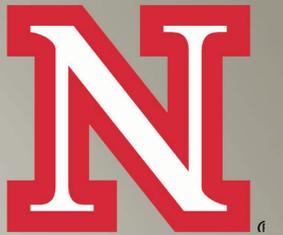




The Effects of Objectification, Perspective, and Coping Knowledge on Sexual Harassment and Performance in Work Contexts

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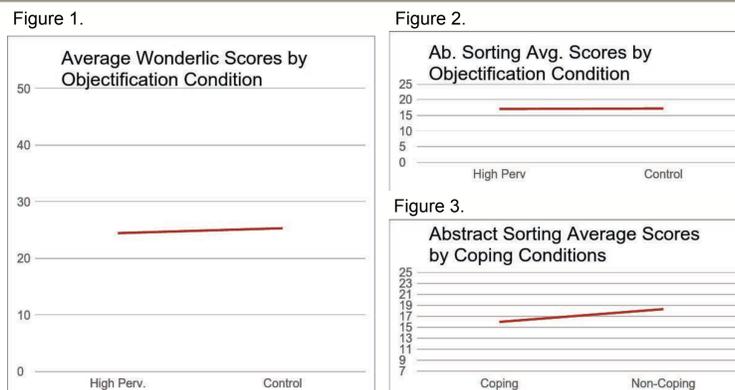
Introduction

- **Objectification Theory** (Fredrickson & Roberts, 1997)
 - “The most subtle and deniable way sexualized evaluation is enacted-and arguably the most ubiquitous-is through gaze, or visual inspection of the body.”
- **How did a gaze from the opposite gender affect math performance?** (Gervais, Vescio, & Allen, 2011)
 - A confederate of opposite sex would give an objectifying gaze for 3-5 seconds to participants as they were asked to complete math assessments.
 - Females receiving a gaze lowered math scores.
 - Males receiving a gaze did not lower performance.
- **Weiner, Gervais, Allen, and Marquez (2012)**
 - Combined with concepts from Weiner & Hurtle (1999, 2000, 2002, 2004) and from Gervais et. al (2011)
- **Weiner et. al (2012) anticipated:**
 - Predictors and Observers would report higher levels of performance decrements, and higher levels of sexual harassment than reported by the actual Experiencers.
- **They found their hypotheses to be correct.**
 - More pronounced in predictors than observers
- **But what about coping?**

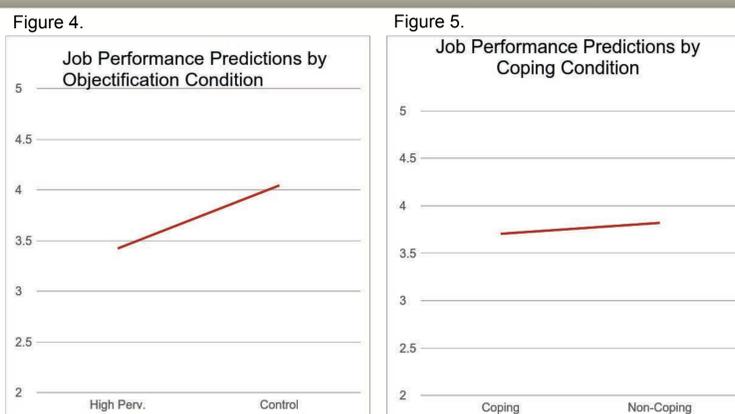
Methods

- **Experiencer**
 - Staged interview with trained confederates
 - Interaction was scripted and recorded on video
 - Told them we were assessing their ability to perform a work-related task
 - Would receive gazes from 3 male confederates
 - Completed Wonderlic assessment, an unscored creative assessment, and sorted research abstracts.
 - Completed questionnaires about the experience:
 - How they felt
 - How a reasonable person would view the interaction
- **Predictors/Observers**
 - Read a vignette describing the interview process (Predictors),
 - Or watched the video recordings (Observers).
 - Were then asked...
 - How the interviewee would perform on tasks following the interview?
 - If the encounter was sexually harassing from 3 perspectives:
 - Reasonable Person, Self, Actor
- **Design: 3 x 2 x 2**
 - Predictors, Observers, Experiencers
 - Coping vs. Non-Coping conditioning
 - Objectification vs. No objectification

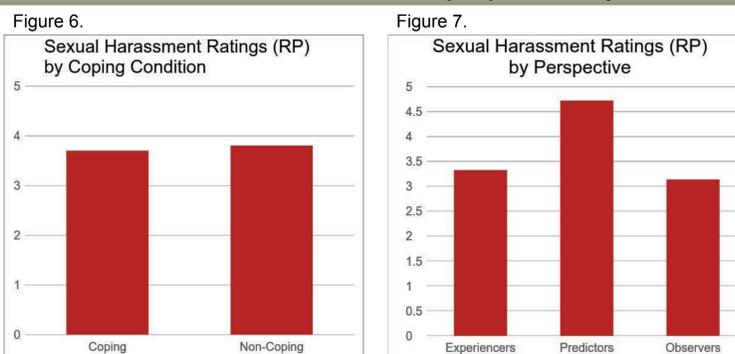
Performance Measures from Experiencers



Job Performance Prediction Measures (Predictors/Observers)



Sexual Harassment Measures (RP) All Perspectives



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Results

- **Performance**
 - No effect with objectification in Experiencers for both:
 - Wonderlic Performance (Figure 1)
 - $F(1, 60) = .248, p = .620$
 - Abstract Sorting (Figure 2)
 - $F(1, 60) = .019, p = .890$
 - Effect for coping in Experiencers:
 - Abstract Sorting (Figure 3)
 - $F(1, 60) = 4.436, p = .040$
 - Predictors and Observers predicted stronger performance decrements by condition (Figures 4, 5).
 - No effect with coping conditions except in Actor Work Performance Measures
 - Perspectives/Coping Relationship
 - $F(1, 213) = 3.543, p = .061$
- **Harassment**
 - No effect between harassment and coping conditions (Figure 6)
 - $F(1, 270) = .206, p = .651$
 - Except in Perspectives/Coping relationships
 - Predictors and observers rated higher on the sexual harassment reports depending on conditions.
 - In all three measures (Actor, Reasonable Person–Figure 7, Self)
 - $F(1, 270) = .90190, p = .000$
- **Predictors**
 - Gave higher ratings for performance decrements and sexual harassment.

Discussion

- **Performance was not affected by objectification.**
 - But perhaps by coping?
 - Differs from findings in Gervais et. al (2011)
 - Consistent with Weiner et. al (2012)
- **Coping had no significant effects.**
 - Except:
 - Abstract Sorting
 - Actor Prediction Surveys
 - Possible that it may have an effect, though not strongly correlated in this study
- **Benevolent Sexism**
 - Those high in Benevolent Sexism may perform better than those who would rate lower (Glick & Fiske, 1996).
- **So while performance overall may not be affected, individual differences may be found.**
- **Further research is currently being done to examine these effects.**