Handbook of Sexuality-Related Measures

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Index of Sexual Harassment

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Index of Sexual Harassment

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WALTER W. HUDSON, WALMYR Publishing Co.

The Index of Sexual Harassment (ISH) is a short-form scale designed to measure sexual harassment.

Description
This ISH contains 19 category partition (Likert-type) items, each of which represents behavior that is illegal. Each item is scored on a relative frequency scale as shown in the scoring key of the instrument. Obtained scores range from 0 to 100, where higher scores indicate greater degrees of sexual harassment. The ISH can be used with all English-speaking populations aged 12 or older.

Response Mode and Timing
The ISH is a self-report scale that is normally completed in 5–7 minutes.

Scoring
The total score for the ISH scale is computed as $S = \left( \sum X_i - N \right) / ((K-1)N)$ where $X_i$ is an item response, $i$ is item, $K$ is the number of response categories, and $N$ is the number of properly completed items. Total scores remain valid in the face of missing values (omitted items) provided the respondent completes at least 80% of the items. The effect of the scoring formula is to replace missing values with the mean item response value so that scores range from 0 to 100 regardless of the value of $N$.

Reliability
Cronbach’s alpha = .90 and $SEM = 2.97$. Test-retest reliability is not available.

Validity
Known groups validity is not available for the ISH scale. Detailed information about content, factorial, and construct validity are reported in Hudson and Decker (1994) which is available from the publisher.

Other Information
The proper use of the WALMYR assessment scales is easily mastered, and the scales can be readily understood by qualified professional practitioners. These measurement tools are not intended for use by untrained individuals. The scales are simple, powerful devices that, when used by trained professionals, are capable of revealing both minor and serious problems that individuals might have in many areas of personal and social functioning. They are not intended for use by persons who are not trained to deal with such problems and should be used only by competent professionals, researchers, scholars and those who are engaged in supervised study and training.

The ISH is a copyrighted commercial assessment scale and may not be copied, reproduced, altered, or translated into other languages. The scale may not be administered online nor placed on a website for others to use. It may be purchased in tear-off pads of 50 copies each for $22.50 at www.walmyr.com.

Reference

Exhibit

Index of Sexual Harassment

Name: ________________________________________________________ Today’s Date: _________________________________

This questionnaire is designed to measure the level of sexual harassment in the workplace. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can by placing a number beside each one as follows.

1 = None of the time
2 = Very rarely


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3 = A little of the time  
4 = Some of the time  
5 = A good part of the time  
6 = Most of the time  
7 = All of the time

1. _____ My peer or supervisor tells sexually explicit jokes at work.  
2. _____ My peer or supervisor describes me or a coworker using sexually explicit terminology.  
3. _____ My peer or supervisor creates offensive rumors concerning the appearance or sexual behavior of me or a coworker.  
4. _____ My peer or supervisor uses subtle questioning to determine my or my coworker’s sexual behavior or availability.  
5. _____ My peer or supervisor repeatedly asks me or a coworker for a date.  
6. _____ My peer or supervisor asks me or a coworker for sexual favors.  
7. _____ My peer or supervisor places obscene phone calls to me or a coworker.  
8. _____ My peer or supervisor offers me or a coworker compensation or work benefits in exchange for sexual favors.  
9. _____ My peer or supervisor demands sexual favors from me or a coworker to maintain job security.  
10. _____ My peer or supervisor displays sexually explicit photographs and pictures at work.  
11. _____ My peer or supervisor produces sexually explicit graffiti for display at work.  
12. _____ My peer or supervisor shows pornographic videotapes at work.  
13. _____ My peer or supervisor sends sexually explicit letters, cards or other written material to me or a coworker.  
14. _____ My peer or supervisor uses gestures or starting considered sexually offensive by me or a coworker.  
15. _____ My peer or supervisor stalks me or a coworker to pressure a personal relationship.  
16. _____ My peer or supervisor blocks my or a coworker’s pathway to force physical contact.  
17. _____ My peer or supervisor touches self sexually in the presence of me or a coworker.  
18. _____ My peer or supervisor touches me or a coworker in a sexually offensive manner.  
19. _____ My peer or supervisor initiates unwelcome sexual activity with me or a coworker.  

The purpose of this scale is to assess incidents of peer sexual harassment victimization among youth and to distinguish between same-gender and cross-gender harassment. Additionally, this scale identifies victims’ reactions to peer sexual harassment victimization.  

Description  
The Peer Sexual Harassment Victimization Scale consists of 15 different sexual behaviors that could be considered sexually harassing. Fourteen of these behaviors were taken from the American Association of University Women (AAUW) study on peer sexual harassment (1993, 2001). The fifteenth behavior, “called you a slut or a whore,” was added based on pilot interviews designed to discover sexually harassing behaviors that could be perpetrated by girls toward female victims. This scale does not ask victims to report their perceptions of sexual harassment. Instead, it asks whether specific behaviors have occurred and how upset participants were by the harassment. Participants are asked to report the frequency of being victims of each behavior perpetrated by their peers during the past school year. For each behavior that is endorsed, participants are asked a series of follow-up questions, including how upset they were by the harassment, the gender of the perpetrator, and their reactions to the harassment. This scale was administered to a sample of 9th graders, but would be appropriate for other high school students and undergraduates as well.