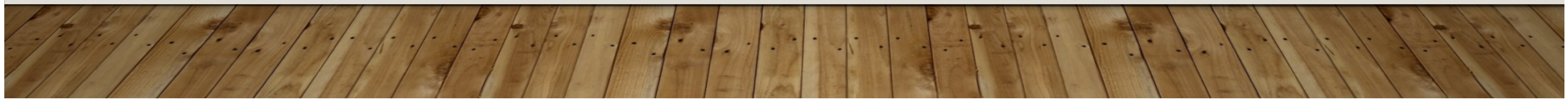


AN INVESTIGATION ON SEXUAL HARRASSMENT WITHIN THE ACADEMIC ENVIRONMENT

PISA, 20 – 21 SETTEMBRE

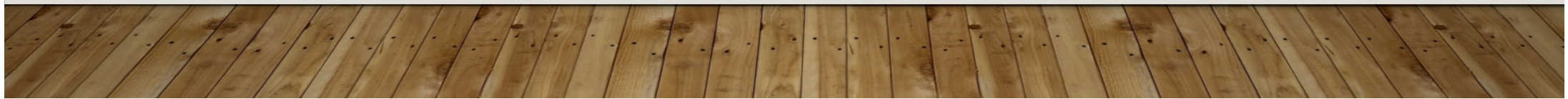
FRANCESCA TORELLI

CONSIGLIERA DI FIDUCIA



WHAT IS SEXUAL HARASSMENT ?

Sexual harassment is a form of gender-based violence encompassing acts of **unwanted** physical, verbal or non-verbal conduct of a sexual nature, which have the purpose or effect of violating the victim's dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.



THE PURPOSE OF THE INVESTIGATION

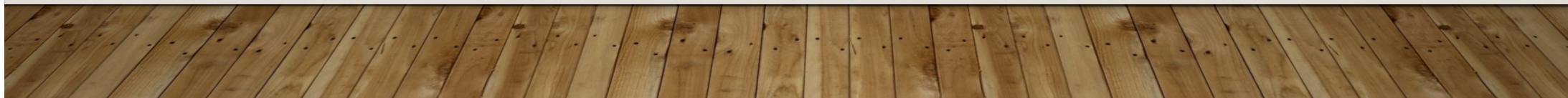
The purpose of the investigation was to:

1. Identify and catalog sexual harassment by type and frequency
2. Develop awareness and sensibility of teaching staff, male and female students, and general staff

WHAT DO WE MEAN BY «UNWANTED» ?

The investigation has been conducted via surveys that require to score each of the identified behaviours from 1 to 5 as follows:

- Score (1) It's not perceived as harassment
- Score (2) It's perceived as slightly harassing behavior
- Score (3) It's perceived as a medium gravity harassing behavior
- Score (4) It's perceived as serious harassment behavior
- Score (5) It's perceived as very serious harassment



BEHAVIOURS 1/3

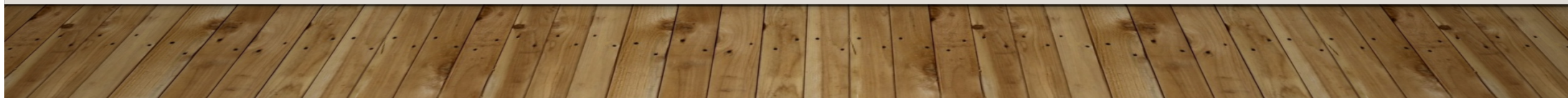
1. Provocative attire (i.e. clothing)
2. Equivocal sentences with double meaning or verbal appreciation on physical appearance and on sexual gender
3. Attitude, wink, advances, or in any case unwelcome flirting
4. Threats/intimidations/blackmail towards those who pushed back against generic sexual behaviours
5. Generic sexual requests, the acceptance of which or the refusal of which depends on a decision about one's professional career

BEHAVIOURS 2/3

6. Jokes and/or vulgar gestures
7. Seeking physical contact with the body with mainly a sexual meaning (neck, breast, bottom, uncovered portions of the body, etc)
8. Repeated invitations to a subordinate notwithstanding his/her refusal in the past
9. Put on display provocative/hinting objects such as posters, photos, calendars, etc.
10. Hinting towards a person's inferiority based on gender

BEHAVIOURS 3/3

- I1. Hindering professional opportunities (such as promotions, training opportunities, responsibilities, professional competitions) of somebody because of past refusals to accept invitations, proposals or advances
- I2. Sending letters, emails or messages containing sexual references, sexually driven appreciation, double meaning talk or other images or statements hinting towards sex
- I3. Touching the other person during verbal communication



PARTICIPANTS

171 Teaching and Research staff – Group A
(87 female – 84 male)

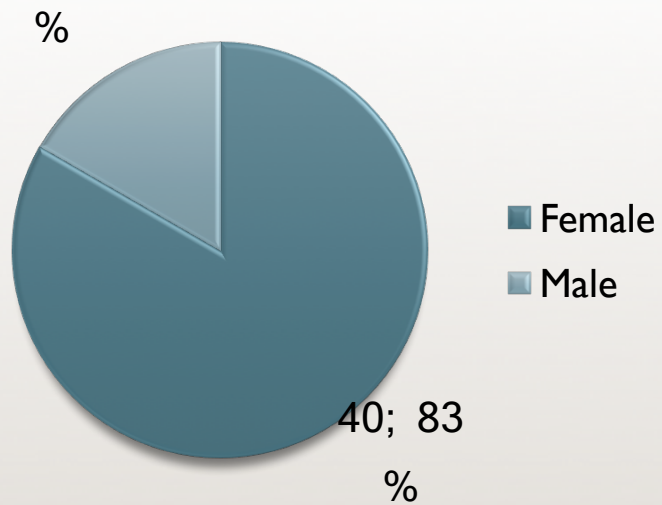
31 PhD students and post-PhD staff – Group B
(27 female – 4 male)

n. 2079 Students – Group C
(1668 female – 411 male)

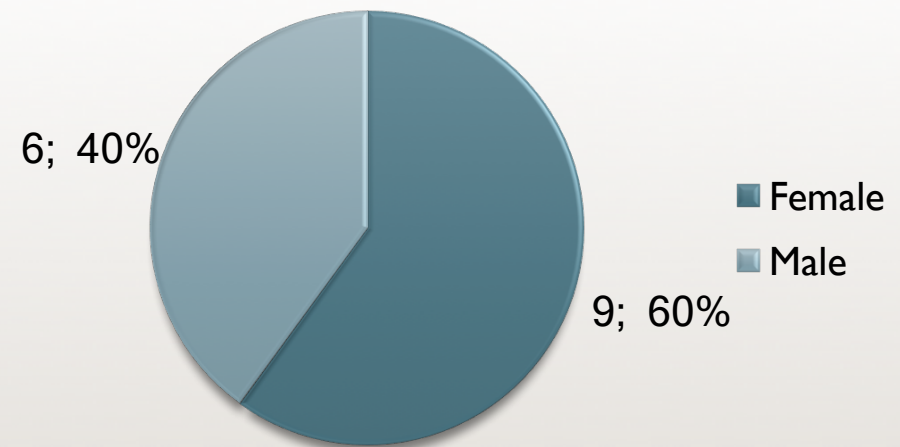
n. 63 Victims – Group D
(49 female – 14 male)

SEXSUAL HARRASSMENT VICTIMS

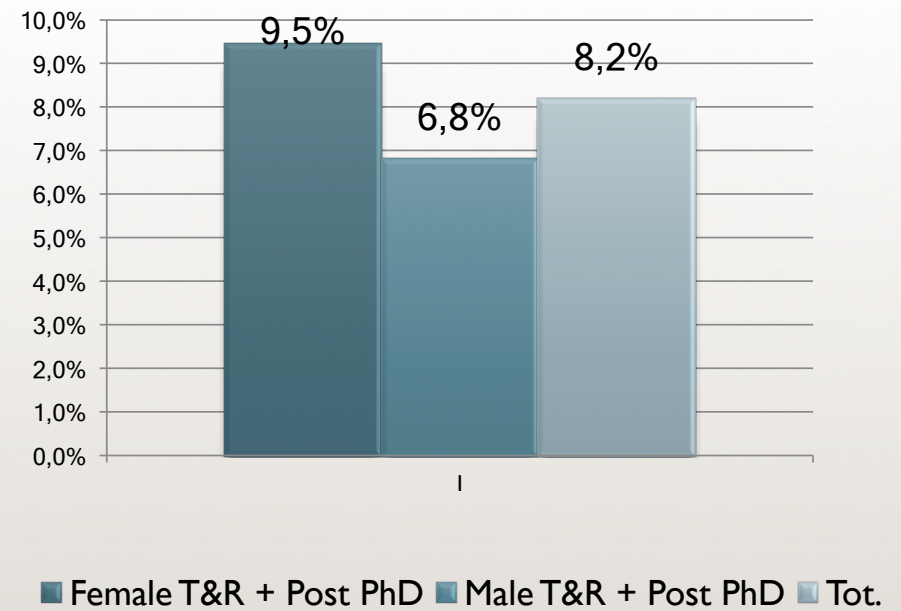
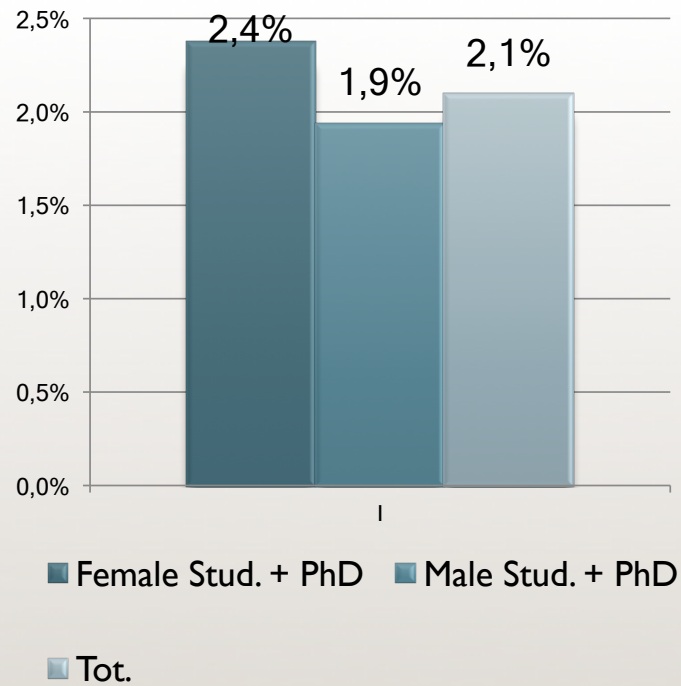
8; 17 **Students and PhD**



Teaching & Research Staff



VICTIMS / PARTECIPANTS

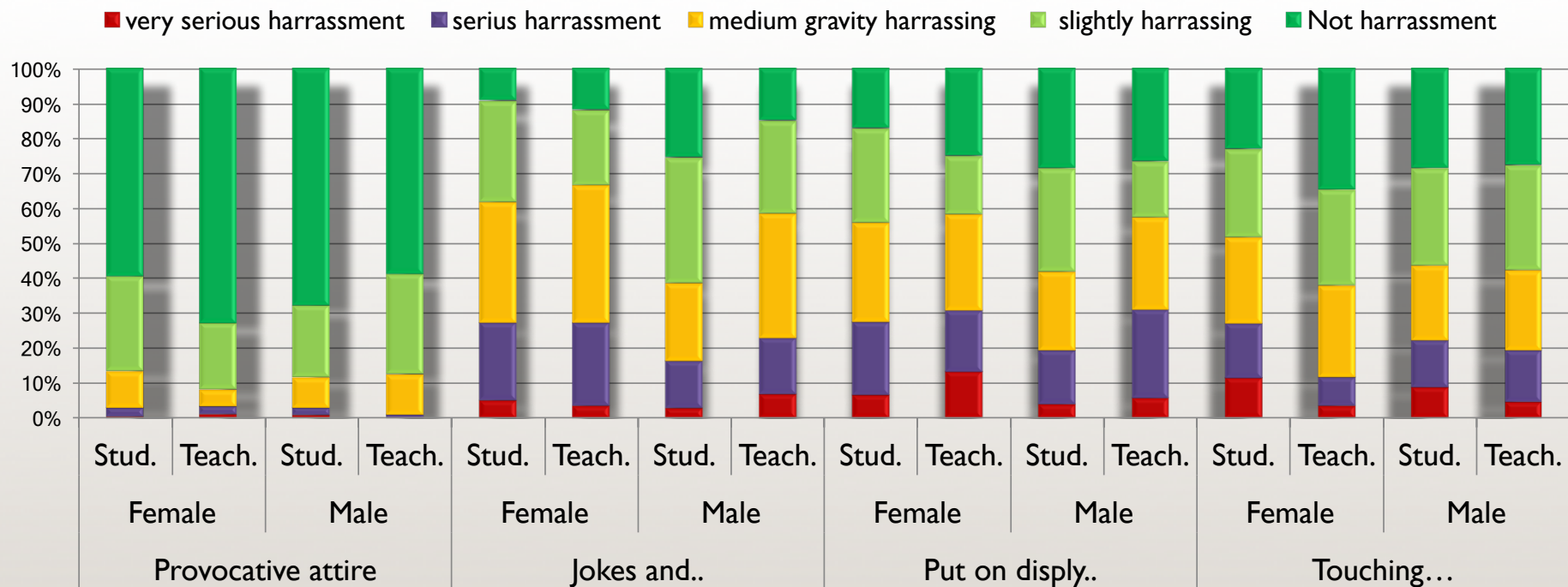


DATA ANALYSIS

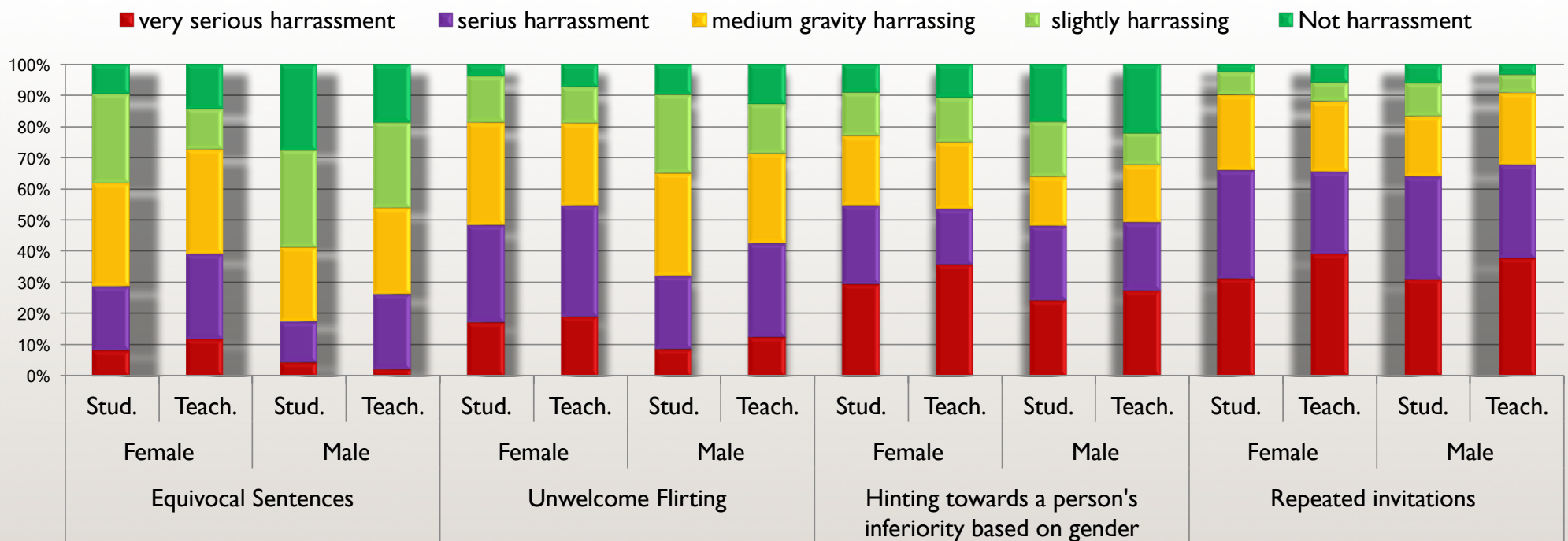
The survey was then analyzed by grouping these behaviours in 3 categories depending on the average score:

- Group of behaviours perceived by the majority as slightly harassing behavior
- Group of behaviours perceived by the majority as a medium gravity harassing behavior
- Group of behaviours perceived by the majority as very serious harassment

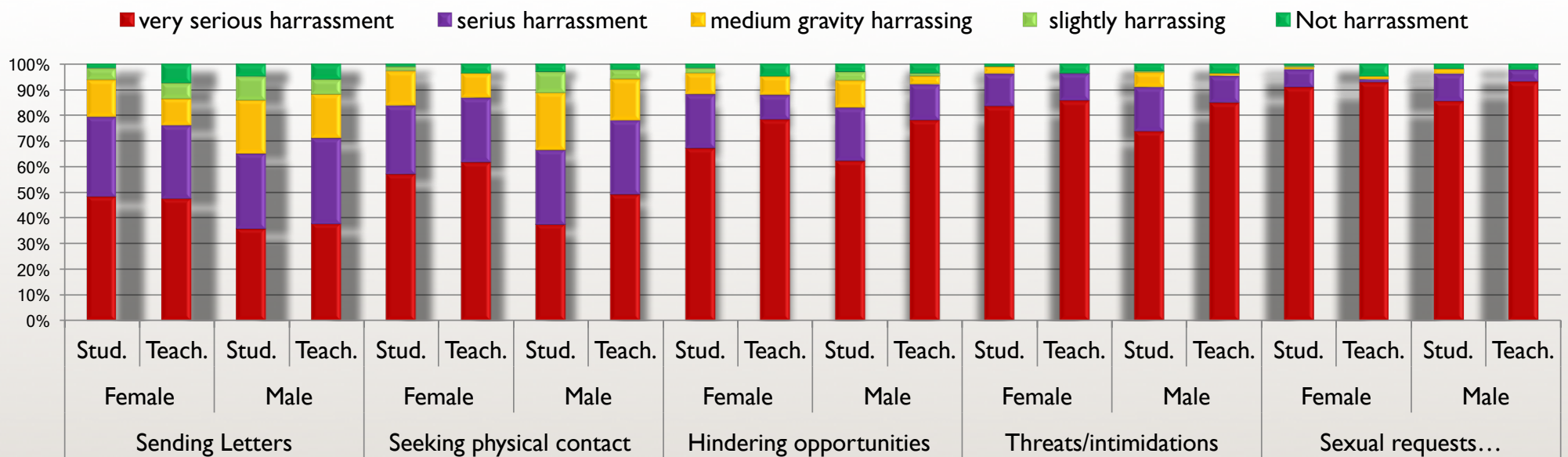
GROUP I. OF BEHAVIOURS PERCEIVED BY THE MAJORITY AS SLIGHTLY HARASSING BEHAVIOR



GROUP 2. OF BEHAVIOURS PERCEIVED BY THE MAJORITY AS A MEDIUM GRAVITY HARASSING BEHAVIOR



GROUP 3. OF BEHAVIOURS PERCEIVED BY THE MAJORITY AS VERY SERIOUS HARASSMENT



STATUS VS PERCEPTION

The following graphs bring to light the different perception of the same behaviour from the following groups:

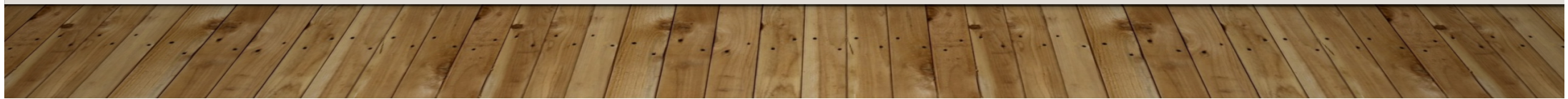
Group A. Teaching and Research staff

Group B. Doctorate students and post-doctorate staff

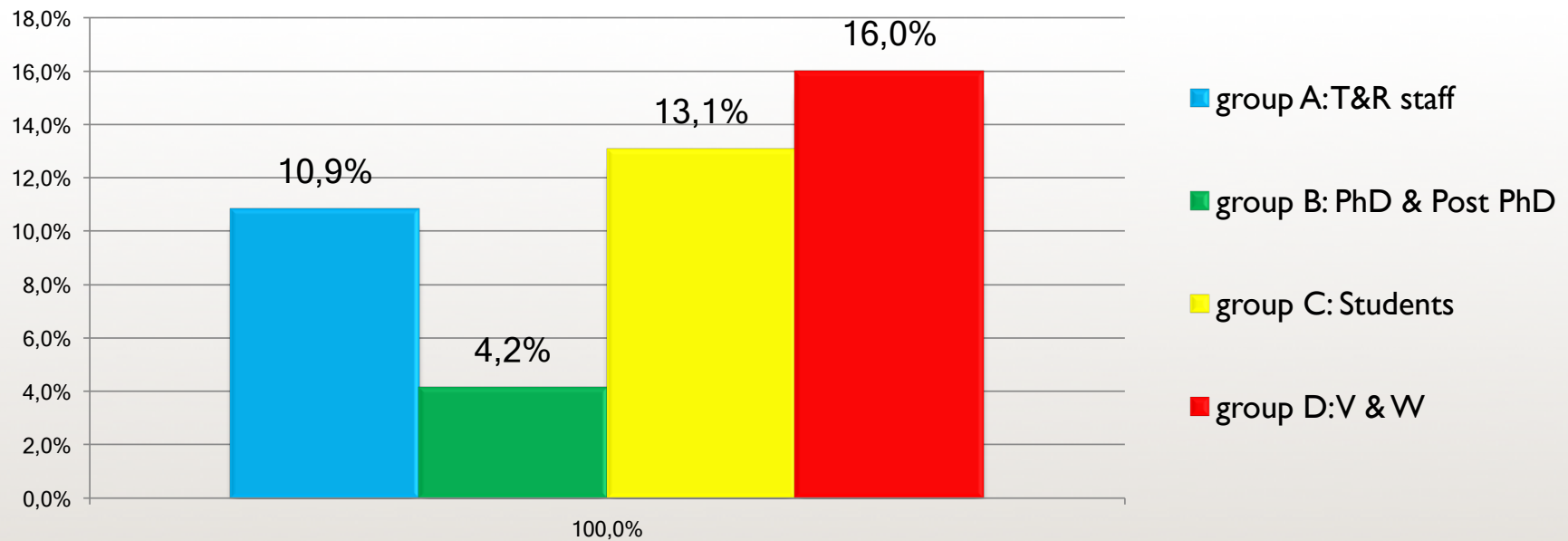
Group C. Students

Group D. Victims and witness of sexual harassment

The graph shows the % of answer in each group with score from 3 to 5.

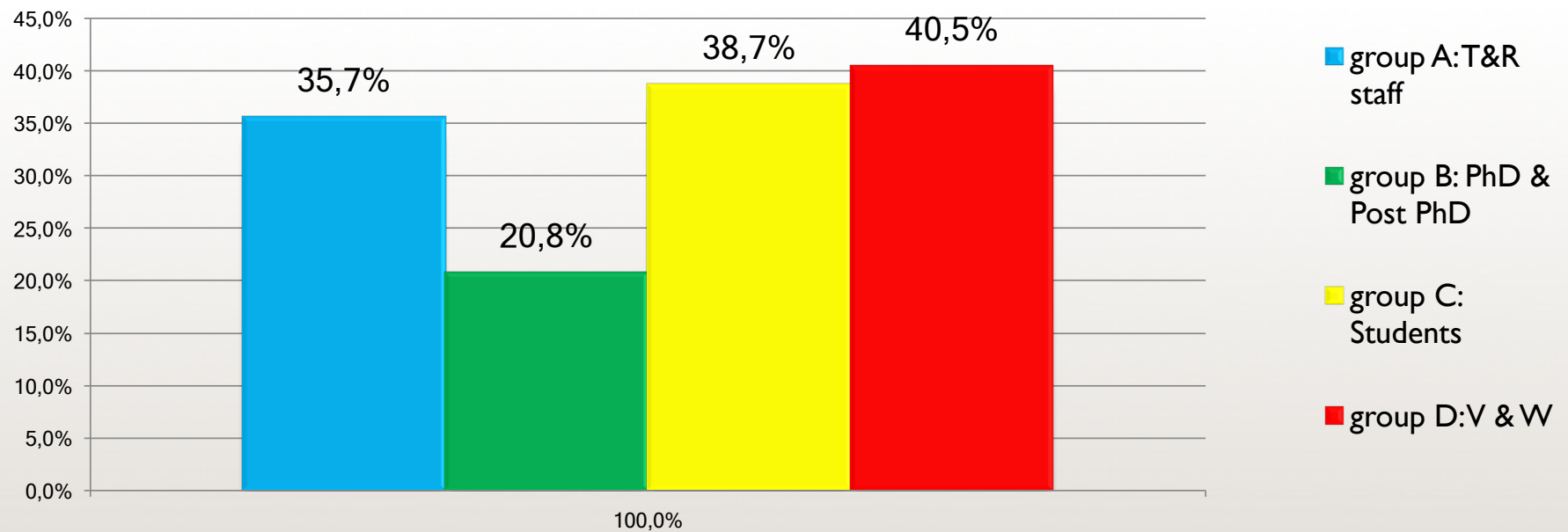


GROUP I. PROVOCATIVE ATTIRE 1/2



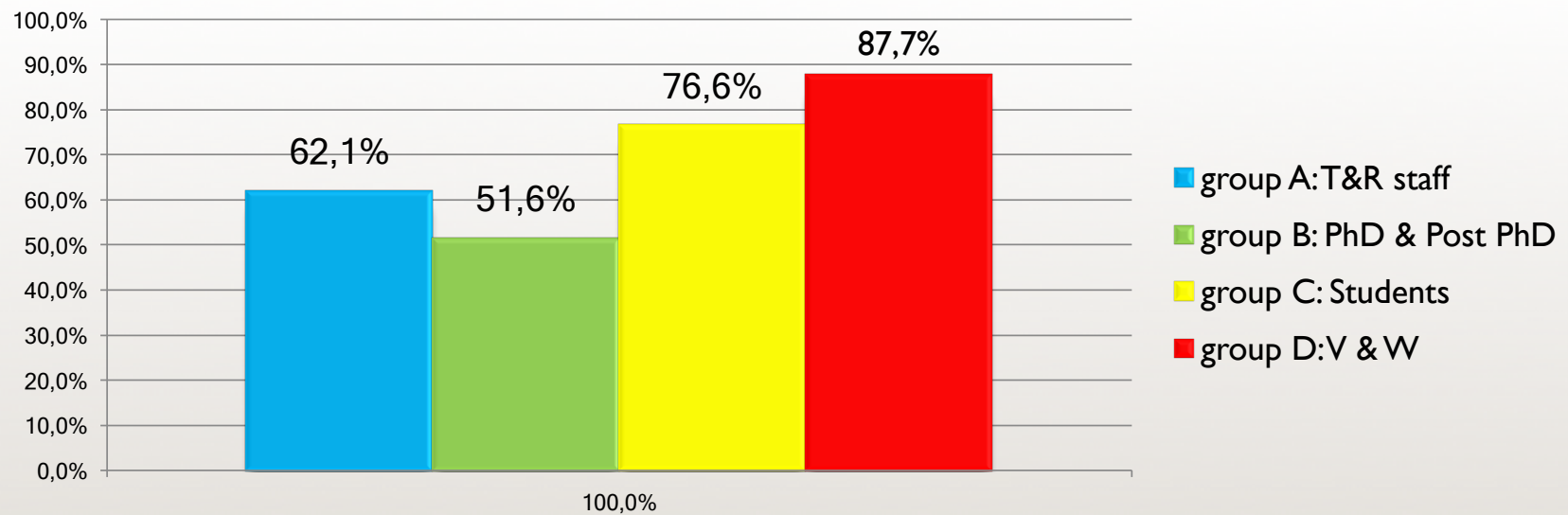
The graph show, in each group, the % of answer with score from 3 to 5.

GROUP I. PROVOCATIVE ATTIRE 2/2



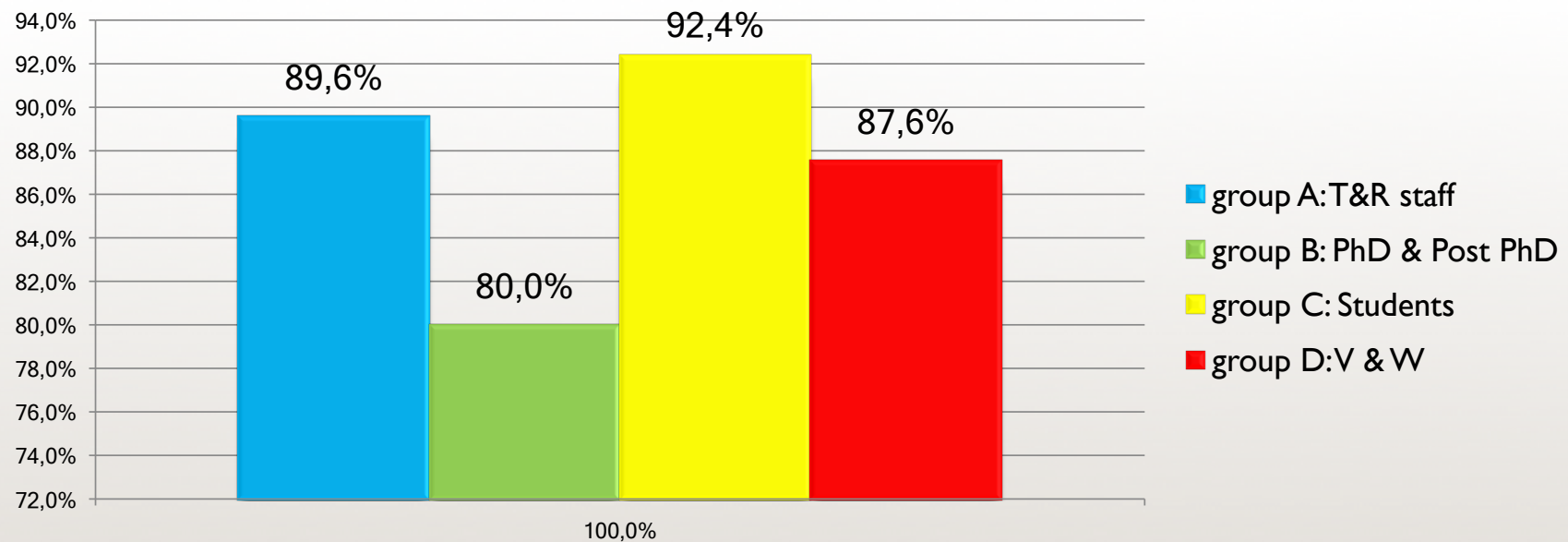
The graph show, in each group, the % of people that consider these behavior a sexual harassment score from 2 to 5.

GROUP 2. ATTITUDE, WINK, ADVANCES, OR IN ANY CASE UNWELCOME FLIRTING



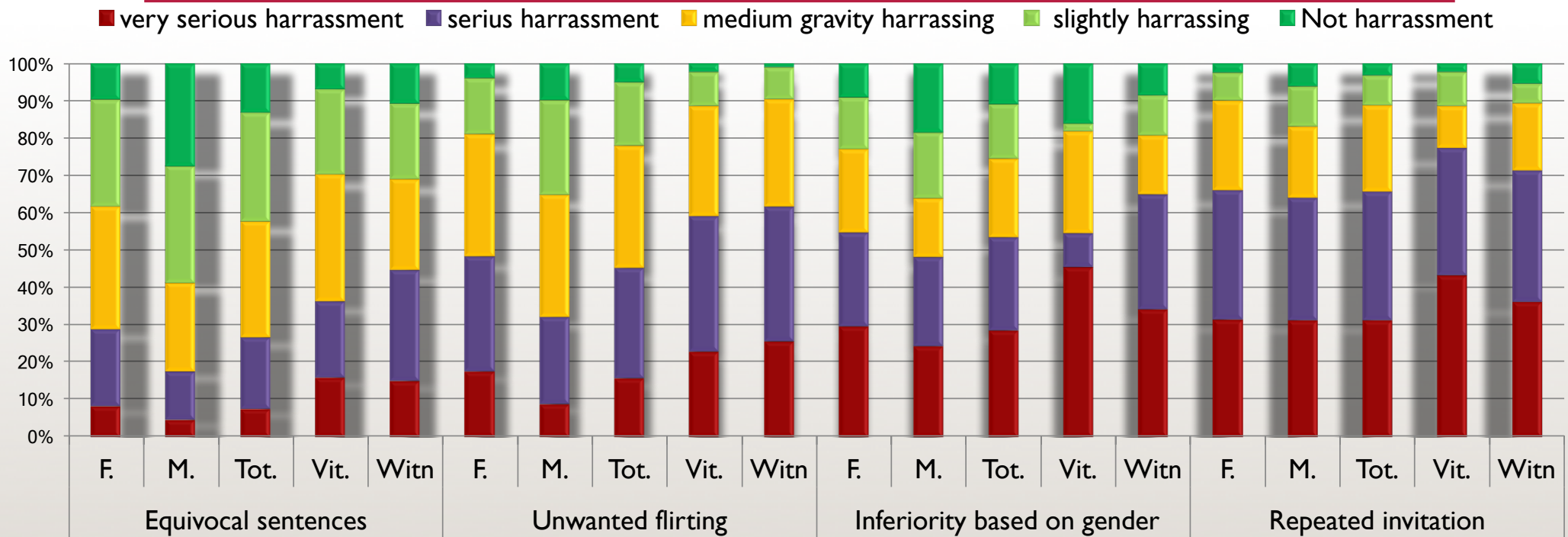
The graph show, in each group, the % of answer with score from 3 to 5.

GROUP 3. SENDING LETTERS, EMAILS OR MESSAGES CONTAINING SEXUAL REFERENCES, SEXUALLY DRIVEN APPRECIATION, DOUBLE MEANING TALK OR OTHER IMAGES OR STATEMENTS HINTING TOWARDS SEX



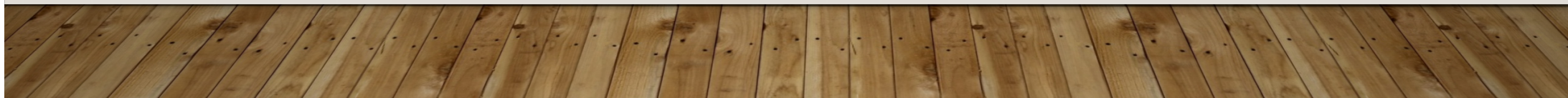
The graph show, in each group, the % of answer with score from 3 to 5.

GROUP OF STUDENTS BEHAVIOURS PERCEIVED BY THE MAJORITY AS A MEDIUM GRAVITY HARASSING BEHAVIOR



To increase awareness and manage sexual harassment cases it is important to measure the fact that what constitutes harassment is something that is perceived differently by different people.

This kind of survey and the subsequent data analysis allow us to achieve this.



THANK YOU !