>0</td>
</tr>
<tr>
<td>3.</td>
<td>17</td>
<td>1</td>
</tr>
<tr>
<td>4. Very much</td>
<td>48</td>
<td>8</td>
</tr>
<tr>
<td>Seriousness of incident</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Least serious</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2. Slightly upsetting</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>3. Upsetting incident</td>
<td>13</td>
<td>0</td>
</tr>
<tr>
<td>4. Serious</td>
<td>11</td>
<td>1</td>
</tr>
<tr>
<td>5. Very serious</td>
<td>34</td>
<td>6</td>
</tr>
</tbody>
</table>
Sexual harassment survey report—50

student women who report experiencing an event which we categorized as serious or very serious, 10 discussed the matter informally with some University official or faculty member. None lodged a formal complaint. Of the 95 undergraduate women who report a serious or very serious incident, 16 discussed it informally. Only four lodged a formal complaint. The data make clear that the number of events brought to the attention of University officials or faculty members represents a small fraction of the events that take place.

Our data also help understand why so few events are brought forward. Respondents give a large number of reasons for not making a formal complaint. Respondents were given a checklist of possible reasons and Table 10 reports the percentage who chose each of them. (They could choose more than one.) It also reports the percent who said, in response to another question, that they feared reprisals. As one can see, the reasons are many and varied. The reasons checked suggest that some respondents did not bring a complaint because they did not think the problem important enough, or did not want to make the effort, were uncertain whether the event constituted harassment, or were not sure anything could be done about it. The data make clear, however, that a large proportion of the respondents felt in one way or another inhibited from making a complaint. Indeed, the severity of the felt inhibition is very striking. Note in particular that about half of the women graduate and undergraduate students who experienced harassment did not lodge a complaint because they report they feared reprisals and 40 percent of the non-tenured faculty who were harassment targets fall in this category. (Of this set of graduate students who reported fear of reprisals, 68 percent reported a fear of damage to their grades: the parallel figure for undergraduates was 60 percent.) Note also that about a third of the harassment targets felt it would be held against them and that one in five believed the University would
Sexual harassment survey report--51

Table 10

Reasons for Not Making a Formal Complaint
(Female respondents)

<table>
<thead>
<tr>
<th>Percent checking the following:</th>
<th>Non-tenured Faculty</th>
<th>Graduate Student</th>
<th>Undergrad</th>
</tr>
</thead>
<tbody>
<tr>
<td>Did not want to report it</td>
<td>29</td>
<td>32</td>
<td>43</td>
</tr>
<tr>
<td>Felt informal channels adequate</td>
<td>19</td>
<td>21</td>
<td>15</td>
</tr>
<tr>
<td>Did not know if it was harassment</td>
<td>10</td>
<td>26</td>
<td>47</td>
</tr>
<tr>
<td>Did not know where to go</td>
<td>14</td>
<td>11</td>
<td>22</td>
</tr>
<tr>
<td>Afraid University unreceptive</td>
<td>19</td>
<td>20</td>
<td>18</td>
</tr>
<tr>
<td>Thought nothing could be done</td>
<td>29</td>
<td>38</td>
<td>31</td>
</tr>
<tr>
<td>Did not want to hurt person</td>
<td>14</td>
<td>21</td>
<td>31</td>
</tr>
<tr>
<td>Afraid it would be held against me</td>
<td>29</td>
<td>34</td>
<td>21</td>
</tr>
<tr>
<td>Embarrassed</td>
<td>19</td>
<td>16</td>
<td>21</td>
</tr>
<tr>
<td>Thought it would make things worse</td>
<td>33</td>
<td>34</td>
<td>33</td>
</tr>
<tr>
<td>Too much effort</td>
<td>24</td>
<td>11</td>
<td>19</td>
</tr>
</tbody>
</table>

Percent reporting a fear of reprisal          | 40                  | 48               | 54        |

Number of cases: 21, 133, 206
be unreceptive. The data clearly show that the absence of complaints does not mean the absence of severe problems. Indeed, it is among those who experience the most serious harassment that one finds the greatest felt pressure not to report the event. Of the fifteen graduate student women who experienced a very serious harassment incident, fourteen report a fear of reprisal. And of the 32 undergraduate women who experienced a very serious incident, nineteen (59 percent) report fear of reprisal. Furthermore, about half of the graduate and undergraduate women who experienced very serious harassment also report that they did not file a complaint because they did not believe the university would take it seriously.

**Sexual Harassment by Peers.**

The concern of the survey was with the use of the University authority or position to gain sexual favors. We decided, however, to take advantage of our study to investigate another serious problem, the extent to which there was harassment by one's individual peers at Harvard—faculty to faculty on the same level, student to student. We asked about the same range of types of incident that we covered in connection with harassment by a person in authority—from remarks to much more serious events. The data on exposure to at least one of this wide range of incidents are on Figure 11. We show the percent who report any type of incident and divide those who so report into those who, on the one hand, report only exposure to jokes and remarks, gestures or looks, or unwanted pressure for dates, and those who, on the other hand, report more serious incidents.* Peer harassment of one sort or another is widespread, particularly among undergraduates. The data indicate that women are more likely to be subjected to sexual harassment from peers than are males, just as they are more likely to be subjected to harassment by individuals in authority.

*We put unwanted pressure for dates in the less serious category here where we are dealing with peers. We put it in the more serious category on Figure 8 when we were dealing with incidents initiated by someone in authority.
Figure 11
Percent Reporting at Least One of the Types of Peer Incident Shown on Figure 12

Legend:
- a: Incident limited to verbal acts, gestures or looks, or pressure for dates
- b: Other incidents
- c: Male
- d: Female

<table>
<thead>
<tr>
<th></th>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>7</td>
<td>4</td>
<td>9</td>
<td>14</td>
<td>36</td>
</tr>
<tr>
<td>Female</td>
<td>13</td>
<td>19</td>
<td>26</td>
<td>19</td>
<td>67</td>
</tr>
<tr>
<td>Total</td>
<td>20</td>
<td>23</td>
<td>35</td>
<td>33</td>
<td>98</td>
</tr>
</tbody>
</table>
Undergraduate women are particularly likely to report some harassment incident, either minor or more serious—almost three-fourths so report.* And such reports are frequent in the other female groups as well.

The types of harassment are listed on Figure 12 for females and on Table 11 for males. The most common form of harassment is verbal: jokes, etc. Women faculty members report, in addition to teasing and jokes, a scattering of other forms of unwanted attention. About half of the undergraduate women report unwanted pressure for dates, unwanted sexual looks or gestures, and unwanted touching. And about one-quarter report unwanted pressure for sexual favors.

Table 12 reports the extent to which peer harassment is a serious burden for individuals at Harvard. As the data on Table 12 show, peer harassment is more likely to have a negative impact on women than on men. Indeed, a third of graduate student women and 60 percent of undergraduate women report some personally upsetting peer harassment, though the proportion that reports the harassment to have been very upsetting is substantially smaller. We are particularly interested in the extent to which it can be an academic burden, interfering with academic or professional performance. Almost no males and almost no female faculty members report that peer harassment interfered with their academic or professional performance. On the other hand, a noticeable number of students so report—18 percent of graduate student women report such a problem, as do 23 percent of undergraduate women. In each of the categories, 3 percent report that peer harassment interfered "very much" with their academic or professional performance.

In order to get a more general view of the nature and impact of peer harassment on members of the Harvard community, we coded the incidents of such harassment in the same manner we had done for harassment by authorities—looking at the complete set of answers that describe the event as well as the descriptions.

*The majority of these incidents fall in the more serious—non-verbal—category. As one can see from Figure 12, the bulk of these incidents involve unwanted touching, etc.
Incidence of Various Types of Harassment by Peers
(Female respondents only)

- Reporting teasing, jokes
- Reporting sexual looks, gestures
- Reporting sexual calls, letters
- Reporting touching, pinching
- Reporting actual or attempted assault
- Reporting pressure for dates

Legend:
- a: Once
- b: More than once
- c: Total

<table>
<thead>
<tr>
<th></th>
<th>Ten Fac</th>
<th>Non-ten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>Humorous</td>
<td>31</td>
<td>19</td>
<td>25</td>
<td>12</td>
</tr>
<tr>
<td>Humorous</td>
<td>12</td>
<td>4</td>
<td>8</td>
<td>9</td>
</tr>
<tr>
<td>Sexually</td>
<td>13</td>
<td>6</td>
<td>16</td>
<td>22</td>
</tr>
<tr>
<td>Sexually</td>
<td>6</td>
<td>6</td>
<td>8</td>
<td>8</td>
</tr>
<tr>
<td>Sexual</td>
<td>12</td>
<td>6</td>
<td>12</td>
<td>19</td>
</tr>
<tr>
<td>Sexual</td>
<td>7</td>
<td>6</td>
<td>12</td>
<td>19</td>
</tr>
<tr>
<td>Sexual</td>
<td>12</td>
<td>12</td>
<td>18</td>
<td>32</td>
</tr>
<tr>
<td>Sexual</td>
<td>12</td>
<td>12</td>
<td>13</td>
<td>15</td>
</tr>
<tr>
<td>Sexual</td>
<td>7</td>
<td>2</td>
<td>4</td>
<td>7</td>
</tr>
<tr>
<td>Sexual</td>
<td>2</td>
<td>4</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>Sexual</td>
<td>7</td>
<td>16</td>
<td>37</td>
<td>37</td>
</tr>
<tr>
<td>Sexual</td>
<td>2</td>
<td>2</td>
<td>7</td>
<td>14</td>
</tr>
<tr>
<td>Psychological</td>
<td>2</td>
<td>1</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>Psychological</td>
<td>3</td>
<td>2</td>
<td>1.7</td>
<td>3.2</td>
</tr>
</tbody>
</table>

n = 16 52 341 701
Incidence of Harassment by Peers

(Male respondents)

<table>
<thead>
<tr>
<th></th>
<th>Teasing</th>
<th>Pressure to date</th>
<th>Letters</th>
<th>Looks</th>
<th>Touch</th>
<th>Sexual Favors</th>
<th>Assault</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Tenured faculty</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>5</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>2</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>More than once</td>
<td>3</td>
<td>0</td>
<td>1</td>
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<td>1</td>
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</tr>
<tr>
<td>Once</td>
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<td>1</td>
<td>1</td>
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</tr>
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</tr>
<tr>
<td><strong>Non-tenured</strong></td>
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<td>3</td>
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<tr>
<td>More than once</td>
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<td>0</td>
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<td>1</td>
<td>2</td>
<td>2</td>
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<tr>
<td><strong>Grad student</strong></td>
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<td>2</td>
<td>7</td>
<td>3</td>
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<tr>
<td>More than once</td>
<td>7</td>
<td>2</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>0</td>
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<td>2</td>
<td>2</td>
<td>1</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>0</td>
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</tr>
<tr>
<td><strong>Undergrad</strong></td>
<td></td>
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<td></td>
</tr>
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<td>6</td>
<td>13</td>
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<tr>
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<td>5</td>
<td>6</td>
<td>5</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td>1</td>
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<td></td>
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<td></td>
<td></td>
</tr>
</tbody>
</table>
Sexual harassment survey report—57

given by respondents of the event and its consequences. The categories of events are as follows:

1. Not upsetting: comments or looks once or a few times, stops when requested or is ignored. Not considered important.

2. Mildly upsetting: same as above, but subject reports being bothered and actions repeated more frequently.

3. Upsetting: similar to 2 but more upset reported.

4. Very upsetting: repeated comments and/or gestures, looks, and/or pressure for dates, and/or physical contact. Behavior persists despite subject's attempts to let individual know attention unwanted. Victim upset, but does not directly try to stop it. Individual may be difficult to avoid. No element of intimidation.

5. Serious incident: range of actions, including pressure for sexual favors and physical contact. Subject cites serious consequences. Element of intimidation present. May include persistent verbal harassment. Can be one traumatic incident.

6. Very serious incident: similar to 5 but a good deal of intimidation or fear. Physical assaults fall here as well as severe pressure for sexual favors. Negative impact on academic performance and personal life.

7. Uncodable, miscellaneous.

Table 13 reports the percentage of all members of the various groups who report events that fall in these categories. One can see that among males there are some instances of peer harassment but most fall in the category of minor or mild incidents. One finds, on the other hand, a not inconsiderable number of women graduate and undergraduate students reporting peer harassment events that fall in the more upsetting or serious categories. Most fall in the categories of upsetting incidents where the individual is exposed to persistent
Table 12

Impact of Peer Harassment

Percent Reporting Personal or Professional Upset

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th></th>
<th>Female</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TF</td>
<td>NT</td>
<td>Grad</td>
<td>Under</td>
</tr>
<tr>
<td>Personally upsetting</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>3</td>
<td>4</td>
<td>6</td>
<td>19</td>
</tr>
<tr>
<td>Very</td>
<td>-</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>Somewhat</td>
<td>3</td>
<td>4</td>
<td>5</td>
<td>17</td>
</tr>
<tr>
<td>(n = )</td>
<td>282</td>
<td>149</td>
<td>322</td>
<td>710</td>
</tr>
<tr>
<td>Academic interference</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>6</td>
<td>2</td>
<td>13</td>
</tr>
<tr>
<td>Very much</td>
<td>0</td>
<td>1</td>
<td>.6</td>
<td>1</td>
</tr>
<tr>
<td>Some</td>
<td>1</td>
<td>5</td>
<td>[1 case]</td>
<td>[3 cases]</td>
</tr>
<tr>
<td>(n = )</td>
<td>282</td>
<td>149</td>
<td>322</td>
<td>710</td>
</tr>
</tbody>
</table>
and annoying behavior. Eight percent of undergraduate women fall in the serious categories where some intimidation is involved and 2 percent fall in the very serious category in which there is intimidation as well as severe negative consequences. And the likelihood of such experiences is greater the longer a student is at Harvard. By the senior year, 39 percent of undergraduate women report experiencing an incident of peer harassment in the "very upsetting," "serious," or "very serious" categories. The data make clear that peer harassment—particularly among undergraduate students—is widespread at Harvard and has a negative effect on the University atmosphere.
Table 13

Overall Character of Peer Harassment among Those Who Report an Incident

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Tenured Faculty</td>
<td>Non-tenured</td>
</tr>
<tr>
<td>1. Minor incident</td>
<td>2 [3 cases]</td>
<td>3</td>
</tr>
<tr>
<td>2. Mild incident</td>
<td>3 [2 cases]</td>
<td>5</td>
</tr>
<tr>
<td>3. Moderate incident</td>
<td>.3 [1 case]</td>
<td>.3</td>
</tr>
<tr>
<td>4. Moderately severe</td>
<td>.3 [1 case]</td>
<td>1</td>
</tr>
<tr>
<td>5. Serious</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>6. Very serious</td>
<td>.1</td>
<td>1</td>
</tr>
<tr>
<td>7. Uncodable, misc.</td>
<td>[1 case]</td>
<td>1</td>
</tr>
</tbody>
</table>

n = 282 149 322 710 19 53 349 720
The "Chilling" Effect of Concern over Harassment

Our survey focussed largely on harassment of subordinates by those in authority. As one can see from a number of comments--largely by male faculty in Appendix B--there is another side to the problem. A number of male faculty members report harassment by subordinates: that is, the use of sexuality on the part of students to gain academic advancement. It is unfortunate that we did not include more explicit questions on this subject in our survey so that we could estimate more precisely the extent of such behavior. It is clear that much behavior exists and that it represents an inappropriate mode of academic behavior.

A number of respondents also point to the danger of false accusations of sexual harassment. If sexual harassment is damaging to the victim so is a false charge of harassment. We tried to find out the extent of such charges. Table 14 reports the percentage that responded positively to two questions: was the respondent ever so accused and was the accusation fair? The data show that such accusations are relatively rare but by no means nonexistent. They are most frequently found directed to male undergraduates: one in twenty reports such an accusation. It should be clear that these data probably do not refer to formal charges of sexual harassment but to informal complaints, initiated by the person who felt harassed. In most but not all of the cases, the respondents felt the charges were unfair.

The concern has also been expressed that too much sensitivity to the possibility of sexual harassment could have a "chilling effect" on legitimate relationships between students and faculty or between coworkers. A number of the comments in Appendix B express this concern. We asked both students and teachers whether they "ever feared that legitimate academic or personal interest might be misconstrued as sexual interest?" Figure 13 shows that such concerns exist. Twenty-one percent of tenured male faculty and about 30 percent of the non-tenured males and graduate student teachers report such concerns.*

*On Figure 12, the responses of male graduate students are in terms of their role as teachers while the responses of female graduate students are in terms of their role as students. In each case that is where the greater amount of concern is expressed. Very few male graduate students report such concern in their role as students. The number of female graduate students who report such concerns in terms of their role as teachers is almost identical to the frequency of such reports among non-tenured female faculty.
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Table 14
Accusations of Sexual Harassment

Percent Who Report Having Been Accused of Sexual Harassment

<table>
<thead>
<tr>
<th></th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>TF</td>
<td>NT</td>
</tr>
<tr>
<td>Accused</td>
<td>3</td>
<td>2</td>
</tr>
<tr>
<td>Accusation unfair</td>
<td>2</td>
<td>2</td>
</tr>
</tbody>
</table>
% who have ever feared legitimate academic or personal interest would be considered sexual interest

Figure 13
The "Chilling Effect" of Concern about Sexual Harassment

Legend

- a: Once
- b: More than once
- c: Total

<table>
<thead>
<tr>
<th>Gender</th>
<th>Ten Fac</th>
<th>Nonten Fac</th>
<th>Grad</th>
<th>Und</th>
<th>Ten Fac</th>
<th>Nonten Fac</th>
<th>Grad</th>
<th>Und</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>8/13/21</td>
<td>17/17/30</td>
<td>14/15/31</td>
<td>10/11/22</td>
<td>11/16/37</td>
<td>16/349/720</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Female</td>
<td>13/8/21</td>
<td>17/14/30</td>
<td>17/15/31</td>
<td>10/11/22</td>
<td>16/349/720</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

n= 282 149 322 710 19 53 349 720
It is interesting to note that non-tenured female faculty report approximately as much concern about this "chilling effect" as do male tenured faculty. It is also quite telling that such concerns are expressed more by male than by female faculty and more by female than male students. The "chill", this indicates, leads to the withdrawal of male faculty concern—or at least caution—in their dealing with female students. The irony is worth noting: females are the victims of sexual harassment. They may also be the victims of a reaction of faculty members that withdraw legitimate attention from them.

University Policies to deal with Sexual Harassment

Lastly, we asked in our questionnaire about Harvard policies to deal with sexual harassment. We presented the respondents with a list of policies and asked both whether they believed Harvard had such a policy and, second, whether they thought such a policy would be useful. Table 15 lists the policies about which we asked and shows the percentages who believe Harvard has such a policy as well as the percentages who believe Harvard should have such a policy. Since we asked about a large number of policies and have a large number of respondent groups, the table contains more data than one can easily absorb. A few points are worth mentioning. For a number of policies, there is clearly widespread—almost unanimous—support across all groups at the University. These include a general policy to prohibit sexual harassment, effective procedures for dealing with complaints, swift and thorough investigations, penalties for those who sexually bother others, maintenance of records of formal complaints, well publicized policies, and publicized channels.

On some subjects, there is somewhat more diversity of opinion. There are mixed views on keeping records of informal complaints, with women somewhat more in favor of this than men; and there are similar differences in terms of keeping complaints that have been found to have merit in a person's permanent file. There is also some diversity of opinion as to whether the penalties to those who
Table 15

Policies to Deal with Sexual Harassment:
What Harvard Has and Should Have

<table>
<thead>
<tr>
<th>Policies</th>
<th>Male</th>
<th>Female</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policies which prohibit sexual harassment</td>
<td>TF</td>
<td>NT</td>
</tr>
<tr>
<td>Has</td>
<td>61</td>
<td>65</td>
</tr>
<tr>
<td>Should have</td>
<td>80</td>
<td>91</td>
</tr>
<tr>
<td>Effective procedures for dealing with complaints of sexual harassment</td>
<td>Has</td>
<td>41</td>
</tr>
<tr>
<td>Should have</td>
<td>94</td>
<td>93</td>
</tr>
<tr>
<td>Conduct swift and thorough investigations of sexual harassment complaints</td>
<td>Has</td>
<td>29</td>
</tr>
<tr>
<td>Should have</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>Enforce penalties against those who sexually bother others</td>
<td>Has</td>
<td>32</td>
</tr>
<tr>
<td>Should have</td>
<td>83</td>
<td>85</td>
</tr>
<tr>
<td>Keep a record of informal complaints</td>
<td>Has</td>
<td>12</td>
</tr>
<tr>
<td>Should have</td>
<td>40</td>
<td>41</td>
</tr>
<tr>
<td>Keep a record of formal complaints</td>
<td>Has</td>
<td>43</td>
</tr>
<tr>
<td>Should have</td>
<td>80</td>
<td>85</td>
</tr>
<tr>
<td>Have complaints that are found to have merit become part of a harasser's permanent record</td>
<td>Has</td>
<td>15</td>
</tr>
<tr>
<td>Should have</td>
<td>54</td>
<td>64</td>
</tr>
<tr>
<td>Provide for a review of a victim's grade/evaluation</td>
<td>Has</td>
<td>22</td>
</tr>
<tr>
<td>Should have</td>
<td>70</td>
<td>80</td>
</tr>
<tr>
<td>Publicize policies which prohibit sexual harassment</td>
<td>Has</td>
<td>42</td>
</tr>
<tr>
<td>Should have</td>
<td>81</td>
<td>92</td>
</tr>
<tr>
<td>Publicize available channels and appropriate University officials to contact</td>
<td>Has</td>
<td>42</td>
</tr>
<tr>
<td>Should have</td>
<td>88</td>
<td>93</td>
</tr>
<tr>
<td>Publicize the penalties given those who sexually bother others</td>
<td>Has</td>
<td>16</td>
</tr>
<tr>
<td>Should have</td>
<td>58</td>
<td>63</td>
</tr>
</tbody>
</table>
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sexually bother others should be publicized.

When it comes to knowledge of Harvard policies, the data are not encouraging. In most cases, respondents say they do not know whether Harvard has a particular policy. The majority of respondents are aware that Harvard has policies which prohibit sexual harassment. However, though many of the other policies listed on Table 15 are official University policy, for none of them do one-half of the respondents in any category say that Harvard definitely has such policies.

**Conclusion**

The conclusions of the study are clear and unavoidable: 1. our respondents report a large number of incidents of harassment at Harvard; 2. many of these incidents are reported to have damaged the affected individuals and interfered with the academic process; 3. the harassment falls with great disproportion on women; and, 4. it is unlikely to disappear on its own.

A. The Extent of Harassment

1. Members of the Harvard community report being subject to a substantial amount of incidents they consider harassment from people in authority during their time at Harvard. Half of the non-tenured faculty women and 42 percent of graduate women report at least one of the types of harassment incidents ranging from verbal teasing to more serious events (Figure 8). By the time they reach senior year, half of the undergraduate women will have been similarly exposed (Table 7).

2. The types of harassment cover a wide range. About half of those who report harassment say they were exposed to verbal incidents or looks and gestures (Figure 8). These are incidents about which there is no clear community consensus as to whether they constitute harassment (Figure 2). But incidents involving more direct pressure for sexual favors also occur. Ten percent of non-tenured faculty women, 6 percent of graduate student women, and 3 percent of undergraduate women
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report pressure for sexual favors (Figure 7). Using our categorization of the
descriptions of the incidents and their reported consequences, we placed 8 percent
of the non-tenured faculty women and 13 percent of graduate and undergraduate
women in the category of reporting serious or very serious incidents (Table 6).
By the time of senior year, we find that one out of five undergraduate women
report experiencing a serious or very serious incident (Table 7).

B. The Effects of Harassment

1. Harassment can be personally upsetting and academically damaging. Almost
all the women who report an incident of harassment say it was personally upsetting
and about half say it interfered with their academic progress. This means that
one out of seven undergraduate women, one out of six graduate student women, and
one out of five non-tenured faculty women report some harassment that they say
interfered with their academic and professional performance.

2. The negative impact of harassment is often quite severe. Psychological
damage, loss of self-esteem or self-confidence, and a feeling of exclusion or
estrangement from the academic process are frequently reported (Table 5). Of
those who report an incident of harassment, 25 percent of the graduate women and
31 percent of the undergraduate women report the quality of their work was
affected. And of the graduate and undergraduate women who report an event of
harassment, 15 and 12 percent respectively say that they changed their academic
program (changed classes, fields, topics) in response to the event (Table 5). The
verbatim comments in Appendix A give a clearer view of the nature of the negative
impact.

3. Incidents involving pressure for favors or physical contact are, as we
would expect, most damaging. But it is also striking how much damage is reported
from incidents of jokes, remarks, or looks and gestures. Almost all women exposed
to such incidents say they found them personally upsetting, and a large number
(38 percent of undergraduate and 59 percent of graduate women who report an incident) say it was academically damaging (Table 4). Again, the examples in Appendix A make clearer than the statistics can that harassment limited to verbal comments or looks and gestures often has a negative impact on those so exposed.

4. Peer harassment is also widespread. Though its damaging effects are more personal than academic, it has a negative academic impact as well.

C. The Discriminatory Effect of Harassment

1. Harassment can---and does---happen to men as well as women. But the overwhelming amount is reported by women. Faculty and graduate student women are about eight times as likely to report some harassment event as their male counterparts, and undergraduate women about four times as likely (Figure 8).

2. Furthermore, males are less than half as likely as females to report that the incident was personally upsetting, and males almost never report that it was damaging academically (Table 4).

3. The contrast between the experience of men and women is stark. Of 720 undergraduate women in our sample, 109 report an incident that caused some academic interference; of 710 male undergraduates 18 so report. Of 349 graduate student women, 73 report such an incident; among their 322 male counterparts, the number is 5. And among the 53 non-tenured faculty women, 9 so report; among the 149 non-tenured faculty men one reports academic interference.

D. Eliminating Sexual Harassment

The data make clear that sexual harassment is a serious problem. The data also indicate why it is a problem that will not easily go away on its own. The amount of sexual harassment would be reduced if all members of the community were aware of its serious and damaging effects. The amount would also be reduced and its consequences eased if targets of harassment had channels of complaint available to them, of which they were aware, and which they felt free to use. However, not all members of the community are equally aware of the problem. Furthermore,
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the available channels of complaint are rarely used and not widely known; and
victims of harassment are often inhibited in their use by fear of reprisal.

Reducing harassment through awareness:

1. One of the most striking of our findings is the differential awareness of
sexual harassment in the community. Men are much more likely to believe that
sexual harassment is not extensive at Harvard and that mature people can handle
it on their own (Figure 1). The comments in Appendix B make the difference in
viewpoint very clear. Males frequently speak of the issue as exaggerated or
overblown; women do not. Some men comment on the inevitable sexual attraction
that emerges in close working situations; women do not share these views. Women
are more likely to consider sexual harassment an expression of power.

2. The differential awareness may be caused and/or reinforced by grossly
different exposure to sexual harassment by men and women. We have just cited the
disparity in the frequency with which men and women report they were the targets
of sexual harassment. We can add the similar large disparity in exposure to
disparaging remarks or stereotyping on the basis of gender (Figure 6).

3. In sum, the targets and potential targets of sexual harassment are
largely women; the initiators or potential initiators of sexual harassment are
largely men. If sexual harassment is to be reduced by awareness of the problem,
we must face the fact that the group whose awareness is most crucial is much
less aware.

Will the amount and negative consequences of harassment be reduced through the
availability of University channels for complaints?

1. Very few of those who experience an act of harassment discuss it
informally with a University official or faculty member. Almost no one files
a formal complaint (Figure 10).
2. The absence of informal or formal complaint does not imply that the incidents are not considered worth reporting. Rather:

a. Many people do not know whether channels exist. Only a minority of each group we surveyed believes the university has effective and publicized procedures for dealing with sexual harassment.

b. Some of those who were exposed to harassment—about one in five—believe that the university would have been unresponsive. (Table 10).

c. And a substantial number—about half—feared reprisals if they complained. (Table 10).

Our report indicates that more effort is needed if sexual harassment is to be reduced. The problem is not self-correcting. We hope this survey is a step in that direction. We hope it will increase awareness across the entire Harvard community of the range, extent, and seriousness of sexual harassment. Awareness is important for reducing all forms of harassment. It may be particularly crucial for harassment limited to remarks or jokes, etc. This form is widespread and not easily or appropriately subject to external sanctions. Nor do most targets consider it appropriate for formal complaint. Wider awareness of its damaging effect should help curb it.

We also hope the report will increase attention to the need for well publicized, trusted, easily used, and effective channels of complaint. Channels of complaint and available procedures are most relevant to those incidents that are more serious. We hope this report will make the community aware of their importance and of the fact that they must be used to be effective.
Note: Due to a printing error, the incident of respondent 4150 is reported twice (pp A8 and A17).
APPENDIX A

Incidents of Sexual Harassment

This appendix contains examples of cases of harassment by someone in authority over the victim. It is organized by status (e.g., tenured faculty, junior faculty, etc.) and within each status group by the seriousness of the incident. The categories of seriousness are the same as those used in the body of the report and reported on Table 6. The categories are:

Type 0, unknown seriousness
Type 1, least serious incident
Type 2, mildly upsetting
Type 3, upsetting
Type 4, serious
Type 5, very serious
Type 6, ambiguous/disparate response

The individual vignettes consist of a summary of the answers to forced choice questions followed by verbatim comments, particularly the comments made in response to a request for a description of the incident. All responses that might identify individual people or departments, etc. have been omitted. In a few cases, reports have been edited so that the specific incident could not be identified by other participants.

Note that the number of vignettes in the various categories of "seriousness of incident" do not necessarily reflect the distribution of such incidents in the sample as a whole. Vignettes have been chosen disproportionately from the more serious categories. The distribution of incidents in the Type 1 through 5 categories is reported in this Appendix. For each category, we indicate what percentage of the full group that category is. For instance, "Female graduate student; Type 2, mildly upsetting, 12%" means that 12% of female graduate students fall in the type 2 category from which the examples are drawn.
TENTURED FACULTY: TYPE 1, Least serious incident, 1 case

FORM 6063: [The victim experienced unwanted touching, leaning over etc. several times. She was not at all upset (1) personally, or academically/professionally. The situation was not resolved. The harasser was a male of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "Pushing with a leg during dinner. Unnecessary touching whenever possible."

WHY INCIDENT NOT REPORTED FORMALLY: "It was not important enough."

HOW SITUATION WAS RESOLVED: "Perhaps by ignoring."

TENURED FEMALE FACULTY: TYPE 0, unknown seriousness

FORM 6051: [The victim had experienced unwanted teasing, jokes, remarks etc. frequently, unwanted sexually suggestive looks or gestures once and unwanted, deliberate touching, leaning over, etc. several times. The rest of the section was not completed, except the comment "That's life." as a reason for not reporting the incident.]

NON-TENURED FEMALE FACULTY: TYPE 4, serious, 6%

FORM 6017: [The victim experienced unwanted teasing, jokes etc., several times. She reports being very upset (4) personally, and that the incident interfered (3) with her academic/professional performance. She was concerned about the harasser's attitude towards her and about her working conditions. She did not report the incident because she did not know to whom to go, felt the university would be unreceptive, and thought it would be held against her if she complained. The situation was not resolved. The harasser was a male faculty member of unknown relationship to the victim.]

IMPACT ON VICTIM: "Avoid participation in meetings, avoid calling attention to myself."

NON-TENURED FEMALE FACULTY: TYPE 3, upsetting, 13%

FORM 6033: [The victim experienced unwanted teasing, jokes etc., several times, unwanted, deliberate touching etc., several times, and unwanted pressure for sexual favors once. The victim reported being concerned about the person's attitude towards her and the conditions at work/class. She was upset personally (3) and academically (3) but didn't make any complaint because she though complaining would make the situation worse. She
reported the situation was resolved but not satisfactorily (2). The harassers were 2 or more male faculty members of unknown relationship to the victim.

DESCRIPTION OF INCIDENT: "I do not think Harvard professors are especially aggressive or insistent - but my experiences indicate that a few do verbally feel you out by teasing, sexual innuendos, etc. and when this has happened I tend to terminate the relationship whenever possible (changing research ideas, committees, etc.) - I wonder if some of the chilly atmosphere at Harvard is due to women's fear of being too friendly or nurturant and having that misunderstood."

IMPACT ON VICTIM: "Gave up research ideas or terminated work involving person."

WHY NOT REPORTED FORMALLY: "I do not see this as sexual harassment - more as a general attitude which many males (especially if they have the power) have about male/female relationships."

HOW SITUATION WAS RESOLVED: "I avoided situation and person."

FORM 6039: [The victim experienced unwanted teasing, jokes, remarks, or questions of a sexual nature several times. She was upset (3) personally, and reported that the experience did "not really" interfere with her academic or professional performance "except that I find it hard to get close with some of my male colleagues." She did not report the incident because she did not think anything could be done about the situation. The situation was not resolved. The harassers were two or more males of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "Not directed at me personally, but unpleasant remarks of the female sex in general."

RESPONSE TO INCIDENT: "Ignore the remark."

FORM 6040: [The victim experienced unwanted comments of a sexual nature, once. She was upset (3) personally and academically/professionally. She was concerned about recommendations and evaluations, the person's attitude, and her working conditions. She did not report the incident because she feared it would be held against her if she complained. The situation was not resolved. The harasser was in a supervisory position over the victim.]

DESCRIPTION OF INCIDENT: "In the context of a casual conversation an elderly administrator, who may have been drunk, said to me: "Shut up, you bitch!" I had been commenting briefly on the weather. This man is in a supervisory position over me, though not my direct employer."

IMPACT ON VICTIM: "I felt withdrawn and reluctant/awkward to speak in professional meetings where this person was present."

FORM 6060: [The victim experienced unwanted teasing, jokes etc., several times, unwanted sexually suggestive looks etc., once, and unwanted, deliberate, touching etc., several times. She was mildly upset (2) personally, and not at all (1) academically/professionally. The situation was resolved somewhat satisfactorily (3). The harasser was a faculty member with indirect authority over the victim.]
DESCRIPTION OF INCIDENT: "There are senior faculty whose attentions to their subordinates are well-known; I work with one, as a junior colleague."

HOW SITUATION WAS RESOLVED: "It helped to ignore it (and it still does)."

FORM 6014: [The victim experienced unwanted, sexually suggestive looks and gestures, once. She was mildly upset (2) personally and not at all (1) academically or professionally. She was not concerned about reprisals. The victim said she did not report the incident because she wasn't sure the behavior constituted harassment, and thought complaining would make the situation worse. The incident was resolved somewhat satisfactorily (3). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "This is simply a matter of an occasional leer, which I ignore, and which I do not consider serious since the person's behavior toward me is entirely proper. He didn't know I caught him looking. Other male senior faculty not with direct authority over me make offensive remarks occasionally. I abhor this."

HOW INCIDENT WAS RESOLVED: "Person involved treats me, mostly, in entirely proper fashion."

FORM 6023: [The victim experienced unwanted teasing, jokes etc. several times. She was mildly upset (2) personally and academically/professionally. She did not fear reprisals. The outcome of the incident is unknown. The harasser was a male of unspecified relationship to the victim.]

WHY INCIDENT NOT REPORTED FORMALLY: "The kind of annoyance to which I have been subjected was too trivial to require any response."

FORM 6038: [The victim was mildly upset (2) personally, and not at all (1) academically or professionally. The situation was not resolved. The harasser was a male of unspecified relationship to the victim.]

WHY INCIDENT NOT REPORTED: [Victim did not think anything could be done about her situation] "Since its a matter of basic attitudes and culture - & has come from older men."

DESCRIPTION OF INCIDENT: "numerous jokes, comments, self-conscious appologies for same."

FORM 6058: [The victim experienced unwanted pressure for sexual favors once. She was mildly upset (2) personally, and not at all (1) academically/professionally. She did not fear reprisals. The situation was resolved very satisfactorily (4). The harasser was a faculty member with indirect authority over the victim.]

DESCRIPTION OF INCIDENT: The person was very helpful in making it possible for me to get into a summer school in (in the field I took from him
during the acad. year)--he wrote recommend. enthusiastically, volunteered information on travel grants, etc. He had mentioned he'd be there possibly, too. When he actually appeared at my summer school in... for a few days, he frankly demanded sexual favors. I explained that I was not interested, and to prevent further nuisance did not see him again. I did not need his courses for my program any more anyway, so it was not difficult. He left Harvard soon after.

WHY INCIDENT NOT REPORTED FORMALLY: "I thought I could handle it, and I did."

HOW SITUATION WAS RESOLVED: "The advances were not repeated."

FORM 6054: [The victim experienced several incidents of unwanted teasing, jokes etc., incidents of unwanted touching etc., once and unwanted pressure for sexual favors, once. She was mildly upset (2) personally, and not at all (1) academically or professionally. She was concerned about the person's attitude towards her and about conditions at work, but did not want to report the behavior formally or informally. The situation was resolved very satisfactorily (4). The harasser was a male of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: It was simply a request and after refusal (mine) was not repeated.

HOW THE SITUATION WAS RESOLVED: By refusal.

FORM 4336: [The victim experienced unwanted teasing, jokes etc. of a sexual nature on several occasions. She said she was not at all upset personally, or academically. The situation was resolved when the victim ceased working with the professor in question. She was very satisfied with this outcome. The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "The incidents are hard to convey because on paper they seem relatively innocuous; it was mostly commentary on the way I dressed, what I was wearing at different times. But there was a hostility in it and these things were said at inappropriate times in conversation i.e. as interruptions to an academic remark I was making over something, etc. They were very minor and only barely includable as sexual harassment at all."

FORM 4032: [The victim was subject to several incidents of unwanted sexually suggestive looks or gestures and unwanted pressure for sexual favors, and one incident of unwanted deliberate touching and attempted sexual assault. She was very much upset personally (4) and
very much affected academically(4) and was concerned about possible reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She ignored the attention and did talk informally with faculty members, but did not complain formally because she was afraid the University would be unresponsive, didn't think anything could be done about her situation, and was afraid it would be held against her if she complained. The situation was not resolved and she was not very satisfied with the outcome(2). The harasser was a male faculty member with direct authority over her.)

DESCRIPTION OF INCIDENT: "The professor--tenured, about , and having a number of affairs, one with a grad. student I know--grabbed me in his office. He had gotten up to get a book from a shelf behind me, knocking some papers, quite a stack on the floor. I got up to pick up the papers and was holding them in my hands--they were quite heavy. Suddenly his hands ran down my arms from both my shoulders to my hands, and I was immobilized. I would have had to drop a ton of papers on my feet, and backed up into him since a type writer was directly beside me. He was a pig: I must have been obviously annoyed and unresponsive because he stopped touching, and went back to his seat, staring at me and blushing. After this I returned to my seat and finished my intellectual question. Then I asked about him to other grad. students and found out about his other affairs and piggish behaviors."

CONerned ABOUT REPRISALS: "Gossip about the university"

IMPACT ON VICTIM: "Disrupted work: Dissertation was set back, and I had to find another reader."

TALK OFFICAL INFORMALLY "Former professors--two--not very helpful: they advised avoiding him and not making worse by bringing it out in the open."

WHY INCIDENT NOT REPORTED FORMALLY: "I had complained once before about another situation almost as serious and nothing was done. You can read about this (#34)"

HOW SITUATION RESOLVED: "I avoid him. Having dropped him from my dissertation he knows he should leave me alone. But he refuses to return a book and a paper of mine, trying to lure me and punish me. I hate him for this, because he is trying to make me feel powerless."

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FORM:4034: [The victim experienced several occurrences of unwanted teasing, jokes, remarks, or questions of a sexual nature, and one occurrence of unwanted sexually suggestive looks or gestures. She was mildly upset personally(2) and upset academically(3) and was concerned about reprisals through grades, recommendations or evaluations, and the person's attitude towards her. She did talk to her department chairman informally, but did not complain formally because she didn't know if the behavior constituted harassment and was afraid it would be held against her if she complained. She ignored the behavior and reported the situation as not resolved. The harasser was a male faculty member in a position of direct authority over her.]

DESCRIPTION OF INCIDENT: "The professor in question is the same who has made insulting comments about women in our field of study. (How rancour they are at professional meetings, how unfeminine, how demanding, etc.) He invited me to lunch in order, so I thought, to discuss departmental business. (I was then serving as a spokesperson for graduate student grievances and suggestions.) No such business was discussed, rather, conversation strayed a few times to the
subject of May/December romances. This conversation was accompanied by mooning that was more silly than prurient. I answered in my best anodyne manner."

IMPACT ON VICTIM: "I believe that I was deliberately passed over for a certain honor award by my department. The professor in question was the single person in charge of the selection process and my application received no response."

TALK OFFICIAL INFORMALLY: "Department chairman. I did not speak about the earlier sexual harassment only the curious situation surrounding my application. I was asked to accept the situation as one due to oversight."

FORM 4052: [The victim was subject to unwanted teasing, jokes etc.; pressure for dates; letters and phone calls of a sexual nature; and sexually suggestive looks and gestures, frequently. In addition, she experienced unwanted touching etc., and pressure for sexual favors several times, and was a victim of actual or attempted sexual assault or rape, once. The victim was very upset (4) both personally and academically/professionally. She was concerned about grades, recommendations etc., the person's attitude towards her, the conditions at work or in class, and also "other people's attitudes" towards her.

She did not report the incident formally because she did not know to whom to go, was afraid the university would be unreceptive, didn't think anything could be done about the situation, and thought it would be held against her if she complained. The situation was resolved, although not at all satisfactorily (1). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF THE INCIDENT: "I was very impressed with this particular professor - who is highly distinguished. I was envied by my friends my opportunity to work with him closely. He construed my interest and attention sexually. For a while I ignored his remarks and advances - I don't know why - I blocked them out, treated them as if they didn't exist - couldn't or wouldn't treat them as part of our relationship. When I finally realized the extent to which he intended to have me as a lover, when I realized he wanted only that and never anything else, when I saw he had been using my academic interest in him for solely his own purposes I was astonished angry and humiliated. I dropped entirely out of his sphere of influence."

IMPACT ON VICTIM: "Withdraw from all academic situations and personal situations in which an encounter was possible"

PERSON TALKED TO INFORMALLY: "Talked to TF. TF blamed me as responsible."

FORM 4070: [The victim experienced unwanted teasing, jokes etc.; pressure for dates; sexually suggestive looks and gestures; and unwanted, deliberate touching etc., several times. She was very much upset (4) both personally and academically/professionally. She was concerned about reprisals in the form of grades, recommendations etc., the person's attitude towards her, work and class conditions, and "future professional advancement."

She did not report the incident formally because she did not know to whom to go, was afraid the university would be unreceptive, and thought it would be held against her if she complained. The situation was resolved by the victim changing her faculty advisor, a solution with which she was not at all (1) satisfied. The harasser was male, and was the victim's faculty advisor.]
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IMPACT ON THE VICTIM: "tension - affected my coursework, teaching--avoided faculty members"

WHY INCIDENT NOT REPORTED FORMALLY: "I thought it would further destroy my chances of professional advancement"

HOW SITUATION WAS RESOLVED: "I made it clear to the professor that there was no possibility of a sexual relationship, and I changed faculty advisors."

FORM:4097: [The victim was subject to one incident of unwanted sexually suggestive looks or gestures and one incident of unwanted deliberate touching. She was very much upset personally(4) and very much affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She ignored the attention but did not talk or complain to anyone because she didn't want to report the behavior at all, didn't know if it constituted harassment, didn't know to whom to go, was afraid the University would be unresponsive, and was afraid it would be held against her if she complained. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "This harassment extended over 3 years, culminating in my general exam. I was naive - perhaps too receptive to what I perceived to be professorial interest similar to that I had experienced at my undergraduate institution. Within a month of arrival at Harvard, I discovered that many peers had noted his extraordinary interest. I immediately began to establish as much distance as possible, despite CONSTANT remarks about his obvious infatuation. I could not believe anyone in his position of authority or of his age could behave so stupidly. Only during his outrageous behavior during my generals did I come to accept that there had been sexual interest and frustration."

HOW VICTIM RESPONDED TO ATTENTION: "Discussed it with my female peers and my fiance/husband."

IMPACT ON VICTIM: "Extraordinary pressure during oral general exams, to the extent that other professors present halted the exam and reprimanded the 'offender.' Even so, my recognition that he was taking out his "revenge" in this way destroyed my composure and clarity of thought.

FORM:4130: [The victim was subject to several incidents of unwanted deliberate touching, unwanted pressure for sexual favors, and actual or attempted sexual assault or rape. She was very much upset personally(4) and affected academically(3) and was concerned about reprisals through grades, recommendations or evaluations, and the person's attitude towards her. She did not talk or complain to anyone because she didn't think anything could be done about her situation and was afraid it would be held against her if she complained. The situation was not resolved. The harasser was a male faculty member with direct authority over her (advisor).]

DESCRIPTION OF INCIDENT: "We were both attending an [omitted] conference in a [omitted] city. He came to my hotel room late the night of my arrival, where I was working on a paper.

He asked me briefly about the paper and its contents, teased me about
taking my work so seriously, (it was then past midnight), and insisted I come to his room and go to bed. As he was somewhat drunk and I wasn't interested, I refused several times pleading work to avoid a direct confrontation. He then threatened me that I go to bed "or else..." in which context I certainly took it as a professional/career threat. After some further delay, I realized I was quite scared by the threat (he is not a man noted for his kindness), so I spent the night with him."

CONCERN ABOUT REPRISALS: "I was threatened to "do it or else"; as the person was my advisor, not acquiescing to such an open threat could have had enormous professional (and personal) consequences."

IMPACT ON VICTIM: "Avoided work, and as much as possible, the person concerned. As my research was quite tied up with his, this was very detrimental to my academic productivity. As I felt professionally very insecure, I didn't know how to deal with/prevent similar demands developing again, (which they did, but with less direct threat of dire consequences). However, it was followed by 2 further incidents of extreme pressure for sexual favors, which were acquiesced to although the threat was not verbalized, it clearly continued to exist. Why he finally stopped applying the pressure remains unclear to me, although he probably finally perceived my distaste for the situation also the publicity being made of the SH issue may have finally hit his consciousness that his behavior was "out of line."

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FORM 4150: [The victim was subject to frequent unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(40) and very much affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She ignored the attention but did not talk or complain to anyone because she did not want to report the behavior at all, didn't think anything could be done about her situation, didn't want to hurt the person who bothered her, thought it would be held against her if she complained, and most importantly though complaining would make the situation worse. The situation was resolved somewhat to her satisfaction(2-3). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "A senior faculty member on my thesis committee would without exception make subtle remarks of a sexual nature when I met with him. Then one day he made a convoluted joke; the subject was a student having an affair with her professor. He then went into a diatribe on the nature of sexual affairs. I felt it was a very inappropriate conversation for the setting and I wasn't sure why he was carrying on in that way. Maybe it was a power play and he was seeing how far he could push me, or maybe he was trying to see if I was willing."

OTHER RESPONSES TO INCIDENT: "discussed it at length with friends and psychiatrist"

CONCERN ABOUT REPRISALS: [yes] "if I had taken different action"

IMPACT ON VICTIM: "Difficulty working with him--Loss of confidence in my academic abilities & professional worth"

HOW SITUATION WAS RESOLVED: "Poker-faced ignoring the attention and bad humor & interacting with him only in a reserved professional fashion. I also met with him less frequently than I should have."

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FORM 4218: [The victim was subject on one occasion to unwanted teasing, jokes etc.; on several occasions to pressure for dates and letters or phone calls; was frequently subject to sexually suggestive looks or gestures; once experienced deliberate touching, leaning over, cornering etc. and was several times pressured for sexual favors. She was very upset (4) personally, and her academic performance was affected (3). The victim was concerned about reprisals in the form of grades, recommendations etc., the person's attitude towards her, and the conditions at work or in class.

She did not report the incident formally because she was afraid the university would be un receptive, didn't think anything could be done, and was afraid it would be held against her if she complained. She also "thought reporting it would only diminish my reputation as a professional scholar, not his." The situation was resolved, although not satisfactorily (2). The harasser was a male faculty member with direct authority over the victim.]

IMPACT ON VICTIM: "diminished performance on general exams; lack of needed supervision in preparation of thesis proposal and research"

HOW SITUATION WAS RESOLVED: "I threatened him that if anything further happened I would report him directly to the Dean of the Faculty."

FORM 4231: [The victim was subject on several occasions to unwanted pressure for dates and pressure for sexual favors. She was very much upset (4) personally, and the experience did interfere with her academic/professional performance. She was concerned about grades, recommendations etc., and about the person's attitude towards her. She did not report the behavior formally because she did not want to report it at all, did not want to hurt the person who bothered her, was afraid it would be held against her, and was too embarrassed. The situation was not resolved. The harasser is a male faculty member with indirect authority over the victim.]

DESCRIPTION OF INCIDENT: "A senior faculty member in my department, not my adviser, attempted to maneuver what had been a productive and, from my viewpoint, valued professional relationship into a sexual one. The proposition was quite overt and I was shocked. The possibility of a sexual relationship with this person had never even occurred to me."

IMPACT ON VICTIM: "now unwilling to interact with this person -unable to ask for recommendations etc., though this person is familiar with my work."

FORM 4248: [The victim experienced unwanted teasing, jokes etc. of a sexual nature on several occasions, and was subject to unwanted pressure for dates, and sexually suggestive looks and gestures, once. She was upset (3) personally, and the incident did interfere (3) with her academic/professional performance. She was concerned about grades, recommendations etc., the person's attitude towards her and about the conditions at work or in class.

She did not report the behavior formally because she felt informal channels were adequate and thought complaining would make the situation worse. The case was not resolved—a situation with which the victim is not at all satisfied (1). The harasser is a male faculty member, with direct authority over the victim.]

DESCRIPTION OF THE INCIDENT: "During department parties, class, office appointment, this professor repeatedly made verbal suggestions of a sexual nature. Once only he invited me to meet him."
IMPACT ON VICTIM: "Avoided taking any further classes with this professor. Avoided course work/paper counseling."

PERSONS SPOKEN TO INFORMALLY: "Assistant Professor—gave helpful advice."

HOW SITUATION RESOLVED: "I still avoid this professor and have unpleasant encounters when we do meet."

FORM 4254: [The victim was subjected to unwanted teasing, jokes etc. of a sexual nature, pressure for dates, sexually suggestive looks or gestures, deliberate touching, leaning over etc., and pressure for sexual favors, all on frequent occasions. She was very upset (4) both personally and academically/professionally. She was concerned about the person's attitude towards her and about conditions in work or in class. She did not report the behavior formally because she did not know if it constituted sexual harassment, did not want to hurt the person who bothered her, and was afraid complaining would be held against her. The situation was unresolved. The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "I am somewhat hesitant to label this particular episode strictly sexual harrassment because 1) I was not physically forced to participate 2) I think the harrassment was more than just sexual. However— I think that a person double my age, with very direct power over my career reputation and ultimately feelings has the responsibility as a professor to not only avoid such contacts but not to initiate them. Moreover, after the initial contact, when I wanted to terminate the relationship, he persisted in bothering me for over a year. This person has done the same to various students."

IMPACT ON VICTIM: "A disaster. Marginated in the department. Had to change special field of concentration to avoid subsequent contact."

FORM 4334: [The victim experienced unwanted teasing, jokes etc., pressure for dates, and sexually suggestive looks or gestures on several occasions. She was very upset (4) personally, and reported that the incident(s) interfered with her academic performance. She was concerned about reprisals, in the form of grades, recommendations etc., and the person's attitude towards her. She did not report the behavior formally because she did not want to report it at all (formally or informally), was afraid the university would be unreceptive, didn't want to hurt the person who bothered her, and was afraid it would be held against her if she complained. The harasser was a male faculty member with indirect authority over the victim.]

DESCRIPTION OF INCIDENT: "It was a senior member of my department who started taking advantage of my visits to his office by making comments and gestures of a sexual nature. I was forced to see him because he is one of my advisors. However, after repeated experiences (about 5) I decided not to go back to his office. The harassment stopped but then he became very hostile to any dissertation project."

FEMALE GRADUATE STUDENTS: TYPE 4, serious, 9%
FORM:4006:[The victim experienced several occurrences of unwanted pressure for
dates, unwanted letters or phone calls of a sexual nature, and unwanted
sexually suggestive looks or gestures. She was very much upset personally(4)
and mildly affected academically(2) and was concerned about the person's
attitude towards her and the conditions at work/class. She did not talk or
complain at all because she was afraid the University would be unreceiveper,
didn't think anything could be done about her situation, and was afraid it would
be held against her. The situation was resolved but not at all to her
satisfaction(1). The harasser was a faculty member with indirect authority over
her.]

DESCRIPTION OF INCIDENT: "I went to a professor in my field for help in
preparing for my Generals and formulating a dissertation topic. He began to
call me (at inappropriate hours) and pressuring me for dates. I told him I
was very busy and avoided all contact with him thereafter. I am unhappy with
the solution because it is increasingly difficult to avoid him and because he
is one of the few people here in my specific area of specialty and it is
unfortunate that I am not able to take advantage at all of his expertise."

IMPACT ON VICTIM: "They did not suffer more because I avoided all contact with
that person."

HOW SITUATION WAS RESOLVED: "I avoided further contact."

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FORM:4013: [Victim reports one occurrence of unwanted deliberate touching. She
was very much upset personally(4) and mildly affected academically(2), and
was concerned about reprisals through grades, recommendations or evaluations and
the person's attitude towards her. She did not talk or complain to anyone
because she felt the University would be unreceptive and it would be held
against her if she complained. The situation was not resolved and she was not
at all satisfied with the outcome(1). The harasser was a male of unknown
status.]

DESCRIPTION OF INCIDENT: "The person's form of greeting me (I was on the
bus reading a magazine and hence, unaware of the people
around me) was to stroke my thigh. On several other occasions, he puts his
arm around me or touches me elsewhere on my back."

IMPACT ON VICTIM: "I avoid the person as much as possible. The person is
extremely intelligent and hence I miss the benefits of his knowledge and
experience."

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FORM:4020: [The victim experienced several occurrences of unwanted sexually
suggestive looks or gestures. She was very much upset personally(4) and
very much affected academically(4) and was concerned about reprisals through
grades, recommendations or evaluations, the person's attitude towards her,
and the conditions at work/class. She did not talk or complain to anyone
because she did not know whom to go, was afraid the University would be
unreceiveper, didn't think anything could be done about her situation, and
was afraid it would be held against her if she complained. The situation was
not resolved though she ignored the attention. The harassers were 2 or more
male faculty members of unknown relationship to the victim.

IMPACT ON VICTIM: "Avoided taking courses which would increase my methodological
and theoretical understanding — limited my research opportunities."

RESPONSE TO ATTENTION: "Spoke with friends and staff women."
FORM:4023: [The victim experienced several occurrences of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted sexually suggestive looks or gestures, and unwanted deliberate touching. She was very much upset personally(4) and mildly affected academically(2) and was concerned about reprisals through grades, recommendations or evaluations and the person's attitude towards her. She ignored the attention and avoided contact with the person but did not talk or complain to anyone because she did not want to report the behavior at all and did not know if the behavior constituted harassment. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male faculty member with direct authority over her.]  

DESCRIPTION OF INCIDENT: "Professor who is very verbal about sexual subjects, to the point of intrusiveness. He also tends to be very touchy. I know for a fact of very sexual phone calls he has made to other students."

FORM 4053: [The victim was subject to unwanted touching, leaning over etc., frequently. She was upset (3) personally, but not at all academically/ professionally. She was not concerned about reprisals, and did not want to report the behavior formally or informally because she did not want to hurt the person who bothered her, and thought complaining would make the situation worse. The situation was not resolved. The harasser was a male faculty member with indirect authority over the victim.]  

DESCRIPTION OF INCIDENT: Assistant professor who works where I do frequently touches, and pokes me, also stands too close. He does it to many people so I don't feel singled out but it's irritating and makes me angry to have him think he has a right to touch my body whenever he wants. He uses our equipment and we use his so there is often interaction between us. I don't want to strain the interaction so I've been reluctant to let him know in plain terms that I don't like his attention. I've tried obvious hints, like pulling back sharply when he touches me but he doesn't take the hint."  

PERSON VICTIM TALKED TO INFORMALLY: "Faculty member (advisor) - not very helpful, told me that it isn't that bad."

FORM:4113: [The victim was subject to one occurrence of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted pressure for dates, unwanted sexually suggestive looks or gestures, and unwanted pressure for sexual favors. She was upset personally(3) but not at all affected academically(1). She ignored the attention and avoided contact with the person but did not talk or complain to anyone because she felt informal channels were adequate and she was afraid it would be held against her if she complained. The situation was resolved and she was somewhat satisfied with the outcome(3). The harasser was a male faculty member with indirect authority over the victim.]  

DESCRIPTION OF INCIDENT: "At a departmental retreat, a professor followed me around at the social times between research presentations. He asked me to go out with him and skip the sessions. He made comments of a sexual nature--obliquely, but the meaning was reinforced by his facial expressions. It's not the sexuality that angered me--it was the feeling that I was a powerless graduate student, victimized by a professor."
CONCERN ABOUT REPRISALS: "Reprisal by others in authority as my career progressed, if I were branded a "trouble maker"."

HOW SITUATION WAS RESOLVED: "The situation occurred at a departmental retreat at [location omitted]. In my usual environment I do not have frequent contact with this person, so the situation is resolved by his absence."

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FORM 4183: [The victim experienced one occurrence of both unwanted teasing, jokes etc. of a sexual nature, and unwanted sexually suggestive looks or gestures. The victim was upset (3) personally and the experience interfered mildly (2) with her academic/professional performance. She did not report the behavior formally because she was too embarrassed, and unsure if the behavior constituted harassment. The harasser was male and the the victim's supervisor.]

DESCRIPTION OF INCIDENT: "When it became evident I would be working for/with this man he teased me and would get closer than made me comfortable. It was a very subtle thing--just made me nervous; I never was sure if it was his way of being friendly or actually flirtatious--though I do think my instincts, whatever made me nervous--were correct in sensing a sexual undercurrent to his attention."

IMPACT ON VICTIM: "general nervousness"

HOW SITUATION WAS RESOLVED: "It solved itself as the person in question was really too busy to pursue the situation."

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FORM 4328: [The victim experienced several incidents each of unwanted teasing, jokes etc., sexually suggestive looks or gestures, and deliberate touching, leaning over etc. She was upset (3) personally and mildly affected academically (2). She was concerned about reprisals through grades, recommendations etc, the person's attitude towards her, and conditions in class. She did not report the incidents formally because she was afraid the university would be un receptive, "knew" it would be held against her if she complained, and thought nothing could be done about her situation. The situation was unresolved, much to the victim's dissatisfaction (1). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: The professor (who is notorious in the department for his peculiar attitude towards his female students--including patting, pinching, stroking hair, etc.) behaved notably differently to me than towards the other students in the class (All men--though my department is by no means, at least as far as students go, all male)--was by turn simpering and hostile, stared at my chest during my oral report, winked at me repeatedly...When I had to go see him to discuss my paper, he kept patting me on the shoulder, slapping me on the back, squeezing my arm very hard--all theoretically "inoffensive" gestures but accompanied with a sort of leer that made me very nervous. After the last class, my paper was critiqued, he asked me if I would stay afterwards and waited until everyone had actually left the room until he started talking to me...I was rather tense, not knowing what was wrong-- it turned out that rather than praise my paper in front of the class, as he had done with other students' papers, he wanted to do so in private. (? I don't understand why ?) and suggested I come talk to him about publishing it...I think he knew I was made nervous by this whole elaborate and unnecessary procedure and seemed to enjoy frightening me. The worst thing about all of this is that it sounds so
inoffensive--in fact I clearly felt it as an insult and affront and felt as though it all sounded so trivial that no one would listen to me
(My male classmates acknowledged that he treated me differently but found the winking, staring, etc. funny... They just made me feel more paranoid). (Oh, I also became acutely self-conscious about what I wore to class so as not to seem at all provocative...) (I was wearing two layers of sweaters the day he stared at my breasts...) Oh, I forgot: I also made a number of references to the fact that I probably had boyfriends and when I said I was giving a joint conference paper with a (male) friend, he remarked at length on that, too... All irritating...

IMPACT ON VICTIM: Somewhat afraid of one-on-one sessions...ended up working totally independently on the course since I wanted to avoid the prof., with the result that I ended up in my final paper replicating work that had already been done elsewhere and that I didn't know of because I hadn't seen the prof.(No difference in grade, only the feeling of having done pointless work...) I also wondered if my good grade in the course was just my work or also my compliance--it made me feel a bit scared and powerless.

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FEMALE GRADUATE STUDENTS: TYPE 3, upsetting, 8%
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FORM:4014: [The victim experienced frequent occurences of unwanted teasing, jokes, remarks, or questions of a sexual nature. It was very much upsetting personally(4) and affected her performance academically(3) and she was concerned about possible reprisals through grades, recommendations or evaluations. The person's attitude towards her, and the conditions at work/class. She ignored the attention and avoided the person, but did not talk or complain to anyone because she didn't think anything could be done about her situation, didn't want to hurt the person who bothered her, and thought complaining would make the situation worse. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male of unknown status]

DESCRIPTION OF INCIDENT: "Constant stereotypic, denigrating comments. Threats of refusing to work with any other woman in the future if I didn't 'work out'."

IMPACT ON VICTIM: "Destroyed rapport essential to working relationship."

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FORM:4016: [Victim reports one occurrence of unwanted teasing, jokes, remarks, or questions of a sexual nature. She reported being upset personally(3) and mildly affected academically(2) and was concerned about the person's attitude towards her. She ignored the attention but did not talk to anyone because she did not want to report the behavior at all, didn't know if it constituted harassment, didn't think anything could be done about her situation, didn't want to hurt the person who bothered her, and was afraid it would be held against her if she complained. It is unknown if the situation was resolved satisfactorily. The harasser was a male faculty member with indirect authority over her.]

DESCRIPTION OF INCIDENT: "I was in an elevator with a professor in my department, and he looked me up and down in a very obvious way and commented on my legwarmers. He also stared in the same way while we were in the library. Perhaps this small incident would not have bothered me if I hadn't heard several other stories about this man."
IMPACT ON VICTIM: "Normally, as a grad student, I would approach this person to talk about a topic which interests me, which he has some knowledge about. But, instead I avoid him."

HOW SITUATION WAS RESOLVED: "Avoidance"

FORM 4026: [The victim was subjected to unwanted teasing jokes, remarks, or questions of a sexual nature once. She was mildly upset personally(2) and mildly affected academically(2) and was concerned about reprisals through grades, recommendations or evaluations, and the conditions at work/class. Though she ignored the attention, she did not talk or complain to anyone because she was afraid it would be held against her. She complained and thought it would take too much time and effort. The victim was not at all satisfied with the resolution of the incident(1). The harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "A teacher said a horrible joke in one class—his attitude continued and most students just "sat" there, not thinking about what he was doing. The most upsetting part of this is exactly the harassment that can be done—if the teacher can be subtle and clever enough with words."

CONCERNED ABOUT REPRISALS: "It is never good to complain about one's teachers—the atmosphere changes. I will wait until I have my degree."

IMPACT ON VICTIM: "I just had no interaction with this professor after the event."

HOW WAS SITUATION RESOLVED: "Someone else made a formal complaint—however this just made things worse, and there was absolutely no stopping the professor. The professor left one semester later—he was visiting at Harvard."

FORM 4075: [The victim experienced unwanted teasing, jokes, remarks etc., several times. She was upset (3) personally, but not at all academically. She was not concerned about reprisals, and did not report the incident formally because she did not know if it constituted harassment, and did not think anything could be done about the situation. The situation was not resolved. The harasser was a faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: Small seminar course in which I was the only female. Constant sexist jokes and comments—however, this is typical of the individual involved so nothing was done.

FORM 4104: [The victim experienced several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(4) and affected academically(3) and was concerned about the person's attitude towards her. She did avoid contact with the person and ignore the attention and didn't talk to 2 faculty members informally but did not complain formally because she didn't know if the behavior constituted harassment, and was afraid it would be held against her if she complained. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "In my experience, statements by senior faculty that fundamentally attack the legitimacy of women in academia are the most
serious problem at Harvard, e.g. Sr. faculty member announces at tea "no woman in the country is equipped to teach on the faculty of this department!" or Sr. faculty member disparages quality of female grad. students in public forum, saying none really have any merit and proceeds to name leading women students and attack them. Responding to a query by one student about a woman he had tangentially worked with, said faculty member responds, "She's no woman." Quality and femininity are mutually exclusive in the logic of his world. (P.S. Woman so disparaged was not me.) Event noted is one of a steady stream of events and comments that fundamentally delegitimize the presence of women in academia."

HOW VICTIM RESPONDED TO INCIDENT: "One woman present at the second event described in Q.3 spoke with [name omitted]'s office about it. There seemed grounds for formal action but none was taken out of fear of reprisal."

CONCERN ABOUT RESPRIALS: "jobs and the 'old boy' network"

IMPACT ON VICTIM: "Event did [interfer with academic performance] and professor's outlook on life did even more. Introduced problems into my work relationship with professor who was only one in Dept. in my field. Eventually unpleasantness led me to consider leaving school. In the end I found new advisors and changed my field."

TALKED TO INFORMALLY: "Talked to two faculty members generally about my problems with former advisor. They knew something was amiss since previously good work had taken a nose dive. Sexism was not highlighted though it's widely known this professor doesn't work much with women. They were terrific and I'm now doing my thesis."

WHY NOT MAKE FORMAL COMPLAINT: "The women present feared reprisal."

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FORM: 4112: [The victim experienced one incident of unwanted sexually suggestive looks or gestures. It was upsetting personally(3) and had an unknown impact academically (although clearly some effect). She ignored the attention but did not talk or complain to anyone because she didn't want to report the behavior at all. The situation was not resolved. The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "I ran into the prof in the hall. I asked him a question and he suggested going to his office. He answered my questions but looked me up and down quite alot. It was annoying but not nearly as big a thing to worry about as more direct harrassment. Another student came in (male) and he (the prof) seemed to take that student much more seriously than me. I felt he talked more directly to him than me (or rather, my legs), I feel this is a type of harrassment that although minor really can cause a woman to feel inferior (lack of serious attention, in general)."

IMPACT ON VICTIM: "I do not miss class because of this incident but I will avoid contact with this person in the future and find it difficult to enjoy the class because I think the prof is a jerk. It's not all that uncommon when you feel that a man's more interested in your figure then what you are saying. It makes me mad but I just wouldn't report something that minor. He also may not have realized how he was acting - although that is no excuse."

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FORM:4131: [The victim was subject to several occurrences of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was mildly upset personally(2) and affected academically(3) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She ignored the attention but did not talk or complain to anyone because she did not know if the behavior constituted harassment, did not know to whom to go, was afraid the University would be unreceptive, and was afraid it would be held against her if she complained. The situation was resolved very much to her satisfaction(4). The harasser was a male lab advisor.]

DESCRIPTION OF INCIDENT: "The jokes and teasing that went on in the lab (mainly jokes of sexual nature) were not usually directed at me, but their frequency and nature contributed to a generally very bad work atmosphere. There was an overall sexism on the part of my advisor, the head of the lab. He was very uncomfortable dealing with other woman in the lab although he got along fine with the third woman in the lab, a post-doc with whom he was having an affair. I left the lab because of 1) the general bad work environment (for myself), 2) I was not enjoying my thesis research and 3) my advisor and I were not communicating at all. Because of the general tension in the lab, due in part to my advisor's personal life (his unhappy married life, his affair and subsequent divorce), and to his difficulty in managing the lab, [information omitted] it was difficult during this period for me to sort out any specific experiences as one of strictly sexual harassment, although looking back now...the jokes and comments about women that are made by him and by other males, (students), in the lab were degrading to women. There was a general overall discrimination against women in the lab."

HOW VICTIM RESPONDED: "left lab, tried talking to other women scientists not with this lab."

IMPACT ON VICTIM: "I hated working in the lab in which this was going on."

HOW SITUATION WAS RESOLVED: "I left the lab and found another advisor and lab in which to do my thesis work."

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FORM:4150: [The victim was subject to frequent unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(4) and very much affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She ignored the attention but did not talk to or complain to anyone because she didn't want to report the behavior at all, didn't think anything could be done about her situation, didn't want to hurt the person who bothered her, and was afraid it would be held against her or make the situation worse if she complained. The situation was resolved somewhat to her satisfaction(2-3). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "A senior faculty member on my thesis committee would without exception make subtle remarks of a sexual nature when I met with him. Then one day he made a convoluted joke; the subject was a student having an affair with her professor. He then went into a diatribe on the nature of sexual affairs. I felt it was a very inappropriate conversation for the setting and I wasn't sure why he was carrying on in that way. Maybe it was a power play and he was seeing how far he could push me, or maybe he was trying to see if I was willing."
HOW VICTIM RESPONDED: "discussed it at length with friends and psychiatrist"

CONCERN ABOUT REPRISALS: "if I had taken different action"

IMPACT ON VICTIM: "Difficulty working with him. Loss of confidence in my academic abilities and professional worth."

HOW SITUATION WAS RESOLVED: "Poker-faced ignoring the attention and bad humor and interacting with him only in a reserved professional fashion. I also met with him less frequently than I should have."

FORM 4171: [The victim was subject to unwanted teasing, jokes, remarks etc. of a sexual nature, several times. She reports being very upset (4) personally, but said it did not at all interfere with her academic or professional performance. She did not fear reprisals. The victim spoke to several university officials informally, but did not report the incident formally because she felt informal channels were adequate, was afraid the university would be unreceptive and feared it would be held against her if she complained. The situation was resolved much to the victim's satisfaction (4). The harasser was a university administrator with some authority over the victim.]

DESCRIPTION OF THE INCIDENT: "During an interview by a university administrator to determine likelihood of receiving financial aid from a certain outside source, my intentions regarding sexual activity, marriage, and child rearing were probed to determine whether I was committed strongly enough to my career to warrant financial support. My academic standing and scientific achievements were only cursorily discussed. The interviewers' tone was sarcastic and insulting; threats were made that my financial aid would be stopped in light of my plans to marry."

PERSONS SPOKEN TO INFORMALLY: "I told several faculty members informally and individually what had happened, and how angry I felt. They agreed that my anger was justified, which relieved the sensation of weirdness the incident had given me! One prof. informally contacted a dean (w/o my knowledge) who apologized to me, and said steps would be taken to prevent future incidents."

FORM 4202: [Victim was subject to unwanted teasing, jokes etc. of a sexual nature on frequent occasions. She was mildly upset (2), both personally and academically/professionally. She was concerned about the person's attitude towards her and about conditions at work or in class. She did not report the behavior formally because she did not want to report the behavior at all, felt informal channels were adequate, and did not know if the behavior constituted harassment. The harasser was a male faculty member of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "I have gotten used to irritating sexual references, and I take them less personally. They have clearly decreased my respect for the individual in authority and continue to make our working relationship difficult."

IMPACT ON VICTIM: "Less time spent in conversation with the person in authority results in less direct learning."
FORM 4273: [The victim experienced unwanted teasing, jokes etc. of a sexual nature on several occasions. She was upset (3) personally, and felt it interfered mildly with her academic/professional performance. She did not fear reprisals, and did not report the incident formally because she felt informal channels were adequate, and did not know if the behavior constituted harassment. The case remains unresolved. The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "This prof. has made comments to groups in general on how women should not apply for grants because they aren't taken seriously, that no woman has ever contributed anything important to the field, etc. Also, he once screamed at me in front of an entire lecture hall of students for granting an extension on an assignment to a student. I felt it was embarrassing, unprofessional & wouldn't have happened if I were one of the male TFs."

IMPACT ON VICTIM: "I now avoid this person, but he is in charge of assigning TF positions. E.g. this semester I didn't get a position although my CUE ratings are very high."

PERSONS TALKED TO INFORMALLY: "They merely said it was an ongoing problem with this prof. and not to take it personally."

HOW SITUATION WAS RESOLVED: "I still avoid this professor."

FORM 4330: [The victim was subject to unwanted teasing, jokes etc. of a sexual nature on several occasions. She was personally upset (3) and somewhat affected academically (2). She was concerned about reprisals in the form of grades, recommendations or evaluations, the person's attitude towards her, and conditions at work or in class. She responded by ignoring, or going along with the attention and did not report it because she didn't think anything could be done about the situation, did not want to hurt the person who bothered her, and was afraid it would be held against her if she complained. The situation remained unresolved, much to the victim's dissatisfaction (1). The harassers were two or more male faculty members of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "The professors in my sub-field are prone to making silly but annoying sexual jokes about women in general. Although they have never directed this humor at me, they do persist in turning casual conversation into sexual jokes. (For example: Q: How was the weather in Florida? A: It's not the weather, it's the bikinis that keep me there.) This brand of humor would be less troublesome were it less persistent, but almost all conversation degenerates to this level quickly. So, I must sit stonily and risk losing social contact with them or voice my complaints and risk their discomfort and loss of candor with me, or laugh a bit and feel like a hypocrite. It's a subtle problem because I just want them to stop, but there's enough to admire about them that I'm afraid to risk loss of positive contact with them just because I'm thin-skinned."

IMPACT ON VICTIM: "Makes me self-conscious and sometimes avoid social contact with professors—it's hard to believe I will ever be considered a serious colleague by someone who makes such references."

FEMALE GRADUATE STUDENTS: TYPE 2, mildly upsetting, 12%
FORM 4036: [The victim experienced unwanted teasing, jokes etc., and unwanted pressure for dates, several times, and received unwanted pressure for sexual favors, once. The incident(s) were mildly (2) upsetting to the victim both personally and academically/professionally. She did not fear reprisals, and responded by ignoring the attention. The situation was resolved very satisfactorily (4). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: As a woman who is considered attractive by most men, I believe "sex" has played and important role throughout my education (I am a graduate student). I would be a liar if I didn't admit that my appearance has helped me quite a bit. As an undergraduate (at another college) I was asked out twice by teaching assistants while enrolled in their courses. At Harvard, I've had the same experience twice as well. Only in one case was it at all embarrassing--and that was because the professor was married, meaning that there was nothing "casual" about it. In general, I would say that it is alot harder for women to function in a scholarly environment (agressiveness for example, is treated differently in a woman) and that sexual harassment is only a tiny part of this larger problem.

IMPACT ON VICTIM: Lost respect for the professor--made it harder to motivate myself to do work for him.

WHY INCIDENT NOT REPORTED FORMALY: I thought I could handle the situation--also did not feel it was that big of a deal.

HOW SITUATION WAS RESOLVED: largely forgotten

FORM 4049: [The victim experienced unwanted teasing, jokes etc., several times. She was mildly upset (2) personally, and not at all academically/professionally. The victim found informal channels were adequate for resolving the problem, which she reports was resolved somewhat (3) satisfactorily. The harasser was a male faculty member with indirect authority over the victim.]

DESCRIPTION OF INCIDENT: "The person concerned directed sexist and sexual remarks to me throughout a student faculty dinner at which I was the only woman present. Other men there were helpful and tried to direct the conversation to other subjects."

PERSON TALKED TO INFORMALLY: "faculty member--very slightly helpful: advised me to ignore the problem."

HOW SITUATION WAS RESOLVED: "Avoidance of the person concerned, which was possible without any detrimental effects on my work."

FORM 4081: [The victim experienced unwanted, sexually suggestive looks or gestures, once. She was mildly upset (2) personally, and not at all academically/professionally. She was not concerned about reprisals, and said she did not want to report the behavior formally or informally. The incident was resolved very much to her satisfaction (4). The harasser was male, and the victim's advisor.]

DESCRIPTION OF INCIDENT: At work, we all tease each other with jokes and remarks of a sexual nature. On a particular social outing my advisor and I continued to tease each other. When he dropped me off at my apt., he stayed for a while giving me what I construed as
sexually suggestive looks. I ignored him implying that although I have come across sexual harassment, I did not want to have any sort of sexual relationship with him. His subsequent behavior indicated that he was also not serious about having a sexual relations, but was testing to see how serious I was.

HOW SITUATION WAS RESOLVED: I responded to the attention by ignoring it, and no further incidents occurred. The relationship went back to normal with both parties understanding where they stood.

FORM 4175: [The victim experienced one occurrence of unwanted, deliberate touching etc. She was not at all upset personally (1), and the incident did not interfere with her academic or professional performance. She did not report the behavior formally because she felt informal channels were adequate, did not know if the behavior constituted harassment and was afraid it would be held against her if she complained. The situation was resolved to the victim's satisfaction (3). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "Talking to prof after seminar he was very touchy-feely and at one point detained me playfully by grabbing my shoulders and pulling me closer."

PERSON'S TALKED TO INFORMALLY: "Other professor-He explained that the prof. in question had a reputation for doing this (touching, invading "personal" space) and that it did not signify any personal interest or signify that other "intentions" would be forthcoming."

HOW SITUATION WAS RESOLVED: "I just decided not to let it bother me."

FORM 4187: [victim experienced unwanted touching, leaning over etc. once. She was mildly upset (2) personally; her academics were not affected. The victim did not fear reprisals, and did not report the behavior because she did not know if it constituted sexual harassment, did not want to hurt the person who bothered her, and thought it would take too much time and effort. The situation was resolved by avoidance. The harasser was a male faculty member with indirect authority over the victim.]

DESCRIPTION OF INCIDENT: "I was careful, after that, when talking with this person who has a bothersome habit of leaning over and getting too close. Luckily, he was never a teacher of mine, only a faculty member in my department so I could easily avoid him (the one time he leaned over me was after a departmental lecture). He has been known to corner and lean over female grad students and employees and sometimes to touch and kiss them."

FORM 4232: [The victim experienced unwanted, sexually suggestive looks on several occasions. She was mildly upset personally (2), and not at all (1) academically. She was not concerned about reprisals, and did not want to report the behavior formally or informally. She felt "the problem was an annoyance, not true harassment." The situation was not resolved. The harasser was a male faculty member of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "When consulting with him in his office, the person stared at my legs constantly. I actually resolved the situation by wearing trousers to his office. I don't know if this constitutes sexual harassment."
FORM:4009: [The victim report one occurrence of unwanted pressure for dates. She reported being mildly upset personally(2) and not at all academically(1), did not complain because she felt informal channels were adequate, and was very much satisfied with the resolution of the incident(4). The harasser was a male of unknown status.]

HOW SITUATION WAS RESOLVED: Pressure stopped when I showed no interest.

FORM:4022: [The victim reports several occurrences of unwanted suggestive looks or gestures. She was not at all upset personally(1) or affected academically(1), and ignored the attention. The harasser was a male faculty member with indirect authority over her.]

DESCRIPTION OF INCIDENT: "Unwanted sexual gestures/ a couple of jokes—from two different male faculty members. In one case—more harmless in that this person would never attempt to push things beyond "looking" and innuendos. In the other case, this person does become sexually involved with graduate students and undergrads—he has a reputation for this kind of behavior—and it makes it difficult to work with him. I feel that I have avoided this person more than I would have for these reasons and have thus missed out on some real input and help he could have given me."

FORM 4157: [The victim experienced unwanted, deliberate touching, leaning over etc., once. She was not at all upset (1) personally, or academically/professionally, and was not concerned about reprisals. The situation was resolved very satisfactorily (4). The harasser was a male faculty member of unknown relationship to the victim.]

DESCRIPTION OF INCIDENT: "Merely a leer and a pat from a very much older professor."

WHY INCIDENT NOT REPORTED FORMALLY: "Really, the incident was so slight, it was hardly offensive and not worth noticing."

HOW SITUATION WAS RESOLVED: "I ignored it, and smiled."

FORM 2036: [The victim experienced frequent incidents of unwanted pressure for dates, and letters or phone calls of a sexual nature. She was subject to unwanted, sexually suggestive looks or gestures and deliberate touching, leaning over etc., on one occasion. The victim was very upset (4) personally, and reported that the incident(s) did interfere with her academic performance (3). She was concerned about reprisals through grades and recommendations, the person's attitude towards her, conditions in class, and also 'other people finding out and thinking if I got a good grade that would be why.'"
She did not report the incident formally because she did not know to whom to go, thought the university would be unresponsive, didn’t think anything could be done about the situation, and was afraid it would be held against her if she complained. The situation was resolved in that the course ended, but the victim was not at all satisfied with the outcome (1). The harasser was a male faculty member with direct authority over the victim.

DESCRIPTION OF THE INCIDENT: "I, unfortunately, initiated contact with a professor in a large course by inviting him to a faculty dinner. After that, he took my roommates and I out for ice cream and he kept slipping his hands on me and leaning on me etc. For the remainder of the semester, he called repeatedly, pressuring me for dates, or just "to talk" on the phone. He also sought me out at various student gatherings he knew I would attend (athletic games, field days, etc.)."

IMPACT ON THE VICTIM: I came to loathe the class, the professor and avoided the work for not thinking about the situation.

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FORM 2082; [The victim experienced unwanted teasing, jokes etc., on several occasions; letters or phone calls of a sexual nature, deliberate touching, leaning over etc., and pressure for sexual favors, on one occasion; and sexually suggestive looks or gestures, frequently. She was very upset (4) personally, and mildly (2) affected academically. She was concerned about reprisals in the form of recommendations or evaluations, and the person's attitude towards her. She did not report the behavior because she did not want to hurt the person who bothered her, was afraid it would be held against her if she complained, was embarrassed, and thought it would make the situation worse. The situation was resolved by avoidance, but the victim was not satisfied with this outcome (2). The harasser was a male, and the victim's freshman proctor.]

DESCRIPTION OF INCIDENT: "I had grown close to my advisor as I confided in him about my emotions about a death in my family. We became good friends as well, although he appeared interested in more than friendship. I realized this because of questions (sexual nature) he began to ask and affectionate gestures. I began to avoid him, which he noticed, and when he asked me why I was avoiding him, we discussed the situation in somewhat indirect terms. The problem however got worse as I felt more pressure to feel differently about him—not just as an advisor and friend. When I was saying good-bye to leave Cambridge for the summer, he cornered me, kissed me and said, "I think I deserved that." I wrote him a letter soon thereafter explaining that I liked him only as a friend. He was upset and angry with me, as I was with him, and the relationship ended in an upsetting argument.

Sexual harassment is difficult to define, but from personal experience, I find pressure for a sexual relationship very upsetting (sic) and disturbing, as it destroyed an important avenue of help, advice and guidance which I relied on."

IMPACT ON VICTIM: "I was under a great deal of stress because of a death in the family. This person was an advisor (my freshman proctor) who I trusted. After the development of the problem, I felt it very difficult at school as I had lost a close and important academic as well as personal advisor."

HOW SITUATION WAS RESOLVED: "I ended the friendship and avoided contact with the person after my freshman year."
FORM 2101: [The victim experienced unwanted pressure for dates once, and was subject, on several occasions to unwanted teasing, jokes etc., sexually suggestive looks or gestures, deliberate touching, leaning over etc., pressure for sexual favors, and actual or attempted sexual assault or rape.

The victim was very upset personally (4), and somewhat affected academically (2). She was concerned about reprisals in the form of recommendations and evaluations, and the person's attitude towards her. She responded by confronting, then avoiding the harasser. She did not want to report the behavior at all, formally or informally because she did not want to hurt the person who bothered her. The harasser was male; the victim's freshman proctor.]

DESCRIPTION OF INCIDENT: "The individual was my freshman proctor. Over the course of the first term we had become good friends and talked often and at great length in his room, always with the door open and usually with other students around. Nearing the end of the first term he began to close the door when we'd talk - I didn't think much of it until one evening he more or less attacked me. Because of our friendship I tried to discuss the situation with him - he was cold to me after that evening and I stopped going to him for academic advice."

IMPACT ON VICTIM: "unnecessary anxiety"

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FORM 2120: [The victim was subject on frequent occasions to unwanted teasing, jokes etc., on several occasions to sexually suggestive looks or gestures, and deliberate touching, leaning over etc., and on one occasion, to pressure for sexual favors. She was very upset personally (4), and academically. She was concerned about reprisals in the form of grades, and the person's attitude towards her. She did not report the behavior formally because she did not know to whom to go, was afraid the university would be un receptive, and was afraid it would be held against her if she complained. The situation was never resolved, much to the victim's dissatisfaction (1). The harasser was male, and the victim's section leader.]

DESCRIPTION OF INCIDENT: "The worse experience involved a TF who continually invited me to office hours. Twice I attended, and during both instances he proceeded to rub his knee and leg upon mine after inching closer and closer. While eyeballing my bosom he put his hand on my knee and proceeded to rub. I moved over in my chair to get further away. He persisted and finally I said "I have to go now." He spoke of being lonely and looked suggestively at his lap and then at me."

IMPACT ON VICTIM: "Grades suffered because of avoiding the TF."

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FORM 2121: [The victim experienced unwanted pressure for dates, letters or phone calls of a sexual nature, and sexually suggestive looks or gestures on one occasion. She was very upset (4) personally, and her academic performance suffered somewhat (2). She did not talk to anyone formally or informally. The situation was unresolved. The harasser was male, and the victim's former section leader.]

DESCRIPTION OF INCIDENT: "After the course was over, I foolishly went to dinner with my section leader and after discovering that he was 35 years old, I told him that I didn't really want to have anything to do with him (I was 18 at the time).

At the end of the first semester of my freshman year a section
leader from one of my courses called me to tell me that I had received an A- in the course. Then he asked me to have dinner with him. For some reason, I couldn't bring myself to say no even though there was no attraction to this man on my part. (During the semester, he had paid a little bit of attention to me in section - looks in my direction and so forth. It had made me slightly nervous and kept me from going into his office hours, but I didn't think anything of it at the time.) I went to dinner with him, realized that it was a mistake, and when he pressured me to see him again, I said no. (I was especially shocked when he told me he was 35. I couldn't figure out what someone so old could be attracted to a naive freshman for.) Although the whole thing was basically above board and out of the jurisdiction of the university, it was a bad experience for me. Perhaps I am overreacting by classifying it as sexual harassment. The only real trouble it has caused me is some discomfort in running into this same section leader now. This is a particular problem since he works in the **** dept. and I came very close to majoring in ****. He was a section leader for another course which interested me this past fall term but I decided not to take it, partly because I didn't want to "deal with" him. Now, as of this semester, he is a non-resident tutor in my house. Again, I am probably overreacting because I have very little experience with this kind of thing, but his presence and the looks he gives me are even now, quite disturbing.

IMPACT ON VICTIM: "It made me more nervous and more careful about dealing with male TAs. I think it has made me hesitant to ask for extra help etc. in some cases where I'm not perfectly comfortable."

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FORM 2169: [The victim was subject on several occasions to unwanted teasing, jokes etc., and sexually suggestive looks or gestures. She was very upset (4) personally, and her academic performance was very much (4) affected. She did not file a formal complaint because she did not know if the behavior constituted sexual harassment, did not want to hurt the person who bothered her, and was too embarrassed. The situation was never resolved. The harasser was male, and the victim's section leader.]

DESCRIPTION OF INCIDENT: "He was a TF and lived in my house. He always ate with me, always wanted to go running together. I felt he stared at me in sections, told me dirty jokes, singled me out. He's a nice guy and fun to chat with--I wasn't sure anything I felt was true. Then 2 friends told me he had said that he really liked me. He NEVER refused to help me in the subject and had a professional attitude when he discussed the subject but I was afraid to ask questions. When he left he wrote me a letter declaring his love but he wasn't around so c'est la vie. I stopped going to section and dropped the course mid-year. I could have switched section leaders; I don't know why I didn't."

IMPACT ON VICTIM: "grades suffered-- avoided section/getting special help"

HOW SITUATION WAS RESOLVED: "I dropped the course mid-year, and he got a professorship at another University at the end of the year. Nothing was ever resolved"

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FORM 2204: [The victim was subject to several occurrences of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted sexually suggestive looks or gestures, and unwanted deliberate touching, and one incident of unwanted pressure for sexual favors. She was very
much upset personally(4) and affected academically(3) and was concerned about the person's attitude towards her and the conditions in class/work. She did not talk or complain to anyone because she did not know to whom to go and was too embarrassed. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male faculty member with direct authority over the victim.

DESCRIPTION OF INCIDENT: "Several relevant facts: I was a freshman at the time. The faculty member involved was considerably older than I (about 15 years older), and was my instructor in a small-group situation. The incident occurred too late in the term to consider dropping the course."

HOW VICTIM RESPONDED TO ATTENTION: "felt extreme personal confusion"

IMPACT ON VICTIM: "precipitated psychological difficulties that interfered with academic performance"

FORM:2272: [The victim was subject to several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature, and one incident of unwanted sexually suggestive looks or gestures. She was upset personally(3) and affected academically(3) and was concerned about reprisals through grades, recommendations or evaluations and the conditions at work/class. She didn't talk or complain to anyone because she did not know if the behavior constituted harassment, didn't think anything could be done about her situation, though it would be held against her if she complained, and thought complaining would take too much time and effort. The situation was not resolved but she was very much satisfied with the outcome(4). The harasser was a male teaching fellow with direct authority over her.]

DESCRIPTION OF INCIDENT: "It really was not that large an incident (or, actually, incidents), but I was bothered enough by my TF's jokes, nicknames, innuendos--and in one case, out-and-out leering--to avoid attending section. He would tease me when I stayed after class to ask a few questions, offering to trade answers to my questions for "whatever I had to offer". He called me "Blondie" which really irritated me. I don't think he was serious, and I probably should have said something. I would in the situation now, but when these incidents occurred I was a 1st semester freshman and rather uncertain about many things. The fact that my TF was only a junior made it all the more difficult, because I would run into him when I had dinner at **** House."

IMPACT ON VICTIM: "my grade was far worse than it should have been because I avoided going to sections and review section. I refrained from asking questions and missed out on needed explanations as a result."

HOW SITUATION WAS RESOLVED: "The class simply ended with the semester and I avoided running into the person after that time."

FORM:2339: [The victim was subject to several occurrences of unwanted pressure for dates and frequent occurrences of unwanted sexually suggestive looks or gestures. She was upset personally(3) and affected academically(3). She ignored the attention and avoided the person who bothered her, but did not talk or complain to anyone because she did not want to report the behavior at all, did not know if the behavior constituted harassment, did not know to whom to go, and though complaining would make the situation worse. The situation was resolved but she was not very satisfied with the
outcome(2). the harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "I was in a small class - four people. The professor continually looked at me in a suggestive manner. It was also embarrassing because the other students notice it. The professor asked me out for coffee twice. I refused each time, pretending I didn't quite understand why he was asking me out."

HOW VICTIM RESPONDED: "Made it obvious I wasn't interested."

CONCERN ABOUT REPRISALS: "It was not reprisals I worried about. My problem was that I could not approach the instructor concerning my term paper because I worried he think I had "changed my mind"."

HOW SITUATION WAS RESOLVED: "The course ended!"

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FORM:2461: [The victim was subject to frequent incidents of unwanted pressure for dates, and several incidents of unwanted letters or phone calls of a sexual nature and unwanted pressure for sexual favors. She was very much upset personally(4) and affected academically(3) and was concerned about reprisals through grades, recommendations or evaluations, and the conditions at work/class. She confronted the person who bothered her and avoided contact with him as well as ignoring the attention. The situation was resolved and she was somewhat satisfied with the outcome(3). The harasser was a male teaching fellow with direct authority over her.]

DESCRIPTION OF INCIDENT: "He was a section leader who bothered me constantly with phone calls, visits and letters. He seemed slightly off his rocker, kept on insisting I go out with him, go away for two weeks, to stay with him and even marry him! I reported him when he began threatening me with physical harm if I did not go out with him (including setting my dorm on fire). After I reported him he did stop but spread rumors about me among other TFs, lowered my grade.

F.S. The professor was on his side all the way.

P.P.S. He is teaching a course this year again. Outrageous! He is insane!"

IMPACT ON VICTIM: "I never went to sections which were a vital and major part of this course."

TALKED INFORMALLY: "Senior tutor - helpful but not very."

TALKED FORMALLY: "Marilyn Lewis - helpful in warning him."

HOW SITUATION WAS RESOLVED: "He was apparently "spoken to" by various figures of authority and stopped."

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FORM:2634: [The victim was subject to several incidents of unwanted pressure for dates, unwanted sexually suggestive looks or gestures, and unwanted deliberate touching, and frequent incidents of unwanted letters or phone calls of a sexual nature and unwanted pressure for sexual favors. She was very much upset personally(4) and very much affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, and the person's attitude towards her. She ignored the attention and avoided contact with the person and talked to an advisor informally, but did not complain formally because she did not know if the behavior
constituted harassment, was afraid the University would be unresponsive, was very much afraid it would be held against her if she complained, and was too embarrassed. The situation was resolved but she was not at all satisfied with the outcome(1). The harasser was a male teaching fellow with direct authority over her.

DESCRIPTION OF INCIDENT: "When I had trouble with a TA, I felt uncomfortable for weeks before I labeled it SH, I didn't go to officials because ALL he did was call me four times in a weekend, visit me, ask me to meet him at 9:30 PM to discuss a paper. When I got a D- on the 2nd paper (I got an A on the first), he visited me in the hospital and explained that if I was willing to work "hard,long,late hours" with him I could still get an A. A friend who overheard this said she was amazed he came right out and said it! This convinced me that I wasn't imagining things, that he was propositioning me (my friend did not know) I had trouble with the TA before this."

HOW VICTIM RESPONDED: "I tried to change sections but my request was denied (I didn't mention SH) so I ignored it until he started visiting me at my house and then at the hospital. I took advantage of my illness and got permission to withdraw.

IMPACT ON VICTIM: "I withdrew from the class."

TALK INFORMALLY: "Pre-med advisor. He said he thought I was right to withdraw graciously using my illness as an excuse."

HOW SITUATION RESOLVED: "I withdrew from the class."

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FORM:2644: [The victim was subject to several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature and several incidents of unwanted pressure for dates, and one incident of sexually suggestive looks or gestures. She was very much upset personally(4) and very much affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She did not talk or complain to anyone because she did not want to report the behavior at all, felt informal channels were adequate, did not know if the behavior constituted harassment, was afraid the University would be unresponsive, didn't think anything could be done about her situation, and was afraid it would be held against her if she complained. The situation was resolved but she was not very satisfied with the outcome(2). The harasser was a male teaching fellow with direct authority over her.]

DESCRIPTION OF INCIDENT: "When I was a freshman, I enrolled in [course] to fill my [area] requirement. My section leader was in the habit of setting up a kind of teasing, sarcastic atmosphere in section. I went to see him at his office for extra help on problem sets, and it was there that he asked me out. The first time it happened I made an excuse like I was going to visit my sister at her school. I think the same thing happened once more and the third time I told him I wouldn't feel comfortable going out with a section leader. This was three years ago and I don't remember the specifics. I do know that I felt guilty and partly responsible for setting up a joking, teasing conversational manner, but I did this in response to how he was leading the section. As I said, I stopped seeking extra help to avoid any further episodes, and although I did fine in the course, I was constantly worried that a) since I wasn't getting extra help I couldn't do
very well, or b) even if I did OK, he'd grade me lower because I hadn't "come through." Each year since then, I have heard from people in the class that this TF is STILL constantly asking the women in his section to go out. It was hard then and still is hard for me to imagine a way to deal with this outside of individual confrontations. It seems that there should be SOME way to make an anonymous "class action" type of complaint through formal channels"

HOW VICTIM RESPONDED: "I confronted him by saying I wouldn't feel comfortable going on a date with a teaching fellow - afterwards I avoided seeing him in situations where we'd be alone - as in office hours, etc."

IMPACT ON VICTIM: "Although I did fine in the class, my teaching fellow's persistent requests for a date made me stop seeking help outside of lectures and sections (it was a class in which I frequently needed extra help). More profoundly, the experience made me extremely conscious of avoiding potential situations like that, and also made me enraged that this person could abuse his authority. (I subsequently heard that this TF regularly asked out a large number of women in the class)."

TALKED INFORMALLY: "I mentioned it later to a proctor; not mine, though."

WHY NO FORMAL COMPLAINT: "The situation resolved itself when I refused his dates with a real explanation (see #12) rather than the first few times when I made excuses for why I couldn't go out. I guess I thought that took care of it. But I was a freshman at the time, and would have felt silly THEN about reporting something so "trivial". Now I feel very differently in terms of its importance, but still think there aren't effective formal channels by which to deal with this level of harassment. (e.g. asking for dates, making sexual innuendos, etc.)"

HOW SITUATION WAS RESOLVED: "Resolved in that he stopped asking me out. Unresolved and continually detrimental in that I stopped seeking outside help for the class from him, and was always on the defensive, blocking any potential comments or requests for dates from him. It set up a very unhealthy environment that was never "resolved"

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FORM:2714: [The victim was subject to one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature, and several incidents of unwanted sexually suggestive looks or gestures. She was very much upset personally(4) and very affected academically(4) and was concerned about reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She avoided the person but did not talk or complain to anyone because she did not know if the behavior constituted harassment, didn't think anything could be done about her situation, and was afraid it would be held against her if she complained. The situation was not resolved. The harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "Why shouldn't I omit incriminating information? Who is being protected? It seems to me it would be him. And he is the one at fault. During a conference about my writing the instructor said let's not talk about your writing let's talk about you. Asked questions about my past, my family. Later asked me if there was a lot of "love" at Harvard. Asked if I was in love. I became very embarrassed and uncomfortable and gave short, abrupt answers. The subject was dropped. The professor created a very sexually charged atmosphere in the class which also made me uncomfortable."
HOW VICTIM RESPONDED: "Wrote anonymous letter to Marilyn Lewis."

CONCERN ABOUT REPRISALS: "I didn't write the letter until the semester was over— but worried about reprisal because I wasn't receptive to his questioning and because I didn't go to class."

IMPACT ON VICTIM: "Didn't go to class."

HOW SITUATION WAS RESOLVED: "Not really— no going to class was a poor resolution."

FORM:2724: [The victim was subject to one occurrence of unwanted sexually suggestive looks or gestures and one occurrence of unwanted deliberate touching. She was very much upset personally and it is unknown how affected she was academically though she was concerned with reprisals through grades, recommendations or evaluations and the person's attitude towards her. She ignored the attention but did not talk or complain to anyone because she did not want to report the behavior at all, did not know if the behavior constituted harassment, did not know to whom to go, was afraid the University would be unreceptive, and didn't know if anything could be done about her situation. The situation was resolved but she was not very satisfied with the outcome(2). The harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "I had a professor constantly leering at me during lecture, and once he visited my section, insisted on sitting next to me and rubbed his leg against mine (I'm quite sure it was not an accident) the whole section— I couldn't move because I was trapped between his and another chair."

IMPACT ON VICTIM: "Did not want to ask for a letter of recommendation when I had taken 2724:3/14/18: two classes and done well in them, because I didn't want to talk to Professor in office hours alone."

HOW SITUATION WAS RESOLVED: "Time."

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FEMALE UNDERGRADUATES: TYPE 4, serious, 8%

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FORM:2032: [The victim experienced an unknown number of incidents of unwanted pressure for dates, and unwanted touching, cornering etc. She was mildly upset (2) personally, and mildly affected academically. She was concerned about the person's attitude towards her, and responded by avoiding him. She did not want to report the behavior at all formally or informally because she did not know if the behavior constituted harassment, and did not want to hurt the person who bothered her. The situation was not resolved, but the victim reports being satisfied with this outcome (3). The harasser was a male teaching fellow in the victim's department.]

DESCRIPTION OF INCIDENT: "A person (TF) found out my name (as I think he did with most women in the department) and came up to me and asked me for a date— I refused, then he would keep coming up to me, sometimes cornering me. He found out my telephone number and called me a few times. Then he left for field work so I was no longer harassed."
FORM 2058: [The victim experienced one incident each of unwanted pressure for dates, sexually suggestive looks or gestures, deliberate touching, leaning over etc., and pressure for sexual favors. She was upset personally (3) and reported that her academic performance suffered mildly (2). She was concerned about reprisals in the form of "possible contacts or help in employment." She did not report the behavior formally because she did not know if it constituted harassment, and didn't want to hurt the person who bothered her. The situation was resolved satisfactorily (3). The harasser was male, and the victim's former proctor.]

DESCRIPTION OF INCIDENT: "A freshman proctor who showed interest in me freshman year, but waited until I was a sophomore before he actively sought me out sexually. Lured me to his room and tried to seduce me after having me drink some wine. I had to talk my way out of there, but ultimately he did not use force."

IMPACT ON VICTIM: "Loss of concentration."

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FORM 2067: [The victim experienced one incident of unwanted teasing, jokes etc., and one incident of sexually suggestive looks or gestures. She was upset (3) personally, and mildly (2) affected academically. She did not report the behavior because she did not know if it constituted sexual harassment. The harasser was male, and the victim's tutor.]

DESCRIPTION OF INCIDENT: "I felt as though my tutor was making sexual advances in a very subtle way (e.g. jokes, touching). Therefore, I wasn't sure if he actually was. But, it made me feel very uncomfortable and unsure of him."

IMPACT ON VICTIM: "Felt a little uncomfortable around my tutor."

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FORM 2075: [The victim experienced unwanted teasing, jokes etc. and sexually suggestive looks or gestures on several occasions. She experienced unwanted pressure for dates, and deliberate touching, leaning over etc., on one occasion. She was upset personally (3), and mildly affected academically (2). She was concerned about reprisals through grades or recommendations, and responded by ignoring the attention. She did not report the behavior formally because she did not know if it constituted harassment, and did not want to hurt the person who bothered her. The situation was not resolved. The harasser was a male teaching fellow with authority over the student.]

DESCRIPTION OF INCIDENT: "The TF had been interested throughout the course as much because of physical attraction as because of my intellectual interest in the material. It was not until after the course was over that I was pressured for dates but he did not persist when I showed I wasn't interested. Although I would have liked to have maintained the connection on an intellectual level I severed it because of his interest and did not take him up on his offer to write me a recommendation because of the interest he'd showed."

IMPACT ON VICTIM: "Felt awkward going to person for advice/recommendations for fear he'd think I was interested."

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FORM 2097: [The victim experienced unwanted teasing, jokes etc. of a sexual nature on several occasions. She was upset personally (3), but was not at all affected academically. She was concerned about reprisals in the form
of recommendations and evaluations, and the person's attitude towards her. She did not report the behavior formally because she felt informal channels were adequate, and that "It wasn't that big a deal."

The situation was resolved very satisfactorily (4) by, "By talking with the person in question and working things out." The harasser was a male tutor in the victim's house.]

DESCRIPTION OF INCIDENT: "It wasn't really sexual harassment--maybe. It was lots of flirting with a Tutor in the house--I felt like he led me on, and liked the flirting stage a lot, and said provocative things, and then when I, who liked him and wanted to spend more time with him (and based my reaction partly on what he had said--that is, I saw a reason to respond), confronted him with it, he backed off, essentially patted me on the head for feeling that way ("it's natural that those feelings would arise", as though he had no part in it), and now he won't talk to me.

It was not an easy situation, because he is a tutor in my house, and we have friends in common; thank goodness I'm not in the same department. What made me angry is that I felt like he was leading me on, and that as soon as I did the mature thing of confronting the situation, (sorry, that sounds like bragging, but maybe you'll see what I mean) trying to deal with the problem as two equal people working it out, he hid behind the system--he refused to see it as anything but my problem. That's how it felt, anyway--particularly because I put my feelings on the line, and I think that if it hadn't been for his position in the house it would have resolved itself differently. I felt belittled and young, and mad that he refused to take any responsibility for those comments. I would rather not make a list of those comments, but they remain firmly in my mind. The other problem is that he is the fellowship advisor, and I'll be damned if I'm going to ask him for a recommendation or any assistance. Now that's bad. I confronted the situation in hopes of working it out, and because I felt uncomfortable--now I'm paying for it."

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FORM 2115: [The victim experienced several incidents of unwanted teasing, jokes, etc. of a sexual nature. She was mildly upset personally (2), and her academic performance suffered (3). She was not concerned about reprisals. She did not report the behavior because she did not know to whom to go, and did not think anything could be done about her situation. The situation was resolved to the victim's satisfaction with the conclusion of the course. The harasser was male; the victim's section leader.]

DESCRIPTION OF THE INCIDENT: "Blatantly sexist TF who used his position of authority to pick up women who needed help. Because of nature of course there was a lot of one on one contact with TF's. Had a condescending attitude toward all women in his section and often made jokes and suggested that the better looking a woman is the better help she would get."

IMPACT ON VICTIM: 'He was my teaching assistant in a course I was having trouble with; I couldn't go to him for help. Also projects were supposed to be monitored by TF and I had no contact and didn't do well."

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FORM 2158: [The victim was subject to one incident of unwanted deliberate touching, leaning over etc. She was upset personally (3), and her academic performance was somewhat (2) affected. She did not report the behavior formally
because she didn't think anything could be done about it, and thought
complaining would make the situation worse. The situation was not resolved. The
harasser was male, and the victim's section leader.]

DESCRIPTION OF INCIDENT: "This person always chose private places for us to meet
to work on my academic problems in the class the person taught. S/he began to
sit closer and closer and this naive first semester freshman realized that this
was not innocent. The person tried to touch me and I chose to slide out of the
way and cut the help-session short."

IMPACT ON VICTIM: "I avoided this person, which meant missing a few sections
and not seeking extra help from the person when I needed it... The person
was a **** class section leader."

FORM:2195: [The victim experienced several occurrences of unwanted deliberate
touching. She was upset personally(3) and mildly affected academically(2) and
was concerned about reprisals through grades, recommendations or evaluations,
the person's attitude towards her, and the conditions at work/class. She
ignored the attention but did not talk or complain to anyone because she
did not know if the behavior constituted harassment, did not know to whom to
go, and though complaining would make the situation worse. The situation was
resolved somewhat to her satisfaction(3). The harasser was a male teaching
fellow with direct authority over her.]

DESCRIPTION OF INCIDENT: "This experience occurred with a TF in a course in
which I was struggling. I needed a lot of extra help and was made so
uncomfortable by this TF that I had to impose on other TF's in
order to (at least) pass--eventually I just gave up bothering
other instructors and skidded through the term. I'm not sure if
it was harassment in the technical sense or not but the situation
made me very uneasy. The administrators of the course were not
helpful about allowing me to switch sections and made me nervous
about directly spelling out my reasons for desiring to do so.
Grades and interest in class suffered, cut class a lot."

HOW SITUATION WAS RESOLVED: "class ended after one term."

FORM:2244: [The victim experienced several occurrences of unwanted teasing,
jokes, remarks, or questions of a sexual nature. She was very much upset
personally(3) and affected academically(3-4) and was concerned about
reprisals through grades, recommendations or evaluations, the person's attitude
towards her, and the conditions in work/class. She ignored the attention, confronted and avoided contact with the person who bothered her, but did not
talk or complain to anyone because she didn't know at first if the behavior
constituted harassment, was afraid the University would be unreceptive, and
was afraid it would be held against her if she complained. The situation was
not resolved and she was not at all satisfied with the outcome(1). The
harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "The harassment was more of a general type and subtle
at first (although eventually not to me). Constant references were made to
sexuality and women's sexual parts--inferences were often drawn about sexual
issues: which were not there. Lots of teasing of women in the
class and one of the most upsetting things was how the professor pitted
women against each other--almost competing for his attention and favor.
It was as if he was getting his kicks from creating embarrassment and
flustered women in the class. There were the typical looks and attempt
to make it seem as if we were all friends, good friends, and that there was no power dynamic and all--this was totally false."

IMPACT ON VICTIM: "grades, disliked attending class and doing work, professor's attitude toward me was negative because I wouldn't go along with the jokes and sexual teasing."

FORM:2255: [The victim was subject to several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature, and several incidents of unwanted deliberate touching. She was mildly upset personally and mildly affected academically(2). She ignored the attention and avoided the person who bothered her, but did not talk or complain to anyone because she did not know to whom to go and thought complaining would make the situation worse and take too much time and effort. The situation was resolved but not to her satisfaction(2). The harasser was a male proctor with direct authority over her.]

DESCRIPTION OF INCIDENT: "A freshman proctor (male) would flirt with my roommates and me, talk about our "expressive mouths," ask us personal questions about roommate dynamics, and analyze our personalities without invitation. He made a pass at a freshman (female) who visited his room to ask advice first term. He obviously viewed us as possible girlfriends, not as students or daughter-figures, and could not accomplish his job effectively as a result. He was fine with male freshmen.

HOW VICTIM RESPONDED: "stopped asking the tutor for academic advice/counsel"

IMPACT ON VICTIM: "I did not receive the counselling I should have as a freshman because I felt I had to avoid this proctor. I stopped seeking out the proctor."

FORM:2346: [The victim was subject to several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature and several incidents of unwanted sexually suggestive looks or gestures. She was upset personally(3) but not at all affected academically(1). She ignored the attention and avoided the person but did not talk or complain to anyone because she did not know if the behavior constituted harassment, did not know to whom to go, didn't want to hurt the person who bothered her, and thought complaining would make the situation worse. The situation was resolved and she was somewhat satisfied with the outcome(3). The harasser was a male supervisor.]

DESCRIPTION OF INCIDENT: "The guy was my supervisor. He was nice, and very friendly with all the student employees. We all had an easier time dealing forever making comments about my body--apparently he liked what he saw. But he was never very direct—that is, he never actually told me that he wanted me or my body. But I could feel his eyes on the lower half of my person whenever I walked away from him. His comments were about my driving men crazy, me in a bikini.... I noticed that he said pretty much the same about another black woman (he was white) in the office who was very built. But I couldn't figure it out because I thought he was gay."

HOW SITUATION WAS RESOLVED: "He quit his job (as my supervisor)."

FORM:2390: [The victim was subject to one occurrence of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted pressure for
dates, unwanted sexually suggestive looks or gestures, unwanted deliberate touching, and unwanted pressure for sexual favors. She was very much upset personally(4) and slight affected academically(2) and was concerned with reprisals through grades, recommendations or evaluations, the person's attitude towards her, and the conditions at work/class. She confronted the person and talked informally with a tutor, but did not complain formally because she felt informal channels were adequate, was afraid the University would be unreceptive, thought complaining would make the situation worse, and though complaining would take too much time and effort. The situation was resolved and she was very much satisfied with the outcome(4). The harasser was a male teaching fellow with direct authority over her."

DESCRIPTION OF INCIDENT: "The teaching fellow I had freshman year was known to make advances on any woman who was friendly. I happened to be naive and eager to get to know people, and went along until I knew it was headed for trouble. After I spoke with him about his behavior, the rest of the course was uncomfortable for me. He continually referred to my frigidity in less than subtle ways and finally I simply avoided him, switched sections and tried to forget it. Other women had similar experiences with the same man."

IMPACT ON VICTIM: "Avoid class/work. Found experience of learning in classroom unpleasant, hard to dissociate from"

TALK INFORMALLY: "Tutor, simply gave advice, which I followed."

HOW SITUATION WAS RESOLVED: "The teaching fellow left - even after our confrontation I was uncomfortable."

VICTIM SATISFIED WITH OUTCOME?: "Since he was gone, yes."

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FORM:2410: [The victim was subject to one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was upset personally(3) and mildly affected academically(2) and was concerned about the person's attitude towards her. She ignored the attention and avoided the person but did not talk or complain to anyone because she did not know if the behavior constituted harassment, didn't want to hurt the person who bothered her, and was afraid it would be held against her if she complained. the harasser was a male proctor with direct authority over her.]

DESCRIPTION OF INCIDENT: "The only thing that happened, and it is not a big deal I suppose, is that I used to go to another proctor because mine was never around and I needed advice about concentration, courses etc. We talked about my personal life and he kissed me hello when I entered once UNSOLICITED! I stopped that, but I didn't know if by coming for advice "I was asking for it" etc. I don't think so. After that I just bagged it and avoided him completely. It made me feel embarassed then, but I don't think I was at fault Really!"

IMPACT ON VICTIM: "Afraid of meeting with males - misconstrued interest etc."

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FORM:2416: [The victim experienced several occurrances of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted sexually suggestive looks or gestures, and unwanted deliberate touching. She was mildly upset personally(2) and mildly affected academically(2). She avoided contact with the person and ignored the attention but did not talk or complain to anyone because she did not want to report the behavior at all, did not know if the behavior constituted harassment, and didn't want to hurt the person who bothered her.
The situation was resolved and she was very much satisfied with the outcome(4). The harasser was a male of unknown status.

DESCRIPTION OF INCIDENT: "Extremely friendly, greeted me with a hug everytime class met; jokes in extremely poor taste about my sexual behavior which he knew nothing about; anti-women comments."

FORM:2564: [The victim was subject to one incident of unwanted sexually suggestive looks or gestures and one incident of unwanted deliberate touching." She was upset personally(3) but not at all affected academically(1) and was concerned about the conditions at work/class. She talked with a proctor informally and talked with an unknown official formally. She ignored the attention and avoided contact with the person. The situation was resolved and she was somewhat satisfied with the outcome(3). The harasser was a male supervisor with direct authority over her.]

DESCRIPTION OF INCIDENT: "I work on the dining hall temp crew. On one assignment, I worked under a new supervisor. I at first interpreted his actions as friendly, but as the dinner shift continued, it became apparent that he had single me out from the other students working. He always had me working in his sight (i.e. not dishroom or salad bar, etc.) He was concerned that I might be working too hard and said that he wanted pretty girls to be happy working there so they would want to work there again. At one point he actually put his arm around me and kissed me on the forehead."

TALK INFORMALLY: "proctor, very [helpful]"

TALKED FORMALL: "Other than guarantee that I would never have to work with that particular supervisor, but other than that..."

FEMALE UNDERGRADUATES: TYPE 3, upsetting, 3%

FORM:2023: [The victim was subject to one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was mildly upset personally(2) and mildly affected academically(2). She ignored the attention but did not talk or complain to anyone because she did not want to report the behavior at all. The situation was not resolved and she was dissatisfied with the outcome(2). The harasser was a male of unknown status.]

DESCRIPTION OF INCIDENT: Remarks are difficult to handle as they represent attitudes. Pervasive attitudes are difficult to change.

HOW SITUATION WAS RESOLVED: Avoidance.

FORM 2073: [The victim experienced one incident of unwanted teasing, jokes etc. of a sexual nature. She was mildly upset (2) personally, and not at all affected academically. She did not fear reprisals, and did not want to report the behavior formally or informally because she did not know if the behavior constituted harassment. didn't thing anything could be done about the situation, and felt "it was not worth a formal complaint." The situation was resolved. The harasser was a male of unknown relationship to the victim.]
DESCRIPTION OF INCIDENT: "It was only a joke with some sexual reference which did not affect me"

FORM:2204: [The victim was subject to frequent unwanted teasing, jokes, remarks, or questions of a sexual nature. She was mildly upset personally(2) and mildly affected academically(2). She ignore the attention but did not talk or complain to anyone because she did not know if the behavior constituted harassment. The situation was not resolved but she was somewhat satisfied with the outcome(3). The harasser was a male faculty member with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "It seemed that every time I went to this class the discussion ended up about sex. I did not feel anything was personally directed toward me, but I felt uncomfortable there and hated the class. I avoided the class as much as possible after a while. [An example of one discussion would be tv commercials. The teacher remarked how the ads for Tickle were so sexually oriented because the model would talk about the "big, wide ball." ]"

IMPACT ON VICTIM: "avoided class, received bad grade in course"

FORM:2247: [The victim experienced frequent unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(4) and mildly affected academically(2). She confronted the person who bothered her but did not talk or complain to anyone because she did not want to report the behavior at all and was afraid the University would be unreceptive. The situation was not resolved and she was not at all satisfied with the outcome(1). The harasser was a male faculty member with direct authority over her.]

DESCRIPTION OF INCIDENT: "In a core course I'm in, the professor continually makes sexist remarks--for example "Well, the next time your girlfriend makes you a cake, you can..." or "Well, the girls in the audience probably don't know much about this, but you men know that in a car, the spark plugs are used to..." One thing that I find very encouraging is that the students in the class continually hiss these statements. They sound innocuous enough, but it's these sorts of culturally-based sex differentiations that hurt women the most. I'm not sure Harvard can do much about this--it's a societal problem."

IMPACT ON VICTIM: "Felt uncomfortable in class--had trouble respecting or giving credence to professor's statements"

FORM:2431: [The victim was subject to one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(4) but not at all affected academically(1) and was concerned about the person's attitude towards her and the conditions at work/class. She ignored the attention but did not talk or complain to anyone because she did not know if the behavior constituted harassment, didn't think anything could be done about her situation, and thought complaining would make the situation worse. The situation was resolved and she was very much satisfied with the outcome(4). The harasser was a male tutor with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "As I said in a previous response, I'm not sure the
incident constituted sexual harassment, but I was insulted and angered by it.
I had decided to switch tutorials, because I felt (although we got along on a
surface level perfectly well) that my tutor and I had incompatible teaching/
learning styles—I had a lot of academic disagreements with him (i.e.
he kept papers for months at a time without letting us know how he felt
we were improving.) I had worked very hard for the tutorial, but was
increasingly dissatisfied—and spoke to him about my dissatisfaction on
a very general, non-accusatory, non-personal level, and mentioned that
I was considering switching. After some deliberation, I made
arrangements to switch. After I told him about my decision, as we were
going up to leave the office, he said, "Oh, by the way, I hear there
are a lot of handsome young men in your new tutorial." The obvious
implication was that my decision to change was based NOT
on my academic dissatisfaction with the educational experience under
his tutelage, but rather on personal considerations which would absolve
him from any feeling of inadequacy as a teacher. My immediate anger
at interpreting his remark this way was justified, I think, because
subsequently he has been extremely unfriendly to me, except when I
passed him once on my way into dinner (he is affiliated with the
house in which I live and we see each other frequently) accompanied
by 3 male members of my new tutorial (we had just finished tutorial
and were eating at the nearest place to our tutorial room). He said,
"Oh, HELLO. How is your new tutorial going?"—making
obvious reference to my being accompanied by 3 men, and to my
obviously higher level of sexual satisfaction with the new situation.
I should add that I received a perfectly good and fair grade
in the old tutorial—there was no ACTUAL effect of his
attitude in terms of official evaluation of my work."

HOW SITUATION WAS RESOLVED: "I switched tutors"

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FORM:2617: [The victim was subject to frequent unwanted teasing, jokes,
remarks, or questions of a sexual nature. She was upset personally(3)
but not at all affected academically(1). She ignored the attention but
did not talk or complain to anyone because she didn't think anything
could be done about her situation. The situation was resolved but she
was not very satisfied with the outcome(2). The harasser was a male
teaching fellow with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "My TF for a freshman language course used many
"sex-stereotype references, depictions and jokes" that were directed at all the
women in the class, not just myself. A few of the women discussed
the situation but decided that it wasn't anything that could be changed."

HOW VICTIM RESPONDED: "considered talking to Freshman Proctor with another
student who felt the comments/jokes of the TF were inappropriate, but
didn't because the semester was almost over."

HOW SITUATION WAS RESOLVED: "Well, the semester ended, so my contact with
the TF ended."

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FORM:2684: [The victim was subject to several incidents of unwanted teasing,
jokes, remarks, or questions of a sexual nature. She was mildly upset
personally(2) and mildly affected academically(2). She ignored the attention
but did not talk or complain to anyone because she did not know to whom to
go and didn't think anything could be done about her situation. The situation
was not resolved and she was not at all satisfied with the outcome. The
harasser was a male faculties member with direct authority over the victim.]

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DESCRIPTION OF INCIDENT: "I think I might have misunderstood the question. This professor's comments are not directed at me but at all women in the class. He is insulting and constantly makes sexual comments which are inappropriate and unnecessary."

IMPACT ON VICTIM: "Nothing serious, just a distaste for the class and a hesitance to do the work"

FORM: 2702: [The victim experienced one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature. She was very much upset personally(4) and mildly affected academically(2). She ignored the attention and avoided the person but did not talk or complain to anyone for all listed reasons except she felt formal channels were adequate. The situation was not resolved and she was not very satisfied with the outcome(2). The harasser was a male teaching fellow with direct authority over her.]

DESCRIPTION OF INCIDENT: "I was one of only three women in a section of at least 20 students. I asked the section leader a question which he didn't have time to answer, so he said that he'd talk to me after class. Most of the male students in the room snickered. The section leader raised his eyebrows and made some joke about "helping each other" after class - in other words that he would answer my question in return for sexual favors. It was only a joke, but it really humiliated me in front of many people. And of course, I never got my question answered."

CONCERN ABOUT REPRISALS: "IF I were going to lodge a complaint or confront the person I would DEFINITELY have worried about the section leader's attitude. However, since I decided to ignore it, I didn't have to worry about any reprisals."

IMPACT ON VICTIM: "I was certainly less likely to talk to the section leader alone (like after class or during his office hours) I was less free to have my questions answered.

WHY NOT MAKE FORMAL COMPLAINT: "I thought that everyone involved would think that I was over-reacting, and therefore that they wouldn't take me seriously."

FEMALE UNDERGRADUATES: TYPE 2, mildly upsetting, 10%

FORM 2063: [The victim was subject, on several occasions, to unwanted pressure for dates. She was mildly upset (2) personally, and was not at all affected academically. She responded by confronting the person who bothered her, and did not report the behavior because she felt (she) "was capable of handling it." She was very satisfied with the outcome of the situation (4). The harasser was a male, and the victim's section leader.]

DESCRIPTION OF INCIDENT: "He called and asked me for dates a few times. Also asked me after section meetings. (He was a section leader.)"

HOW SITUATION WAS RESOLVED: "I told him to stop calling and asking me out."
FORM 2085: [The victim experienced several incidents of unwanted pressure for dates and unwanted, sexually suggestive looks or gestures. She was mildly (2) upset personally, and not at all affected academically. She was concerned about reprisals in the form of grades, recommendations etc., and the person's attitude towards her, but did not want to report the behavior at all, formally or informally because she didn't want to hurt the person who bothered her, thought complaining would make the situation worse, and thought it would take too much time and effort to do so. The situation was resolved much to her satisfaction (4). The harasser was male, and the victim's tutor.]

DESCRIPTION OF INCIDENT: "No particularly dramatic experiences--just occasional suggestive hints at dates or suggestive looks. I ignored them and, after a while, the tutor/professors got the hint and nothing further happened. My academic performance did not suffer, nor was I punished in terms of grading. ... had my academic work been unfairly judged because of my failure to reciprocate the attention, I would have confronted the tutor and, if the situation were still not resolved, gone to the University."

IMPACT ON THE VICTIM: "My experiences did not have that great an impact and I could handle them."

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FORM 2096: [The victim experienced one incident of unwanted, sexually suggestive looks and gestures, and one incident of unwanted, deliberate touching, leaning over etc. She was mildly upset (2) personally, and mildly (2) affected academically. She was not concerned about reprisals, and responded by avoiding her section. She did not want to report the incident either formally or informally because she did not know if the behavior constituted harassment, and didn't think anything could be done about the situation. The situation was not resolved. The harasser was male, and the victim's section leader.]

DESCRIPTION OF INCIDENT: "Not very serious, I simply received more physical attention than I'm accustomed to: hands on me, reaching around over my shoulder etc. There was not sufficient reason to complain, but I was uncomfortable."

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FORM 2110: [The victim experienced unwanted teasing, jokes etc. of a sexual nature, on several occasions. She was mildly upset personally (2), and not at all affected academically. She was concerned about reprisals in terms of the person's attitude towards her. The situation was resolved to the victim's satisfaction (3) when, "the joking subsided."]

DESCRIPTION OF INCIDENT: "The jokes were not directed only at me, so I did not feel personally threatened. Also, I felt the person was not trying to harass us, but was merely trying to joke with the class (although in poor taste)"

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FORM 2136: [The victim was subject several times to unwanted pressure for dates, unwanted letters and phone calls, and sexually suggestive looks or gestures. She was mildly upset (2) personally, and her academics were not at all affected. She was concerned about the person's attitude towards her and about conditions in class. She did not report the behavior formally because she felt informal channels were adequate, and thought it would take too much time and effort. She reported that the situation was resolved very satisfactorily when, "I avoided him, acted coldly and pretended to be going out with a big, good-looking, imposing guy." The harasser was male, and a section leader with indirect authority over the victim.]
DESCRIPTION OF INCIDENT: "Last year the head section leader from a VERY large lecture course repeatedly called me and followed me around asking me to go out with him for coffee or other relatively non-threatening activities. He was not my section leader and I had NEVER approached him. He found me first in a cafeteria and sat and talked. I never told him my last name but he somehow got my phone number. He was never sexually suggestive (verbally) except for looks and interest. I was VERY cold and definitely uninterested. After repeatedly rejecting dates and appearing to be going out with another guy he stopped calling."

FORM:2193: [The victim was subject to one incident of unwanted teasing, jokes, remarks, or questions of a sexual nature and one incident of unwanted pressure for dates. She was mildly upset personally(2) and not at all affected academically. She did not talk or complain to anyone because she did not want to report the behavior at all. The situation was resolved somewhat to her satisfaction(3). The harasser was a male teaching fellow with direct authority over the victim.]

DESCRIPTION OF INCIDENT: "I went to a TF's office hours for help near the end of the term. After giving me the academic help I wanted, he started making sexual allusions, then asked me out to dinner. I went out with him to dinner, back to his apartment, and he pressured me to sleep with him, at which point I left. I went out with him once more, then told him I didn't want to go out with him again. He initiated the attention, but I did respond. Grades and classwork were in no way involved."

HOW SITUATION WAS RESOLVED: "I confronted the TF who asked me out, and finally told him I didn't want to see him anymore."

FORM:2295: [The victim experienced several occurances of unwanted teasing, jokes, remarks, or questions of a sexual nature and one occurrence of unwanted pressure for dates. She was mildly upset personally(2) and not at all affected academically. She ignored the attention and avoided the person but did not talk or complain to anyone because she did not want to report the behavior at all, did not know if the behavior constituted harassment, didn't think anything could be done about her situation, and did not want to hurt the person who bothered her. The situation was resolved and she was somewhat satisfied with the outcome(3). The harasser was a male teaching fellow who had direct authority over the victim.]

DESCRIPTION OF INCIDENT: "A section leader of mine frequently made sexual jokes (not hard-core) and he once asked me on a date. I refused, and his request made me slightly uncomfortable and heightened my sensitivity to his general teasing nature, but he never asked me again and there were no repercussions as far as I know."

HOW SITUATION WAS RESOLVED: "The class ended."

FORM:2315: [The victim was subject to several occurrences of unwanted teasing, jokes, remarks, or questions of a sexual nature and several occurrences of unwanted sexually suggestive looks or gestures. She was hardly at all upset personally(1) and slightly affected academically and was concerned about the person's attitude towards her. She ignored the attention and avoided contact with the person but did not talk or complain to anyone because she did not know if the behavior constituted harassment, did not know
to whom to go, and thought complaining would take too much time and effort. The situation was resolved somewhat to her satisfaction(3). The harasser was a male teaching fellow with direct authority over her.

DESCRIPTION OF INCIDENT: "Several times I've been asked out or flirted with inappropriately by male TF's. Basically, what's annoying or upsetting is simply the inappropriateness of the behavior to the classroom situation. Specifically--Freshman year, one section leader asked me to go dancing and another time to go to a party. The other occasions I can recall with other section leaders was simply a matter of flirting."

IMPACT ON VICTIM: "I participated less in section discussion."

WHY VICTIM DIDN'T MAKE FORMAL COMPLAINT: "It wasn't that big a deal"

HOW SITUATION WAS RESOLVED: "[It was resolved] once I took a firm stand of unwillingness to respond."

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FORM:2578: [The victim was subject to several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature, and several incidents of unwanted pressure for dates. She was midly upset personally(2) and not at all affected academically(1). She did not talk or complain to anyone. The harasser was a male of unknown status.]

DESCRIPTION OF INCIDENT: "Basically, I have been bothered by unnecessary (and often innocently offensive) sexual remarks--both in classrooms and out, by teachers and students. For example one teacher was showing slides to present different visual optics. The slide he chose was of a female in a bikini. Showed closer and closer shots of her body."

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FEMALE UNDERGRADUATES: TYPE 1, least serious, 2%

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FORM:2343: [The victim experienced several incidents of unwanted teasing, jokes, remarks, or questions of a sexual nature, unwanted suggestive looks or gestures, and unwanted deliberate touching. She was not at all upset personally(1) or affected academically(1). She went along with the attention but did not talk or complain to anyone because she did not know if the behavior constituted harassment. The harasser was a male of unknown status.]

DESCRIPTION OF INCIDENT: "Actually, I don't think this situation constitutes sexual harassment. It is more a person with authority over me, with whom I am on friendly terms, and I take the above lightly. I have had no problems with sexual harassment and offer this only as the closest thing to that I've experienced."
APPENDIX B

The following transcriptions are taken from question #46 "further comments" and were selected to be a representative sample of all the statements made in response to this question.
1. All but acts of attempted assault or persistent and repeated pressures for sexual favors despite clear rejection should not concern the university. Matured people should know how to deal with them, and if they don't, it is not the university's business to try to regulate such situations.

2. The university should in any case maintain a low profile on the subject. Much of the harassment bit is due to the femininst hysteria.

3. The university should be as alert to abuse of harassment charges as to actual harassment.

What a waste of time and concern! An absurd and inconsequential questionnaire.

Relations between fac. and students must be attractive [sic] and (possibly) sexual. One can't learn OR teach unless there exists some vital, perhaps physical, concern with mind and/or person[ality] of the instructor and student. OTHERWISE, is the teacher a computer?

A teacher and a scholar who believes in what he does creates in the student an expectation, a confidence that would be unhealthy and unbecoming to disrupt. I have never found in my life a student who suspected that my relation with her could be disturbed by an abuse of authority of my part--so said, I would like to add that in a school like Harvard sexual harassment can not and has never been a behavioural pattern. They [sic] will be cases and should be studied carefully and with compassion. Each story requires a different attitude on the part of the administration.

SH is just one form of obnoxious behaviour (non-sexual harassment; vandalism; noise;...). Why blow it up out of proportion?

This seems to be yet another way for Harvard to waste time and talent.

I see a hazard that spurious accusations of sexual harassment could be used to blackmail people with authority over others just as frequently as the use of authority to obtain sexual favors. Hence any procedures used by the university should be as confidential and informal as possible.

The whole matter is more complicated than it appears in this questionnaire--when the university made the dormitories co-ed the gates to sexual promiscuity and sexual harassment were wide opened. No institution can preserve a harmonious life or activity under such conditions. The university cannot control abuses but it should not
organize them in the name of whatever fetishism—it is a matter of institutional dignity and ethical standards.

It is essential to create an atmosphere of professional, collegiate interaction between members of the University community as favorable for women as for men. The companion/colleague transition should be the same for both: enforced, respectful, dignified.

I am much distressed by the progressive institutionalization of (largely) adolescent hysteria at Harvard. Sexuality and its expressions are pervasive in human society. The notion of promulgating rules and regulations to govern the normal chances and dangers of adult intercourse is repugnant to me. The university should encourage students and others to deal with one another rationally and humanely, not litigiously and suspiciously. There should of course be channels for legitimate complaints. (don't they exist already?) Rape is a matter for the civil authorities.

It simply makes no sense for me to answer these questions. They are directed at problems which have been completely outside my experiences at Harvard. In my experience, from my vantage point, the issues addressed here are fabricated.

On 2 and 3: Some European males I have known here consider it proper and necessary to be "courtly" and even mildly "sexy" with women, especially younger women; in some cases the specific manifestations of this ingrained and probably almost unconscious attitude may well be taken as sexual harassment by young Americans. I remember one colleague who annoyed many males (including me) by his personal mannerism of standing close and putting his hand on one's arm in order to make a specially emphatic statement. He did it occasionally with women, but got told off often enough so he restrained the habit with them. In his eyes, there was nothing sexual about such matters—the community he came from had it as part of ordinary communication. On the other side, I had a flirtatious European female student who had made many teachers very nervous indeed because her habitual manner was such that an onlooker would think an intimate relationship existed between her and the given male. Yet it was really only her ingrained way of dealing with men—particularly those with authority. Something like it is occasionally encountered with women from the Deep South. Maybe that is now all past? My point, of course, is that guidelines should be pretty loose. There should definitely be sanctions available, but there should also be a system allowing for a graded series of warnings.

On at least half a dozen occasions as a teacher, a student has told me that she had liberal sexual views and would like to go to bed with me. I've always politely declined and nothing has come of it. Inasmuch as I was bluntly being given an option rather than pressured or teased in any way, I don't count that as SH, do you? Compared to what I have seen elsewhere in academic settings, especially
in comparisons with universities on the West Coast, Harvard is remarkably low in SH.

Generally the university should treat people like adults by allowing them to solve their own problems whenever possible. Only in cases of outright sexual blackmail by persons in authority should the university step in. Otherwise the whole thing could be magnified way out of proportion.

This is a monumental waste of money! I'd call it staff harassment!

This is a very difficult set of issues and overlaps the area of sexual discrimination. While it is unclear how much the University can actually accomplish, I think it is very important that it try as hard as possible. I have had to mediate an instance of sexual harassment between co-workers in my group, and it was an unpleasant and difficult experience. At a minimum, some support and training for supervisors who have to deal with these issues would be valuable.

I believe that student and faculty at Harvard who are sexually harassed, or feel that they are, should have some recourse to appropriate agencies at the University where they could seek help. Any attempt on the part of the University to "control" sexual harassment, however, might be a dangerous curtailment of the individual's right to privacy and might smack of the police state and witch hunts, and many other threats to freedom, to which the University is dedicated. I wonder if some of the methods of "control" suggested might indeed be unconstitutional.

This survey seems to me tilted toward male-female relations. It's my impression that male-male relations, including harassment with academic consequences, are more a Harvard tradition and problem-- and customarily covered up by the University.

Harvard has handled the publicity on sex harassment very badly. Publicity is an effective form of punishment for the harasser. So far only some harassers have experienced this punishment while others have been protected by the University. THIS IS UNFAIR. A policy should be developed which insures that EQUAL punishment is meted out for EQUAL offences.

This is a touchy matter. Too much publicity will be as harmful as too little. Needs subtle administrative handling. In my administrative experience, I have come across one important accusation (formal) against another faculty member. Private counseling was suggested.
Why didn't this questionnaire have a section about unwanted advances - touching, leaning over, undue flirting - from students and women over whom I had authority? That I have experienced and I find it damned hard to handle with any sufficient kindness or tact. I can easily imagine that it would help to create a climate that would increase the chance of harassment by those in authority.

It might be amusing to inquire about reverse sexual harassment, eg.-- The student who sits with her skirt hiking up to her thighs, or leans over the desk from behind the instructor brushing her (ample) bosom against his ear, or raises voluntarily the issues of this poll & suggests a little "harassment" might complete an education. Is there a full time, fully paid bureaucrat to hear complaints? My view of the special responsibility of the teacher (or doctor or lawyer) is that as a professional one must avoid sexual involvement of any kind, whether voluntary or involuntary, with a client so long as she is a client.

I just hope that with the best of intentions the survey does not produce the worst of results: namely, a frightened, suspicious, poisoned atmosphere of cross-sex and perhaps even same sex over concern.

There should be a person or an office to whom complaints can be made.

Good idea to survey.

Ethics of behavior
Some time ago I answered a preliminary questionnaire sent by your Committee. I'm appending these comments to your questionnaire for a variety of reasons which I shall try to make explicit in the course of my remarks.

As a male, I'm offended by the "sexist" stance of the publicity given to your Committee in the Crimson, the Gazette, and other in-house Harvard publications. All of the comments that I have read suggest that sexual harassment is a problem peculiar to women. I have seen not one word addressed to the fact that male members of this community of whatever status cannot only be harassed physically and verbally but are placed, as far as I'm concerned, in a much more vulnerable position than is the female who has a pass made at her.

During the course of twenty-eight years as a teacher at this institution, I have a number of times been offered sexual favors by my students. Poignantly, none of these were related to academic matters. They were genuine, well-intentioned though completely inappropriately addressed gestures of profound feeling and affection. None of these, I might add, were initiated in any way by me.

The problem is I can't stop being me. One of my psychiatrist friends once made the observation that beautiful women by the fact of being beautiful may encounter problems that the less attractive never encounter. I cannot help it that women view me as attractive and at times compelling. I don't ask for it, but it occurs. I have tried to
handle the matter, as I have indicated in your questionnaire, by direct confrontation and by trying when such an issue arises, where appropriate and possible, to terminate my relationship with the student. I've had one case of overt harassment by a junior female faculty member which was directly related, unfortunately, to her perception that her sexual favors would influence my decision as a member of a search committee which was reviewing her appointment.

The problem with the matter of sexual harassment broadly construed is that it does not stop with Harvard University. Some years ago I had an extremely promising graduate student who came from another university where she was a degree candidate to work for a year and a half on my research. Our relationship was extremely cordial and friendly. It was strictly an "office" relationship. We did not ever eat together, have a drink together. She was married, but my wife and I did not ask her and her husband to our home or did they ask us to theirs. While our working relationship was informal and congenial, it was as I have suggested already profoundly delimited.

After she had left here, I was asked to write some letters of recommendation for her for several post-doctoral fellowships. This I was happy to do because of her outstanding promise as a scholar. She received an extremely prestigious fellowship on the basis of my and other recommendations.

She called me from the West coast to tell me of the award. Suddenly she broke into tears. I asked her what the problem was, and she said, much to my horror, "Do I now have to sleep with you?" I asked her what the hell she was talking about. She said that she had heard that I always demanded "bed rights" to any female student whom I wrote a letter of recommendation. I was flabbergasted by this exchange. I found later that this rumor was being spread by a former member of this Department who had not gained tenure and saw in some way that I had blocked his path.

Another incident may show another kind of harassment that some males are subject to without, as far as I am concerned, any recourse. Although this story has a proper resolution, it put one of my most valued colleagues in an incredibly stressful situation. One of his graduate students, a very beautiful woman, finished her graduate work earlier than her cohort. She had done a remarkable piece of research in an area that we needed filled in our Department. She was the unanimous choice of our search committee which went through the usual procedures of equal access, national advertising, etc. Because she was "one of our own", we went through the "blind letter" routine usually reserved for senior faculty to avoid any possibility of nepotism. When these letters were reviewed and the woman in question was clearly seen as outstanding, our search committee made the recommendation.

Once the news was out, a rumor started by her former colleague graduate students that she had gotten the job by sleeping with my colleague. The senior members met with him and we went through the embarrassing formality of confronting him with a fact that we knew to be false, but for which we had to be reassured. This was done.

The young woman in question decided to withdraw her name from consideration because she did not want to cause embarrassment either for herself or my colleague. For once, something happened right here. The Permanent Members unanimously insisted that she be invited since she was the best person. When she received a letter signed by the Chairman of our Department in the name of all the senior members, she did indeed accept. While my colleague was completely vindicated in this matter, there was nothing we could do, angry though we were, with those who had disseminated these murderous rumors.

The effect on me as to academic performance has been non-existant. It has caused me to prefer to work with male graduate students rather than female. This makes me feel uncomfortable since I believe my behavior by
any standard is "sexist". But I am sick and tired of the innuendo that can be spread around this community when one has a cup of coffee or a drink with a student, or any other behavior that is outside of the normal office routine.

I think this aspect of sexual harassment and the damage to male reputations is largely being overlooked by your Committee. I am quite frankly angered by the fact that so little attention has been given to males. I think sexual harassment is a very real issue for both sexes in this community, but as long as human beings are human beings I doubt if their behavior can be governed by Committee. I do feel that overt physical and/or emotional intrusion and/or harassment should be dealt with swiftly and justly. But I think that false accusations should be punished with equal speed and equal justice.

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NON-TENURED MALE FACULTY
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There is sex harassment at Harvard and something should be done about it. However, defining it precisely is difficulty and the vague categories in this questionnaire do little to help. Including "sexually suggestive looks" under S.H. which, I suppose it is, would involve Orwellian implications. Formal policy should be limited to (i) assault (which is a crime anyway) and (ii) abuse of position, which needs to be defined.

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In my opinion, sex (i.e. anything from sexual remarks to sexual activity) has no place in an educational situation. Moreover, I doubt whether any sexual harassment is taking place by or of my peers. This sums up all my opinions on the subject much more clearly and precisely than filling out this unnecessarily long winded form would.

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As undergraduates, graduate students, and post graduates have different sexual partners weekly, venereal disease and pregnancy are rampant, and so on, concerns about subliminal sexual harassment--which is merely a result of different expectations by two interacting parties--are scarcely important.

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I'm very disturbed and felt painful to have to fill [out] this kind of survey.

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I think that one of the greatest problems is the inability of those harassed to communicate their feelings in a constructive and forceful manner to those doing the harassment. Passivity in the initial stages can be misconstrued as encouragement. Sexual wordplay has been used by both sexes as a time-honored form of entertainment. It would be a shame to lose this source of so much poetry and prose.
March 7, 1983

Dear Sirs:

It would seem to me that the questions included in the questionnaire are to a large extent unanswerable as such, when they are not outright irrelevant or silly. Clearly the issue can hardly be discussed through this sort of opinion polling.

In my view, the question of sexual harassment cannot be considered in isolation. It is, in fact, only one aspect of the much larger question of harassment in general, and as such it should be considered within this larger frame of reference. If it is true that there is often some form of sexual harassment going on in student-teacher relationships, it is also true that many other, often subtler, forms of harassment are at play. To be sure, only certain specific situations are likely to be conducive to sexual harassment, whereas all student-teacher relationships are likely to be marred by at least mild forms of a more general kind of harassment.

The question of harassment is intimately connected with the question of power. Invariably in relationships involving power, hierarchy, or other forms of inequality, normal human interaction becomes distorted, characterized by forms of control, pressure, imposition, subtle psychological terrorism, and frequently also more overt form of harassment.

As in the case of the relationship between parent and child, boss and employee, traditionally also husband and wife, and others, the relationship between teacher and student is disturbed by subtle power games that the teacher is often forced to play even against his or her own will. At times the power that a teacher has over a student's life may appear to be infinite. In such unnatural and unhealthy situations there is room for all sorts of misunderstandings and misinterpretations. What the person in power intends as perfectly normal behaviour may very well be perceived by his or her subordinate as a form of harassment, FOR EXAMPLE, sexual harassment. This, of course, further complicates the issue, yet it does not, in my view significantly alter the reality of subtle and at times overt harassment, which is an integral part of any relationship involving power.

In my opinion, it is hypocritical to discuss the question of sexual harassment outside of the wider context of power and its manifestations. Furthermore, it seems even downright silly to expect to gain any true insight into this question through a questionnaire.

Let us rather discuss possible ways to reform our educational system, so as to make it a little less unjust and undemocratic. Thank you.

P.S. The respondent has been a member of this University community both as a student, for many years, and as a full-time teacher for a few years.

P.P.S. Why is there no question in the questionnaire inquiring about possible unwanted sexual attention from one's subordinates?
PAGE B-8

The attitude of male-female antagonism is most unfortunate! Sexual attraction is normal and healthy—sometimes it is impossible to hide. Responsibility and maturity on the part of both sexes is what is called for. Sexuality will always be abused by both sexes. Some women are oversensitized to the issue and use it for their own purposes.

I hope that due process and great care will always be used in investigating sexual harassment. I have myself investigated two sexual harassment charges lodged against staff members of mine, and I have found them both frivolous.

SH is a real issue. It must be addressed. But there are also very serious issues of free speech and privacy involved in this issue of SH. This questionnaire does not address either of these points. For example, there are liable to be grave problems involved in putting on permanent record instances of alleged (or proven) SH. The existence of these concerns for individual liability in the situations OF ALL CONCERNED does not mean that the issue should not be treated seriously by the university. But failure to recognize the complexity of the issue would be disastrous. It can be avoided.

Although I am committed to the idea that Harvard should deal rather harshly with instances of sexual harassment, I am at least equally concerned with the possibilities of abuse. It seems to me that sexual harassment is one of those offenses in which it is easy to assume guilt until proven innocent. I also worry that the mere accusation of such conduct is sufficient to damn the supposed perpetrator. Unfortunately, I don't have any suggestions for remedying these problems.

I think there should be channels for reporting sexual harassment at Harvard and for effective measures on such cases. (However, I also think that harassment claims may be reported falaciously by individuals which are mentally unstable or otherwise have reasons for false accusations. So there must be collaborative evidence.)

Too much is being made of the issue of sexual harassment at Harvard. One has the feeling that it is an issue which is created rather than one which is on the community's mind. It is not an extensive problem here at Harvard, and I hope this survey lays it to rest.

This survey is informative and timely but nowhere do you attempt to factor into this differences in Ethnicity or region of origin. Hence conclusions drawn from this can lack validity. Native New Englanders are cold & distant compared to Southerners or Californians; similarly Southern & Eastern Europeans vs. UK etc. What to one group is natural, could constitute "harassment" to another. You should have questioned along these lines!
Controversial though it might be, I think it would be helpful to issue a set of clear guidelines, including the issues covered in question 4, as well as those dealt with in question 3.

It happens sometimes that faculty members are pursued by their students. Do you call it SH too? If not, why?

As a male, I have not been subject to harassment. However, in several instances I have seen and felt like a helpless bystander while someone else (two different individuals) harassed one of their colleagues, and a couple of their graduate students. This has disturbed me, and surprised me to see such goings-on at Harvard of all places. (I am new here).

Ugly issue. All complaints should be openly investigated - fire anyone found guilty twice - that would solve it.

TENURED FEMALE FACULTY

I wish to say, as a faculty member, that I have heard of severe sexual harassment of undergraduate homosexual students by heterosexual students. Jeering at a student's sexual preference, beating him up, etc., are forms of harassment because of sexual preference. This isn't covered in this questionnaire. I also believe that favoring someone for sexual reasons is a form of misbehavior not covered in this questionnaire - e.g. a senior professor favoring a junior professor for this reason is a form of misconduct. Perhaps the categories should be broadened to 'sexual misconduct' rather than 'sexual harassment.'

Remark 1. Only males sent this out; the university harasses females by having only males in authority to sign the cover letter.
Remark 2. Doubtless the most harassment by sex around H.U. is to staff, not faculty and not students. Why not survey them? You hire them--

Could not care less. This questionnaire is a harassment in itself.

On this kind of matter, Harvard really can not interfere more than what the law can do to protect the individual. It is the Academic power structure that automatically puts the students, jr. faculty members and female fac. members (being small in number) at a disadvantage. The temptation for the offender is great. I doubt any
punishing measure will work. It should be part of education to know how to handle such matters and protect oneself. Harvard and Radcliffe should help. There should be more counselling agencies that potential and real victims can turn to on sexual harassment matters of all kinds, large and small. Good publicity for these agencies will be useful. The fact that the top administrators are constantly serious about this matter is already a good deterrent.

I think this survey will help, but I don't think it's adequate because it does not spell out the extent of the experiences and people who are harassed once or rarely may feel that it's 'overreacting' to dwell on the experience—Questions need to be sorted more by frequency and intensity of discomfort and debilitation.

NON-TENURED FEMALE FACULTY

Here the university should be concerned and intervene. Example—If a professor makes sexual remarks, jokes to a student or a group of students in class. And most important, the university should take a more active stance against sexism in the classroom. For example, students have reported male science faculty member who "spices" up a lecture with pictures of nude women to keep people from "sleeping in class." Such public activities are unacceptable. Private and social activities outside of Harvard are more ambiguous and generally not appropriate for the university to involve itself in.

While I appreciate the effort that this survey represents, and applaud your attempt to grapple with an extremely tough question, I do not think the survey itself can clarify definitions and remedies for sexual harassment. Situations must be described in context; an inappropriate remark, gesture or touch may be extremely meaningful in one setting and have less meaning in another.

I think that sexual harassment is a potential problem at any university, but am not personally aware of any specific cases of it at Harvard (of course I haven't been here long). As I've tried to indicate, interpretation of individual behavior is a difficult and complex matter; some people are very familiar and free with physical contact and are honestly unaware that their manners sometimes disturb others. Tactful, private counseling is indicated in such cases. On the other hand, deliberate use of a position of authority by a professor to try to extort sexual favors — or the use of sexual availability by students to try to extort good grades should be dealt with severely.

I think Harvard could be less of a male club with all those attitudes and values — my own annoyances would disappear — I do not know if those of undergraduates would.
This questionnaire deals exclusively with sexual harassment at Harvard. The problem is widespread. I was a victim of sexual harassment at another university when I was a graduate student. I think it is important for Harvard to take a leading role in combating sexual harassment. Other universities follow that lead. A built-in assumption of the questionnaire was that students (persons not in authority) do not sexually harass their professors. When the incident with my student occurred, I took the occasion to discuss it with colleagues. Both men and women faculty mentioned having had such problems with students.

My answers reflect the view that sexual harassment always involves an unequal or asymmetric power relationship—there are other problems in the university involving attitudes and actions in relations between the sexes, but they do not constitute harassment.

This is not the way to approach, deal with, or resolve this problem. You cannot "quantify", in computer logic, this kind of experience. What's more, "policies" and "laws" may help—but only superficially. It is a question of changing mindsets—that's the job of the university—not surveys!

My greatest worry on this issue is that most male professors (usually Jr.) I've talked to think it's ok to become involved with students once grades are in. Most women I know, by contrast, think the teacher-student relation always involves power and coercion. I wish more men shared the view that it's never ok to be involved with/make a pass at a student (grad or undergrad). And I wish those men with reputations for philandering among students experienced more peer censure.

I think that the effort made by the Faculty Council is valuable and deserves praise. The issue, however, is a very difficult, complex, and delicate one. If actual rapes are difficult to investigate, less aggressive harassment(sic) must be even more so. Yet, as sexism is there, so is there this type of behavior which, from my, female, point of view is unspeakable from underlying sexism, i.e. the position that women are there to please men, to be subordinate to their desires. Correcting this is a problem for mankind, not just Harvard community, and solution is probably centuries ahead. Harvard can, however, serve as an example, and without attempting to solve insolvable, it can contribute to bringing the solution closer: to make the facts known, to raise conscience, to pass a principled value judgement on sexism/harrassment, and to try to amend the situations which arose due to such attitudes (providing the channels and publicising them is, of course assumed), such as injustice in grades, promotions etc.

02 in this survey is crucial—if your definition of sexual harassment is clear enough, then cases would be relatively clear-cut, and relevant action could be taken.
I will not complete this form. This was a waste of time! The questionnaire is poorly constructed:
it is a. too lengthy
        b. confusing
        c. too difficult to read
I have better uses for my time.

Although I have not been at Harvard very long, I have had a number of discussions with students and colleagues about the issue of sexual harassment and about Harvard's policies concerning it. Some of my responses are based on information gleaned from others.

MALE GRADUATES

1. Most of the cases of sexual harassment, of which I have been aware during the years I have been at Harvard, have been perpetrated by males in authority. I'd like extremely severe penalties for such people, irrespective of how famous they are. However, birds of a feather flock together, and I honestly don't see a male member being severely punished by fellow male members. The problem will ONLY be solved when women, instead of pleading for fair treatment from the privileged and the powerful, develop a clout of their own.
2. There is a flip side to the coin too: how to protect the innocent person from a frame-up charge.

Potential Remedies. There is a danger here of developing a hysteria among students on the question of SH. If rigid policies for handling SH are established by the University requiring certain set penalties and demanding certain intervention, many teachers or authors "in positions of authority" may feel justifiably threatened and will be unwilling to develop working academic relationships with students (see S II # 7). I obviously do not speak from experience here. But I wonder whether SH is as much of an issue at Harvard as the CRIME would like us to believe...

The only harassment I've experienced at Harvard was in the form of a series of letters demanding that I fill and return this survey

One of my students last year made a formal complaint...against her...teacher. She and I discussed the situation, and CLEARLY her teacher was wrong, and deserving of significant punishment. BUT, my student...was an incredible flirt. I expect that her teacher misread her intentions. He was in no way correct to try and follow through on what he thought she wanted. But she was seemingly unaware of how she communicated, or she was playing a very costly game. Students (esp. women) should be warned to be CAREFUL.
["freshperson" is circled] What IS nonsense? In the natural sciences we are too busy answering important questions to harass our colleagues! --In my 7 years at Harvard, I have NEVER seen, experienced, or heard of a single case of true sexual harassment. Naturally, Harvard is apparently devoting much energy to solving this NON-problem. --But on the issue of campus security, Harvard does not seem to devote much effort, even though I PERSONALLY know 4 faculty members, 6 graduate students, and 1 undergraduate who have been violent crime victims; plus $40,000 in stolen property. So this hoopla about "freshpersons" is a very sad joke.

Let us leave ethnic affiliation out of this. It is inappropriate to include it. How we should institutionalize and publicize procedures for dealing with sexual harassment. Women are second class citizens at this institution! This is simply another area where the university has been LARGELY indifferent to women's interests!

SH is NOT the central issue: abuse of authority is. Harvard may be able to discourage inappropriate or antisocial behavior, but it should not try to investigate and punish incidents which do not involve abuse of authority or force. Harvard should not try to be a morals police. Harvard brings together persons of varied backgrounds with divergent expectations and behaviors. I cannot see Harvard in the role of standardary social behavior among peers. Sexual discrimination and attitudes certainly need change: sanctions are not the way. (except, as always, in the case of abuse of authority)

I think the issue is receiving too much attention but NOT ENOUGH ACTION. Minor sexual harassment disgusts me major harassment would put me in a mood for beating the tar out of an aggressor (though that's not my way of handling it). I like to see something being done but I feel the publicity of recent years is demeaning to the University and those associated with it who are not involved in this morally criminal activity. Maybe we can't have the one without the other but I would like to see us try to take care of the matter with a quiet, firm hand

As a male, I don't think I was ever subjected to sexual harassment. I know that some professors and graduate students get involved sexually but in the case of graduate school, I don't know how much of them are results of sexual harassment. I believe it is a personal matter for individuals and they have enough good sense of decide what is best in graduate school. It may not be the case among undergrads. In case of apparent SH, some measures should be taken by the University and the channels for complaints should be open to all.

I much prefer guidelines to stiff rules and penalties. Much of this is of a personal nature with which the university should not interfere. What is perceived, and what actually happens, are often very different because of personal problems (e.g. immaturity, obsession, psychological disorders).
It is important to investigate very thoroughly those who MAKE charges of sexual harassment as well, since such accusations could be used as a tool of reprisal against, say, a professor who has either ignored some overtures on the part of a student or who has given the student a poor grade.

It seems natural that individuals occasionally find themselves sexually attracted to others. If expressions of fondness are unwanted or threatening (as you have taken admirable pains to ascertain), a case for harassment seems more justified than in cases where such expressions simply indicate feeling uncoupled with desire. In other words, I guess I see a grey area which may or may not be harassment—and your survey seems to do a very thorough job in assessing this problem of definition.

I think this is a relatively minor issue, and that the Harvard administration should concern itself with more serious questions, such as the generally low quality of teaching by senior faculty and Harvard' neglect of its graduate students, particularly in the area of job placement. Teachers who assault students or offer to trade grades for sex should be punished, but this questionnaire raises too many ill-defined categories, such as sexual "looks" & "gestures". There is a danger here of increasing bureaucratic intrusion into the teaching process. It also displays little sensitivity to the fact that people from different cultures interpret situations differently.

My main advisor has one grad-student as a girlfriend and sexually harassed another... He has demoralized the department and is thought by most men in [the dept] to be unduly favoring women. Meanwhile his [adject] wife works in [location deleted]. Why is he allowed to represent Harvard in such a powerful position which he only uses for personal meddling and harassing? Watch him! Everyone is afraid to talk about him because of the power he holds over the students (grades, letters of recommendation, future jobs, etc), but he has already admitted to sexual harassment and yet is allowed to go on with full tenure. I think that is ridiculous.

Harvard must make certain that harassment with real intent occurred--a lot of people can be seriously hurt by vague policies that favor paranoid individuals who like to cry wolf. (It's been known to happen in other Ivy schools). Also a legitimate relationship by mutual consent between 2 people is no one else's business; not the University's; not another student's or co-worker's and certainly not of a University judicial authority. This is true no matter what artificial ranks or authority may be placed on the 2 people.(If after 35 years). Finally a legitimate charge of harassment must be brought by 1 of the 2 individuals-- not some 3rd party whose motives we might only be able to guess at.
Though I think Harvard should have implemented more effective means of dealing with sexual harassment long ago, I am pleased to see that you are now taking steps to do so. Also, a concerted effort to make sure all people at Harvard are fully aware of the ways in which they can make complaints and the effects they will have is a crucial part of any such policy; if people don't know how to use the means available to them, they often don't. Why didn't you in this questionnaire address the issue of anonymous complaints and other means to avoid public embarassment and confrontation in dealing with minor cases of harassment?

Let reason prevail. The first formal complaint would be sufficiently answered by a letter to the alleged harasser in most cases, I feel. A formal complaint should be preceded by a statement in writing to the offender, so that no doubt can prevail that the offender didn't know how the offendees feels. A second formal complaint might then be cause for the expense of a thorough investigation. Enough formal complaints should be cause for dismissal. Not really necessary to publicize, the obvious people who should know, however, are department offices etc.

In question 35 you listed a number of policies Harvard might adopt and asked whether it was important or not to have each policy. I circled "not important" for all of them only because you didn't give me a chance to say it was important not to have such policies. Female students at Harvard are already in an unfriendly environment in many ways. Making the faculty afraid to have anything to do with them will not help matters. SH is no doubt a serious problem, however the university should move with great care in adopting official policies such as those discussed in section 6. These could be abused by unscrupulous students. These sorts of persons might say to their TF's "Give me an A or I will accuse you of sexually harassing me!" A student once said this to me as a joke, but it rather shook me up. You must avoid hysteria and over-reaction at all costs. There can be persons of bad faith on both sides of any issue.

As a male student at Harvard Medical, I have not in 3 years had a female professor or T.F. Section II, 6. and III, 8. are thus not very appropriate (or informative).

My honest feeling is sexual harassment happens rarely at Harvard, and the University is doing a fine job in dealing with it.

In my personal experiences as an undergraduate at another University, many accusations of sexual harassment are valid, but that there are a few individuals who use the university - channels - to - combat - harassment as a way to gain personal advantages - (i.e. to in-effect harass a professor or TF by false accusations). It is thus very important to treat the problem not only personally, but also statistically, in that those individuals who are found to frequently (abuse-) use the system should be investigated to spare the accused undue personal stress or embarassment.
Sexual harassment is a serious problem, but should not be legislated against in a way that outlaws healthy relationships between members of different academic levels.

This is a legitimate concern & I'm glad to see Harvard is doing something about it.

Many of my "don't knows" reflect my unwillingness to pass a blanket judgement without regard to individual circumstances, which matter a great deal. With regard to question 36: An offender should be made to answer for his conduct to the highest level of the university. The more important one is, though, the more one is vulnerable to malicious innuendo, so there should be a special office for those more likely to be greatly damaged—senior faculty. Everyone is on a sexual harassment kick at Harvard now, and I hope attention is paid to the possibility of an innocent being besmirched by a groundless, vindictive accusation.

As a TF, I have been concerned that I might be unjustly accused of sexual harassment by a female student. Please do something to address the problem [above]. This is a real problem.

As mentioned on pg 1, the first section of this survey is a travesty. Blanket statements about such matters are absurd & irresponsible. Indeed, they are a good bit of the problem! A joke can be serious-- or it can be just a joke. Unwanted pressure can reflect harassment, or just social incompetence, or merely youth & inexperience. The ability of a person to handle unwanted pressure may reflect that person's maturity-- alternatively it may reflect the positions of the parties, or the maturity of he/she who presses the issue. If these questions are meant seriously, it reflects gross lack of understanding on the part of the committee. If not meant as stated, it reflects an insulting condescension by the committee. Either way, I should say that these questions are utterly worthless.

I think in general the more (mutual) sexual fulfillment, the better. Try to avoid policies which unnecessarily impede our courting and mating rituals.

Sexual harassment in no way affects my life. However, I am very conscious of the need to define relationships with female students. So, while I do not feel my teaching is impeded, I am careful to avoid interaction which could be misconstrued. Gender remains a factor in class + personal dynamics. What most concerns me about the survey is that the "results" not forget that how people define harassment (questions 2 + 3) has a great deal to do with answers to questions about enforcement. In other words, my responses can be used fairly only in the context of the appropriate definition which emerges of what sexual harassment is.
I feel very strongly that any issues of sexual harassment must be dealt with on an individual basis, since the circumstances surrounding each case can hardly be expected to be comparable. 
It is always possible that a student can lead a faculty member or TF into a compromising position, only to 'blow the whistle' when things don't go as the student expected. Before the University takes action on any case, the circumstances surrounding it must be examined with the greatest amount of circumspection and care.

I applaud your efforts in collecting some very useful information. I personally have at best a vague idea of how serious a problem harassment is.
Although I have little knowledge of how Harvard deals with cases of harassment, I have the impression that the process quickly escalates to a confrontational, quasi-judicial level. My expertise in how other organizations deal with the problem of harassment is rather limited, but I would not be surprised to find out that informal methods, such as a "friendly" chat with one's supervisor, might be the first step, with a formal stage used only as a last resort. I would argue for the benefits of such an approach, especially since notions of what constitutes harassment might vary radically from individual to individual. There are, not doubt, rather blatant examples of harassment (I can recall having heard of one such example), but I would also imagine that there are cases which arise due to misunderstanding, different standards, or stupidity on the part of the individuals involved. Although one might want the behavior resulting from stupidity stopped, stupidity is not, by and large, a crime. One might argue that the informal approach would be less likely to work in a relatively non-hierarchical organization such as Harvard, where lines of are not clearly drawn, as in other types of organizations. What I have in mind is those professors who seem to believe that they can do as they please. For these individuals, I would suggest a not-so-subtle reminder that they are in fact employed by an organization, which has a variety of rules which they are obliged to follow, and that there are certain individuals representing that organization who have every right to let them know when they are not doing so. (As an aside, I aspire to be a professor myself, some day).

It is very important that behavior judged to constitute sexual harassment be defined as precisely as possible and that University policy on the matter be made well known. The potential for misunderstanding in relations between the sexes is so great ant the possibility of serious damage to reputation so real, even in our permissive age, that we must be very careful, in our zeal to stop a genuine abuse, not to open the door to opposite abuses. In particular, if the slightest innuendos on one side are made a crime, the slightest misunderstanding on the other could unleash unwarranted harm.

university should worry about sexual VIOLENCE, and "moral" violence is not university's business: it is clear what is violent not what is immoral.
1. I think the university should draw a careful distinction between sexism and sexual harassment. You may not like the first, but you wouldn't want to employ coercive measures to stop it.
2. As the definition of S.H. gets wider & wider, and as the disciplining system gets easier and cleaner for victims to turn to, the university's responsibilities to the accused grow. You must be very careful to protect the reputation of the accused until proven guilty, and be careful, when public charges are made, to specify what the offense is. I know of a man who was not reappointed to a university because of a complaint of S.H. The specific charge? Asking if a student wanted to discuss her work over a beer. She declined, and he thought nothing more of it, until the department gave reasons for not reappointing him.

This questionnaire itself is evidence that Harvard is "concerned" here, and I have noted additional signs/statements to that effect. It remains the case, however, that I have yet to receive much in the way of a "concrete" feeling for what is being done and/or what the practical effects are. I'll keep a sympathetic watch. P.S. There ain't no women's signatures on the Dean's Office cover letter to their survey, you know.

Good luck! As I stated earlier, if the authority of someone guilty of sexual harassment derives from the University (i.e. if they have a recognised position, are employees) then the University clearly has to accept its responsibility to take appropriate action. This extends beyond simple negative reactions to discovered misdemeanors to include more positive steps in making its actions and potential avenues of redress widely known and readily available. A self-conscious recognition is necessary that this is a problem that affects women students most and that it is part of the general problem of sexism.

FEMALE GRADUATE STUDENTS

In my view it is utterly unprofessional and unethical for a faculty member or any person in authority to indulge in sexual harassment. The Harvard community should not turn a blind eye to behavior which ultimately degrades all members of the academic profession. At the very least, if a complaint is brought and found "to have merit" the perpetrator should not simply be allowed to steal away to continue harrassing the young and inexperienced in some other classroom. Even in an age of excessive liberalality a community such as Harvard can require a standard of behavior which is generally acceptable to its members and consistent with the ideals of academic collegiality.

I think that you also have to take into consideration the fact that some professors are known by the student community as sexual harrassers, and some students exploit this fact to provoke them.
sexually and get good grades with minimal effort. I have witnessed that in my department for more than a year and it has influenced in my performance as a graduate student.

This is complicated. To actually "monitor or prevent" sexist and harassing remarks and actions by students (and others with authority) would require an unacceptable interference with student (etc.) privacy, in relation to the amount of harm caused. But university can encourage better attitudes by cracking down on SH by persons in authority. The interference with privacy here is justified by the greater harm done.

At other institutions, both national labs and universities I have received unwanted attentions. Thank you for your efforts to make life easier on victims of harassment at Harvard! Even sexually suggestive or discriminatory jokes ought to be considered as inappropriate and tasteless as racist or antisemitic remarks. Thanks again for making an effort to expunge these from our academic environment.

I think it is extremely important that faculty and TF's be discouraged from and disciplined for sexual harassment, particularly when in so doing they exploit their position of power over students. I feel the university has a responsibility to protect its students and provide a healthy, unstressful environment for education, by publicising and enforcing strict penalties against faculty who sexually harass students. Verified incidents of harassment should be of public record, so as to disgrace the offenders, and warn their potential students. Faculty who repeatedly harass students should be fired. No educator is so valuable that he may be excused from decent human respect for others.

As indicated above, the problem for me has been one of being extra careful not to put myself in situations where sexual harassment could occur. This has to some extent limited the free and easy exchange of information between my professors and myself. However, a more visible problem, though one I would define as more chauvinism than harassment, has been the use of stereotypical [sic] about women or a refusal to be interested in possible research issues which are gender related.

These things are complicated and difficult to deal with formally. An ombudsman who could initiate and mediate discussions between the people involved would be most helpful. I don't see how a formal complaint would have made my situation better, but there are some situations for which it would be helpful. Records of the # of informal complaints against a person which advising people, senior tutors etc. have access to would help. E.g. the person bothered me was notorious, so my house master volunteered to sue if the letter of rec was nasty if I did not get in. But if his behavior had not been well known and there had been no record of informal complaints, it would have been his word against mine.
It is very important that students be made aware of (your) services available to them in case of SH either by including a letter in the registration packet or in a separate mailing.

I believe the university should censure overtly sex-typed jokes and references that belittle the sex, but it seems impractical to try to monitor this extensively. I could conceive of situations when unwanted attention from peers might be a departmental concern if rejection of the same led the rejected party to attempt to bad-mouth the other person.

Besides policing the Cambridge area to deter rapes, it seems there is little the University can or need do about harassment. Much more damage to women is done by the lack of models and opportunities for career advancement, than a joke or two.

When women are seen as professional equals because they have stable positions of authority in the faculty and administration, sexual harassment will diminish. Fighting sexual harassment without ridding the environment of practical manifestations of sexism is treating a symptom and not the disease.

Naturally I wish to feel "safe" from sexual harassment, but as a TF, I ALSO want to feel safe from accusations of SH simply because someone has gotten a lower grade than he/she wanted.

I suggest strongly that women be encouraged to be more aware of sexual harassment i.e., discussion, counseling, pamphlets etc. - when I first came to Harvard, was so naive that I didn't know how to deal with the problem because I couldn't recognize it for what it is; over the years I've learned how to protect myself by recognizing "early signs" and handling the situation before it becomes unmanageable - sometimes possible.

Vagueness of current norms are more problematic than the content. We need a publicized policy. In my view requests for sexual liaisons, etc., are far less of a problem than the fundamental erosion of the legitimacy of women as academic actors that occurs day after day. Discriminatory and outrageous statements would be good to go after since many women are often present and reprisal would be harder to undertake. We need senior women faculty to sustain our legitimacy.

I think men in the "Old Boy Network" can often band together when one of them is threatened, preventing justice from being served. This, and the uniquely powerful positions they hold over people just starting careers, make me hesitant about ever reporting sexual harassment.
I think people should be able to complain freely - but that since the problem is often one of mixed signals (as in my case), public disapproval etc. is unfair unless the complaints are very frequent against the person.

I think it would be a mistake to "centralize" sexual harassment in a specific office, or to draw undue attention to it in disciplinary terms. However, the usual network of tutors, psychiatric workers and counselors should be made aware of the problem and should be available to help students free of cost. I would gladly have gone to UHS for a longer period if I could have received such counseling without extra payment. Also, many situations have elements of tension which are partially sexual and partially hierarchical. They should not be labelled [sic] as cases of "sexual harassment" and prosecuted, but rather evaluated with a counselor first to sort out the complex issues involved.

I have answered these questions only in terms of SEXUAL harassment. However, my experience in my department has been much more often characterized by GENDER harassment, including informal get togethers where senior faculty have announced the topic of conversation to be the WOMEN of the department (faculty and students). Very, very uncomfortable situations.

Last I heard (information provided in my registration packet), Harvard's "investigation" procedure consisted of asking the accused if the charges were true—and if the reply was negative, the charges are dropped. Were you expecting a confession?? This practice can only worsen the situation for a victim once the harasser knows the complaint was registered. Nor does it even PROVE the innocence of the accused, who can be seriously handicapped in the future by a false accusation of this type. Neither party is protected—both are cast as liars.

I think publicity, such as the recent mailings, is essential to give victims of harassment the encouragement to seek some help with their situation. When policies are clear and firm, students can appeal to them and not have to rely of their own uncertain sense of what may be wrong and what they can do about it.

My experiences as a female graduate student have been less of overt sexual harassment and more of avoidance, exclusion from significant discussions and great social distance. This exclusion from both for male academic discussions and from informal social events, I feel, has interfered far more with my intellectual development than any of the forms of sexual harassment this questionnaire addresses.

Identify and publicize what Harvard University does and does not view as sexual harassment and sexist behavior. (These two, sexual harassment
and sexist behavior are often intertwined). Most faculty, student, and staff are unaware of what is considered as sexual harassment by the university. Beyond the sexual harassment, I think there is a tremendous amount of discrimination and bias against women, (at least in the area that I've seen), which has been sometimes bluntly expressed but more often expressed more subtly such as ignoring a woman co-worker, lack of recognition and failure to take the woman's opinion and career seriously. Although I doubt the University can do much about this, it would help if they would identify and publicize what specifically constitutes discrimination and prejudice of a sexual and/or racial nature.

1. I think Harvard would do well to set up a confidential office like Mary Rowe's at MIT. She keeps no records. She is able to effect change at MIT by presenting her results to the president, who listens.
2. They should strive to appoint well qualified women in positions of power at Harvard/Radcliffe.
3. They should increase public awareness of S.H. by skits & plays - to raise our consciousness.

1) It would be helpful if counseling were available from a professional for both subtle and blatant forms of sexual harassment and that it could be confidential - that is, a formal complaint against the aggressor would not be required. I have a girlfriend who was in a very bad situation, of a sexual nature, with her advisor for some time. She nearly left Harvard because of the intolerable predicament. She could have been greatly helped through counseling in which she would not be pressured to give her own name as well as her advisor's. Fortunately she has graduated, w/phd, and is doing extremely well professionally, so you'll not be receiving a questionnaire from her.

One of the ways I avoid sexually harassing situations is to be rather anti social. Of course this is clearly a negative impact on myself. Over the years I learnt not to be friendly to guys who don't seem to know how to be friends humanly. - I even learnt to be out right rude. I've experienced so many "minor" sexual harassment that all together, they are major problem in this community. Being antisocial should not be the solution.

I have no idea who handles graduate student complaints of sexual harassment.

The most blatant form of sexual discrimination is that there are so few tenured women faculty! This is offensive!

The [deleted] case showed how little support a student gets from the administration. However, I feel it was in a sense unfair
I do not feel that this survey, as constructed, gets to the point, although I do support the gathering of information on sex discrimination. I think that this survey errs in attempting to separate sexual harassment from obnoxious behavior triggered by low esteem for a person due to their gender or gender choice. An act of sexual harassment is only the tip of the iceberg, in indicating an individual's failure to acknowledge sexual equality. Although it may not seem too serious to receive a verbal insult, one must consider what other actions the perpetrator may be responsible for. Verbal insults are commonly given by an unknown person, in a fleeting and anonymous way. That irritates me, but doesn't affect my working life. But what is this person's attitude towards his women co-workers? Probably they do not receive overt insults, because that situation is not anonymous. But isn't this a person who is likely to be harmful to women in other ways? whose disrespect, though less naked in the workplace, may in fact have the more serious consequence of undervaluing, underevaluating and hampering women in their work in more conventional and accepted ways? The hierarchical ordering in this survey of "mild" verbal harassment to "severe" physical harassment discounts the significance of verbal abuse. The rapist is the exceptional case - The assholes who comment on one's "knockers" or offer "a good time, baby" while getting off a crowded bus or passing by in a large library are so unbelievably common - This is the setting of daily working life, a constant low level background of withheld esteem. A sexual remark is like a racist remark - a tiny event in itself, but the frequency and casualness of it (even this survey seems to rank this as a low priority event) indicate that just as Blacks and other minorities have not nearly been accepted as equal partners in society, neither, have women. Depending on your point of view, Harvard can chide or congratulate itself on being just like everywhere else in this respect. Surely all acts of sexual harassment are discriminatory - I'm not sure that there are any discriminatory behaviors that are not also harassment, or linked to a tolerant attitude towards harassment.

It is important that victims know that they have some recourse. Faculty members should not be allowed to abuse their position of power. This channel could be abused in that someone could be accused of sexual harassment in order to get them in trouble. The problem is bigger than the university. A person with this sickness will do this anyway. One must learn to deal with such problems in society at large.

The univ. must take certain precautions but remember that sheltering students from the real world is not its function. Whereas certain ideals are admirable, students should be encouraged to handle sexual problems on their own (short of violence). Where there is violence, the Univ. should take action.
I suggest you look closely at the grievance procedure used at MIT, which has been very effective in dealing with harassment complaints. Mary Roe, the EEOC/Affirm. Action officer there, is very knowledgeable and concerned about this issue. MIT, unlike Harvard, seems to have an active commitment to stopping sexual harassment on campus. The Alliance Against Sexual Coercion (P.O. Box 1, Cambridge, MA 02139) has a useful booklet for sale entitled "University Grievance Procedures, Title IX and Sexual Harassment on Campus."

Harvard police have been slow and unwilling to respond to an instance of sexual harassment recently in the graduate dorms. A woman has been receiving calls and notes threatening rape; the police have refused to become involved until she has received a "dozen" calls. Such lack of support in a case of sexual harassment is inexcusable. We must be confident that we have adequate protection in such imminently threatening situations.

This survey does not address public forms of sexual harassment, such as sexist jokes in lectures. There should be an easy procedure for lodging complaints against such incidents (e.g., sending a note to a designated university official). A general atmosphere of "sexual joking" is degrading to women and encourages more serious forms of sexual harassment. Moreover, taking steps at this level is much simpler and more straightforward than policies concerning individual student-teacher relationships. No sanctions would really be necessary; the knowledge that complaint procedures exist & are used, should curb most abusers.

I myself have been fortunate enough to avoid sexual harassment at least at a very large scale. However, more upsetting to me is the fact that women & men grad students are treated differently by the faculty. Women are less likely to be invited out to dinner - for a beer whatever- perhaps because of a fear that they'll be accused of sexual harassment. This is just as damaging career wise as someone making a pass. In my experience the furthest thing from most faculties mind is a sexual relation with a student. As a t.f. it's certainly the furthest thing from my mind.

I think the overwhelming problem is that the tenured faculty is predominately male--when more than 3 percent of the tenured faculty are women, the problem will significantly decrease. My experience has been that sexual harassment involves political power, much more than natural, biological attraction between the sexes.

Female graduate students usually experience a kind of sexual harassment that seems conflated with an elitist/misogynistic attitude characteristic of many males in authoritative positions in academia. It is as though males are encouraged to behave this way in ivy league institutions if they want to succeed or belong.
This kind of behavior is quite subtle and intentionally so. It is also very complicated. But Harvard University's male administrators are at fault for the perpetuation of such attitudes toward women since they consider women so inferior that they give very few women tenured positions.

I think with Freud that "love and work" do often go together and that among people who presumably share intellectual bonds — sexual bonds may develop and should not be legislated against. Most of these cases are in fact grey, rather than black or white— however blatant cases such as bartering sex for grades—unwanted molestation which probably does go on — should be sufficiently legislated against to at least inhibit those who are inclined to harrass.

My only comment is, that I am very impressed by the comprehensiveness, fairmindedness, and subtlety of your questionnaire. This sort of thing goes a long way toward reassuring many of us who have either experienced, thought about sexual harrassment or both.

I believe I may have experienced DISCRIMINATION as well as harassment which had a much more serious affect. I don't believe any higher-ups care enough to do anything serious about it.

I am not quite sure that you include this aspect, but your 2a] suggests you do. In my department, in the search for qualified scholars to fill two vacant senior positions it is verbally assured [subconsciously] by the faculty that men will ultimately be chosen. Only men are being seriously considered. This kind of attitude forces female graduate students who have scholarly ambitions to be intellectually schizophrenic. This, too, is harassment.

I grew up in Berkeley, Ca. and I was surprised in coming to Harvard how much more sexual harassment was common in the community at large in Cambridge-Boston than in Berkeley-San Francisco. Construction workers and maintenance men around Harvard whistling, calling out to passing girls.

In distinction to sexual harassment proper, but nonetheless related to it, the question of chauvinism can be quite detrimental to academic life. A telling example of this is the tendency on the part of my advisor to express more interest in news about my baby than about my studies. This problem should perhaps be attended to in the future, especially that the harm involved is not always as obvious as in the cases of sexual harassment.

MALE UNDERGRADUATES

This survey is a step in the right direction. It shows that the University has
at least token interst in the issue of sexual harassment. The two most
important measures that can be taken to combat sexual harassment are:
1) to have available a person or persons with whom one can UNOBRUSIVELY,
EASILY and CONFIDENTIALLY register complaints about sexual harassment.
2) Have a committee which conducts swift and thorough investigation of ALL
FORMAL complaints. Alas, at Harvard, there is no such thing as a swift
committee.

Not at all! I think though that Harvard should not set me as a substitute for
people taking care of themselves. I think Harvard should have stiff, well-known
rules with swift action on complaints whether or not they're well-founded.
People though, must learn to take care of themselves. As above, I feel that
students must learn themselves how to handle these situations. Harvard is not
gong to be able to protect "her children" for ever. The working world is not
going to be all that different from the academic world, so students should
learn about the real world while they're here also. Nevertheless, Harvard
should make regulations such that no one with authority will ever be tempted
to harass sexually a student

I found this survey a waste of time. I'm sure that there is some
need for a revision of Harvard's sex harassment policies, but I
have never seen or heard of anyone experiencing sex har. I had
trouble answering many of the questions, I really did not care
about them or know how to answer them.

I think sexual harassment should be punished in the criminal
courts as often as possible. A set number of formal complaints
(say 5) which involve pressuring students should be grounds
for losing tenure. The investigation procedure and acquital
or punishment of offenders should be public or at least
reported with only the names of the victim withheld.

The university should take action only against sexual harassers
who exploit power the UNIVERSITY has given them over the victim.
A thorough, swift investigation should follow any formal
complaint. If the complaint has merit it should be a permanent
part of the harasser's file. Repeat offenses should result in
expulsion from university affiliation. Any grades or career
decisions should be automatically reviewed. Above all, there
should be a formal binding policy, well-publicized among all
affiliates. Student to student harassment is a personal matter.
HUPD is the only enforcer who should interfere. The University
should limit itself to counselling both parties.

I am very concerned about the other side of the sexual harassment
issue: reduced faculty contact with students, because faculty fear
their interest will be misconstrued. Faculty contact affects more
undergraduates than does sexual harassment: the faculty should be
urged not to reduce contact.
Sexual interest—harassing or otherwise—will enter the lives of students and faculty in the University as it will (and probably should) those of any adults who interact significantly and closely with others. Sexual interest, like any other personal interest, among students and teachers is a reasonable and I think generally acceptable element of academic life. Sexual harassment is of course inappropriate behavior, but a very vague issue. The current obsession with it will not I hope result in any policies such as the establishment of arbitrary guidelines for teacher-student relations—that will inhibit the kinds of expression of personal interest that have contributed a great deal to my experience as a student. Many of my friendships with members of the faculty had sexual overtones, or involved sexual overtures which I didn't reciprocate. Only two involved people in positions of authority (a male professor and a female instructor); the fact that they had an influence on my academic life never entered my consideration in either case. Both were very simply personal matters between two people; though I felt sexually harassed by one person and sexually intimidated by the other, my relationships with both never seemed to me issues which should involve the University. If the University had become involved, I would certainly not have had the opportunity to deal with their sexual interest—sometimes aggressively expressed—and let them deal with it in a manner that has genuinely facilitated, while complicating, our continuing friendships. I answered "never" to all the hypothetical cases posed in the "non-peer experiences section" not because none of them approximated my experiences—several did—but because they seem too cut and dried. Particularly difficult is the designation "unwanted." My teachers sexual overtones were undesired, and made me very uncomfortable; still, their personal attention WAS wanted, and the sexual interest I accepted as a part of it. I have never been violently attacked nor received threats of reprisal for my non-cooperation, so I cannot use sexual harassment as a blanket term to describe my experiences. I believe, however, that few undergraduates are in their relations with faculty, sexually "harassed," and that the present loose talk and general hysteria have led to the perception of harassment (a matter of University concern, legitimately) in cases of embarrassing, sometimes pathetic, sometimes distressing, but essentially acceptable because essentially human behavior.

Publicity about harassment is crucial to stopping it. Students should be more aware that they can discuss their problem if it has been faculty related OR peer related. The names of different available (offices) people to talk to should be made public to all. The very fact that you are giving such a survey shows that you are interested in alleviating the problem. In my case, I should have been encouraged to speak to someone sooner than I did. I needed to know who to talk to. (Question 29)

It is very dangerous to overemphasize the problem of sexual harassment, for it might lead faculty members to avoid associating with students, especially of the opposite sex. As human beings, we do notice the differences between male and female, and any healthy association with other people will reflect this awareness to some extent. However, it is important to establish a confidential channel of indirect communication where offended students can let the professor know that their attitudes or gestures (be they of malicious or friendly intent) are not welcomed by the students. If the problem persists despite the indirect communication, then more severe measures should be taken.
Personally I've never experienced a sexual harassment case. An issue as personal as this is difficult to police. But if I were a female student I would be extremely frustrated if I had no alternatives but to put up with some socially inept teacher.

I think the entire issue of sexual harassment has been blown entirely out of proportion. I think I know the undergraduate population pretty well, and this issue is simply not a major problem. The extremely few instances where sexual harassment does occur should be dealt with privately and succinctly. In the case of homosexuals, I feel they bother the heterosexuals far more than the other way around. Harvard should not waste its money or time on such trivial issues which are designed to broadcast the viewpoints of a radical few and advertise Harvard's incredible liberal morality at the same time. Let the student population privately deal with their own problems and let Harvard do something constructive with its money, such as hiring competent coaches.

Having had no information regarding Harvard's current policy on sexual harassment my answers to questions 35, 36 and 38 were necessarily incomplete. Those questions answered with "don't know" or "no opinion" should have had more information or been more explicit. Therefore, I regard the answers given as incomplete and not necessarily a reflection of my opinion on the particular issue.

I think it would be helpful if Harvard's policy on sexual harassment were publicized at the beginning of each semester; perhaps via simple statements enclosed in the registration packets.

I think this survey is a GREAT idea. Thank you. I hope it will help address some very important problems.

Sex is and always has been an essential component of human life. With it comes the issue of sexual harassment. However, I feel that often the perception of sexual harassment is much greater than the reality. Then again, perhaps I am not qualified to say because I am a member of the usually sexually harassing gender. But I do feel that inordinate concern is unjustified except in the typical "sex for grades" situation. For beyond that issue, sexual harassment is generally easy to handle and a minor concern of everyday life.

Though (being male) I have had little experience with sexual harassment, I do know many who have much, and I hope that they are among those to whom this questionnaire was sent. Perhaps a few questions about friends having had bad experiences would have been in order here—hearing my friends' experiences was for me, nearly as shocking as living through them must have been. Please keep in mind that an (older) male professor is more likely to bother a young, female undergraduate than a female professor would a male undergraduate. I'm glad to see this questionnaire as the
subject seems to be of great importance to a large number of people
(myself included).

Give it a rest, will ya? The sexual harassment policy has been
over-publicized and over-discussed. Simply prohibit faculty
members (TFs included) from having any relationships with their
students. As for peer-peer stuff, there will always be assholes in
the world and there is little the University can do about it.

I would say that if I have been sexually harassed, it has mainly been
in that the prevalent sexual mores at Harvard are inimical to my own.
There have been numerous incidents where acquaintances or friends have
made mocking innuendoes to the effect that my fiancee and I were able
sexually to whoop it up whenever we wanted. Such innuendoes are an
affront to the value we have invested in chastity, and to our adherence
to sexual restraint; but worst of all, they invade our privacy and
threaten us with social alienation because of our decisions.
I would like to offer a comment. A person enters on a teaching career
in order to teach young people. I can imagine that for a dedicated
teacher, it must be exciting to bring out learning in a student.
There is a love and affection for youth that emerges thus easily.
This occurs all the more when the teacher is male, and the student
female. The youth and attractiveness of women is very much
intertwined like a blossom, and this is greatly amplified by the
burgeoning of learning in her. It is so charmingly and heartbreakingly
ew for her that the professor himself feels young again
just to watch her, and he sees
the fruit of his life of learning. At the same time, all the
affectionate and protective instincts of a father are invoked; and all
of these forces come to bear on him sexually, in an environment of
sexual "liberation" and almost no accountability. Also, males are
very weak in the matters of sexual desires. Cold-hearted professors
may use their female students. Unfortunately, those with the greatest
dedication to teaching and the finest personal qualities—and I have
observed such cases—are the most susceptible to sexual affairs over
which they find it difficult to exert any control. The University
setting is thus inherently unstable is terms of sex. This sort of
instability has been most often apparent to me, and is perhaps the
most CONSISTENT source of problems in the area of sexual harassment
and sexual impropriety.

I feel that most of the hoopla about sexual harassment is probably
generated by individuals who are inexperienced in interpreting
interpersonal communications and are not mature in their dealings
with normal sexual and non-sexual advances. Of course, there are
cases of real harassment sexual or otherwise, and in some instances
normal legal channels cannot be used. In these instances, and only
these, the university should intervene.

I have talked to Radcliffe undergraduates who have faced repeated
harassment (jokes, touching, pressure to have sex, etc.) from TFs,
asst. professors and other students—This is especially distressing
to them because they feel they have no recourse—if they do have
recourse, it needs to be much better explicated and publicized. My opinion is that recourse now available, esp. concerning SH options is woefully inadequate.

Stress answer to 35d—I feel Harvard has not been harsh enough in cases in which complaints of harassment were found to "have merit.

I think too much attention is given to this issue. Some amount of sexual harassment and prejudice is normal and will never completely disappear, and must be accepted, however this does not mean that they should be condoned.

I think that it is of the utmost importance to bear in mind that sexual harassment is often a matter of perception. Accusations are likely to be made by insecure or immature individuals. There is also a great tendency in this, as in other sensitive issues, to overreact in favor of the "injured party", of investigations becoming witch-hunts. Actual proceedings against harassers must be based solely upon hard evidence, such as letters, phone calls, pressure for dates. Strong prohibitions on a wide range of offenses risks being at best unenforceable, and at worst, detrimental to classroom relations, creating a general air of suspicion and distrust on campus.

There must be a way to protect faculty from false accusations.

I believe that the issue is inflated—men and women within Harvard should be able to understand the differences in BIOLOGICALLY and CULTURALLY brought about drives of the different sexes, and thereby cope with them. (i.e. what women see as sexual harassment by men, men conversely see as hostile, feminist, irrational conduct by women.) ANTI-SEMITISM AND OTHER FORMS OF PREJUDICE are much more of a daily issue in my opinion, based on my daily experiences. Why does this still exist?

I think that the impact of sexual harassment on the Harvard community has been blown completely out of proportion.

Harvard University accepts too many students who are socially and sexually inexperienced. Putting these students in situations where they must live and make contact with members of the opposite sex leads to trouble for many students. Harvard should be careful not to select students who have been sheltered by their own academic interests to the point where they cannot co-exist with members of the opposite sex. This COULD be accomplished through interviews conducted during admissions process.
I do not believe that sexual harassment is even a marginal problem for male students at Harvard. I believe it is a bigger problem than necessary for female students and male faculty members. Sexual harassment can only exist when students believe it is viable for a student to have a relationship with a professor or section leader or any graduate student. Too many girls that I have known have gone out with section leaders or professors; there should be no relationships whatsoever between undergraduate students, graduate students or faculty members regardless of whether one is in a position of authority over another or not. Girls that go out with graduate students are responsible for the existence of sexual harassment at Harvard. Since it is highly unlikely that the prohibition of nonacademic relationships between any undergraduates with any graduates or professors would be accepted by the community, sexual harassment will continue to exist at Harvard. Although it is reprehensible for someone in a person [sic] of authority to cultivate a relationship with someone subject to their authority (and that person in authority should be punished - NOT publicly) As long as students are willing to go out with graduates the line between what is or is not acceptable is too fine. The students are to blame.

Question 35d ignores the central problem. Yes, of course I know Harvard can - and occasionally does - take punitive action against those who sexually harass others. The reason I circled "No" is because the policy is so ambiguous, inconsistently applied, arbitrary and AD HOC. A crappy enforcement policy is as bad, perhaps even worse, than no policy. This survey is long overdue and I applaud the University for recognizing the importance of sexual harassment and undertaking this study. Kudos!

As a male, my ideas and opinions on sexual harassment are insignificant relative to those of female students or employees.

I For questions #2 and 3, it is understandable that there might be some ambiguity concerning a definition of sexual harassment. I've checked off a, b, and c as sexual harassment although it is conceivable that it may not be in all circumstances. What is important is how the person "receiving such attention" perceives it. If this person must turn to the university to help resolve what they see as a problem then it is a universiy matter requiring some effort to insure that a person's personal liberties are not imposed on.

II Why is it so surprising that there are emotionally and sexually disturbed students in the Harvard population? There seems a prevailing attitude that "because one is a Harvard student" he/she is necessarily well-adjusted. We steal, cheat, and harass just like others.

Although I am male and have never been subject to any harassment other than a mild sort from my peers, I believe that Harvard should have a strict policy regarding harassment of a more-than-joking type.
Channels to aid should be more publicized and investigations into such matters should be PROMPT and thorough. They should also be unbiased. I consider the UHS case last year, where a foreign doctor was acquitted after raping two nurses a disgrace. Affairs of sexual harassment should be dealt with very strictly if found to be true. And if not found to be true then a record should be kept of the complaint.

Equally important to the question of sexual harassment is students using sexual means (or charms) for academic advantage. You can't believe how often I've seen this in my short time here!

I feel that sexual harassment is a major problem, not just here but in society, and Harvard should have a strong commitment to fulfilling its responsibility of protecting those people who are victims, who are mostly women. I URGE further support of women's centers where women feel they can feel comfortable enough to discuss problems of sexual harassment and have these issues come to light and be dealt with not just on a personal level but on the University level as well, ESPECIALLY when concerning faculty.

The problem seems to be much worse for females from my own personal experience. I think it relates to society and how men are assumed to be forward with girls; girls don't really come on to men yet.

I believe sexual harassment is a fact of life which exists in every sphere of our society. Consequentially, the individual is faced with it inside and outside of formal institutions. The individual must learn to deal with this as a personal matter. Thus, I feel the University should play a limited role, dealing only with the more serious cases.

The most important goal is that victims of harassment feel they have an effective, confidential channel through which they can register a complaint. They must feel it is worth their while to report the incident.

rather lengthy survey, but I guess it gives you something to do. There are more significant problems here. i.e. the food is horrible and the calender is obsolete and assanine.

People are going to have to deal with sexual harassment all their lives—learning to cope with it is part of the maturation process. Certainly harassment is horrible and should be mitigated, especially between authority/subordinate figures. Yet there are those who would misunderstand the normal social relations of people; if harassment is given too large a place of importance within the Harvard community,
one will find some "victims" complaining about the least sexual or innocent attempts of others to get to know them. Either extreme—downplaying sexual harassment, or putting harassment on the level of some crusade—will be bad for the Harvard experience.

I think for Harvard to combat sexual harrassment effectively it must offer the students a more rigorous definition of heterosexual and homosexual harrassment. I feel that students now can only identify the extreme cases. Also, Harvard should make it very clear to students what can be expected when they make formal complaints of sexual harassment, and the punishments for valid cases should be publicized. Only in these cases can a student decide whether (s)he should contact University sources for advice or protection. I am encouraged by Harvard's interest in this issue, and this interest, I think, will make students seek information or advice more freely.

I do not believe sexual harrassment is a major problem. I honestly don't think it happens much at Harvard. Frankly, I don't see what all the fuss is about. If someone asked me "What do you think of the problem of sexual harassment at Harvard", I'd say there is no problem. On the other hand, if I am terribly mis-informed, sexual harassment does occur frequently at Harvard, then a very stringent policy is needed. But until I think sexual harassment happen to more than one or two people, I have to ask "Why all the fuss?"

This survey is a good and comprehensive first step. But it will be of little use if a) the results—which I assume will show that only a fraction of students have been sexually harassed—are taken to mean that the problem is relatively insignificant; b) faculty officials do not radically change their stance on the problem. Dean Rosovsky invariably seems to throw up his hands, as if to say "What could I do to prevent harassment?" Strong and well publicized penalties—like required leaves, public apologies, inclusion of an incident on a University officer's record—are the answer to this question. The University seems to take the posture that publicizing offenders or taking strong action somehow conflicts with academic freedom, or that being a faculty member or Harvard officer somehow exempts an individual for his behavior as a University official. Academic freedom is one thing; stunts like [names deleted] are another entirely.

Sexual Harassment is not a serious problem among students & faculty a the college; it does not warrant any particularly radical changes in policy at this time, in my opinion.

I can't believe tuition/endowment, etc is funding this survey. Sexual harassment is either a personal or a legal matter. Harvard can find much better places to invest resources.
-Don't think my own experience is typical
-I think that most male students don't care all that much.
They think it's not their problem, that because they've never
done it they're not involved...

In my opinion, which is in complete agreement with several
friends, this entire survey is a waste of valuable money &
resources on the part of the University. The entire issue
of "sexual harassment" has been blown out of proportion, and
I find it difficult to believe that it has been taken this far.
The "sexual harassment" which you refer to is a product of our
"sexually" oriented society. It is not sexual harassment...perhaps
a better phrase might be "sexual practice." All I can say is
"I wonder how much money was wasted on this ridiculous survey,"
and P.S. PLEASE DON'T SEND ME ANY MORE !!!

It seems to me the focus of this has been too great on the
effect on the STUDENT. Any student who is harassed has a support
system available—an accused faculty member has none. I am more
concerned about a good teacher being ruined by a lie than I am about
a student's year-long worry. I have heard too many stories—
specifically concerning the... accusation... of students using a
cry of "sexual harassment" as an excuse for shoddy work to place
blame only on the faculty. Consider the MIT study. Thank you.

This survey is a waste of my time and the resources of the Harvard
community. There is NOTHING that can be done about sexual harassment.
It is merely another twitching of knee-jerk liberalism. Sexual
harassment is a social problem, and harassing ME about it won't
alleviate its deep structural roots—only time will.

I believe Harvard is wasting a lot of money, time, effort, and
students time due to the complaints of a few who have decided
to make known their problem. The problem of sexual harassment
exists here at Harvard but it also exists all over the world.
Solving or attempting to solve it here does not seem like the
logical solution.

I am a 6'2", 205 pound football player. For this reason,
if sexual harassment is prevalent, I am unlikely to have
experienced it. Unlike many others, I can and will defend
myself. I also think this study is a good idea.

FEMALE UNDERGRADUATES

I think this survey was a very good idea, and also well written.
However, it does not seem to address the issue of sexism in
general. I feel the greatest lack in the issue of sexual rights at Harvard is the lack of female unification and the lack of attention given to the particular academic discouragements that society has given to women. Men should know how they unconsciously slip into accepted ways of sexism. Women need to know how they encourage it.

I find it very difficult to answer this questionnaire for 2 reasons: 1) There is a distinct racial bias in dealing with cases of "sexual harassment." White women are much more likely to report unwanted attention from black men as harassment than from white men. The fact that the only two cases of harassment made public were perpetrated by black professors is illustrative! How can I recommend strict penalties and enforcement for harassment when they will be used unfairly against one group? The position of black faculty at this university is already too precarious without my exacerbating the situation! 2) As an attractive woman I have benefitted from the special attention and tolerance which male superiors have accorded, and I have played on this advantage. I'm convinced that many of the women who shout loudest about harassment do the same (since I live in the same house with them and have the chance to see them interact with men!) But no one talks about the injustice committed at this level, and if the professor/section leader should go one step too far, or fail to give the expected payoff (e.g. a good grade) the woman cries "harassment"! If we're going to talk about harassment let's have some justice, let's criticize the women who benefit from the game before it gets labelled harassment.

As I understand it, it is Harvard's policy to criticize wanted relationships between a person with authority and an undergraduate over whom this person has no direct authority. For example, an undergraduate and a graduate student tutor who lives in a different house. The argument is that such a relationship could be perceived as a threat by other undergraduates. This issue didn't come up in this survey. I'd like to have clarity about it; if this is official policy, I do not agree with it.

I feel that there is only so much a University can do in cases of Sexual Harassment and that limit has only been minimally addressed by Harvard. I believe that as far as sexual harassment is occurring with females, part of the problem is the small percent of tenured women faculty, and the male to female ratio in the student body. This atmosphere, I believe, breeds little respect for women and an even more insensitive environment for sexual harassment complaints.

I do not think that University policy on sexual harassment is an easy issue—it's ambiguous, hard to determine what sexual harassment is, and I would hate to see a student or Tf or prof or employee wrongly condemned. Relationships of any kind are a two way street—there must be some impetus for encouragement of behaviour in some (not all) cases. Be careful in making policies to keep this in mind.
Dear Deans Rosovsky, Fox, Keenan, and Verba:
I realize that you all probably don't have time to read this personally, but I thought that if even one of you reads it you might learn a little bit more than your survey will tell you. The thing I find most upsetting about the issue of sexual harassment at Harvard is not that it exists, or even that it is badly handled, by the administration of the University, but that you are all so concerned about the potential damage to the career of the harasser. The victim of such traumatic treatment seems, given the remarks of such sensitive souls as Prof. David Layzer (as quoted last fall in the CRIMSON when the Faculty Committee was talking about this issue) to be thought of as sustaining less damage from the harassment than the harasser does through the publicity involved in reporting such incidents! It is natural for groups to stick together and to defend one another, but it seems to me that Prof. Layzer is taking loyalty a bit too far. I'm sure it's common for middle-aged men (or even those who are a tad insecure about their sexuality) to wish to sleep with (or, more commonly, think of as beings whose sole purpose in life is to excite the imaginations of men) women who are much younger (and, by definition, less powerful) than themselves. But most of these men are not sufficiently obnoxious about it so as to force a woman to go through the horrendous procedures the University demands in order to be convinced that such behavior actually took place. Realistically speaking, there are sexual undercurrents in most situations (life would be a whole lot more boring if there weren't) but there are some situations that cross the very definite border between pleasure and annoyance. There are enough things going on in any situation where the power differential is as great as it is between evaluator and evaluated without sex as well. I sincerely believe that those who have reached the prominence that a position at Harvard University indicates should also have a good measure of maturity. Perhaps it is too much to expect the Faculty to remember that they are in the field of EDUCATION in addition to their roles as scholars, government employees and captains of industry. I don't think it's excessively naive of me to presume that intelligent professors might remember the kind of influence they have over students is considerable (by their own design, as much as by students' impressionability!) a bit more often than the comments of Prof. Layzer might indicate. Professors should think of the potential damage to their careers BEFORE they pinch, leer at, or rape their students, not whine about the destruction of same afterwards (I will ignore the question of whether such a person's career could really be ruined beyond all hope, given the prevailing attitudes about sexual harassment in academia.) Woe unto Harvard if you continue to let the Layzers of the world be your spokesmen! The times aren't changing quickly, but they are changing. Thank you for your attention,
A concerned (and angry) student

If you (H.U.) take a firm stand on sexual harassment, it will make a difference. #1 it will give harassed people confidence that they can safely protest--I know of people who've put up with it because they assumed that a protest would not be properly attended to and hence they would be left with having protested and got nowhere but maybe a lower grade. #2 it will help decrease the amount of males who simply regard sexual attention as a) a male prerogative and b) what every woman actually wants. It will demonstrate that our protests are genuine and we're not playing coy or hard to get. You need to give the issue some respectability so people cannot ignore or diminish it but must admit that the University leaders and all other responsible
and mature people have said yes, this is for real, do not do it. Thank you for taking the matter seriously and doing this survey. Please keep it up - you are doing the right thing. I'm grateful to you.

I think that Harvard needs to more effectively handle these matters. From what I understand victims rarely are notified of what actions were or were not taken. This is highly insensitive of the school. Also it is peculiar how the two publicized cases have been Black male professors and white female students when there have been more cases. To protect professors from false accusations if the professor is cleared then the school should put a letter into the student's permanent file stating what happened. Law schools and medical schools ask applicants if they have ever been disciplined so if false claims are made the accuser won't get off scott-free.

This survey is a bit frustrating because issues of sexual harassment are rarely clear cut or quantifiable You have done a good job--this is badly needed. Three points I want to add:
1) Question 3, on without authority: this depends on the DEGREE of harassment and the effect of the harassment on the "victim". If it continues despite efforts of the victim to curtail it, it probably should go to the University
2) I almost feel guilty labeling unwanted harassment as such--many women feel that they have somehow induced the attention and though flattered, can at the same time feel threatened. The question does not address this--it may affect the survey.
3) I find myself wanting to answer for other women. Though I feel personally competent to field any harassment, I'm not sure everyone is. I want those institutions there for those people who need them

I think it is important to make this evaluation but as I mentioned above, I think sexual harassment is potentially more complicated than what is sought after here--it also involves competition and discrimination based on sheer gender, i.e. because of one's sex. Like a female teacher giving good grades to men and vice versa.

People who have been sexually harassed should have easy access to support and official recognition from the University including reevaluation of grades where appropriate and penalties for the harasser. The rules have to be effective without being dogmatic because the situation varies so much from case to case, and the person accusing someone else of harassment can do equally as much damage as an harasser. Therefore insisting that harassment go on someone's record if tenuous or not serious could be a real tragedy. This is a subtle problem and needs subtle handling. Prohibitive policy (beyond penalties) is probably not necessary here since it doesn't seem to be a rampant problem. You don't need to put into prohibitive rules what should be, and generally is, the proper ethic in this community.

I think that my lack of knowledge about Harvard's procedures re: sexual harassment is not attributable to Harvard, but rather to the
fact that I have not had to concern myself with them. If the time
ever arose that I would need to turn to those procedures, I do believe
that I would find effective measures.

Harvard's concern with sexual harassment is valid and commendable.
However, I think that considerations of the plaintiff (i.e. character,
personality, past experiences, etc.) in such cases can be very telling
and should be examined thoroughly along with consideration of the
offender. This does not imply that victims of sexual harassment "ask
for it," but in certain cases, the plaintiff could be quite a
contributory element in the situation.

I want to say that it is absolutely essential that Harvard/Radcliffe
develop a better sexual harassment policy (in fact a REAL policy).
There must be a committee with EQUAL student/faculty/administrative
representation. Complaints must be processed
and the sexual harassers must be punished, and not
just the people of color who sexually harass individuals.
People must realize that this will not be tolerated. Academic review
should accompany every case and efforts made to evaluate if the
student's ability to work was affected by the harassment. In almost
all cases I don't see how this couldn't have occurred. These policies
need to be published and in registration packages and available in...[end]

One aspect in which I have felt pressure about sex here at Harvard is
comments from peers about my relationships with section leaders or
professors. I have never hesitated to go to a professor or section
leader to get help with something I don't understand, or to discuss
a paper topic, etc. Without fail, everytime I've done this, some guy
in my peer group has made a derogatory comment like, "Oh, you went for
HELP, huh? Getting in good with the prof?" It's impossible
to go to talk to someone, professor or TF, without getting
 teased that you're offering them sexual favors. The whole idea is that
a professor would never take an interest in a female student for her
intelect; she's only interesting because of her sexuality. This is
not a faculty attitude--it's only among students, and it's very disturbing.

Not a bad survey, I have pointed out a few things I would change.
Harassment doesn't always have to be explicitly sexual in nature to
be frightening and debilitating. It also doesn't always have to be
personal, that is, directed toward you as an individual.

Best of luck to you with all this. I wish I knew more about the
situation here. I've never thought it to be too bad here, as opposed to other
places. But I think it deserves attention for the problems that do exist!

Except for very grave matters, I would be much more inclined to try
to deal with SH related problems personally, or at most with the
help of a resident tutor/senior tutor. I would be much less inclined
to involve higher University authorities unless I felt the problem was completely out of control.

The survey is hard to answer since it offers no definitions or limits on words like unwanted or pressure. For example unwanted pressure for dates might be sexual harassment or it might not be depending on the amount of pressure applied. Teasing, jokes or remarks of a sexual nature would qualify as harassment in some cases but not in others. The quality that determines SH or not is the degree of coerciveness not necessarily the act itself.

The University ought to be involved in cases of sexual harassment between members of the Harvard/Radcliffe community and enforce policies to guard against it. Sexual harassment must not be condoned if women are to move from being treated [by] anyone as mere objects of sexual relationships.

I really think this is an issue that is being blown completely out of proportion. I DO NOT believe that victims of sexual harassment are responsible for what happens to them, but I think most people are capable of handling things either by themselves or with the help of a superior. I think the hullabaloo being made over sexual harassment is ridiculous, and somewhat embarrassing to those of us who are less than militant feminists.

Congratulations to Harvard for sending this out; whether in response to "Women take back the night" March or not, I think the obvious concern and interest deserves merit!

It seems the emphasis in any sexual harassment program should be on counseling - having people available to hear complaints - rather than actual prosecution, etc. This is an issue which, perhaps, is better addressed on a personal basis since different people have differing thresholds of sensitivity and will have different interpretations of a situation. If a system is instituted, care should be taken to avoid bureaucracy - matters should be dealt with quickly - delay probably will not help. My concern is that University involvement retain a PERSONAL approach with greater stress on helping individuals involved than on being administrative. Other University systems, such as that of Yale, should be examined.

I think that there should be alot more publicity - telling people where to go for help, telling what the penalties are etc. If people thought that they would have a stiff penalty they'd think twice and if women (men too in some cases) knew where to go immediately to at least discuss a problem there would probably be more offenders at least under investigation. Finally repeated offenders like Prof. ***** (or so I've heard) would have been penalized a long time ago.
I have not had to deal with sexual harassment, but my basic reaction is that except in the case of assault/rape, individuals should be able to deal themselves. Some people might, however, have difficulty, and if this is the case, there should be someone with whom they could discuss the problem. The name(s) of this person (these people) should be well publicized (or at least a place where one could go to talk), as should Harvard's policies regarding sexual harassment. Also, I feel very strongly that Professors, teaching fellows, and teaching assistants should not have relationships with their students.

Although I haven't had any bad cases of sexual harassment, I have heard from people that have, and either nothing was done about it or there wasn't enough information about how to deal with it. Many people are too shy to step up and stand up for themselves. If there were more ready information about sexual harassment services then I think a lot more problems could be dealt with.

I would like to see more open discussions and forums on sexual harassment. It is a problem. Rape happens. Acquaintance rapes happen. Sexual harassment should not be hidden or hushed up. The University has an obligation to confront the dangerous warped conceptions of violence, of male-female relationships, of sexuality and of dominance and ego. I want to feel confident and proud without having to worry about being threatening and I want to trust and to love without fearing for my soul or my life.

Some effort should be made to gauge or monitor sexual harassment real or perceive - in extracurricular activities. The **** is a veritable hotbed of such action and deserves some attention, for everyone's sake.

I really believe the most common cases of sexual harassment arise between male section leaders/TFs who try to force themselves on female students. While this has not happened to me, friends of mine have been subjected to this and I feel it is unfair and degrading, and it is the university's responsibility to ensure proper conduct by its representatives—i.e. teachers. (Of course, I recognize the school can only do this if cases are reported.)

Although I have never personally experienced sexual harassment here at Harvard, I know of many instances where H/R has dealt ineffectually with the problem. There should be a well-publicized means of dealing with SH. Grievances should be publicized, at least the end results. The student/harassee should be kept involved, and not alienated via a Senior Tutor. H/R tends to brush the issue under a rug. Certain tenured professors have generally known reputations as sexual harassers H/R has the power to stop this harassment, as an employer, and as a "leader" in the community. I personally believe it's a disgrace that H/R has no formal procedure for dealing with SH. Policies should be changed immediately.
I think that in general students feel fighting harassment of any kind at Harvard is a difficult, "uphill" battle. It's a very long, and emotionally trying process, and there is little real support here. This is a wonderful first step we're taking, but for any policy to be effective, it has to be regularly enforced. Also, a supportive complaint channel, with more than approachable personalities is essential.

I think the programs available for victims and possible punishment for offenders should be better advertised. The official letter from the Dean is very dry and boring. It should be made clear: "if you have a complaint, the university will help. If you're an offender, the university will deal with you seriously."

I think Harvard in some ways is still a very male institution. I think there is a lack of understanding among older male faculty of what it is like to be subjected to sexual harassment. Women are most often brought up in ways such that they would never dream of making a chauvinistic joke and pinching a guy on the derrier. The difference is biological as well as cultural--men have the ultimate power over a woman's sexuality. If her rights to her own body are not protected to the fullest extent. The fear of a woman walking alone at night I think most men will not fully comprehend, and some won't even try. I do not consider myself a radical or ardent feminist, but a human being, which most women are, interested in my own personal and the safety of all other women from unwanted sexual or sexually suggestive encounters, no matter how slight.

I can't believe Harvard was so slow to let that girl change her grade who was molested by that visiting professor recently. I was outraged. It amounted to a tacit endorsement of the lecturer's behavior. Doesn't the University realize how many insecure men there are who will abuse a little bit of professional power once they get it? Mental anguish is nothing compared to where a sexual harasser can really hit you--in your GPA. The University MUST make professors & students know that they cannot threaten a student's grade--that if they do the grade will be subject to review. That incident showed how little the University will do about an issue that can permanently damage someone.

Perhaps the most disturbing instances of sexual harassment are the most intangible to identify and describe. When I first got this survey my immediate reaction was to say, "I never had any problems with this," and plan to mark all "no"s and "never"s. But then I started to think about things in detail, and came up with three concrete instances of what I felt to be sexual harassment by persons in positions of authority here--men whom I was expected to and would have liked to respect. How can you respect the Master of your House when he is constantly and blatantly eyeing the women in the House and making offensive remarks about their figures, eating habits, dress, behavior, etc? How can you respect the assistant senior tutor when he is constantly flirting with the young pretty women in the
House, touching them condescendingly, giving them "fatherly" hugs and
squeezes and confidential kisses? If he were to single me out as the
object of genuine romantic interest, it would be excusable, but when
it appears to be for the gratification of his own ego and self-image as
a playboy... And to whom does one bring these complaints?...
I could go on and on. All I can say is, "SH" is there--I've
felt it, all the more disturbingly as it's been more subtle; and so
have my friends and roommates. In fact, if your survey had reached a
few of them before graduation, they would have had far more
harrowing stories to tell. As far as the effects on my academic
performance, I've assumed all along they've been negligible, but I
guess "SH" has been just another factor in the atmosphere of
overwhelming pressure that for me has characterized being a woman at
Harvard.

Doctors at UHS should be under observation - I have experienced
what I would label "mild" sexual harassment from a middle-aged
male doctor at UHS - not in terms of asking me for sexual favors,
but in terms of allowing his opinions re: pre-marital sex influence
his medical treatment of my problem. The fact that the problem was
not treated properly forced me to spend extra time consulting
another doctor and prolonged my illness, which was detrimental to
my academic work.

I would guess that my 'experience' is common to many women--although I
had never considered it harassment before now. Somehow, thinking about
this episode and others has allowed me to realize that it was not my
fault that I was bothered.

I have read (skimmed) the booklet about Harvard's policies on sexual
harassment but they do not seem to be clear-cut and prohibitory. But
I do not know just how one can "define" sexual harassment because
people have different perceptions. An innocent glance to one person
may be considered a lustful stare by another. In spite of this, some
actions are very obvious and clear-cut cases of harassment, like
unwanted pinches or frequent vulgar propositions. I think, however,
that the university should carefully consider any complaint of
harassment because most people, particularly women, have their
personal limits on what they consider harassment; hence, their
complaints should be heard and acted upon.
Also, as a Black female, I must point out the need for well-defined
policies on sexual harassment because, as history proves, sexual
offences against Black women have seldomly been paid for by the
offender (particularly if the offender is not Black). A well-defined
policy may prompt more Blacks to report such cases of harassment, more often.

I hope the administration realized how difficult it can be to be female
at Harvard, and that although attitudes by themselves may not seem to
be a real problem, it is sexist attitudes which make it difficult to
solve fairly the actual cases of sexual harassment which occur.
Sexual Harassment Survey

SECTION 1: Attitudes and Definitions

1. Please state whether you agree or disagree with the following statements.

<table>
<thead>
<tr>
<th>Statement</th>
<th>Disagree</th>
<th>Agree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Most people who complain of sexual harassment are over-reacting to expressions of normal sexual attraction.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>b) People who receive annoying sexual attention usually have provoked it.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>c) Subordinates often put up with unwanted sexual attention for fear of reprisal.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>d) Sexual harassment is a personal matter; the University should not be involved in controlling it.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>e) Mature individuals can handle unwanted sexual attention on their own without involving the University.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>f) Persons who are sexually harassed are significantly handicapped in their ability to succeed at work or in school.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>g) Sexual harassment is not an extensive problem at Harvard University.</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

2. There is debate over the definition of sexual harassment. Would you consider the following acts to be sexual harassment if carried out by someone with authority over others (e.g. by a teacher or supervisor)? Would you consider it sexual harassment if done by someone without authority (e.g. a peer, co-worker, fellow student)? (SH = sexual harassment).

<table>
<thead>
<tr>
<th>Action</th>
<th>If done by someone with authority?</th>
<th>If done by someone without authority?</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Sex-stereo-typed jokes, references, examples, or depictions.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>b) Teasing, jokes, remarks or questions of a sexual nature.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>c) Unwanted sexually suggestive looks or gestures.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
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<tr>
<td>d) Unwanted letters or phone calls of a sexual nature.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>e) Unwanted leaning over or cornering.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>f) Unwanted pressure for dates.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>g) Unwanted touching.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
<tr>
<td>h) Unwanted pressure for sexual activity.</td>
<td>SH Not Opinion</td>
<td>SH Not Opinion</td>
</tr>
</tbody>
</table>

3. Consider the same actions as in question 2. Should they be matters of university concern (that is the university should monitor or try to prevent them) or are they matters for individuals to deal with?

<table>
<thead>
<tr>
<th>Action</th>
<th>If done by someone with authority?</th>
<th>If done by someone without authority?</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Sex-stereo-typed jokes, references, examples, or depictions.</td>
<td>Only Pers. Matter Also Univ. Matter No Opinion</td>
<td>Only Pers. Matter Also Univ. Matter No Opinion</td>
</tr>
<tr>
<td>b) Teasing, jokes, remarks or questions of a sexual nature.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c) Unwanted sexually suggestive looks or gestures.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d) Unwanted letters or phone calls of a sexual nature.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>e) Unwanted leaning over or cornering.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f) Unwanted pressure for dates.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>g) Unwanted touching.</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>h) Unwanted pressure for sexual activity.</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
4. Do you think a romantic relationship is appropriate or inappropriate between:

<table>
<thead>
<tr>
<th></th>
<th>Always Inappt.</th>
<th>Usually Inappr.</th>
<th>Sometimes Inappr.</th>
<th>Appropriate</th>
<th>No Opinion</th>
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<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a) coworkers.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>b) a student and a professor who has direct authority over the student.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>c) a student and a teaching fellow or tutor who has direct authority over the student.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>d) a student and a professor who does not have direct authority over the student.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>e) a student and a teaching fellow or tutor who does not have direct authority over the student.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>f) a supervisor and his/her subordinate (e.g. senior faculty-junior faculty/TF)</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

SECTION II: General Experiences

Undergraduates should answer this section in terms of their experiences as a student at Harvard, faculty members should answer this section in terms of their experiences as a teacher the last 5 years at Harvard, and Graduate students should answer this section in terms of both their experiences as graduate students and as teachers/TF's.

5. Have you ever experienced sex-stereotyped references, depictions, or jokes in a Harvard classroom or work situation?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td></td>
<td>Not at all</td>
<td>Very much</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

If so, did they bother you?

6. Are you a student currently enrolled in class(es) at Harvard?

Yes

No (If no, go to question #7)

a) If you are a student, have you ever feared that legitimate academic or personal interest might be misconstrued by a teacher as sexual interest?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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</tbody>
</table>

b) Have you avoided faculty members or TF's because you were afraid of unwanted sexual attention?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

c) Have you felt that faculty members or TF's avoided you because they were uncomfortable or wary of unwanted sexual attention?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

d) Do you feel that the kinds of fears mentioned above have any significant effect on your education?

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>Very much</th>
<th>Inapplicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
7. Are you or have you ever been in a position of evaluative authority at Harvard (e.g. professor, TF, tutor, advisor, etc)?

Yes

No (if no, go to question #8)

a) If you have been in a position of evaluative authority, have you ever feared that legitimate academic or personal interest towards a student would be misconstrued as sexual interest?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

b) Have you avoided students because of such fears?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

c) Do you feel that students avoid contact with you because of fear of unwanted sexual attention?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

d) Do you feel the kinds of fears mentioned above have any significant effect on the effectiveness of your instruction?

<table>
<thead>
<tr>
<th></th>
<th>Not at all</th>
<th>Very much</th>
<th>Inapplicable</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

SECTION III: Non-peer experiences

Undergraduates should answer this section in terms of their experiences as a student at Harvard, faculty members should answer this section in terms of their experiences as a teacher the last 5 years at Harvard, and Graduate students should answer this section in terms of both their experiences as graduate students and as teachers/TF’s.

8. Have you been subject to any of the following during your time at Harvard University from a person in a position of authority over you?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Unwanted teasing, jokes, remarks, or questions of a sexual nature.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>b) Unwanted pressure for dates.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>c) Unwanted letters or phone calls of a sexual nature.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>d) Unwanted sexually suggestive looks or gestures.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>e) Unwanted deliberate touching, leaning over, cornering or pinching.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>f) Unwanted pressure for sexual favors.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>g) Actual or attempted rape or sexual assault.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

If you have not been subject to any of the above, please skip to page 5, #22

9. From how many different people have you received the above attentions during your time at Harvard? _______

If you have been subject to any of the above attentions from someone in a position of authority over you, please select the experience which has had the greatest impact on you and answer the questions in this section in terms of that experience.

10. During any particular experience a person may be subject to more than one kind of unwanted sexual attention. During the experience you are describing here, which of the following happened to you?

<table>
<thead>
<tr>
<th></th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Unwanted teasing, jokes, remarks, or questions of a sexual nature.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>b) Unwanted pressure for dates.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>c) Unwanted letters or phone calls of a sexual nature.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>d) Unwanted sexually suggestive looks or gestures.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>e) Unwanted deliberate touching, leaning over, cornering or pinching.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>f) Unwanted pressure for sexual favors.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>g) Actual or attempted rape or sexual assault.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>
11. Was the experience personally upsetting to you?  
   Not at all    Very much
   1          2          3          4

12. How did you respond to the attention? (Please check all that apply)
   _____ Confronted the person who bothered me
   _____ Ignored the attention
   _____ Went along with the attention
   _____ Avoided contact with the person
   _____ Talked to a University official informally (e.g. tutor, etc.)
   _____ Lodged a formal complaint with the University
   _____ Other (Please specify)

13. Were you concerned about possible reprisals?
   Yes    No
   If so, what specifically were you concerned about? (Check all that apply)
   _____ Grades, recommendations or evaluations
   _____ The person's attitude towards you
   _____ The conditions at work or in class
   _____ Other (Please specify)

14. Did the experience interfere with your academic or professional performance?
   Not at all    Very much
   1          2          3          4
   If so, how? (e.g. grades suffered, avoided class/work, etc.)

15. Did you talk to any University Official informally (e.g. tutor, faculty member, dean)?
   Yes    No
   If so, what was the position of the person you talked to, and how helpful were they in resolving your situation?

16. Did you report the situation to any University Official formally?
   Yes    No
   If so, what was the position of the person you talked to, and how helpful were they in resolving your situation?

17. If you did not make a formal complaint, what were your reasons for not doing so? (If you did, skip to question #18) (Check all that apply).
   _____ I did not want to report the behavior at all (formally or informally)
   _____ I felt informal channels were adequate
   _____ I did not know if the behavior constituted harassment
   _____ I did not know to whom to go
   _____ I was afraid the University would be unresponsive
   _____ I didn't think anything could be done about my situation
   _____ I didn't want to hurt the person who bothered me
   _____ I was afraid it would be held against me if I complained
   _____ I was too embarrassed
   _____ I thought complaining would make the situation worse
   _____ I thought it would take too much time and effort
   _____ Other (Please specify)

18. Was your situation resolved?
   Yes    No
   If so, how?
19. Were you satisfied with the outcome?

Not at all  Very much

1  2  3  4

20. Please describe the person(s) who bothered you.

a) Gender
   — didn’t know who it was (then go to #21)  — a male  — two or more males
   — both males and females  — a female  — two or more females

b) Age
   — older than you  — same age(s) as you  — various ages
   — younger than you  — unknown

c) Department (Field of concentration)
   — same as you  — different from you  — unknown  — various departments

d) Ethnic Status
   — same as yours  — different from yours
   — some same and some different  — unknown

21. It would be helpful to us if you would describe this experience in more detail. If you so desire please detail your experience, omitting any incriminating information (e.g. names, courses, etc.). You may include a separate piece of paper if you need to.

SECTION IV: Peer experiences

Undergraduates should answer this section in terms of their experiences as a student at Harvard, faculty members should answer this section in terms of their experiences as a teacher the last 5 years at Harvard, and Graduate students should answer this section in terms of both their experiences as graduate students and as teachers TF’s.

22. Have you been subject to any of the following during your time at Harvard University from a peer or co-worker associated with the University?

<table>
<thead>
<tr>
<th>Experience</th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Unwanted teasing, jokes, remarks, or questions</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
<tr>
<td>of a sexual nature.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b) Unwanted pressure for dates.</td>
<td>1</td>
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<td>g) Actual or attempted rape or sexual assault.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

If you have not been subject to any of the above, please skip to page 7, #34.

23. From how many different people have you received the above attentions during your time at Harvard? ———

If you have been subject to any of the above from peers or coworkers please select the experience which has had the greatest impact on you and answer the questions in this section in terms of that experience.
24. During any particular experience a person may be subject to more than one kind of unwanted sexual attention. During the experience you are describing here, which of the following happened to you?

<table>
<thead>
<tr>
<th>Type of Unwanted Attention</th>
<th>Never</th>
<th>Once</th>
<th>Several Times</th>
<th>Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) Unwanted teasing, jokes, remarks, or questions of a sexual nature.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
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<tr>
<td>g) Actual or attempted rape or sexual assault.</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
</tr>
</tbody>
</table>

25. Was the experience personally upsetting to you?

<table>
<thead>
<tr>
<th>Level of Upset</th>
<th>Not at all</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

26. Did the experience interfere with your academic or professional performance?

If so, how?

<table>
<thead>
<tr>
<th>Level of Interference</th>
<th>Not at all</th>
<th>Very much</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

27. Did you confront the person(s) who bothered you?

Yes  No

Why or why not?

28. Did it make things:

<table>
<thead>
<tr>
<th>Improvement</th>
<th>Better</th>
<th>No Difference</th>
<th>Worse</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

29. Did you talk to any University official (e.g. tutor, faculty, member, dean) about the situation?

Yes  No

If so, what was their position and how helpful were they?

30. Did it make things:

<table>
<thead>
<tr>
<th>Improvement</th>
<th>Better</th>
<th>No Difference</th>
<th>Worse</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>

31. Did you do anything else about the situation?

Yes  No

If so, what did you do?

32. Please describe the person(s) who bothered you.

a) Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>didn't know who it was</th>
<th>both males and females</th>
<th>a male</th>
<th>two or more males</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>at #33</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

b) Age

<table>
<thead>
<tr>
<th>Age</th>
<th>older than you</th>
<th>same age(s) as you</th>
<th>younger than you</th>
<th>unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

c) Department (Field of concentration)

<table>
<thead>
<tr>
<th>Department</th>
<th>same as you</th>
<th>some same and some different</th>
<th>different from you</th>
<th>unknown</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

d) Ethnic Status

<table>
<thead>
<tr>
<th>Ethnic Status</th>
<th>same as yours</th>
<th>some same and some different</th>
<th>different from yours</th>
<th>unknown</th>
</tr>
</thead>
</table>
It would be helpful to us if you would describe this experience in more detail. If you so desire please detail your experience, omitting any incriminating information (e.g. names, courses, etc.). You may include a separate piece of paper if you need to.

SECTION V: Experiences as accused

34 Has anyone ever said that you were sexually bothering them during your time at Harvard? (If no, go to question 35)

a) If so, did you think the accusation was fair? Yes No

Why or why not?

b) Did the accusation make you: (check all that apply)

- apprehensive about social interactions
- more conscious about what you said/did
- less able to work
- no effect
- other (please specify)

SECTION VI: Potential Remedies

35 Below is a list of measures which could be used to alleviate the problem of sexual harassment. Please indicate whether you think Harvard has each measure, and then indicate how important you think it is that Harvard have the measure (DK = don't know).

<table>
<thead>
<tr>
<th>Measure</th>
<th>Harvard has?</th>
<th>Important that Harvard have?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policies which prohibit sexual harassment.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Effective procedures for dealing with complaints of sexual harassment.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Conduct swift and thorough investigations of sexual harassment complaints.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Enforce penalties against those who sexually bother others.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Keep a record of informal complaints.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Keep a record of formal complaints.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Have complaints that are found to have merit become part of a harasser's permanent record.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Provide for a review of a victim's grade/evaluation.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Publicize policies which prohibit sexual harassment.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Publicize available channels and appropriate University officials to contact.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
<tr>
<td>Publicize the penalties given those who sexually bother others.</td>
<td>Yes No DK</td>
<td>1 2 3 4 0</td>
</tr>
</tbody>
</table>
36. Harvard currently has separate channels for dealing with sexual harassment for students, graduate students, and employees. Do you think a central office would be more or less effective than the current method?

<table>
<thead>
<tr>
<th>Less effective</th>
<th>More effective</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

37. How much can Harvard do to combat sexual harassment?

<table>
<thead>
<tr>
<th>Very little</th>
<th>Very much</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>4</td>
<td>0</td>
</tr>
</tbody>
</table>

38. Overall, how well do you think Harvard has dealt with the issue of sexual harassment?

<table>
<thead>
<tr>
<th>Not at all</th>
<th>Very well</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>4</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

39. To what extent do you feel the sexual harassment has had a detrimental affect on your experiences at Harvard?

If so, specifically how do you feel it has affected your education?

SECTION VII: Background

40. What is your:
   a) Sex
      Male ____ Female ____
   b) Ethnic group
      Native American ____ Black ____ Hispanic ____
      Asian ____ White ____ Other ____
   c) Age ______
   d) Marital Status
      Single ____ Married ____ Divorced, Widowed, Separated ____ Other ____
      Not married but have "significant" relationship ____

41. Are you:
   Tenured faculty ____ Graduate student ____
   Non-tenured faculty ____ Undergraduate student ____

42. If you are an undergraduate, what is your year?
   Freshperson ____ Junior ____
   Sophomore ____ Senior ____

43. How many years have you been at Harvard University? ______

44. What is your department or field of concentration?
   Humanities ____ Social Sciences ____ Natural Sciences ____

45. Have you been a section leader at Harvard? Yes ____ No ____

46. If you have any other comments, please make them here. Thank you for your cooperation in completing this survey. Please place the completed survey in the enclosed return envelope and mail immediately to Sexual Harassment Survey Project, Science Center, Harvard University, Cambridge, MA 02138. Please mail the enclosed postcard separately so that we will have a record of receiving your survey. We will not be able to tie completed surveys to names.