

Running head: SEXISM AND TRADITIONAL GENDER ROLE ATTITUDES  
OF COUNSELLORS AND HELPING PROFESSIONALS

SEXISM AND TRADITIONAL GENDER ROLE ATTITUDES OF COUNSELLORS  
AND HELPING PROFESSIONALS

*Who Would Achieve Common Factors When Working  
With Clients Who Have Been Sexually Harassed in the Workplace*

LEANNE M. HABER  
BA (Psych); Bus Std Cert; PG Dip Psych

Submitted in partial fulfilment of the requirements of the Master of Counselling at  
the Queensland University of Technology

## ABSTRACT

Sexual harassment in the workplace is an ongoing problem within Australia. The Federal Human Rights and Equal Opportunity Commission suggests that less than a third of all cases are reported, thus the full impact on individuals, their loved ones and future employers may never really be determined. Symptoms experienced by young people, particularly women, who do report sexual harassment in the workplace are severe enough to result in advocacy professionals recommending medical or psychological counselling. However, no specific empirical data exists supporting or refuting its effectiveness, nor has efficacy of counselling methodologies been established. Common factors such as providing hope, motivation to change circumstances and positive therapeutic alliance which account for 85% of a change outcome seem to be the scientific basis which supports harassees being referred to counselling. Literature however, has established that non-sexist and egalitarian gender attitudes of counselling practitioners, colleagues, employers, friends, family and advocacy representatives directly influences the impact a sexual harassment incident/s has on a harassee, because they are more likely to provide hope, motivate harassees to make changes in circumstances and are able to achieve good interpersonal alliances. Based on these findings this study focuses on counselling and helping professionals to determine what their gender attitudes are. It was found that the gender attitudes of both counsellors and helping professionals were very good, identifying as both non-sexist and egalitarian. Consistent with literature, gender differences were

observed between males and females with males identifying as being significantly less egalitarian and than their female counterparts, however on the whole scoring within acceptable levels. Profession, self report, level of education, years of experience or marital status also did not significantly impact on non-sexism and egalitarian levels. These findings would suggest that the large majority of counsellors and helping professionals particularly females would be able to achieve common factors with clients and hence achieve successful outcomes with clients who had been sexually harassed. More research is needed however, to determine specific factors (which contribute the remaining 15% to the change outcome) like counselling techniques and theoretical approaches used to identify which are the most appropriate.

## TABLE OF CONTENTS

<i>Preliminary Pages</i>	
Abstract.....	2
Table of Contents.....	4
List of Tables.....	6
Acknowledgements.....	7

SEXISM AND TRADITIONAL GENDER ROLE ATTITUDES OF  
COUNSELLORS AND HELPING PROFESSIONALS:  
*Who Would Achieve Common Factors When Working  
With Clients Who Have Been Sexually Harassed in the Workplace*

<b>Chapter 1</b>	<b>Introduction</b>	
Introduction .....		8
Aim and Overview of this Study .....		9
About the Author.....		11

<b>Chapter 2</b>	<b>Literature Review</b>	
What is Sexual Harassment? .....		12
Problems That Arise from Sexual Harassment .....		16
Where Did It Come From? .....		18
Who are Sexual Harassers? .....		20
Who are Sexual Harasseees? .....		23
Counsellor Efficacy .....		26
Purpose of the Current Study .....		30

<b>Chapter 3</b>	<b>Methodology</b>	
Participants .....		32
Materials .....		33
Procedure.....		35

<b>Chapter 4</b>	<b>Results</b>	
Demographic Inventory Results .....		36
Ambivalent Sexism Inventory and Attitudes Towards Women Scale results .....		40
Data Cleaning and Assumption Testing .....		42
Hypothesis 1.....		43
Hypothesis 2.....		45
Hypothesis 3.....		47
Hypothesis 4.....		49

Hypothesis 5.....	52
Hypothesis 6.....	54
Summary .....	56

**Chapter 5****Discussion**

Discussion.....	58
Sample Group.....	59
Hypothesis 1.....	66
Hypothesis 1: Comparisons to Literature.....	67
Hypothesis 1: Implications for Counselling Practice .....	68
Hypothesis 2.....	68
Hypothesis 2: Comparisons to Literature.....	70
Hypothesis 2: Implications for Counselling Practice .....	71
Hypothesis 3.....	72
Hypothesis 3: Comparisons to Literature.....	73
Hypothesis 3: Implications for Counselling Practice .....	74
Hypothesis 4.....	75
Hypothesis 4: Comparisons to Literature.....	76
Hypothesis 4: Implications for Counselling Practice .....	76
Hypothesis 5.....	77
Hypothesis 5: Comparisons to Literature.....	78
Hypothesis 5: Implications for Counselling Practice .....	78
Hypothesis 6.....	79
Hypothesis 6: Comparisons to Literature.....	81
Hypothesis 6: Implications for Counselling Practice .....	81

**Chapter 6****Conclusion**

Conclusion.....	82
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**References**

References .....	84
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**Appendices**

Appendix 1 – Survey .....	88
Appendix 2 – SPSS Output: Hypothesis 1.....	109
Appendix 3 – SPSS Output: Hypothesis 2.....	113
Appendix 4 – SPSS Output: Hypothesis 3.....	116
Appendix 5 – SPSS Output: Hypothesis 4.....	119
Appendix 6 – SPSS Output: Hypothesis 5.....	122
Appendix 7 – SPSS Output: Hypothesis 6.....	125

## LIST OF TABLES

*Results*

Table 1: Demographic Inventory Results .....	38
Table 2: Instrument Mean Scores and Standard Deviations .....	40
Table 3: ASI and ATWS Scores .....	41
Table 4: Mahalanobis Distance Extreme Values .....	43
Table 5: Hypothesis 1 Mean Scores and Standard Deviations .....	44
Table 6: Hypothesis 2 Mean Scores and Standard Deviations .....	46
Table 7: Hypothesis 3 Mean Scores and Standard Deviations .....	48
Table 8: Hypothesis 4 Mean Scores and Standard Deviations .....	50
Table 9: Hypothesis 5 Mean Scores and Standard Deviations .....	53
Table 10: Hypothesis 6 Mean Scores and Standard Deviations .....	55

*Appendix 2*

SPSS Output: Hypothesis 1 .....	109
---------------------------------	-----

*Appendix 3*

SPSS Output: Hypothesis 2 .....	113
---------------------------------	-----

*Appendix 4*

SPSS Output: Hypothesis 3 .....	116
---------------------------------	-----

*Appendix 5*

SPSS Output: Hypothesis 4 .....	119
---------------------------------	-----

*Appendix 6*

SPSS Output: Hypothesis 5 .....	122
---------------------------------	-----

*Appendix 7*

SPSS Output: Hypothesis 6 .....	125
---------------------------------	-----

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## CHAPTER 1

### INTRODUCTION

There is no question that our occupation has become an important aspect of our lives. What we "do" has implications on where we live, what kind of house we will live in what sort of car we will drive, the number of children we can afford to have, where we will holiday, what we do for leisure and how often we will be able to do it. It also determines what we will spend the majority of our waking hours undertaking for up to 50 years of our lives. Such an impact on our lives and the strong competition for employment opportunities would suggest that any problem that arose in our workplace, such as sexual harassment, would be unwelcome by most employees (Collier, 1995). Additionally too, if such an event occurs early in a career, work attitudes and the ability to earn in the long term could also be impacted at a greater cost to the employee.

In 1984 the Federal Sexual Discrimination Act was introduced in Australia. This legislation identified that behaviours exhibited by sexual harassers were not only socially distasteful behaviours, but from that time on, were also unlawful. When this author endeavoured to discover what empirical evidence existed to substantiate the creation and implementation of this legislation, she found there was



none. It was just generally accepted by the international community that it is a basic human right to be able to have "equality of opportunity for everyone by protecting them from unfair discrimination in certain areas of activity and from sexual harassment and certain associated objectionable conduct" (Sexual Discrimination Act, 1984). In 1991, Queensland introduced the Anti-Discrimination Act, and a State rather than Federal Commission became responsible for implementing this legislation throughout the State of Queensland. Other states in Australia similarly now have a State Act and an Anti-Discrimination Commission.

### *Aim and Overview of this Study*

Research into the legal proceedings of cases brought before the Queensland Anti-Discrimination Commission identified a very interesting anomaly. The Commissioner often recommended sexual harassee's seek medical or psychological counselling as a result of their very traumatic and lengthy sexual harassment experience. This is anomalous because no counselling efficacy studies currently exist supporting its success for this specific client group. In fact no such research has been undertaken at all. Common factors such as providing hope, motivation to change circumstances and positive therapeutic alliance which account for 85% of a change outcome (Lambert, 1992) seem to be the scientific basis which supports harassees being referred to counselling. Literature however, has established that non-sexist and egalitarian gender attitudes of counselling practitioners, colleagues, employers, friends, family and advocacy representatives directly influences the

impact a sexual harassment incident/s has on a harassee, because they are more likely to provide hope, motivate harassees to make changes in circumstances and are able to achieve good interpersonal alliances. Previous studies have identified that women, more so than men, tend to be more egalitarian and non-sexist.

Based on these findings this study focuses on counselling and helping professionals to determine what their gender attitudes are. It aims to determine if they do in fact identify as non-sexist and egalitarian and if gender impacts these levels. Additionally, several personal and professional attributes of counselling and helping professionals such as perceived competency, education level, experience level and marital status will be explored. This is to identify if they too impact on a counselling or helping professional's egalitarian and non-sexism attitudes as there is no current literature which has investigated this and it will add to the knowledge base of this area.

This study first defines and explores the nature of sexual harassment and why it needs to be studied in the first place. It then identifies who are harassers and who are harassees prior to discussing the literature that supports non-sexist and egalitarian attitudes as being essential for professionals who work with individuals who have been sexually harassed. The study then outlines the method used to measure the egalitarian and non-sexism levels of counsellors and helping professionals and then reports the results of six selected hypotheses that investigate differences on the basis of profession, gender, perceived competence, professional experience, tertiary qualifications and marital status. These findings are then discussed at length and comparisons to current literature and implications for counselling practice outlined.

*About the Author*

The author, Leanne Haber has nearly 12 years combined experience in working in youth counselling and human resource management. She is a qualified psychologist and also holds university qualifications in Business. At the end of 2005 she will conclude a Masters of Counselling program with Queensland University of Technology and is undertaking this study as a part of her Masters Thesis. She has an extensive knowledge of Queensland industrial relations and anti-discrimination legislation and the procedures of both commissioning bodies. Her counselling specialisation has been in youth counselling (15 – 30) particularly with clients who have experienced difficulties in returning to the workforce after employee relations issues such as unfair dismissal, bullying and sexual harassment.

## CHAPTER 2

### LITERATURE REVIEW

#### *What is Sexual Harassment?*

It is suggested that problems at work can impact our ability to earn a living which can then greatly impact our lives (Cockburn, 1991). Some people are able to deal with these problems better than others and some may suffer to a greater degree than others. But what researchers and lawmakers all seem to agree upon is there are adverse effects from workplace problems such as sexual harassment (Kaser, George, & LaBella, 1995). It has also been established that sexual harassment in Australia is unlawful – but what is it? The Queensland Anti-Discrimination Act (1991) defines it as follows:

#### **119 Meaning of Sexual Harassment**

Sexual harassment happens if a person-

- (a) subjects another person to an unsolicited act of physical intimacy; or

- (b) makes an unsolicited demand or request  
(whether directly or by implication) for sexual  
favours from the other person; or
- (c) makes a remark with sexual connotations  
relating to the other person; or
- (d) engages in any other unwelcome conduct of a  
sexual nature in relation to the other person;

and the person engaging in the conduct described in  
paragraphs (a), (b), (c), or (d) does so –

- (e) with the intention of offending, humiliating or  
intimidating the other person; or
- (f) in circumstances where a reasonable person  
would have anticipated the possibility that the  
other person would be offended, humiliated or  
intimidated by the conduct.

### **120 Meaning of relevant circumstances**

The circumstances that are relevant in determining  
whether a reasonable person would have anticipated  
the possibility that the other person would be  
offended, humiliated or intimidated by the conduct  
include –

- (a) the sex of the other person; and
- (b) the age of the other person; and
- (c) the race of the other person; and
- (d) any impairment that the other person has; and
- (e) the relationship between the other person and  
the person engaging in the conduct; and
- (f) any other circumstances of the other person.

(pp. 59-60)

The Federal Human Rights and Equal Opportunity Commission (HREOC) (2004) suggests that less than a third of all cases of sexual harassment are reported thus the full impact on both individuals, their loved ones and future employers may never really be determined. In Queensland, State Government bodies such as the Anti-Discrimination Commission and organisations such as the Working Women and Young Workers' Advisory Service have been established in order to provide legal advocacy and advice to individuals who have experienced discrimination of this sort. Many people who initiate legal proceedings for sexual harassment often cite medical and psychological problems such as skin disorders like dermatitis, feelings of incompetence, constantly seeking approval from others (Hopper v. Mt Isa Mines Ltd and Others, 1997), lack of sleep, feeling violated (Smith v. Hehir & Financial Advisors Aust., 2001), shying away from affection from partners, parents and children; crying; depression; shock; outrage (Alexander, Myles, Anderson and Khan v Aoun and others, 1996).

While it is maintained that the symptoms experienced by persons who have been sexually harassed at work are severe enough to recommend medical or psychological counselling (Alexander, Myles, Anderson and Khan v. Aoun and others, 1996), no published empirical data exists supporting or refuting its effectiveness with youth-aged clients. Additionally, no methodology has been identified as more effective than another. The Alliance Against Sexual Coercion (1981) suggests that counselling clients who have been sexually harassed can be what the Alliance refers to as "tricky" because of the reluctance of some people to talk about events of a sexual nature. Their centre uses a peer approach which in the first instance listens to the client's story and then together, the counsellor and client make a plan of action as to how to pursue the matter legally. In a telephone conversation between the author and the Queensland Working Women's Advisory Service, it was identified that this was the same methodology implemented by their service and is very effective in informing harassees of their rights and steps they can take to seek financial compensation, which is their only legal recourse. Legal justice and financial compensation (which in Queensland ranges between \$5,000 and \$50,000 depending on the severity of the case) could be seen as providing a lot of healing to the harassee. However, it does not address the severity of the symptoms many harassees experience after the fact or attitudes they may take with them into their next working environment, if they indeed continue to pursue future employment. Alternatively, this process does not provide any treatment that takes into consideration altered personal relationships with partners, children, parents, extended family and friends. And the emotional and mental needs of harassers (who

often only have available to them training on anti-discrimination legislation) and their families are provided with no support.

### *Problems that arise from Sexual Harassment*

The Alliance Against Sexual Coercion (1981) identifies several symptoms to look for when an individual presents for counselling with relation to sexual harassment. These are general depression, changes in sleep patterns, signs of stress, changes in self concept, feelings of incompetence (particularly social incompetence requiring them to constantly seek approval from others), changes in social networks, changing attitudes towards sexual behaviour and relationships, being short-tempered with friends and family, self-medicating with alcohol, food or drugs, or seeking career change. Wasti and Cortina (2002) have also identified that women from patriarchal cultures experience a greater degree of shame and guilt where they are "... more likely to accept men's sexual aggressiveness as normal" (p. 3).

Fredrick and Atkinson (1997) suggest sexual harassment is similar to rape in that it is an issue of power and control or convenient opportunity. Similar to rape, the victim is also accused of engaging in behaviours such as being too nice, or too friendly or not recognising the harassers true intention. Also similar to rape, harassees often feel it is their fault, devastating their self concept and their confidence in their social competence. Violation (Alexander, Myles, Anderson and Khan v. Aoun and others, 1996) is also a common term given to describe sexual harassment and oddly enough this is also a term used to describe rape. Unlike rape



however, Collier (1995) suggests that sexual harassment is often never just a single event, but rather a persistent problem that does not go away. She states that sexual harassment can have not only an impact psychosocially, but also huge ramifications vocationally. She cites The Industrial Society study that showed that sexual harassment interfered with harassees' judgement-making abilities and concentration, and made them irritable, less cooperative and unproductive. They were also more prone to lateness and absenteeism, lacked interest in their personal appearance and lacked confidence to interact socially or complete their designated tasks in the workplace. This led to many of them changing jobs (often taking these problems or the hostilities initiated by these problems with them to the new work environment), being fired, or withdrawing permanently from the workforce. Collier also cited another study conducted by Durham University where women reported reduced concentration, anger, disgust, anxiety and loss of confidence. This being the case, offering training and financial compensation may not be enough to see these individuals regain their confidence and dismiss their anger and insecurity in order to return effectively to the workforce. The association with rape survivors could be a good indicator that counselling with qualified professionals may be an outcome for harassees that current literature has largely neglected. Like rape perpetrators, harassers too could possibly benefit from counselling to help them deal with their faulty behavioural patterns and with the impact such an ordeal will ultimately have on their spouses and families.

*Where Did It Come From?*

Farley (1978) suggests that the historical basis for sexual harassment is that for millennia men and women both worked in self employment settings, with the male controlling the delegation of tasks but women none the less contributing to the prosperity of the family by assisting in trade and farming duties as well as household chores. This is with the exception of the nobility and wealthy where it was considered uncouth for women to work, but then it was considered the same for their male spouses unless they were clergy, or held a political or military position. The industrial revolution and the rise of capitalism however, saw many women and children join the labour force. As women and children were subject to lower wages, they were often favoured by employers putting men to a great disadvantage. Farley suggests that it was around this time that, to remove women from the workforce, attitudes towards them changed. No longer were they just second-rate citizens, but now they were also women of impaired morals. Collier (1995) states that a Royal Commission in 1840 into women working in the mines stated because of this perception, women were constantly being asked for sexual favours. Farley also tells the story of the factories where women were employed on the proviso that their virtue was kept intact. However, it was commonplace for women to be propositioned by male staff and when they were refused, rumours of sexual impropriety were spread and this was usually enough to not only lose them their job, but to also have them run out of town. Around 1840, child labour laws were legislated and effectively removed children from the labour force, providing more job security for men. However, Farley cites Smelser stating that this legislation put

parents in the difficult situation of them having to find childcare, as previously, entire families were often employed by the same employer. Farley also cites Engels who suggested the early trade union movement felt that if one parent had to stay at home and take care of children, it should be the lesser wage-earning parent. They suggested that the parent who had the capacity to earn more should be the one to work in order to secure the greater prosperity of the family.

Many other accounts of sexual harassment have been written through the ages, but one of the earliest to be recorded was one from the Biblical Book of Genesis. In Chapter 39, (The International Bible Society, 1973) Joseph, who we are told was "well built and handsome" (p. 57) was constantly being asked by his employer's wife to sleep with her. When he repeatedly refused, she told her husband that he had attempted to rape her which resulted in him being thrown into jail without a trial and for an indefinite duration. It is interesting to note that this ancient account is not harassment against a young woman, but rather against a young man.

Modern day scholars hold to two theories to explain sexual harassment. These are the biosexual and psychosocial theories (Meyer, Berchtold, Oestreich & Collins, 1981). Biosexual theory suggests that the sex drive is stronger in men than in women. This being the case, they sometimes can have little control over their actions and this is the basis for sexually harassing, abusing and raping women. Yet this theory does not explain sexual harassment against males, which, although it is reported as being less (HREOC, 2004), has been in existence for millennia as the biblical story of Joseph outlined above suggests. Psychosocial theory suggests that

through operant conditioning, women and men are conditioned into “roles” that are prescribed norms for each gender. Historical and societal attitudes can reinforce these and changing them is a slow process as to do so would involve the cooperation of an entire species with diversities such as religion, race, culture and political systems.

### *Who are Sexual Harassers?*

Data collected by the HREOC (2004) indicate that the majority of harassers are males over the age of 30. Earlier data indicated that there was more spread in the ages (HREOC, 2002) however, the authors state that both of these studies did not specifically ask for the perpetrators age but rather relied on it being supplied by participants. Thus, no Australian descriptive data exists regarding perpetrator racial ethnicity, marital status, socio-economic background or education standard. Collier (1995) suggests that British research indicates that harassers are commonly of similar or higher employment status to the harassee.

Professor Gary Cooper in an interview in the Cutting Edge documentary series suggests that “men in general are able to play the politics of work a lot better than women” (Waite, 1996). He believes that there is a strong similarity between sexual harassment and bullying and identified three types of perpetrators of sexual harassment. There are the socially inept – those who think a harassee likes the attention and is genuinely platonically, romantically or sexually interested in them. There are power bullies, who are motivated by poor self esteem and want to exercise

power and control over others. Cooper suggests that the third and by far the smallest group are borderline sociopaths who feel the need to prey upon and control vulnerable people (Waite).

The Alliance against Sexual Coercion states in their 1981 book that the assertion of hostility and/or power expressed in sexual harassment is similar to that of rape. Other researchers ascertain that this power/hostility is also present in child sexual abuse and domestic violence (Waite, 1996). In his documentary on sexual harassment Waite not only suggests that the impact of sexual harassment is not only devastating to harassees, but also suggests that the perpetrator is also in need of counselling. The emotional toll of the process of legal action, being found guilty (or innocent), public or workplace humiliation (which could manifest itself in other adverse behaviours) and having to change behaviours that are deeply imbedded can take its toll. Thus, it would be reasonable to suggest that not only do harassees require some type of counselling after the fact, but also so do harassers. Yet at this point in time, training seems to be the only option available, or recommended, to perpetrators. The most recent empirical study that has been published relating to this issue by Kearney, Rochlen and King (2004) found that while training was successful in assisting perpetrators in identifying sexual harassment, it did little to change their gender attitudes that instigated the behaviour in the first place. Thus the consequence deters the behaviour rather than a belief that these behaviours are unlawful. In such circumstances perpetrators can feel as though they were the ones who were wronged and as a result are less likely to report sexual harassment of colleagues.

Accusations that have been substantiated against harassers include lewd comments, inappropriate touching, rubbing whole body or parts of body against harassees, threats of dismissal, violence or death if harassees did not do as they were told or if they told anyone about the harasser's behaviour (Alexander, Myles, Anderson and Khan v. Aoun and others, 1996). It would seem reasonable that an individual who behaved in this fashion might require perhaps a little more than "training" in anti-discrimination legislation and appropriate behaviour as well as financial punishment by paying compensation to harassees. It would seem reasonable that this individual may require professional help that only counselling professionals would be able to give. Additionally, what of their families and spouses? In the case cited above, the wife of the perpetrator as well as their son and daughter-in-law were all held liable for financial compensation because the young women involved in the case actually approached them with regard to the events. They did nothing because they did not believe their story (or didn't want to believe their story). The impact of sexual harassment is reserved not only for the harassee, but also for the harasser and their families.

### *Who are Sexual Harassees?*

The HREOC data (2002) suggests that females who were sexually harassed had a median age group of 25-34 which was consistent with the mode and mean. This study involved participants that were aged 15 to 64. The same study held that only males aged 18-34 disclosed that they had been sexually harassed, however the

study does state that the limited number of male participants may have impacted on this finding. It could also mean that sexual harassment only affects a small amount of young men or that men in general are not reporting sexual harassment. A subsequent study conducted in 2004 (HREOC, 2004) on individuals aged 18–64 found a small shift in data. The median age group for women was 35–44 which was consistent with the mode, however the mean age group was 25–34. This study also omitted responses from 15–17 year olds which in the former study accounted for 12% of the results. Had the second study been conducted with the same age categories, the age group of women being sexually harassed may have been lower, indicating that this is predominantly a problem involving young women. This was not done because the second study was a telephone survey which would require parental consent for a minor to participate. Logistically this was not possible if a true random sampling of the population was to take place. A similar study by the New Zealand Human Rights Commission is cited in the 2004 Australian study. In New Zealand women aged between 18 and 29 years of age accounted for 37% of sexual harassees. The HREOC (2004) study found that data for men also changed. It was more evenly distributed between the ages of 18–34, with the mode being 25–34 age group and the mean being the same. Again the study admits that this data was taken from a very small sample group and may not be representative of the population.

Studies such as these inherently have several problems. The current data (HREOC, 2004), mentioned above and undertaken by the Human Rights and Equal Opportunity Commission for the 20<sup>th</sup> anniversary of Sexual Discrimination

Legislation being implemented in Australia, was a telephone survey with only 1006 participants. This low number of participants is not a good cross section of a population of over 20,000,000. Additionally, phone polls sometimes omit certain types of individuals, like minors and those with poor English skills which in the case suggested above, can skew the findings of the data. This 2004 study acknowledges these shortcomings and also estimates that as little as only one third of sexual harassment is reported. Collier (1995) suggests that Great Britain has a similar reporting level. No empirical evidence is mentioned by either author as to how this figure of two thirds for non-report was arrived at, as it would be virtually impossible to ascertain a figure such as that. It is at best a guesstimate. This being the case, we have no data to identify what type of person typifies the other two thirds, are they younger, older, male or female? Further, what is their education level, their work environments and what organisational reporting relationship do they have with their harasser? So for now, the data largely suggests that this is largely a youth issue that is prevalent with young women.

However, it could also be that young women are more likely to report this type of behaviour than others. Sexual Discrimination Legislation has been in place for 20 years and many younger women have experienced education programs at school, work or university identifying what constitutes sexual harassment and what to do about it. It could also be that this group has less shame in discussing events of a sexual nature than some of their older counterparts. They may have the support of protective immediate family as well as friends who may be experiencing the same thing. They may just get harassed more too because they are younger,



inexperienced, attractive and in subordinate roles. Older women may be experiencing the same level of harassment but may think this is a normal part of a workplace environment because they are unaware of the legislation. Also an older woman may feel it is better to say nothing as she may not have the support of parents and friends. She may not be in subordinate roles because she is older or is not considered as sexually desirable as her less than 35 years of age counterpart. An older woman too may have a husband and sons and has learned to deal with men a lot better than a young girl who only has the experience of a father (if she grew up with her father being an active participant in her life) as well as peers and brothers who quite likely have the same lack the same experience in these matters.

A father of one of the harassees profiled in Waite's 1996 documentary states that he and his family too felt the impact of what had happened to their daughter. He was not permitted to go to his daughter's hearing as he stated that he may react violently towards his daughter's harasser when he saw him. Fortunately, his daughter won her case. He commented that while parents can largely protect their children from paedophiles and sexual abuse in the home, as soon as they become young adults they are still vulnerable when they join the workforce because they are associating with people in power who do not share the same values as their family. Could sexual harassment be the "sexual abuse" of the workplace family?

### *Counsellor Efficacy*

Much has been written with regard to sexual harassment, however, research on whether counselling may be of benefit has been completely overlooked. Currently no published literature exists which tests the effectiveness of counselling those who have been sexually harassed and hence no counselling methods have been identified as more effective than others. Until several such studies can produce valid, well established results, perhaps applying the knowledge we do have would be of some benefit in the short term for harassees. We do know that any counselling is better than no counselling and it is "Common Factors" such as circumstantial change in a client's situation, the therapeutic alliance, and the Hawthorn effect together with hope which are responsible for 85% of the change outcome (Lambert, 1992). If this is the case, perhaps in the short term rather than testing techniques (which only contribute the remaining 15% of the change outcome) we should instead be testing counsellors to ensure they are the type of individuals who possess interpersonal skills and attitudes that will contribute positively to the common factors listed above (Andrews, 2000). We know from literature that two factors that have a strong impact on the healing process of harassees are the sexism levels and gender role attitudes of those around them (Stone & Couch, 2004). Stone and Couch found that gender and sexism levels contributed very highly to how teachers and guidance staff in secondary schools handled students who had been sexually harassed. Women were more likely than men to identify sexual harassment in young people and act according to legislation to deal with it. The researchers suggest that this is due to the general non-sexist attitudes held by many women. However, there was a

discrepancy with regard to gender and that was the presence of traditional beliefs with regard to gender roles. When female teachers held traditional attitudes with regard to gender roles, their likelihood to address sexual harassment also decreased. This suggests that those with traditional gender roles are less likely to intervene because they identify those behaviours as normal and not potentially damaging to harassees (Stone & Couch).

This anomaly is supported also by the findings of Balogh, Kite, Pickel, Canel and Schroeder (2003). They suggest that the gender of "advocates of change" play a large role in identifying what is sexual harassment and what is not. Their suggestion was generally most women can identify it and most men can not, but when the case was extreme, all were able to identify it. However, the legislation suggests that not just extreme cases of sexual harassment should be dealt with. Additionally, those with traditional gender attitudes regardless of gender were less likely to respond to a sexual harassee's reporting of an incident/s as there was some tendency on their part to attribute the blame and causation of the situation less to the perpetrator and more to the harassee.

These findings are alarming considering sexual harassment, as afore established, is largely a young persons' problem. Teachers and guidance staff are in an ideal position to encounter and act on behalf of young people who have been harassed yet it would seem in some cases they do not. Hansen (2003) suggests that career counsellors in both schools and private practice are also in a very strategic position to come into contact with young people who have been sexually harassed and be advocates for change and educators of appropriate response methodologies

for the sexually harassed. She suggests that attitudes of social equality and positive attitudes towards women are mandatory for all career counsellors if they are to be effective in dealing with clients.

Nurses and particularly nurse counsellors are also identified as helping professionals who will regularly encounter sexual harasses and will have to deal with them in the short term. Again, non-sexist and egalitarian gender attitudes are identified as essential when working effectively with particularly young women and girls who have been survivors of the "rape culture continuum" (Berman, McKenna, Traher Arnold, Taylor & MacQuarrie, 2000). The "rape culture continuum" is a continuum of behaviours that have their foundation in the belief that women are less worthy of respect and as a result are not intelligent, unable to interpret reality correctly and should be constantly disempowered to ensure they remain within their station. The continuum spectrum suggests that rape where a woman is physically disempowered by a man in order to make himself feel powerful is at one end of the spectrum with sexual harassment and bullying, which again is the emotional and intellectual disempowerment of women, is at the other end of the spectrum. At either end of the spectrum, damage in the form of disempowerment of women, is done, with the only difference being the level of physical violence used. Berman et al. suggest that, in order for nurses to be effective in working with those who have been affected by this spectrum of behaviours, re-empowerment is the prerogative. They suggest that sexist and/or traditional gender role attitudes cannot coexist within the re-empowerment process. This is due to the fact that sexist attitudes and traditional gender roles by nature are intended to disempower.

Cummings (2000) suggests that counsellors with positive attitudes towards women, and non-sexist gender attitudes will be more able to empower clients to incorporate change and take action, ensure there is a decreased power differential between client and counsellor, and give the client hope in their abilities and beliefs in being able to deal with similar situations in the future by encouraging gender role perspective. These three factors coincide with Lambert's (1992) theory regarding common factors in counselling as outlined above. Thus it would be reasonable to assume that the two are interconnected and that if counsellors were to achieve common factors with clients who had been sexually harassed, non-sexist and egalitarian gender role attitudes would be a satisfactory predictor.

In summary, egalitarian and non-sexism levels of individuals from various professions have been identified as criteria that will assist in the achievement of common factors with those who have been sexually harassed. As common factors account for 85% of the change outcome, identifying in the short term if a sample of counsellors and helping professionals are in fact egalitarian and non-sexist may be the most efficient methodology of establishing counselling efficacy for those who have been sexually harassed. Investigation into gender differences in these two professions also needs to be explored to ascertain if differences between male and female counselling and helping professionals exist, as they did in the teaching professional. More study too is required to identify other personal and professional attributes counselling and helping professionals may possess which may impact their levels of egalitarianism and non-sexism.

### *The Purpose of the Current Study*

This study endeavours to explore sexist and egalitarian attitudes in a sample of South Queensland counsellors and helping professionals. This will be done using the Attitudes Towards Women Scale (ATWS) (Spence & Helmreich, 1972) and the Ambivalent Sexism Inventory (ASI) (Glick & Fiske, 1996) to determine what attitudes these counselling and helping professionals possess. It will identify if profession and gender, impact on levels of non-sexism and egalitarianism.

In order to explore other factors which may be responsible for impacting these levels, three common counsellor recruiting criteria have been selected for exploration also. These are self-report competence, tertiary education level and length of professional experience. As a matter of interest, marital status will also be included in the study to identify its impact on sexism and egalitarianism scores of counsellors and helping professionals. The six hypotheses are as follows:

**Hypothesis 1:** Counselling and helping professionals will possess similar sexism and egalitarianism scores.

**Hypothesis 2:** Female counselling and helping professionals will be less sexist and more egalitarian than their male counterparts.

**Hypothesis 3:** Counselling and helping professionals who believed they would work very well with sexually harassed clients will identify as being more non-sexist and egalitarian than those who believed they would not.

**Hypothesis 4:** More highly educated counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser educated counterparts.

**Hypothesis 5:** More highly experienced counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser experienced counterparts.

**Hypothesis 6:** Counsellors and helping professionals who are single, divorced or in same sex relationships will identify as less sexist and more egalitarian than their married or opposite sex partnered counterparts.

## CHAPTER 3

### METHOD

#### *Participants*

The population from which the participants in this study were drawn were students enrolled in the Masters of Counselling course at Queensland University of Technology and/or employees of Job Network providers. The rationale for focussing on these populations is as follows. The Masters of Counselling course requires a minimum of two years counselling experience as a prerequisite for entry and is offered part-time only, enabling many students to continue working within a counselling profession while studying. Job Network providers are contracted by the Department of Employment and Workplace Relations to work with all individuals receiving the Newstart unemployment benefit. Employees of providers are responsible for assessing why individuals are unemployed and facilitating action plans to overcome these obstacles and hence a return to the workforce.

The outcome of the sampling process was a sample of counselling and helping professionals who work in a variety of private, government and not-for-profit organisations within the Brisbane, Gold Coast and Sunshine Coast areas. A quota of 50 participants was set as the number of aforementioned professionals is not



that large within the areas specified and securing a larger, nation-wide sample was beyond the scope of this study. The number however was sufficient to allow appropriate statistical analysis to be carried out.

Participation was completely voluntary and participants were not paid for their involvement in the study. Withdrawal from the study remained the prerogative of the participant at all times. As many participants had an interest in this area of research, results of the entire study were made available to participants who requested them.

### *Materials*

The materials used in this study consisted of a demographics inventory which asked questions of gender, highest level of education, occupation, years spent in that occupation, marital status and a question asking if they were confident they could achieve good outcomes with clients who had been sexually harassed in the workplace. In addition to the demographics inventory, the Ambivalent Sexism Inventory (Glick & Fiske, 1996) and the Attitudes Towards Women Scale (Spence & Helmreich, 1972) were used. These three instruments were desktop published into one package for participants to fill in. Space was provided after each question for participants to provide more qualitative detail regarding their response if they wished to. A complete copy of this package is attached as Appendix 1.

The Ambivalent Sexism Inventory is an instrument designed to measure the sexism levels of both males and females. It does this by asking a series of questions

which are answered using a six point Likert scale. Degrees on the Likert scale are given a value and these values are averaged to ascertain a final sexism score. Two subsets of questions have been incorporated to identify Hostile Sexists (those who hold negative stereotypes relating to the opposite sex – e.g. a male who believes all women are unintelligent simply because they are women) and Benevolent Sexists (those who hold traditional gender roles – e.g. a woman who is not hostile towards men but believes men should financially support their wives while their wives stay at home and keep house). If the mean for Hostile Sexist questions and the Benevolent Sexist questions are both 2.5 or above the individual is deemed to be an Ambivalent Sexist, and selectively behaves according to their beliefs if opportunity or circumstance arise. Scores of 0–2.4 are said to be non-sexist. This information was provided by the instruction manual provided by the developers (Glick & Fiske, 1996).

The Attitudes Towards Women Scale is a scale designed to measure whether an individual possesses traditional or non traditional attitudes regarding gender roles of women. (For example, a man who believes women should stay at home and keep house and raise children and not work outside the home is one who would hold a traditional attitude regarding the role of women). It was included as a measure of validity for the Benevolent Sexism score and gives further insight into the levels of egalitarianism in counselling and helping professionals. Using a four point Likert scale this instrument like the Ambivalent Sexism Inventory attributes a value to each degree on the Likert scale. These values are then summed and the final score assessed. Scores between 50 and 75 are indicative of pro-feminist egalitarian

attitudes and those with scores below 25 are indicative of traditional conservative attitudes. It is suggested that scores between 25 and 50 are indicative of individuals with ambivalent attitudes regarding the gender roles of women. This information was provided by the instruction manual provided by the developers (Spence & Helmreich, 1972).

Confirmatory factor analysis undertaken by Wiener and Hurt (2000) found the Ambivalent Sexism Inventory produced internal consistency reliability with alpha coefficients ranging from 0.80 to 0.92 for Hostile Sexism factor, and 0.75 to 0.85 for Benevolent Sexism factor. Correlations with the Benevolent Sexism subscale and the Attitudes Towards Women Scale were moderately high and positive as well and produced adequate goodness-of-fit indexes. It was on this basis that these inventories were selected for this project.

### *Procedure*

A package was given to each participant to complete in their own time. The package took 15–45 minutes to complete depending on how much detail the participant provided for qualitative responses. A stamped addressed envelope was included in the package and participants either returned their completed packages to the researcher in person in this envelope or they mailed to the same to ensure confidentiality. An instruction page was included in the package informing the participants of their rights and how to complete the package (see Appendix 1).

## CHAPTER 4

### RESULTS

#### *Demographics Inventory Results*

A detailed table of the Demographic Inventory results is included as Table 1. Fifty counselling and helping professionals participated in the study with 26 identifying as counselling professionals (1 in Table 1 scale) and 24 identifying as helping professionals (2). There were 42 female participants (2) and eight male participants (1) with 22 females identifying as counsellors and 20 identifying as helping professionals. Four males identified as being counsellors and four identified as being helping professionals.

The range for years of professional experience was 1-34 years with the mean being 8.8 years, the median 7 and the mode 2. The years of experience mean for male participants was 14 years with a standard deviation of 12.66 and for women was 7.8 years with a standard deviation of 6.7. Most held an undergraduate degree in a specific counselling or helping profession such as Psychology, Social Work, Human Services, Teaching, Nursing or Counselling. Twenty had attained a Masters qualification (1), 11 had attained a fourth year postgraduate qualification (2), 14 had

attained undergraduate qualifications (3), four held a Certificate IV or Diploma level qualification (4), and one held a PhD (5).

Three participants were single (1); six had a girl/boyfriend that did not live with them (2); seven were in a defacto relationship (3); 27 were married (4); none were widowed (5); six were divorced (6); and one was in a same sex relationship (7).

Twenty-one participants *agreed strongly* (5) that they would be able to achieve good outcomes with clients who had been sexually harassed. This group consisted of one male participant only. Twenty-two participants *agreed somewhat* (4) that they would be able to achieve good outcomes with the same clients. This group consisted of four males and 18 females. Six participants *agreed slightly* (3) that they would be able to achieve good outcomes with sexually harassed clients. This group consisted of two males and four females. One participant *disagreed slightly* (2) that they would be able to achieve good outcomes with the same clients. This participant was male. No participants *disagreed somewhat* (1) or *disagreed strongly* (0) that they would be able to achieve good outcomes with clients who had been sexually harassed in the workplace. The mean score for responses was 4.26 with a standard deviation of .75. The mean score for perceived competency for males was 3.63 with a standard deviation of .92 and for females, 4.38 with a standard deviation of .66. Participants who chose to answer this question qualitatively stated that their competence was directly related to their knowledge of sexual harassment and their experience in dealing with such clients.

*Table 1: Demographic Inventory Results*

	Gender	Prof	Exp	Educ	Marital	S/A
1	2	1	10	1	6	4
2	2	2	3	1	1	4
3	1	1	22	5	4	4
4	2	1	10	1	6	5
5	2	1	2	2	6	4
6	2	1	5	1	1	4
7	2	2	10	2	4	4
8	2	1	10	1	6	4
9	2	2	3	3	4	5
10	1	2	1	3	2	3
11	1	2	2	3	3	4
12	2	2	1	3	4	5
13	1	1	28	1	4	4
14	2	1	4	2	4	5
15	1	1	7	3	4	3
16	2	2	2	4	4	4
17	2	2	2	4	4	5
18	2	1	16	1	4	5
19	2	2	9	1	4	4
20	2	1	9	1	4	5
21	2	2	4	1	6	3
22	2	1	12	1	4	5
23	2	2	8	1	4	3
24	2	1	9	1	3	4
25	2	1	4	1	3	4
26	2	1	8	1	4	5
27	2	1	1	2	2	5
28	2	1	7	1	4	5
29	2	1	3	2	3	5
30	2	1	23	2	4	5
31	1	2	14	2	4	2
32	2	2	5	3	6	4
33	2	1	21	2	7	3
34	1	1	34	1	4	4
35	2	2	6	3	4	4
36	2	2	10	1	1	4
37	2	2	1	3	4	4
38	2	2	33	3	4	4
39	2	1	17	2	4	5
40	2	1	4	2	3	5
41	2	1	16	1	4	5
42	2	2	7	4	4	4
43	2	2	2	4	2	4
44	2	2	3	3	2	3
45	2	1	10	1	2	5
46	2	1	2	2	2	4
47	1	2	4	3	3	5
48	2	2	9	3	4	5

49	2	2	2	3	4	5
50	2	2	3	3	3	5
8 Male 42 Female	26 couns 24 h/p	8.8 Mean Yrs Med 7 Mod 2	20 M 11 4D 14 3D 4 TAFE 1 PhD	3 singl 6 relat 7 defac 27 marr 0 widow 6 div 1 s/s	4.260	

## SCALE

<b>Gender:</b>	1 = Male (Green) 2 = Female
<b>Profession:</b>	1 = Counsellors 2 = Helping Professionals
<b>Experience:</b>	Years of Experience
<b>Education:</b>	1 = Masters Level 2 = Fourth Year Post Graduate Level 3 = Third Year Degree Level 4 = Diploma/Certificate IV Level 5 = PhD Level
<b>Marital:</b>	1 = Single 2 = Boyfriend/Girlfriend 3 = Defacto 4 = Married 5 = Widowed 6 = Divorced 7 = Same Sex Relationship
<b>Self Assessment:</b>	5 = Agree Strongly 4 = Agree Somewhat 3 = Agree Slightly 2 = Disagree Slightly 1 = Disagree Somewhat 0 = Disagree Slightly

*Ambivalent Sexism Inventory and Attitudes Toward Women Scale Results*

Each participant completed the Ambivalent Sexism Inventory (ASI) and the Attitudes Toward Women Scale (ATWS). Results are shown in Table 2 below.

**Table 2: Instrument Mean Scores and Standard Deviations**

	Gender	N	Mean	Std. Deviation
<b>Ambivalent Sexism Inventory</b>	Male	8	1.55	.79
	Female	42	1.18	.58
	<b>Total</b>	<b>50</b>	<b>1.24</b>	<b>0.62</b>
<b>Hostile Subscale</b>	Male	8	1.52	.76
	Female	42	.78	.63
	<b>Total</b>	<b>50</b>	<b>0.90</b>	<b>0.70</b>
<b>Benevolent Subscale</b>	Male	8	1.58	.87
	Female	42	1.59	.73
	<b>Total</b>	<b>50</b>	<b>1.59</b>	<b>0.75</b>
<b>Attitude to Women</b>	Male	8	61.88	9.79
	Female	42	67.71	3.87
	<b>Total</b>	<b>50</b>	<b>66.78</b>	<b>5.56</b>

The mean score for the Ambivalent Sexism Inventory was 1.24, with a standard deviation of .62, which in accordance with the manual for this instrument would suggest that participants were relatively non-sexist as their mean was below the theoretical midpoint of 2.5. The range for this instrument was 0.14 – 2.91. However, four participants scored over this mid-point which according to the instrument's manual would suggest these participants leaned towards being sexist. Two of these identified as female and two identified as male. Investigation of the subscales of this instrument revealed that three participants scored above 2.5 within



the Hostile Sexism Subscale (one female and two males) with the mean being 0.90, the standard deviation .70 and the range 0.00–2.73. Three scored above 2.5 on the Benevolent Sexism Subscale (one female and two males) with the mean being 1.59, the standard deviation .75 and the range being 0.00–3.73.

The mean score for the Attitudes Toward Women Scale was 66.78, with a standard deviation of 5.56, and a range of 45–74 which in accordance with the manual for this instrument would suggest that participants were relatively egalitarian as their mean was in the theoretical egalitarian range of 50–75. However, two participants scored below this theoretical range (both male) which according to the manual would suggest these participants leaned towards traditional gender role attitudes. A detailed table of these results is outlined in Table 3. Male respondents are represented in green. Scores outside the egalitarian and non-sexism ranges have been bolded.

*Table 3: ASI and ATWS Results*

	Hos/Sex	Ben/Sex	Amb/Sex	Egal
1	0.64	3.00	1.82	62
2	1.00	1.18	1.09	68
3	1.18	1.09	1.14	66
4	1.18	2.36	1.77	70
5	1.09	1.73	1.41	67
6	1.18	2.09	1.64	64
7	1.27	0.09	0.68	70
8	2.55	2.45	2.50	59
9	2.09	3.73	2.91	63
10	2.73	2.64	2.68	45
11	2.55	2.82	2.68	48
12	0.27	2.27	1.27	59
13	1.27	0.82	1.05	63
14	0.00	1.18	0.59	72
15	1.45	1.64	1.55	68
16	1.09	1.73	1.41	66
17	0.00	1.09	0.55	69

18	0.18	1.18	0.68	68
19	0.64	1.55	1.09	66
20	2.27	2.36	2.32	64
21	0.91	1.73	1.32	66
22	0.64	0.00	0.32	72
23	1.27	1.82	1.55	65
24	1.00	1.64	1.32	66
25	0.00	1.18	0.59	69
26	0.00	1.36	0.68	71
27	0.45	1.36	0.91	70
28	0.00	1.36	0.68	70
29	0.91	1.82	1.36	64
30	0.00	1.36	0.68	69
31	1.18	0.82	1.00	68
32	1.00	0.73	0.86	62
33	2.09	1.18	1.64	68
34	0.45	0.64	0.55	71
35	0.27	0.00	0.14	71
36	0.36	0.27	0.32	74
37	0.36	1.73	1.05	68
38	0.27	1.73	1.00	69
39	0.73	1.82	1.27	74
40	0.45	1.73	1.09	72
41	0.27	1.27	0.77	67
42	0.91	2.36	1.64	68
43	0.55	1.18	0.86	70
44	0.27	1.64	0.95	69
45	0.91	2.09	1.50	72
46	0.73	1.73	1.23	71
47	1.36	2.18	1.77	66
48	1.45	1.55	1.50	61
49	0.91	2.18	1.55	65
50	0.73	1.82	1.27	74
Mean	0.90	1.59	1.24	66.78
	3 over 1 wmen 2 men 6 ovr 2	3 over 1 wmen 2 men 12 ovr 2	4 over 2 wmen 2 men over 2.5	2 below

### *Data Cleaning and Assumption Testing*

Data cleaning was conducted with mean substitution being used in surveys returned with missing values. Preliminary assumption testing using SPSS v12.0 was

conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity. With the exception of outliers, no serious violations were noted. Calculations of mahalanobis extreme values identified subject 10 as an outlier with an extreme value of 15.64 (see Table 4). This is not too much higher than the maximum critical value of 13.82 stipulated for two dependent variables (Pallant, 2002). As there is only one outlier and as its critical value was not that high, the decision was made by the researcher to not remove this subject from the study.

**Table 4: Mahalanobis Distance Extreme Values**

			Case Number	Participant	Value
Mahalanobis Distance	Highest	1	10	10	15.63824
		2	11	11	11.42542
		3	9	9	9.81787
		4	8	8	4.10860
		5	20	20	3.92792
	Lowest	1	24	24	.02100
		2	21	21	.02100
		3	2	2	.06626
		4	16	16	.07541
		5	37	37	.09805

*Hypothesis 1: Counselling and helping professionals will possess similar sexism and egalitarianism scores*

Differentiation between counsellors and helping professionals was made based on the following criteria. Counsellors were participants who identified their

profession in the demographics inventory as Psychologists, Social Workers or Counsellors. Helping Professionals were identified as everyone else.

A qualitative inspection of the mean scores indicated that counselling professionals indicated lower levels of sexism ( $M=1.19$ ,  $SD=.55$ ) than helping professionals ( $M=1.30$ ,  $SD=.69$ ). Both groups were however, were well within the non-sexist classification range of 0-2.5 and the difference did not seem to be too extreme. Counselling professionals again also identified as possessing very marginally higher egalitarian scores ( $M=68.04$ ,  $SD=3.69$ ) than helping professionals ( $M=65.42$ ,  $SD=6.87$ ). Again, both groups were well within the egalitarian classification range of 50-75 and the difference did not seem to be too extreme. A summary of these results is included as Table 5 below.

*Table 5: Hypothesis 1 Mean Scores and Standard Deviations*

	Profession	Mean	Std. Deviation	N
Sexism Inventory	Counsellor	1.1940	.55346	26
	Helping Professional	1.2954	.68830	24
	Total	1.2427	.61748	50
Attitude to Women	Counsellor	68.04	3.693	26
	Helping Professional	65.42	6.871	24
	Total	66.78	5.556	50

Quantitative analysis was also conducted to ensure these assertions were supported. A one way between-groups multivariate analysis of variance was performed to investigate the differences of egalitarianism and sexism scores for counselling and helping professionals. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and

Attitudes Toward Women Scale scores for measuring the levels of egalitarianism. The independent variable was profession which had two levels, counselling professionals and helping professionals. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity, with no serious violations noted. There was no statistically significant difference between counselling and helping professionals on the combined dependent variables:  $F(2,48)=1.74, p=.19$ ; Wilks' Lambda=.93; partial eta squared=.07.

When the results for the dependent variables were considered separately, there was no statistically significant difference between counselling and helping professionals. SPSS calculations for this hypothesis are attached as Appendix 2.

*Hypothesis 2: Female counselling and helping professionals will be less sexist and more egalitarian than their male counterparts*

A qualitative inspection of the mean scores indicated that female counsellors and helping professionals indicated lower levels of sexism ( $M=1.19, SD=.55$ ) than their male counterparts ( $M=1.54, SD=.77$ ). Both groups were however, well within the non-sexist classification range of 0-2.5 and the difference between the two did not seem too extreme. Female counselling and helping professionals identified as possessing considerably higher egalitarian scores ( $M=67.71, SD=3.86$ ) than their male counterparts ( $M=61.88, SD=9.79$ ). Both groups were well within the egalitarian classification range of 50-75 however, the difference between the two

suggested some difference which in quantitative analysis could prove to be statistically significant. A summary of these results is included as Table 6 below.

*Table 6: Hypothesis 2 Mean Scores and Standard Deviations*

	Gender	Mean	Std. Deviation	N
Attitude to Women	Male	61.88	9.790	8
	Female	67.71	3.865	42
	Total	66.78	5.556	50
Sexism Inventory	Male	1.5452	.77913	8
	Female	1.1850	.57512	42
	Total	1.2427	.61748	50

Quantitative analysis was also conducted to ensure these assertions were supported. A one way between-groups multivariate analysis of variance was performed to investigate the differences of egalitarianism and sexism scores for male and female counselling and helping professionals. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and Attitudes Toward Women Scale scores for measuring the levels of egalitarianism. The independent variable was Gender. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity. The Levene's Test of Quality of Error Variances noted that the assumption of equality of variance had been violated. Thus a more conservative alpha level of 0.1 was set. There was no statistically significant difference between male and female counselling and helping professionals on the combined dependent variables:  $F(2,48)=4.35$ ,  $p=.02$  Wilks' Lambda=.84; partial eta squared=.156.

When the results for the dependent variables were considered separately using a Bonferroni adjusted alpha level of .017, the Attitudes Towards Women Scale scores indicated a statistically significant difference between male and female counselling and helping professions:  $F(1,49)=8.57$ ,  $p=.005$ , partial eta squared=.15. SPSS calculations for this hypothesis are attached as Appendix 3.

*Hypothesis 3: Counselling and helping professionals who believed they would work very well with sexually harassed clients will identify as being more non-sexist and egalitarian than those who believed they would not.*

A qualitative inspection of the mean scores indicated that counselling and helping professionals who *strongly agreed* they could achieve positive counselling outcomes with sexually harassed clients possessed the highest levels egalitarianism ( $M=68.19$ ,  $SD=4.24$ ). Those who *agreed somewhat* scored marginally less ( $M=66.27$ ,  $SD=5.43$ ) and those who *agreed slightly* scored less again ( $M=63.50$ ,  $SD=9.18$ ). The single participant who *disagreed slightly* that they would be able to achieve positive counselling outcomes with sexually harassed clients scored 68.00. All mean scores were well within the egalitarian classification range of 50-75. No participants indicated that they disagreed somewhat or disagreed strongly that they would be able to achieve positive counselling outcomes with sexually harassed clients.

Counselling and helping professionals who *strongly agreed* they could achieve positive counselling outcomes with sexually harassed clients possessed the

third lowest egalitarian scores ( $M=1.21$ ,  $SD=.64$ ). Those who *agreed somewhat* scored the second lowest egalitarian scores ( $M= 1.18$ ,  $SD=.61$ ) and those who *agreed slightly* scored the fourth lowest scores ( $M=1.61$ ,  $SD=.58$ ). The single participant who *disagreed slightly* that they would be able to achieve positive counselling outcomes with sexually harassed clients scored the lowest 1.00 indicating that they were more non-sexist of all participant groups. All mean scores were well within the non-sexist classification range of 0-2.5 and the difference between them did not appear to be extreme. A summary of these results is included as Table 7 below.

**Table 7: Hypothesis 3 Mean Scores and Standard Deviations**

	S/H Self Asses	Mean	Std. Deviation	N
Attitude to Women	Disagree slightly	68.00	.	1
	Agree slightly	63.50	9.182	6
	Agree Somewhat	66.27	5.426	22
	Agree Strongly	68.19	4.238	21
	Total	66.78	5.556	50
Sexism Inventory	Disagree slightly	1.0000	.	1
	Agree slightly	1.6135	.57836	6
	Agree Somewhat	1.1817	.61446	22
	Agree Strongly	1.2122	.63624	21
	Total	1.2427	.61748	50

A one way between-groups multivariate analysis of variance was performed to investigate egalitarianism and sexism scores of counselling and helping professionals and their perceived level of competence in working with clients who had been sexually harassed. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and Attitudes Toward



Women Scale scores for measuring the levels of egalitarianism. The independent variable was perceived competency which had four levels, responses of *agree strongly*, *agree somewhat*, *slightly agree* and *slightly disagree*. No responses for *disagree somewhat* and *disagree strongly* were given by participants and as a result were omitted from the analysis. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity, with no serious violations noted. There was no statistically significant difference between perceived competency on the combined dependent variables:  $F(2,48)=.97$ ,  $p=.45$ ; Wilks' Lambda=.88; partial eta squared=.06.

When the results for the dependent variables were considered separately using a Bonferroni adjusted alpha level of .017, statistical significance was not achieved. SPSS calculations for this hypothesis are attached as Appendix 4.

*Hypothesis 4: More highly educated counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser educated counterparts.*

A qualitative inspection of the mean scores indicated that counselling and helping professionals who possessed Masters qualifications ranked third in egalitarian scores ( $M=67.35$ ,  $SD=3.86$ ) and the single participant who possessed a PhD obtaining a score of 66. The group who scored the highest egalitarian scores was the Post Graduate group ( $M=69.55$ ,  $SD=2.77$ ), those holding a certificate

qualification second ( $M=68.25$ ,  $SD=1.71$ ), and those holding an Undergraduate qualification ranked fourth ( $M=63.43$ ,  $SD=8.26$ ). All mean scores were very close with overlapping standard deviations indicating no extreme differences and well within the egalitarian classification range of 50-75.

Those possessing an Undergraduate qualification scored the lowest non-sexism scores ( $M=1.08$ ,  $SD=.338$ ), those with Certificate qualifications ranked next ( $M=1.11$ ,  $SD=.50$ ), those with a Masters qualification ranked next ( $M=1.18$ ,  $SD=.63$ ) with the PhD participant scoring 1.13. The Postgraduate group scored the highest scores ( $M=1.51$ ,  $SD=.78$ ). All mean scores were very close and there did not appear to be any extreme difference. All were also well within the non-sexism classification range of 0-2.5. A summary of these results is included as Table 8 below.

*Table 8: Hypothesis 4 Mean Scores and Standard Deviations*

	Education	Mean	Std. Deviation	N
Attitude to Women	Masters	67.35	3.856	20
	Post Graduate	69.55	2.770	11
	Undergraduate	63.43	8.262	14
	Certificate	68.25	1.708	4
	PhD	66.00	.	1
	Total	66.78	5.556	50
Sexism Inventory	Masters	1.1772	.62650	20
	Post Graduate	1.0785	.33890	11
	Undergraduate	1.5097	.77818	14
	Certificate	1.1135	.49859	4
	PhD	1.1360	.	1
	Total	1.2427	.61748	50

A one way between-groups multivariate analysis of variance was performed to investigate egalitarianism and sexism scores of counselling and helping professionals and their level of education. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and Attitudes Toward Women Scale scores for measuring the levels of egalitarianism. The independent variable was education which had five levels, responses of *PhD*, *Masters*, *Post Graduate*, *Undergraduate* and *Certificate*. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity. The Levene's Test of Quality of Error Variances noted that the assumption of equality of variance had been violated. Thus a more conservative alpha level of 0.1 was set. There was no statistically significant difference between levels of education on the combined dependent variables:  $F(2,48)=1.11$ ,  $p=.36$ ; Wilks' Lambda=.82; partial eta squared=.09.

When the results for the dependent variables were considered separately using a Bonferroni adjusted alpha level of .017, statistical significance was not achieved. SPSS calculations for this hypothesis are attached as Appendix 5.

*Hypothesis 5: More highly experienced counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser experienced counterparts.*

Counsellors and Helping professionals were divided up into four groups consisting of *Group 1* who possessed 1-5 years professional experience, *Group 2* who possessed 6-10 years professional experience, *Group 3* who possessed 11-20 years experience and *Group 4* who all possessed over 21 years of experience.

A qualitative inspection of the mean scores indicated that there was little difference in the egalitarian scores between the four groups and all were well within the egalitarian classification range of 50-75. *Group 1* who possessed 1-5 years experience scored:  $M=65.52$ ,  $SD=6.98$ ; *Group 2* who possessed 6-10 years experience scored:  $M=67.31$ ,  $SD=4.27$ ; *Group 3* who possessed 11-20 years experience scored:  $M=69.80$ ,  $SD=3.03$ ; and *Group 4* who possessed 21+ years experience scored:  $M=67.67$ ,  $SD=2.80$ .

Again there seemed to be little difference in the non-sexism scores between the groups also. Their scores also were well within the non-sexist classification range 0-2.5. *Group 1* scored:  $M=1.35$ ,  $SD=.64$ ; *Group 2* scored:  $M=1.31$ ,  $SD=.67$ ; *Group 3* scored:  $M=.81$ ,  $SD=.36$ ; and *Group 4* scored:  $M=1.01$ ,  $SD=.38$ . A summary of these results is included as Table 9 below.

*Table 9: Hypothesis 5 Mean Scores and Standard Deviations*

	Years of Exp	Mean	Std. Deviation	N
Attitude to Women	1-5 years	65.52	6.980	23
	6-10 years	67.31	4.270	16
	11-20 years	69.80	3.033	5
	20-50 years	67.67	2.805	6
	Total	66.78	5.556	50
Sexism Inventory	1-5 years	1.3478	.64111	23
	6-10 years	1.3153	.67264	16
	11-20 years	.8092	.35717	5
	20-50 years	1.0073	.38284	6
	Total	1.2427	.61748	50

To verify these assertions quantitatively, a one way between-groups multivariate analysis of variance was performed to investigate egalitarianism and sexism scores of counselling and helping professionals and their level of professional experience. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and Attitudes Toward Women Scale scores for measuring the levels of egalitarianism. The independent variable was experience which had four groups as outlined above. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity with no serious violations noted. There was no statistically significant difference between levels of experience on the combined dependent variables:  $F(2,48)=.96$ ,  $p=.46$ ; Wilks' Lambda=.88; partial eta squared=.06.

When the results for the dependent variables were considered separately using a Bonferroni adjusted alpha level of .017, statistical significance was not achieved. SPSS calculations for this hypothesis are attached as Appendix 6.

*Hypothesis 6: Counsellors and helping professionals who are single and in same sex relationships will identify as less sexist and more egalitarian than their married or opposite sex partnered counterparts.*

Counsellors and Helping professionals were divided up into six groups consisting of *Group 1* who were single, *Group 2* who had a boyfriend/girlfriend, *Group 3* who lived in a defacto relationship, *Group 4* who were married, *Group 5* who were divorced and *Group 6* who lived in a same sex relationship. No participants identified as widowed and hence this group was omitted from the study.

A qualitative inspection of the mean scores indicated that *Group 1* participants and the one *Group 6* participant scored very marginally higher egalitarian scores (*Group 1*:  $M=68.67$ ,  $SD=5.03$ ; *Group 6*:  $M=68$ ). *Group 2* scored:  $M=66.17$ ,  $SD=10.42$ ; *Group 3* scored:  $M=65.57$ ,  $SD=8.52$ ; *Group 4* scored:  $M=67.57$ ,  $SD=3.54$ ; and *Group 5* scored:  $M=64.33$ ,  $SD=4.03$ . All mean scores were very close with overlapping standard deviations and were well within the egalitarian classification range of 50-75.

Again there seemed to be little difference in the non-sexism scores between the groups also and all were well within the non-sexism range of 0-2.5. *Group 1* scored:  $M=1.01$ ,  $SD=.66$ ; *Group 2* scored:  $M=1.36$ ,  $SD=.69$ ; *Group 3* scored:  $M=1.43$ ,  $SD=.64$ ; *Group 4* scored:  $M=1.09$ ,  $SD=.60$ ; *Group 5* scored:  $M=1.61$ ,  $SD=.55$ ; and *Group 6* scored:  $M=1.64$ . A summary of these results is included as Table 10 below.

*Table 10: Hypothesis 6 Mean Scores and Standard Deviations*

	Marital Status	Mean	Std. Deviation	N
Attitude to Women	Single	68.67	5.033	3
	Boyfriend/Girlfriend	66.17	10.420	6
	Defacto	65.57	8.522	7
	Married	67.52	3.545	27
	Divorced	64.33	4.033	6
	Same Sex Relationship	68.00	.	1
	Total	66.78	5.556	50
Sexism Inventory	Single	1.0150	.66228	3
	Boyfriend/Girlfriend	1.3562	.69258	6
	Defacto	1.4351	.63670	7
	Married	1.0959	.60052	27
	Divorced	1.6137	.55570	6
	Same Sex Relationship	1.6360	.	1
	Total	1.2427	.61748	50

To verify these assertions quantitatively, a one way between-groups multivariate analysis of variance was performed to investigate egalitarianism and sexism scores of counselling and helping professionals and their marital status. Two dependent variables were used: Ambivalent Sexism Inventory scores for measuring the levels of sexism; and Attitudes Toward Women Scale scores for measuring the levels of egalitarianism. The independent variable was marital status which had six groups as outlined above. Preliminary assumption testing was conducted to check for normality, linearity, univariate and multivariate outliers, homogeneity of variance-covariance matrices and multicollinearity with no serious violations noted. There was no statistically significant difference between marital status on the combined dependent variables:  $F(2,48)=.60$ ,  $p=.81$ ; Wilks' Lambda=.87; partial eta squared=.06.

When the results for the dependent variables were considered separately using a Bonferroni adjusted alpha level of .017, statistical significance was not achieved. SPSS calculations for this hypothesis are attached as Appendix 7.

### *Summary*

**Hypothesis 1: Counselling and helping professionals will possess similar sexism and egalitarianism scores.**

This hypothesis is supported as there was no significant difference between the sexism and egalitarian scores of counsellors and helping professionals.

**Hypothesis 2: Female counselling and helping professionals will be less sexist and more egalitarian than their male counterparts.**

This hypothesis is only partially supported. Female counselling professionals were significantly more egalitarian than their male counterparts, however, there was no significant difference in sexism levels between the two genders.

**Hypothesis 3: Counselling and helping professionals who believed they would work very well with sexually harassed clients will identify as being more non-sexist and egalitarian than those who believed they would not.**

This hypothesis is not supported as there was no significant difference between the sexism and egalitarian scores of those with high levels of perceived competence and those with lower levels of perceived competence.



**Hypothesis 4: More highly educated counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser educated counterparts.**

This hypothesis is not supported as there was no significant difference between the sexism and egalitarian scores of those with higher education and their lesser educated counterparts.

**Hypothesis 5: More highly experienced counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser experienced counterparts.**

This hypothesis is not supported as there was no significant difference between the sexism and egalitarian scores of those with extensive experience and their lesser experienced counterparts.

**Hypothesis 6: Counsellors and helping professionals who are single, divorced or in same sex relationships will identify as less sexist and more egalitarian than their married or opposite sex partnered counterparts.**

This hypothesis is not supported as there was no significant difference between the sexism and egalitarian scores of single, divorced or same sex relationship counsellors and helping professionals and their married or opposite sex partnered counterparts.

## CHAPTER 5

### DISCUSSION

Currently, no published literature exists which tests the effectiveness of counselling those who have been sexually harassed in the workplace. What has been established from the literature, as outlined in the literature review section of this paper, is that egalitarianism and non-sexism attitudes do impact on the propensity of counsellors and helping professionals in achieving "common factors". These factors impact all counselling and account for 85% of the change outcome (Lambert, 1992).

This being the case, the purpose of this study was to examine the non-sexism and egalitarianism levels of counselling and helping professionals, investigating if the two professions were the same, whether women were more non-sexist and egalitarian than men, if those who thought they would work well with clients who had been sexually harassed were generally more non-sexist and egalitarian than those who did not, and whether professional experience, education or marital status impacted on levels of egalitarian and non-sexism scores.

The findings of this study indicate that counselling and helping professionals are both generally non-sexist and egalitarian. Qualitatively, counsellors scored better on both scales than helping professions indicating very slightly higher levels of non-

sexism and egalitarianism, however, quantitatively there was no significant difference between counsellors and helping professionals.

There were qualitative differences with males and females, with females scoring much higher scores in both egalitarianism and non-sexism even though both mean scores were well within the classification ranges for both egalitarianism and non-sexism. Quantitatively there was no significant difference between the two when the scores were observed together, however, individually, there was a significant difference between males and females with relation to egalitarianism.

Perceived level of confidence in working with sexually harassed clients, level of education, years of professional experience and marital status all too produced no statistically significant differences in non-sexism and egalitarianism scores.

Qualitatively however, there were some interesting anomalies with relation to the ranking of these scores and these will be discussed later in discussions on each individual hypothesis.

### *The Sample Group*

An investigation of the shortcomings of the sample group will be discussed separately and prior to discussion about specific hypotheses in order to identify any idiosyncratic factors that may have influenced these findings and hence give further insight into the results obtained.

The individuals who participated in this study were counselling and helping professionals from the south east region of Queensland, Australia. However, given the restricted area these participants were drawn from, their results may not be representative of counsellors and helping professionals on a wider basis including Australia-wide. Ideally, a nation-wide study should have been conducted to ascertain the sexism and egalitarian attitudes of counsellors and helping professionals employed or training within Australia, however, a study of this magnitude would have been beyond the resources and scope of this project. Even so, the findings would only be indicative of the attitudes of professionals operating in an affluent, multi-cultural country where discrimination regulations pertaining to gender and sexual harassment exist, and possibly not applicable to the international community at large. Even in Queensland these outcomes represent the attitudes of professionals living in a metropolitan, highly populated region. Regional professionals, who may be dealing with a range of additional client issues along with sexual harassment, such as declining agricultural industries, high unemployment and blue collar value systems, may identify differently.

The sample too was a very small sample of the counselling and helping professionals who are either studying or are employed within Australia. However, this size was appropriate for the south east Queensland region and inference from the study applicable to professionals operating within this region.

The selection of the sample may have influenced the outcomes too as all participants were professionals either known to the researcher, or drawn from organisations and tertiary institutions and who agreed to participate in the study.

Professionals known to the researcher may possess similar values to the researcher and could be indicative of the attitudes of this shared interpersonal group. Those not known to the researcher or not approached by the researcher may simply possess different value systems, which if they had participated, may have resulted in a different finding. Responses of organisations and tertiary institutions who agreed to participate may be indicative of the corporate culture and the educational values of those institutions. Those who did not agree to participate may possess different corporate cultures or different educational goals. The extent of the impact these factors may have had, cannot be determined for the current study. Given the size of the sample, when making inference to professionals in the south east Queensland region, these impacts may be insignificant or irrelevant. However, when making inference to national and international counselling and helping professionals these factors may need to be considered.

A large majority of participants in this study held either four or six year post graduate qualifications and many had worked for many years. This could indicate that many such professionals do experience prosperity and the advantage of higher education. Thus, while they may possess non-sexist and egalitarian attitudes, their ability to work with high or low socioeconomic clients or unemployed clients may be inhibited as a result of this financial and educational advantage, thus negating common factors that would have been enhanced by possessing non-sexist and egalitarian attitudes. Findings as to whether significant differences exist between professionals and clients from different socio-economic and educational groups

could not be examined in this study but could be a relevant inclusion or consideration in a future study.

Counselling and helping professionals who were currently out of work, taking time out of the workforce to raise children or for other personal reasons did not get the opportunity to participate; and determining whether these individuals possessed similar levels of non-sexism or egalitarianism, could not be accounted for in this study. One could argue however, that if they are not actively working in the helping profession that their perspective is probably redundant because they were not working with clients at this time.

Participants hailed from a range of disciplines and professions. These included, psychology, social work, counselling, human services, teaching, training, employment services and nursing. However, additional professionals such as legal, human resource and medical professionals were not included in this study. It could well be that these professionals too possess non-sexist and egalitarian gender attitudes and could be equally as able to assist in the recovery process of sexually harassed clients as counsellors and helping professionals. Additionally, of all the disciplines included in this study, one was not identified as more competent than the other. A much larger sample size comprised of many participants from a variety of the above mentioned professions would have been necessary in order to achieve this.

Most participants in this study were either married or in a hetero-sexual relationship. This too could have impacted the findings of this study. The addition of more divorced, single and same sex relationship counsellors may have seen either a negative or a positive shift in the findings.

One of the most important factors that could have impacted this study was the male to female ratio. There was very low male representation; however, this is consistent with the counselling and helping professions in general. This being the case, having more males in the study, who as findings showed identified as being less egalitarian than their female counterparts, could have impacted mean scores significantly giving a false representation of the profession as a whole.

It is interesting to note that many participants answered in their qualitative response for the perceived competence question that experience was the deciding factor that largely determined their positive feelings of competence in working with sexually harassed clients. One could ask the question however, what type of experience was this? Was it professional experience in counselling in general? Was it specific previous experience in working with this group of clients? Or was it a personal sexual harassment experience they themselves had experienced at one time or another during their career? Considering that sexual harassment in the workplace is largely an issue that impacts women and counselling and helping professions positions are predominantly filled with female incumbents, it could be highly likely that the "experience" that participants are referring to could be their own personal experience either with a past or present colleague, manager, client or student. While this personal experience may bring a degree of insight into the counselling process of a client who had been sexually harassed, it should be noted that issues of counter-transference may also be a concern. One thing to always keep in mind when asking questions pertaining to a participants' perceptions of their own competency, is that it is in reality just that. It is a perception, reality may be very different.

One outlier was identified in the present study, and it was the decision of the researcher to retain this participant (subject 10, see Table 4). This was a difficult decision as while outliers can contribute too much influence, they can also give an interesting insight into anomalies that can take place. Looking through the individual responses of subject 10 allowed such an investigation. This male participant held some strong views about gender issues scoring 2.68 in the Ambivalent Sexism Inventory which according to the theory proposed by the developers of this inventory suggests that this participant is outside the acceptable classification range for non-sexism of 2.5, but only just. This individual's egalitarian score in the Attitudes Toward Women scale was 45, below the minimum score of 50 needed to be considered in the egalitarian range, but again only just. This anomaly can be explained several ways. Perhaps the participant did not understand some of the questions in the instruments used, or there may have been some other reasons. Investigation of the responses from participants from the same workplace (participants 8-11) indicated that all possessed scores that were outside the acceptable classification limits of egalitarianism and non-sexism.. This could indicate that there may have been an issue of sexual harassment at that particular workplace? Perhaps involving that individual? Or it could just be a coincidence.

Perhaps some of the above anomalies can be attributed to an issue of validity with either the Attitudes Toward Women Scale or the Benevolent subscale in the Ambivalent Sexism Inventory. These instruments have been identified in previous studies as being valid, however, these studies were all performed on American participants. Perhaps factor analysis using a sample of Australian participants is



required to investigate this issue further and substantiate construct and content validity for an Australian population.

Counsellors and helping professionals are familiar not only with the utilisation of surveys, but also their construction and design. Thus mention must be made that the findings of this study could be partly the result of participants anticipating what a favourable answer would be and answering accordingly rather than expressing their true feelings. This however, would be unlikely given the interest many participants had in the results of this study and how it could be applicable to them in their chosen vocations.

There is often an assumption that the shortcomings of instruments and samples may have produced a false positive effect – that counselling and helping professionals are less non-sexist and egalitarian than we have found. However, without knowing the attitudes of professionals outside this sample, the findings of this study could equally have produced a false negative effect – that counselling and helping professionals are in fact more non-sexist and egalitarian than demonstrated in this study.

### *Introduction to Hypotheses*

On the following pages, each hypothesis will now be discussed individually providing a detailed overview of the outcome. Each outcome will then be related to published relevant literature and its implications for counselling practice explored.

*Hypothesis 1: Counselling and helping professionals will possess similar sexism and egalitarianism scores*

The findings of hypothesis one suggested that counselling and helping professionals possessed similar sexism and egalitarian scores and that no statistical significant difference exists between the two.

The slight qualitative difference in their scores however, may be a reflection of extrinsic factors rather than intrinsic. For example, it could indicate that those in helping professions may work in more patriarchal organisations or workplaces where there is a more equal gender mix, whereas counselling professionals were either in private practice or working in female dominated workplaces. As we do not have data relating to the cultural climate of participants workplaces, and the male to female gender ratio of their colleagues as suggested above is a guesstimate at best but may be a consideration in a future study. The influence of current employment circumstances and the corporate culture and gender ratios of their workplace may influence the responses of participants.

Western Societies are becoming very highly informed as a result of access to mass media and information technology. It may also be that individuals who counsellors or work in the helping professions are required to possess tertiary qualifications from either universities or colleges. This was true of all participants in this study, each possessing at least certificate level tertiary training. This being the case, it may be reasonable to assume that there is no significant difference between counsellors and helping professionals because of their tertiary education. Perhaps

the experience of higher education results in higher mean scores in egalitarianism and non-sexism? Without data from the general population who do not possess tertiary education this is an assumption only.

### *Hypothesis 1: Comparisons to Literature*

Consistent with Cummings (2000) suggestion that counsellors with positive attitudes towards women, and non-sexist gender attitudes will be more able to empower clients to incorporate change and take action, build strong client counsellor relationships and provide hope to the client, and give the client hope in their abilities and beliefs in being able to deal with similar situations in the future. As the majority of counselling and helping professionals in this study identified as being both non-sexist and egalitarian, this is good news particularly for Anti-Discrimination Commissioners who refer sexual harassees to counselling (Alexander, Myles, Anderson and Khan v. Aoun and others, 1996). They can now do so with the knowledge that it will be doing no harm and factors that contribute to 85% of the change outcome will be met.

This finding supports Berman et al.'s (2000) findings that suggest that nurses (who in this study were classified as helping professionals) would be able to work well with patients who had been sexually harassed in the workplace and achieve re-empowerment outcomes with them because of their egalitarian and non-sexist attitudes. This finding is a relief too because not all individuals who are sexually harassed in the workplace will seek counselling from a counsellor. They are more likely however to come into contact with a helping professional such as a job

network employment consultant, teacher, nurse or a government agency such as the Working Women's and Young Workers Advisory service. It is comforting to know that these professionals too along with counsellors present as mostly egalitarian and non-sexist. However, it must be considered that although helping professionals and counsellors are equally non-sexist and egalitarian, referral to counselling should not be discarded. Counsellors are often able to spend more one-on-one time with clients and see them over a longer period of time than a helping professional, whose encounters with sexually harassed clients may be brief on each occasion and are not long term.

#### *Hypothesis 1: Implications for Counselling Practice*

The impact this finding has on clients who have been sexually harassed would be that both counsellors and helping professionals possess levels of non-sexism and egalitarianism and this in turn, could positively impact the common factors that need to be achieved in an intervention. One could conclude from this finding that both professionals would probably achieve good outcomes with clients who had been sexually harassed.

#### *Hypothesis 2: Female counselling and helping professionals will be less sexist and more egalitarian than their male counterparts*

When the combined counsellor and helping professional scores were considered there was no statistically significant difference between the scores of men

and women. However, qualitative investigation indicated that male counsellors and helping professionals identified as less non-sexist and egalitarian than their female counterparts. Further quantitative investigation was conducted and the scores for the two instruments considered separately. This produced results that indicated that only the egalitarian scores obtained using the Attitudes Toward Women Scale demonstrated a statistically significant difference between the two genders. This meant male and female counsellors and helping professionals had similar non-sexism levels, however there was a significant difference between their egalitarianism scores.

The Attitudes Toward Women Scale measures to what extent an individual believes women should behave according to traditional gender roles or adopt an egalitarian gender role. Traditionalists believe that women should behave in a certain way because men will be there to protect them (Glick & Fiske, 1996). However, as men are often the perpetrators of sexual harassment (HREOC, 2004) it would seem that men do not always "protect women".

While most of the eight male participants in this study scored within the egalitarian range,  $M=61.88$ ,  $SD=9.79$ , the mean was lower and the standard deviation much higher than that for women  $M=67.71$ ,  $SD=3.86$ . Two males scored below the egalitarian range, but only just. These two individuals may have contributed to this lower mean score and higher standard deviation. However, this lower mean could also be indicative of chivalry that many males may be still socialised into adopting, which has manifested in this caring/helping population. It

is hard to say because only eight participants were used in this study and a larger sample would be needed to confirm this.

### *Hypothesis 2: Comparisons to Literature*

This finding is somewhat inconsistent with the Stone and Couch (2004) findings that males were more sexist than their female counterparts. The present study found that they were statistically no different from their female counterparts. Egalitarianism was the only factor that showed significant difference between males and females. Stone and Couch's finding was the result of a study conducted on secondary teachers only. The teachers who participated in this study were all female and also held positions as guidance and careers counsellors and perhaps are not representative of the teaching profession as a whole. While teaching is not a true "helping profession" in the context of other professions that were classified as such in this study, it was included because sexual harassment is a problem concerning young people and teachers are the profession that comes into contact most consistently with young people. Perhaps the inclusion of more male and non-counselling teachers in this study may have produced significantly different results.

The outcome of a significant difference in egalitarian scores only could suggest that male counsellors and helping professionals, more so than their female counterparts, may still feel in some way that they need to "protect" women and this could impact on the counselling process with clients who have been sexually harassed (Balogh et al., 2003). They suggest that clients who have been sexually harassed need to be re-empowered. Given this finding, male counsellors may have

the tendency to want to protect clients who have been sexually harassed, rather than to re-empower them. While thoughtful and kind, this methodology of assisting the client does not help the client and as literature suggests can even be detrimental (Berman et al., 2000).

### *Hypothesis 2: Implications for Counselling Practice*

The recommendation from the findings of this hypothesis, would be that although most male counsellors and helping professionals may have identified with being egalitarian and non-sexist and would be able to achieve "common factors" with clients, their lower egalitarian scores may make it difficult for many of them to adhere to a re-empowerment plan with clients who had been sexually harassed. There may be a tendency for them to want to protect the client which may be detrimental to the intervention. The literature also suggests that most perpetrators of sexual harassment are men (HREOC, 2002) and most harassees are women who often distance themselves from their fathers, husbands, boyfriends, brothers and male friends after a sexual harassment experience (Alexander, Myles, Anderson and Khan v. Aoun and others, 1996). It would seem likely that in this situation, they too would distance themselves from their male counsellor and not be able to achieve common factors. It may even make clients uncomfortable being in such an intimate environment such as counselling with a male counsellor. Given this, until other results from a larger male population can be attained, it is recommended that clients who have been sexually harassed in the workplace be preferably referred to female

counsellors and helping professionals or to male counsellors or helping professionals with known egalitarian and hence empowering attitudes.

This finding is consistent with discrimination against males on the basis of gender for employment positions where the client group would be better suited to working with a female counsellor, as provided in the Queensland Anti-Discrimination Act (1991, p. 28). However, to avoid this or safeguard against it, instruments such as the ones used in this study could be administered to male applicants to successfully recruit male counsellors who do identify as being very egalitarian, or refute legal action that may be taken by unsuccessful male applicants.

*Hypothesis 3: Counselling and helping professionals who believed they would work very well with sexually harassed clients will identify as being more non-sexist and egalitarian than those who believed they would not.*

There was no statistical significant difference between counselling and helping professionals who perceived they would work well with clients who had been sexually harassed in the workplace, and those who believed they would not. This was so when the data was analysed both together and separately.

However qualitatively, the more confident a counsellor or helping professional was about their abilities to work with sexually harassed clients, the higher their mean egalitarian scores. With relation to sexism levels however, those who *agreed strongly* that their competency would yield good outcomes for the target client group identified as very marginally more sexist than their counterparts who



only *agreed somewhat* that they could achieve good outcomes. However, there was only 0.03 difference which could be inferred that the scores were virtually the same. Those who only *slightly agreed* scored as marginally more sexist.

Thus although there is no statistical significance between the scores of counselling and helping professionals with relation to self report competency, there is qualitative evidence to suggest that the more confident a person in their ability to counsel the target client group, the more marginally non-sexist and egalitarian they will be.

Mention must be made of the sole individual who indicated that they disagreed slightly that they would be able to achieve good outcomes with clients who had been sexually harassed. They scored equal to those who strongly agreed in the Attitude Toward Women scale and 0.18 better than those who only somewhat agreed and 0.21 better than those who strongly agreed. One participant is not representative enough to make inference to those who self reported a lack of competency in dealing with a specific target group. However, it does give some insight into how unreliable self report can potentially be.

### *Hypothesis 3: Comparisons to Literature*

Currently no published literature exists where counsellor/helping professional's self report competency in working with sexually harassed clients has been measured against their levels of egalitarianism and sexism. This hypothesis was included in the study in order to determine if it could be a predictor of

counsellor and helping professional efficacy in achieving common factors with clients who present for counselling with issues of sexual harassment.

### *Hypothesis 3: Implications for Counselling Practice*

This finding may be useful with relation to the recruitment of counselling staff. This finding suggests that those who believe they would be able to work with such clients, in most cases will generally be more non-sexist and egalitarian. However, there is no real statistically significant difference and most counsellors and helping professionals as suggested by Hypothesis 1 generally lean towards non-sexism and egalitarianism already. Thus self report of competency in an employment interview may not be a reliable indication of whether a counsellor possesses high or low non-sexism and egalitarian gender attitudes. This is further evidenced in the results of the participant who *disagreed slightly* that they would be able to achieve good results with clients who had been sexually harassed, but obtained non-sexism and egalitarian scores that were identical and better than those who *strongly agreed*.

If a counsellor or helping professional is going to be working with individuals who have been sexually harassed in the workplace, it may be necessary to test their levels of egalitarianism and non-sexism by means of an inventory such as the ones used in this study. Self report is not necessarily a good measure. In an interview a person who was not confident may state that they were in order to obtain a pay packet. Using inventories would also allow male applicants with high egalitarian scores (as outlined in Hypothesis 2) to be identified and included in the

selection process and also provide information as to the true gender attitudes of applicants. Selection of appropriate counsellors is paramount as this potentially minimises legal action from clients who can be potentially harmed by counsellor incompetence, insensitivity or "gallantry".

*Hypothesis 4: More highly educated counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser educated counterparts.*

Qualitatively, more highly educated individuals did not necessarily identify as more highly egalitarian or non-sexist. On both counts those holding post graduate qualifications and those with certificate qualifications ranked above those with masters and undergraduate degrees. All groups ranked comfortably within the ranges required to be classified as being non-sexist and egalitarian suggesting that education is not a factor when determining egalitarian and non-sexism levels of counselling and helping professionals. Quantitative findings too suggested that there were no significant differences between groups of individuals with differing education levels. Based on the criteria that suggests counsellors who are non-sexist and egalitarian will achieve common factors with clients who have been sexually harassed the results of this study suggests that most would be able to achieve common factors and that education level of that professional is not a significant factor.

#### *Hypothesis 4: Comparisons to Literature*

Currently no published literature exists where counsellor/helping professional's education level has been measured against their levels of egalitarianism and sexism. This hypothesis was included in the study in order to determine if it could be a predictor of counsellor and helping professional efficacy in achieving common factors with clients who present for counselling with issues of sexual harassment.

#### *Hypothesis 4: Implications for Counselling Practice*

This finding may be useful with relation to the recruitment of counsellors in organisations who are presented with clients who have been sexually harassed. Education level from these findings seems to play no part in achieving the desired low sexism scores and high egalitarian scores. This is of benefit as it will significantly widen application pools when recruiting for positions that will have contact with this client group. Additionally, it suggests that discrimination on the basis of education is something organisations may need to be mindful of, because these findings suggest that those with higher education, possess no significant difference in egalitarian and non-sexism levels than those who do not. Most participants scored within acceptable ranges required to be classified as non-sexist and egalitarian. In fact qualitatively, those who possess higher education scored lower scores than those with post graduate and certificate qualifications. In the achievement of common factors with clients who had been sexually harassed, education, on the basis of this study, plays no part.

Additionally too, these findings also contribute to the confidence referring organisations and individuals can have in their referral to a counsellor or helping professional. If education plays no part, then it could be suggested that medical and legal representatives, as well as employers and government agencies that refer their individuals who have been sexually harassed in the workplace to counselling can do so without reference to their tertiary qualifications.

*Hypothesis 5: More highly experienced counsellors and helping professionals will identify as less sexist and more egalitarian than their lesser experienced counterparts.*

This hypothesis like the one mentioned above relates to criteria that are often used to recruit counsellors and helping professionals and referral to the same. Quantitatively there was no significant difference observed in any of the groups in both the egalitarian and sexism scales. Qualitatively however, it was observed that those with 11-20 years experience did score slightly better egalitarian scores, followed closely and consecutively by those with 21+ years, 6-10 years (which were virtually the same) and 1-5 years. It must be said that group numbers were not even in the case of this study, and that for more robust findings, observation using groups of similar participant sizes would be needed. However, this sample could be representative of counsellors in the south west region of Queensland suggesting that

employment where contact with clients is so demanding, few may stay in it for the long term and there are very few who actually possess experience beyond 21 years.

*Group Three* also identified as being the least sexist, followed consecutively by *Group Four*, *Group Two* and then *Group One*. This similarly would indicate that egalitarian and non-sexism levels do progressively get higher with experience however, after 21+ years there is a slight fall. This could suggest that although quantitatively, there is no significant difference between the groups scores, qualitatively, some groups will identify as less sexist than others.

#### *Hypothesis 5: Comparisons to Literature*

Currently no published literature exists where counsellor/helping professional's length of professional experience has been measured against their levels of egalitarianism and sexism to determine if they would be able to achieve common factors with sexually harassed clients. This hypothesis was included in the study out of interest in order to determine if it could be a predictor of counsellor and helping professional efficacy for the above client group.

#### *Hypothesis 5: Implications for Counselling Practice*

If an organisation or referring professional is seeking an individual to undertake counselling with a client who has been sexually harassed in the workplace the evidence presented above suggests that years of experience plays no part in their levels of non-sexism and egalitarianism. However qualitatively, those with 11-20 years experience identified as being slightly more egalitarian and non-sexist than

their 21+ years experience counterparts and their less experienced colleagues. The suggestion could be made that organisations and professionals referring clients, could refer to any counselling or helping professional regardless of their experience length and be confident they would most likely be treated by an egalitarian and non-sexist professional who would be able to common factors with these clients resulting in a change outcome. However, the qualitative evidence suggests that those with 11-20 years experience as a helping professional present as the most egalitarian and non-sexist and hence may be more suited to clients with extreme cases of sexual harassment in the workplace.

Recruitment additionally is also a factor that can be benefited by this finding. Counsellors and helping professionals' egalitarian and non-sexism levels are within acceptable ranges to be classified as such, hence widening application pools. However, those with over 10 years experience identify as slightly more so than their 21+ years and less experienced counterparts.

*Hypothesis 6: Counsellors and helping professionals who are single, divorced or in same sex relationships will identify as less sexist and more egalitarian than their married or opposite sex partnered counterparts.*

Most counsellors and helping professionals identified as non-sexist and egalitarian, however, the purpose of this hypothesis was to identify if marital status influenced scores attained. Only one participant identified as being from a same sex relationship which the researcher determined was not enough evidence in order to

make inference. It is interesting to note however, that this participant scored the second highest egalitarian score, just 0.67 behind the leader which was the singles group but they scored the highest sexist score of the groups. This indicates they were highly egalitarian, however, they identified as more sexist than their opposite sex partnered and single counterparts. Further research is required using a larger sample group and identify if the above finding is consistent for this participant group.

Quantitative findings suggest that there is no significant difference between the groups and that marital status does not play any part in influencing egalitarianism and non-sexism levels in counselling and helping professionals.

Qualitative findings suggest the same. These results indicated that single participants scored slightly higher egalitarian scores, followed by those who were married, then those who had a boyfriend/girlfriend, then followed by those in defacto relationships and then those who were divorced. However, the extent of the standard deviations for each score also decreased with each consecutive group indicating that mean was not representative of a range of scores of participants. The same was true of the sexism inventory where singles ranked lowest in sexism scores, followed by the married group, then the boyfriend/girlfriend group, then the defacto group, and then the divorced group. The range of the standard deviations indicated that the mean scores were not representative of the scores of individual participants, supporting the inference that no significant difference exists between the egalitarian and non-sexism gender attitudes of helping and counselling professionals on the basis of marital status.



### *Hypothesis 6: Comparisons to Literature*

Currently no published literature exists where counsellor/helping professional's marital status has been measured against their levels of egalitarianism and sexism to determine if they would be able to achieve common factors with sexually harassed clients. This hypothesis was included in the study out of interest in order to determine if it could be a predictor of counsellor and helping professional efficacy for the above client group.

### *Hypothesis 6: Implications for Counselling Practice*

The premise for this study is based is largely based on supporting those who have been sexually harassed in the workplace as defined by the Queensland Anti-Discrimination Act 1991. While the Act allows for employers to discriminate on the basis of profession they require for a position, gender in specific cases, self report competency in interviews, education level and experience length desired by the employer, it does not allow for exception to be made in the case of marital status. Given this is legislated in the same Act that protects the target client group from sexual harassment in the workplace, it is perhaps fortunate that the above findings resulted. This will ensure that the solution for a breach of the Anti-Discrimination Act will not require another to remedy.

## CHAPTER 6

### CONCLUSION

The primary purpose of this study was to ascertain the sexism and egalitarianism attitudes of counselling and helping professionals to identify if these professionals would be able to achieve common factors in counselling interventions with clients who had been sexually harassed. In doing so they would potentially be able to achieve positive change outcomes for this target client group.

The results indicate that counsellors and helping professionals do generally identify as non-sexist and egalitarian, with their being no statistically significant difference between counsellors and helping professionals. Again, no statistically significant difference existed between males and females on the sexism measure, however there was a statistically significant difference between males and females on the egalitarian measure. It was suggested until a larger sample of male participants can be obtained, these present findings could indicate that male counsellors and helping professionals may not achieve common factors with sexually harassed clients as well as their female counterparts. It was recommended that if clients who have been sexually harassed are to be referred to a male counsellor, that they be referred to one who identifies as having high egalitarian attitudes. Self

report counselling competency with the target client group, education, experience and marital status also did not identify any statistically significant difference.

This study also identified the counselling and helping professions as being professions that can potentially contribute to the change outcomes for clients who have been sexually harassed in the workplace. However, what is needed is a larger future study where the actual efficacy of counsellors and helping professionals is explored using client participants. Given the findings of this study such a future study is needed and viable. That study could result in quantifying the extent to which counselling and helping professionals can assist this type of client and what counselling methodologies may be the most appropriate to use.

In conclusion, there is evidence in these results to suggest that in general referral to female counsellors and helping professionals and to male counsellors and helping professionals who have known high egalitarian attitudes could achieve "common factors" with clients who had been sexually harassed. It is with some degree of confidence that Anti-Discrimination commissioners, legal and human resource professionals can recommend those who have been sexually harassed to counselling with the knowledge that it will achieve a degree of change outcome for the client.

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## APPENDIX 1

### SURVEY PACKAGE



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# GENDER ATTITUDES OF HELPING PROFESSIONALS 2005

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*A preliminary study investigating aspects of the  
feasibility of offering counselling to young people who  
have been sexually harassed in the workplace by meas-  
uring the gender attitudes of helping professionals.*



## PARTICIPATION INFORMATION SHEET

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# GENDER ATTITUDES OF HELPING PROFESSIONALS

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**Researcher - Leanne Haber**

Phone: 0414 774 119 (message service available)

Email: [leanne\\_haber@yahoo.com.au](mailto:leanne_haber@yahoo.com.au)

### *DESCRIPTION*

The purpose of this project is to investigate the gender attitudes of helping professionals in order to determine if they would be able to make a positive contribution to clients who have been sexually harassed in the workplace. Your participation will involve completion of a survey consisting of 47 questions relating to gender attitudes.

### *EXPECTED BENEFITS*

Literature suggests that management, human resource and advocacy professionals with non-sexist, egalitarian gender attitudes obtain a greater degree of positive outcomes with clients who have been sexually harassed than those who do not possess these attitudes. On the basis of these findings and given that the therapeutic alliance; the ability to instil hope; and encourage change in clients contributes to 85% of change outcomes, this preliminary study should give the researcher an insight into whether helping professionals would be of some benefit to sexually harassed clients. This finding will determine if further experimental trials measuring therapeutic outcomes of sexually harassed clients are warranted.

### *RISKS*

There are no risks associated with your participation in this project.

### *CONFIDENTIALITY*

All comments and responses are anonymous and will be treated confidentially. The names of individual persons are not required in any of the responses.

### *VOLUNTARY PARTICIPATION*

Your participation in this project is voluntary. If you do agree to participate, you can withdraw from participation at any time during the study without comment or penalty. Your decision to participate will in no way impact upon your current or future relationship with QUT.

### *QUESTIONS / FURTHER INFORMATION*

Please contact the researcher if you require further information about the project, or to have any questions answered.

### *CONCERNS / COMPLAINTS*

Please contact the Research Ethics Officer on 3864 2340 or [ethicscontact@qut.edu.au](mailto:ethicscontact@qut.edu.au) if you have any concerns or complaints about the ethical conduct of the project.

### *CONSENT*

The return of the completed questionnaire is accepted as an indication of your consent to participate in this project.

Thank you for your time in completing this questionnaire.

# GENDER ATTITUDES OF HELPING PROFESSIONALS

## DEMOGRAPHICS

Gender:                      Male                      Female

Profession/Job: \_\_\_\_\_

Years in that Profession: \_\_\_\_\_

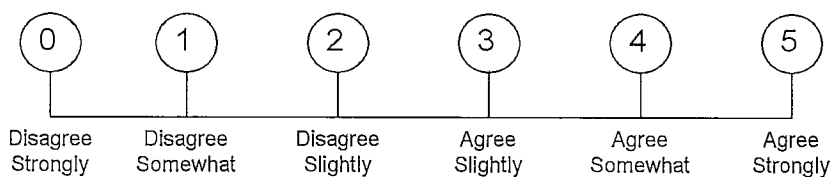
Highest Education Level: \_\_\_\_\_

*NOTE: For marital status, please circle as many that are applicable to you. Eg. If you were married but divorced and now live in a same sex relationship, please circle MARRIED, DIVORCED and SAME SEX RELATIONSHIP.*

Marital Status:      Currently Single                      Boyfriend/Girlfriend                      Defacto  
                         Married                      Widowed                      Divorced  
                         Same Sex Relationship

### COUNSELLORS AND HELPING PROFESSIONALS ONLY

I am confident I could achieve very good outcomes with clients who have been sexually harassed in the workplace?



Why/Why not: \_\_\_\_\_

# GENDER ATTITUDES OF HELPING PROFESSIONALS

## INFORMATION

### HOW TO COMPLETE THIS SURVEY

Following are some fairly candid phrases that you have probably heard someone say at some time. This is your opportunity to honestly say how you really feel about these phrases.

Each of the following questions can be answered by simply crossing a number on the scale beneath each question. These numbers represent the degree to which you agree or disagree with each statement. To gain a better understanding of your perspective, you are encouraged to give a brief explanation as to why you answered the way you did in the space provided beneath each question, however this is entirely optional.

If you have any queries regarding any of the questions please contact the researcher on 0414 774 119. Each question in this survey contributes to a final score that will allow the researcher to assess the gender attitudes of participants. This being the case, and in order to obtain valid results, survey's with unanswered questions will be deleted from the study. If you encounter a question that you do not wish to respond to you are more than welcome to withdraw your participation.

When you have finished completing the survey you can either return it in person to the researcher or return it by post. A stamped, addressed A4 sized envelope is attached to this survey. Please contact the researcher on 0414 774 119 if your envelope has been lost.

### THE RESEARCHER

**Leanne Haber**

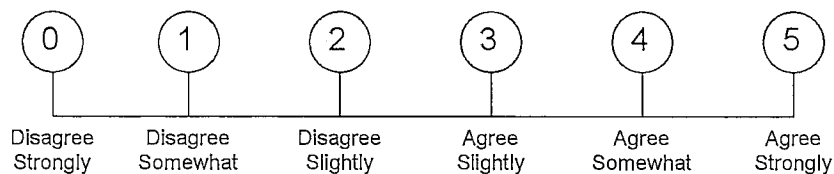
Phone: 0414 774 119 (message service available)

Email: [leanne\\_haber@yahoo.com.au](mailto:leanne_haber@yahoo.com.au)

Leanne Haber has nearly 12 years combined experience in working in youth counselling and human resource management. She holds university qualifications in psychology and business and at the end of 2005 will conclude a Masters in Counselling with Queensland University of Technology. She is undertaking this study as a part of her Masters Thesis. She has an extensive knowledge of industrial relations and anti-discrimination legislation and the procedures of both commissioning bodies. Her counselling specialisation has been in youth counselling (15 – 30) particularly with clients who have experienced difficulties in returning to the workforce after negative workplace experiences such as unfair dismissal, bullying and sexual harassment.

### QUESTION 1

No matter how accomplished he is, a man will only be complete when he has the love of a woman.



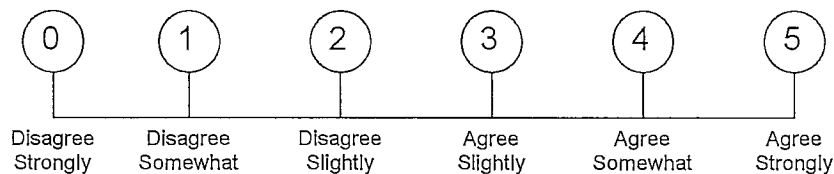
*Why did you answer the way you did?*

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### QUESTION 2

When many women ask for "equality" in the workplace, they are really seeking hiring policies that will favour them over men.



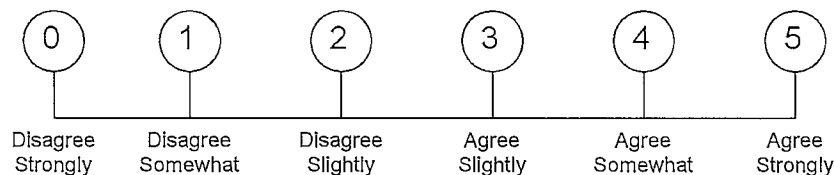
*Why did you answer the way you did?*

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### QUESTION 3

In a disaster, women ought not necessarily be rescued before men.



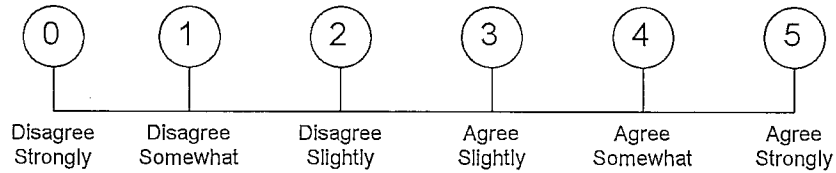
*Why did you answer the way you did?*

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#### QUESTION 4

Most women interpret innocent remarks or acts as being sexist.



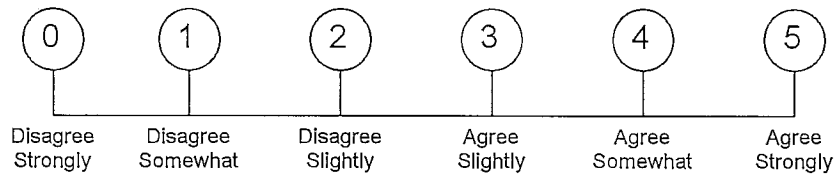
Why did you answer the way you did?

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#### QUESTION 5

Women are too easily offended.



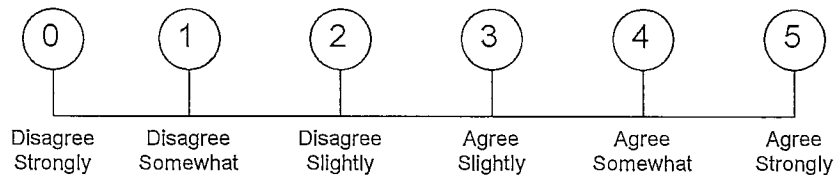
Why did you answer the way you did?

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#### QUESTION 6

People are often truly happy in life without being romantically involved with a member of the opposite sex.



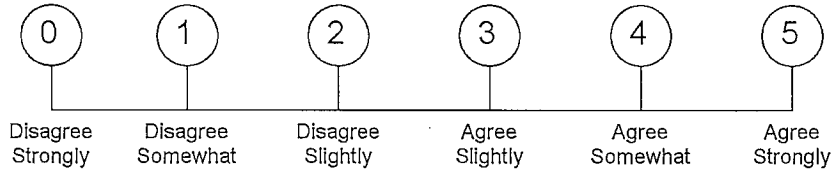
Why did you answer the way you did?

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### QUESTION 7

Feminists are not seeking for women to have more power than men.



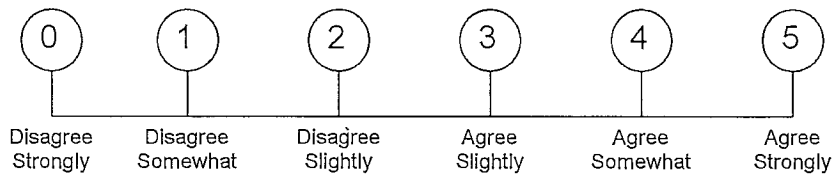
*Why did you answer the way you did?*

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### QUESTION 8

Many women have a quality of purity that not many men possess.



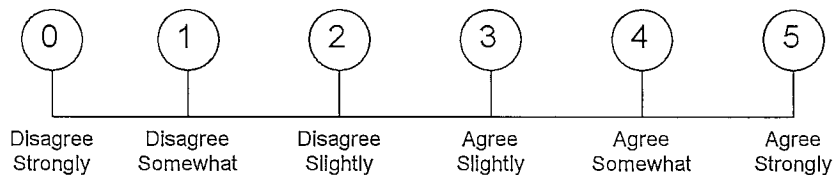
*Why did you answer the way you did?*

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### QUESTION 9

Women should be cherished and protected by men.



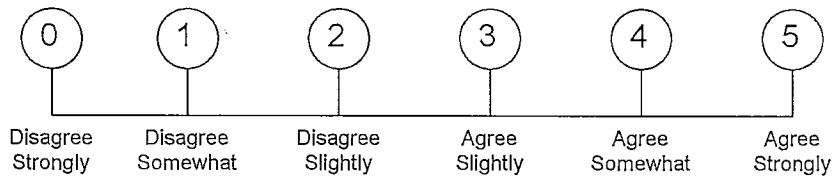
*Why did you answer the way you did?*

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QUESTION 10

Most women fail to appreciate fully all that men do for them.



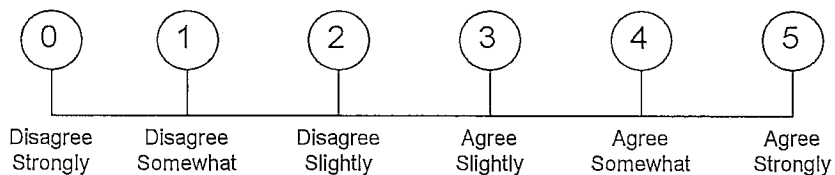
Why did you answer the way you did?

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QUESTION 11

Women seek to gain power by getting control over men.



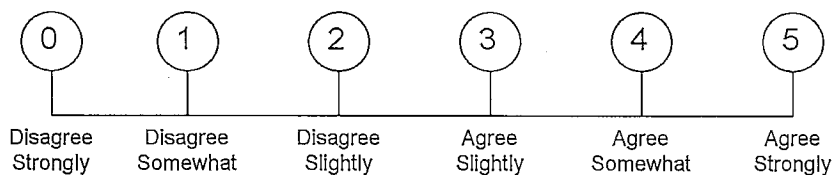
Why did you answer the way you did?

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QUESTION 12

Every man ought to have a woman whom he adores.



Why did you answer the way you did?

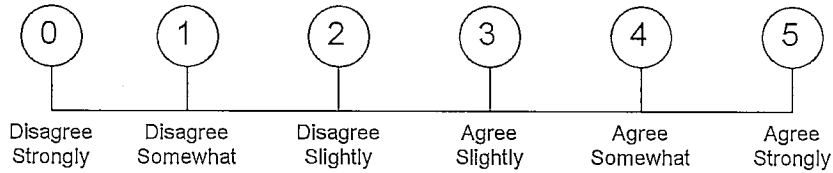
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QUESTION 13

Men are complete without women.



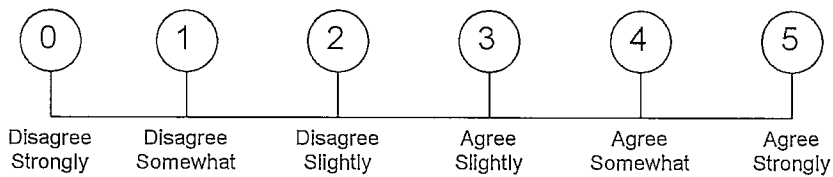
Why did you answer the way you did?

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QUESTION 14

Women exaggerate problems they have at work.



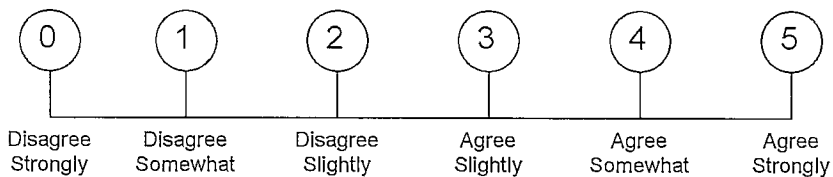
Why did you answer the way you did?

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QUESTION 15

Once a woman gets a man to commit to her, she usually tries to put him on a "tight leash".



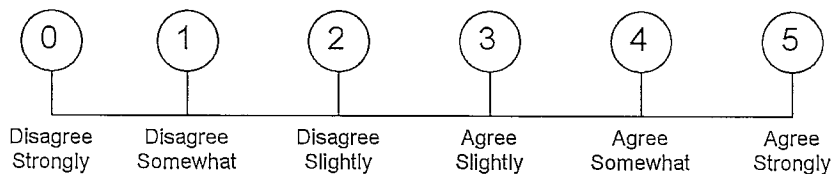
Why did you answer the way you did?

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### QUESTION 16

When women lose to men in a fair competition, they typically complain about being discriminated against.



*Why did you answer the way you did?*

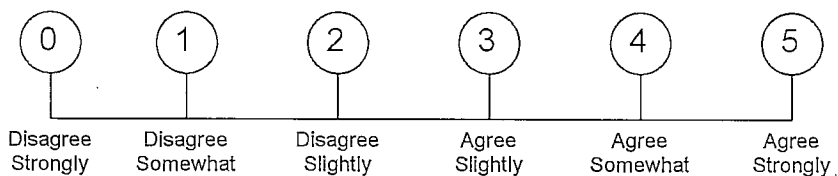
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### QUESTION 17

A good woman should be set on a pedestal by her man.



*Why did you answer the way you did?*

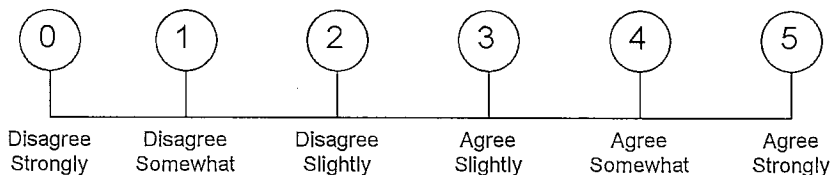
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### QUESTION 18

There are actually very few women who get a kick out of teasing men by seeming sexually available and then refusing male advances.



*Why did you answer the way you did?*

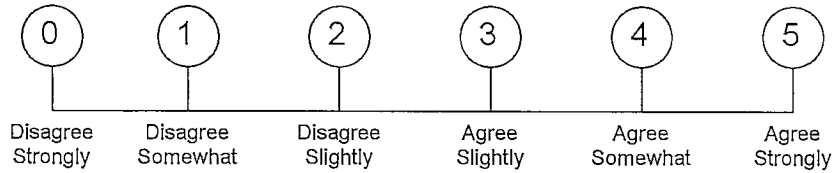
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QUESTION 19

Women, compared to men, tend to have a superior moral sensibility.



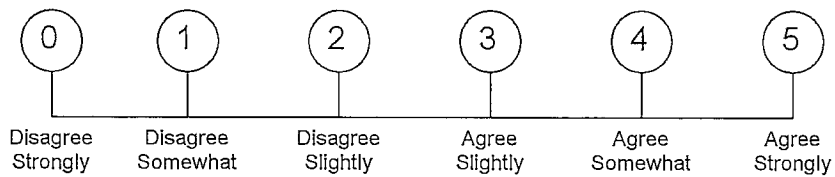
Why did you answer the way you did?

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QUESTION 20

Men should be willing to sacrifice their own well being in order to provide financially for the women in their lives.



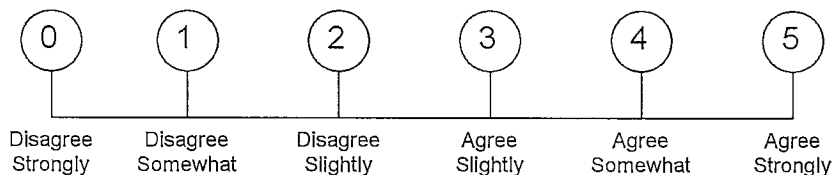
Why did you answer the way you did?

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QUESTION 21

Feminists are making entirely reasonable demands on men.



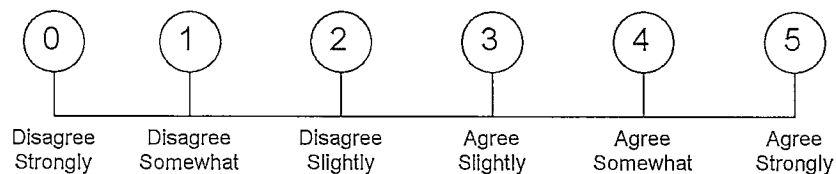
Why did you answer the way you did?

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### QUESTION 22

Women, as compared to men, tend to have a more refined sense of culture and good taste.



*Why did you answer the way you did?*

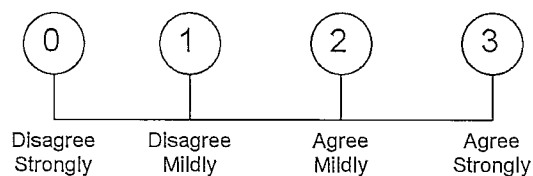
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### QUESTION 23

Swearing and obscenity are more repulsive in the speech of a woman than of a man.



*Why did you answer the way you did?*

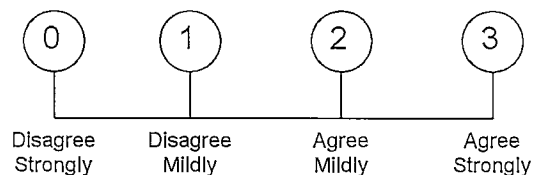
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### QUESTION 24

Women should take increasing responsibility for leadership in solving the intellectual and social problems of the day.



*Why did you answer the way you did?*

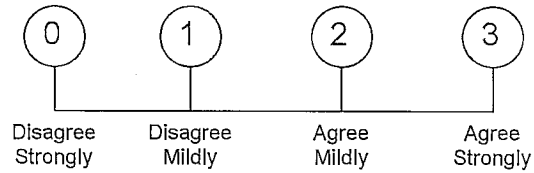
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QUESTION 25

Both husband and wife should be allowed the same grounds for divorce.



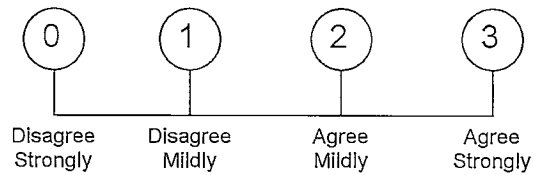
Why did you answer the way you did?

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QUESTION 26

Telling dirty jokes should be mostly be a masculine prerogative.



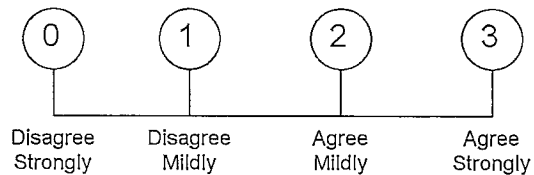
Why did you answer the way you did?

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QUESTION 27

Intoxication among women is worse than intoxication among men.



Why did you answer the way you did?

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### QUESTION 28

Under modern economic conditions with women being active outside the home, men should share in household tasks such as washing dishes and doing the laundry.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 29

It is insulting to women to have the "obey" statement remain in the marriage service.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 30

There should be a strict merit system in job appointment and promotion with regard to sex.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

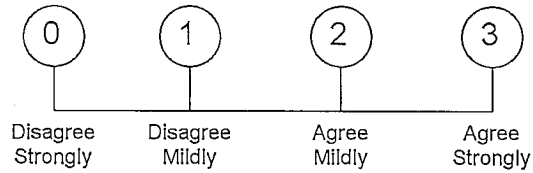
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QUESTION 31

A woman should be as free as a man to propose marriage.



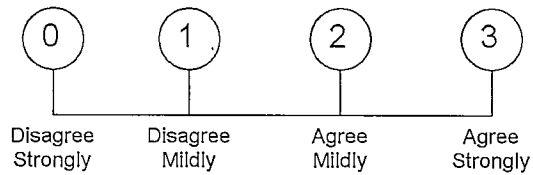
Why did you answer the way you did?

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QUESTION 32

Women should worry less about their rights and more about becoming good wives and mothers.



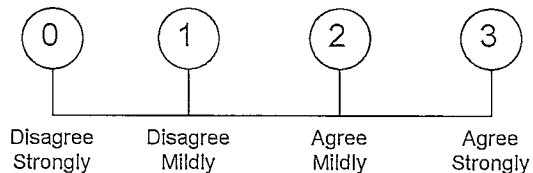
Why did you answer the way you did?

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QUESTION 33

Women earning as much as their dates should bear the expense equally when they go out together.



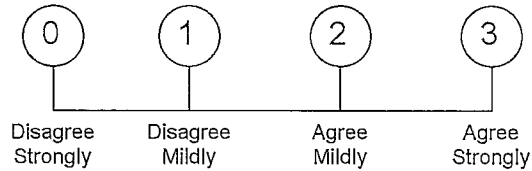
Why did you answer the way you did?

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QUESTION 34

Women should assume their rightful place in business and all the professions along with men.



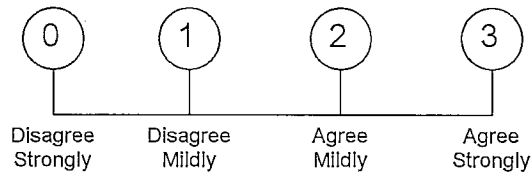
*Why did you answer the way you did?*

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QUESTION 35

A woman should not expect to go to exactly the same places or to have quite the same freedom as a man.



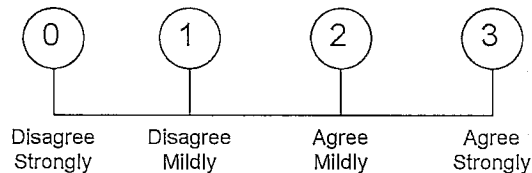
*Why did you answer the way you did?*

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QUESTION 36

Sons in a family should be given more encouragement to go to university than daughters.



*Why did you answer the way you did?*

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### QUESTION 37

It is ridiculous for a woman to run a locomotive and for a man to darn socks.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 38

In general, the father should have greater authority than the mother in the bringing up of children.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 39

Women should be encouraged not to become sexually intimate with anyone before marriage, even their fiancés.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

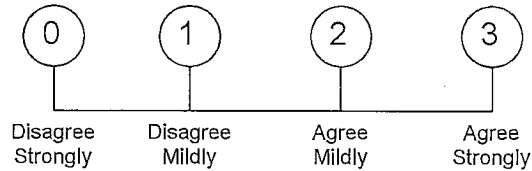
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QUESTION 40

The husband should not be favoured by law over the wife in the disposal of family property or income.



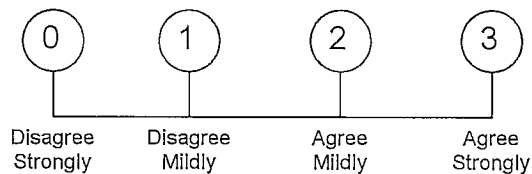
*Why did you answer the way you did?*

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QUESTION 41

Women should be concerned with their duties of childbearing and housekeeping rather than with desires for professional or business careers.



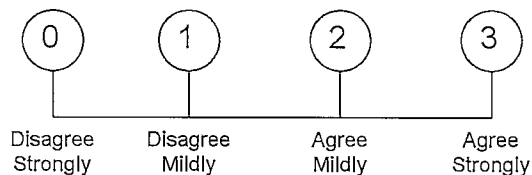
*Why did you answer the way you did?*

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QUESTION 42

The intellectual leadership of a community should be largely in the hands of men.



*Why did you answer the way you did?*

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### QUESTION 43

Economic and social freedom is worth far more to women than acceptance of the ideal of femininity which has been set up by men.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 44

On average, women should be regarded as less capable of contributing to economic production than men.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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### QUESTION 45

There are many jobs in which men should be given preference over women in being hired or promoted.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

*Why did you answer the way you did?*

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QUESTION 46

Women should be given equal opportunity with men for apprenticeships in various trades.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

Why did you answer the way you did?

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QUESTION 47

The modern girl is entitled to the same freedom from regulation and control that is given to the modern boy.

0	1	2	3
Disagree Strongly	Disagree Mildly	Agree Mildly	Agree Strongly

Why did you answer the way you did?

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*Thank you for your participation*

*You can either return this survey in person to the researcher or return it by post. A stamped, addressed A4 sized envelope is attached. Please contact the researcher on 0414 774 119 if your envelope has been lost.*

## APPENDIX 2

## HYPOTHESIS 1 SPSS RESULTS

1. Age  
2. Gender  
3. Largest Race  
4. Sex  
5. Largest Race  
6. Sex  
7. Largest Race

# General Linear Model

## Between-Subjects Factors

	Value Label	N
Profession	1 Counsellor	26
	2 Helping Professional	24

## Descriptive Statistics

	Profession	Mean	Std. Deviation	N
Sexism Inventory	Counsellor	1.1940	.55346	26
	Helping Professional	1.2954	.68830	24
	Total	1.2427	.61748	50
Attitude to Women	Counsellor	68.04	3.693	26
	Helping Professional	65.42	6.871	24
	Total	66.78	5.556	50

## Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	9.277
F	2.953
df1	3
df2	530484.3
Sig.	.031

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+Profession

## Multivariate Tests<sup>b</sup>

Effect		Value	F	Hypothesis df	Error df
Intercept	Pillai's Trace	.997	8690.886 <sup>a</sup>	2.000	47.000
	Wilks' Lambda	.003	8690.886 <sup>a</sup>	2.000	47.000
	Hotelling's Trace	369.825	8690.886 <sup>a</sup>	2.000	47.000
	Roy's Largest Root	369.825	8690.886 <sup>a</sup>	2.000	47.000
Profession	Pillai's Trace	.069	1.738 <sup>a</sup>	2.000	47.000
	Wilks' Lambda	.931	1.738 <sup>a</sup>	2.000	47.000
	Hotelling's Trace	.074	1.738 <sup>a</sup>	2.000	47.000
	Roy's Largest Root	.074	1.738 <sup>a</sup>	2.000	47.000

# Multivariate Tests<sup>b</sup>

Effect		Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.000	.997
	Wilks' Lambda	.000	.997
	Hotelling's Trace	.000	.997
	Roy's Largest Root	.000	.997
Profession	Pillai's Trace	.187	.069
	Wilks' Lambda	.187	.069
	Hotelling's Trace	.187	.069
	Roy's Largest Root	.187	.069

a. Exact statistic

b. Design: Intercept+Profession

## Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Sexism Inventory	.238	1	48	.628
Attitude to Women	2.368	1	48	.130

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+Profession

## Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F
Corrected Model	Sexism Inventory	.128 <sup>a</sup>	1	.128	.332
	Attitude to Women	85.785 <sup>b</sup>	1	85.785	2.886
Intercept	Sexism Inventory	77.341	1	77.341	200.081
	Attitude to Women	222272.185	1	222272.185	7477.645
Profession	Sexism Inventory	.128	1	.128	.332
	Attitude to Women	85.785	1	85.785	2.886
Error	Sexism Inventory	18.554	48	.387	
	Attitude to Women	1426.795	48	29.725	
Total	Sexism Inventory	95.895	50		
	Attitude to Women	224491.000	50		
Corrected Total	Sexism Inventory	18.683	49		
	Attitude to Women	1512.580	49		

# Tests of Between-Subjects Effects

Source	Dependent Variable	Sig.	Partial Eta Squared
Corrected Model	Sexism Inventory	.567	.007
	Attitude to Women	.096	.057
Intercept	Sexism Inventory	.000	.807
	Attitude to Women	.000	.994
Profession	Sexism Inventory	.567	.007
	Attitude to Women	.096	.057
Error	Sexism Inventory		
	Attitude to Women		
Total	Sexism Inventory		
	Attitude to Women		
Corrected Total	Sexism Inventory		
	Attitude to Women		

a. R Squared = .007 (Adjusted R Squared = -.014)

b. R Squared = .057 (Adjusted R Squared = .037)



## APPENDIX 3

## HYPOTHESIS 2 SPSS RESULTS

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98	100.000	100.000
99	100.000	100.000
100	100.000	100.000

the following table shows the results of the dependent variable is a

Design: 100.000

# General Linear Model

## Between-Subjects Factors

	Value Label	N
Gender 1	Male	8
2	Female	42

## Descriptive Statistics

	Gender	Mean	Std. Deviation	N
Attitude to Women	Male	61.88	9.790	8
	Female	67.71	3.865	42
	Total	66.78	5.556	50
Sexism Inventory	Male	1.5452	.77913	8
	Female	1.1850	.57512	42
	Total	1.2427	.61748	50

## Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	16.347
F	4.865
df1	3
df2	1975.507
Sig.	.002

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+Gender

## Multivariate Tests<sup>b</sup>

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.995	4747.120 <sup>a</sup>	2.000	47.000	.00	.995
	Wilks' Lambda	.005	4747.120 <sup>a</sup>	2.000	47.000	.00	.995
	Hotelling's Trace	202.005	4747.120 <sup>a</sup>	2.000	47.000	.00	.995
	Roy's Largest Root	202.005	4747.120 <sup>a</sup>	2.000	47.000	.00	.995
Gender	Pillai's Trace	.156	4.354 <sup>a</sup>	2.000	47.000	.02	.156
	Wilks' Lambda	.844	4.354 <sup>a</sup>	2.000	47.000	.02	.156
	Hotelling's Trace	.185	4.354 <sup>a</sup>	2.000	47.000	.02	.156
	Roy's Largest Root	.185	4.354 <sup>a</sup>	2.000	47.000	.02	.156

a. Exact statistic

b. Design: Intercept+Gender

## Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Attitude to Women	16.684	1	48	.000
Sexism Inventory	1.440	1	48	.236

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+Gender

# Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	Attitude to Women	229.134 <sup>a</sup>	1	229.134	8.569	.005	.151
	Sexism Inventory	.872 <sup>b</sup>	1	.872	2.350	.132	.047
Intercept	Attitude to Women	112851.534	1	112851.534	4220.569	.000	.989
	Sexism Inventory	50.094	1	50.094	135.004	.000	.738
Gender	Attitude to Women	229.134	1	229.134	8.569	.005	.151
	Sexism Inventory	.872	1	.872	2.350	.132	.047
Error	Attitude to Women	1283.446	48	26.738			
	Sexism Inventory	17.811	48	.371			
Total	Attitude to Women	224491.000	50				
	Sexism Inventory	95.895	50				
Corrected Total	Attitude to Women	1512.580	49				
	Sexism Inventory	18.683	49				

a. R Squared = .151 (Adjusted R Squared = .134)

b. R Squared = .047 (Adjusted R Squared = .027)

## APPENDIX 4

### HYPOTHESIS 3 SPSS RESULTS

## General Linear Model

### Between-Subjects Factors

		Value Label	N
S/H	2	Disagree slightly	1
Self	3	Agree slightly	6
Asses	4	Agree Somewhat	22
	5	Agree Strongly	21

### Descriptive Statistics

	S/H Self Asses	Mean	Std. Deviation	N
Attitude to Women	Disagree slightly	68.00	.	1
	Agree slightly	63.50	9.182	6
	Agree Somewhat	66.27	5.426	22
	Agree Strongly	68.19	4.238	21
	Total	66.78	5.556	50
Sexism Inventory	Disagree slightly	1.0000	.	1
	Agree slightly	1.6135	.57836	6
	Agree Somewhat	1.1817	.61446	22
	Agree Strongly	1.2122	.63624	21
	Total	1.2427	.61748	50

### Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	15.018
F	2.245
df1	6
df2	1652.827
Sig.	.037

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+SelfAssSH

### Multivariate Tests<sup>c</sup>

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.990	2123.224 <sup>a</sup>	2.000	45.000	.000	.990
	Wilks' Lambda	.010	2123.224 <sup>a</sup>	2.000	45.000	.000	.990
	Hotelling's Trace	94.365	2123.224 <sup>a</sup>	2.000	45.000	.000	.990
	Roy's Largest Root	94.365	2123.224 <sup>a</sup>	2.000	45.000	.000	.990
SelfAssSH	Pillai's Trace	.121	.985	6.000	92.000	.440	.060
	Wilks' Lambda	.883	.966 <sup>a</sup>	6.000	90.000	.453	.061
	Hotelling's Trace	.129	.947	6.000	88.000	.466	.061
	Roy's Largest Root	.083	1.270 <sup>b</sup>	3.000	46.000	.296	.076

a. Exact statistic

b. The statistic is an upper bound on F that yields a lower bound on the significance level.

c. Design: Intercept+SelfAssSH

### Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Attitude to Women	1.254	3	46	.301
Sexism Inventory	.593	3	46	.623

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+SelfAssSH

### Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	Attitude to Women	113.478 <sup>a</sup>	3	37.826	1.244	.305	.075
	Sexism Inventory	.985 <sup>b</sup>	3	.328	.854	.472	.053
Intercept	Attitude to Women	56151.596	1	56151.596	1846.166	.000	.976
	Sexism Inventory	19.904	1	19.904	51.735	.000	.529
SelfAssSH	Attitude to Women	113.478	3	37.826	1.244	.305	.075
	Sexism Inventory	.985	3	.328	.854	.472	.053
Error	Attitude to Women	1399.102	46	30.415			
	Sexism Inventory	17.697	46	.385			
Total	Attitude to Women	224491.000	50				
	Sexism Inventory	95.895	50				
Corrected Total	Attitude to Women	1512.580	49				
	Sexism Inventory	18.683	49				

a. R Squared = .075 (Adjusted R Squared = .015)

b. R Squared = .053 (Adjusted R Squared = -.009)

## APPENDIX 5

## HYPOTHESIS 4 SPSS RESULTS

# General Linear Model

## Between-Subjects Factors

		Value Label	N
Education	1	Masters	20
	2	Post Graduate	11
	3	Undergraduate	14
	4	Certificate	4
	5	PhD	1

## Descriptive Statistics

	Education	Mean	Std. Deviation	N
Attitude to Women	Masters	67.35	3.856	20
	Post Graduate	69.55	2.770	11
	Undergraduate	63.43	8.262	14
	Certificate	68.25	1.708	4
	PhD	66.00	.	1
	Total	66.78	5.556	50
Sexism Inventory	Masters	1.1772	.62650	20
	Post Graduate	1.0785	.33890	11
	Undergraduate	1.5097	.77818	14
	Certificate	1.1135	.49859	4
	PhD	1.1360	.	1
	Total	1.2427	.61748	50

## Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	27.718
F	2.649
df1	9
df2	932.785
Sig.	.005

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+Education



### Multivariate Tests<sup>c</sup>

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.992	2873.283 <sup>a</sup>	2.000	44.000	.000	.992
	Wilks' Lambda	.008	2873.283 <sup>a</sup>	2.000	44.000	.000	.992
	Hotelling's Trace	130.604	2873.283 <sup>a</sup>	2.000	44.000	.000	.992
	Roy's Largest Root	130.604	2873.283 <sup>a</sup>	2.000	44.000	.000	.992
Education	Pillai's Trace	.176	1.089	8.000	90.000	.378	.088
	Wilks' Lambda	.825	1.114 <sup>a</sup>	8.000	88.000	.362	.092
	Hotelling's Trace	.211	1.136	8.000	86.000	.348	.096
	Roy's Largest Root	.205	2.307 <sup>b</sup>	4.000	45.000	.073	.170

a. Exact statistic

b. The statistic is an upper bound on F that yields a lower bound on the significance level.

c. Design: Intercept+Education

### Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Attitude to Women	3.466	4	45	.015
Sexism Inventory	1.614	4	45	.187

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+Education

### Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	Attitude to Women	257.124 <sup>a</sup>	4	64.281	2.304	.073	.170
	Sexism Inventory	1.459 <sup>b</sup>	4	.365	.953	.443	.078
Intercept	Attitude to Women	76548.517	1	76548.517	2743.771	.000	.984
	Sexism Inventory	24.741	1	24.741	64.639	.000	.590
Education	Attitude to Women	257.124	4	64.281	2.304	.073	.170
	Sexism Inventory	1.459	4	.365	.953	.443	.078
Error	Attitude to Women	1255.456	45	27.899			
	Sexism Inventory	17.224	45	.383			
Total	Attitude to Women	224491.000	50				
	Sexism Inventory	95.895	50				
Corrected Total	Attitude to Women	1512.580	49				
	Sexism Inventory	18.683	49				

a. R Squared = .170 (Adjusted R Squared = .096)

b. R Squared = .078 (Adjusted R Squared = -.004)

## APPENDIX 6

### HYPOTHESIS 5 SPSS RESULTS

Var.

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# General Linear Model

## Between-Subjects Factors

		Value Label	N
Years of Exp	1	1-5 years	23
	2	6-10 years	16
	3	11-20 years	5
	4	20-50 years	6

## Descriptive Statistics

	Years of Exp	Mean	Std. Deviation	N
Attitude to Women	1-5 years	65.52	6.980	23
	6-10 years	67.31	4.270	16
	11-20 years	69.80	3.033	5
	20-50 years	67.67	2.805	6
	Total	66.78	5.556	50
Sexism Inventory	1-5 years	1.3478	.64111	23
	6-10 years	1.3153	.67264	16
	11-20 years	.8092	.35717	5
	20-50 years	1.0073	.38284	6
	Total	1.2427	.61748	50

## Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	14.927
F	1.433
df1	9
df2	1528.707
Sig.	.168

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+Experience

## Multivariate Tests<sup>c</sup>

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.996	5498.390 <sup>a</sup>	2.000	45.000	.000	.996
	Wilks' Lambda	.004	5498.390 <sup>a</sup>	2.000	45.000	.000	.996
	Hotelling's Trace	244.373	5498.390 <sup>a</sup>	2.000	45.000	.000	.996
	Roy's Largest Root	244.373	5498.390 <sup>a</sup>	2.000	45.000	.000	.996
Experience	Pillai's Trace	.119	.971	6.000	92.000	.449	.060
	Wilks' Lambda	.884	.957 <sup>a</sup>	6.000	90.000	.459	.060
	Hotelling's Trace	.128	.942	6.000	88.000	.470	.060
	Roy's Largest Root	.094	1.448 <sup>b</sup>	3.000	46.000	.241	.086

a. Exact statistic

b. The statistic is an upper bound on F that yields a lower bound on the significance level.

c. Design: Intercept+Experience

# Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Attitude to Women	1.059	3	46	.376
Sexism Inventory	1.107	3	46	.356

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+Experience

## Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	Attitude to Women	91.270 <sup>a</sup>	3	30.423	.985	.408	.060
	Sexism Inventory	1.610 <sup>b</sup>	3	.537	1.446	.242	.086
Intercept	Attitude to Women	154582.384	1	154582.384	5002.983	.000	.991
	Sexism Inventory	42.457	1	42.457	114.396	.000	.713
Experience	Attitude to Women	91.270	3	30.423	.985	.408	.060
	Sexism Inventory	1.610	3	.537	1.446	.242	.086
Error	Attitude to Women	1421.310	46	30.898			
	Sexism Inventory	17.072	46	.371			
Total	Attitude to Women	224491.000	50				
	Sexism Inventory	95.895	50				
Corrected Total	Attitude to Women	1512.580	49				
	Sexism Inventory	18.683	49				

a. R Squared = .060 (Adjusted R Squared = -.001)

b. R Squared = .086 (Adjusted R Squared = .027)

## APPENDIX 7

## HYPOTHESIS 6 SPSS RESULTS

# General Linear Model

## Between-Subjects Factors

	Value Label	N
Marital Status	1 Single	3
	2 Boyfriend/Girlfriend	6
	3 Defacto	7
	4 Married	27
	6 Divorced	6
	7 Same Sex Relationship	1

## Descriptive Statistics

	Marital Status	Mean	Std. Deviation	N
Attitude to Women	Single	68.67	5.033	3
	Boyfriend/Girlfriend	66.17	10.420	6
	Defacto	65.57	8.522	7
	Married	67.52	3.545	27
	Divorced	64.33	4.033	6
	Same Sex Relationship	68.00	.	1
	Total	66.78	5.556	50
Sexism Inventory	Single	1.0150	.66228	3
	Boyfriend/Girlfriend	1.3562	.69258	6
	Defacto	1.4351	.63670	7
	Married	1.0959	.60052	27
	Divorced	1.6137	.55570	6
	Same Sex Relationship	1.6360	.	1
	Total	1.2427	.61748	50

## Box's Test of Equality of Covariance Matrices<sup>a</sup>

Box's M	36.999
F	2.424
df1	12
df2	648.273
Sig.	.004

Tests the null hypothesis that the observed covariance matrices of the dependent variables are equal across groups.

a. Design: Intercept+Marital

### Multivariate Tests<sup>c</sup>

Effect		Value	F	Hypothesis df	Error df	Sig.	Partial Eta Squared
Intercept	Pillai's Trace	.993	3057.485 <sup>a</sup>	2.000	43.000	.000	.993
	Wilks' Lambda	.007	3057.485 <sup>a</sup>	2.000	43.000	.000	.993
	Hotelling's Trace	142.209	3057.485 <sup>a</sup>	2.000	43.000	.000	.993
	Roy's Largest Root	142.209	3057.485 <sup>a</sup>	2.000	43.000	.000	.993
Marital	Pillai's Trace	.129	.605	10.000	88.000	.806	.064
	Wilks' Lambda	.873	.603 <sup>a</sup>	10.000	86.000	.808	.065
	Hotelling's Trace	.143	.600	10.000	84.000	.810	.067
	Roy's Largest Root	.125	1.104 <sup>b</sup>	5.000	44.000	.372	.111

a. Exact statistic

b. The statistic is an upper bound on F that yields a lower bound on the significance level.

c. Design: Intercept+Marital

### Levene's Test of Equality of Error Variances<sup>a</sup>

	F	df1	df2	Sig.
Attitude to Women	1.809	5	44	.131
Sexism Inventory	.280	5	44	.922

Tests the null hypothesis that the error variance of the dependent variable is equal across groups.

a. Design: Intercept+Marital

### Tests of Between-Subjects Effects

Source	Dependent Variable	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared
Corrected Model	Attitude to Women	75.292 <sup>a</sup>	5	15.058	.461	.803	.050
	Sexism Inventory	2.055 <sup>b</sup>	5	.411	1.087	.381	.110
Intercept	Attitude to Women	86758.775	1	86758.775	2655.964	.000	.984
	Sexism Inventory	35.987	1	35.987	95.226	.000	.684
Marital	Attitude to Women	75.292	5	15.058	.461	.803	.050
	Sexism Inventory	2.055	5	.411	1.087	.381	.110
Error	Attitude to Women	1437.288	44	32.666			
	Sexism Inventory	16.628	44	.378			
Total	Attitude to Women	224491.000	50				
	Sexism Inventory	95.895	50				
Corrected Total	Attitude to Women	1512.580	49				
	Sexism Inventory	18.683	49				

a. R Squared = .050 (Adjusted R Squared = -.058)

b. R Squared = .110 (Adjusted R Squared = .009)