The Sex-Based Harassment Inventory:

A Gender Status Threat Measure of Sex-Based Harassment Intentions

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Abstract

We introduce a new inventory measuring sex-based harassment intentions and threat perceptions grounded in gender status threat theories (Berdahl, 2007; Stephan et al., 2016). In Study 1 (N = 568 men), an initial Sex-Based Harassment Inventory (SBHI) was developed with 12 scenarios depicting gender status threats to which respondents rated the likelihood to engage in gender harassment, unwanted sexual attention, supportive conduct, and their perceptions of threat. The final version of the SBHI contained six scenarios with four items each. Gender harassment and unwanted sexual attention intentions loaded on a single, reliable factor, labeled harassment intentions. Two other factors measured threat perceptions and supportive behavior intentions. harassment intentions correlated significantly with threat perceptions, likelihood to sexually harass (Pryor, 1987), hostile and benevolent sexism (Glick & Fiske, 1996), and masculine identification (Glick et al., 2015). In Study 2 (N = 391 men), a non-threat version of the SBHI was compared to the threat version. Threat perceptions mediated the effect of scenario version on harassment intentions, which was stronger at moderate to high levels of hostile sexism and social dominance orientation. Thus, the final version of the SBHI presents promising initial evidence linking sex-based harassment intentions to gender status threat, consistent with Berdahl's (2007) theory.

Keywords: sexual harassment; sex-based harassment; masculinity threat; status; measurement; perpetrators; hostile sexism; social dominance orientation

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A large body of literature has examined the nature of sexual harassment (now referred to as sex-based harassment) and the effects of such experiences on individuals (Fitzgerald et al., 1997; Willness et al., 2007), groups and teams (Glomb et al., 1997; Raver & Gelfand, 2005), and organizations (Sierra et al., 2008); however, we know relatively little about the characteristics of people who engage in sex-based harassment, particularly gender harassment (Page et al., 2016). Much of what we know on perpetrator proclivities has focused on less prevalent forms of sex-based harassment – quid pro quo (also known as sexual coercion; e.g., Pryor, 1987) and unwanted sexual attention (e.g., Williams et al., 2017). Gender harassment, defined as verbal and nonverbal behaviors and attitudes that are hostile and demeaning based on a person's gender (Fitzgerald et al., 1995), is "undeniably the most widespread form of sexual harassment" (Fitzgerald & Cortina, 2018, p. 27) and is associated with many forms of harm (i.e., Langhout et al., 2005; Leskinen et al., 2011; Sojo, et al., 2016), including job withdrawal and decreased psychological well-being. Thus, advances in understanding how different forms of sex-based harassment operate and how to intervene requires a comprehensive, theoretically grounded measure of proclivity, which is the aim of this study.

Leading scholars recently challenged researchers to address "what [target], in what situation, by what individual, involving what type of behavior" simultaneously in their studies (Fitzgerald & Cortina, 2018, p. 28). We aim to address this challenge by creating a measure of sex-based harassment intentions that measures both gender harassment and unwanted sexual attention intentions, as well as measures of threat perceptions and supportive intentions titled the Sex-Based Harassment Inventory (SBHI). The assessment of these intentions and threat

perceptions is theoretically grounded in status and intergroup threat theories (Berdahl, 2007, Branscombe et al., 1999; Stephan & Stephan, 2000). Furthermore, the inventory is practical because it does not require a laboratory setting (e.g., Dall'Ara & Maass, 1999). After a brief review of what we know about sex-based harassment perpetration, we introduce status threat and intergroup threat theories as organizing frameworks for measuring the likelihood of perpetrating sex-based harassment.

Sex-Based Harassment Motives

Lim and Cortina (2005) characterized unwanted sexual attention and sexual coercion as unreciprocated, offensive attempts to extract sexual cooperation, whereas gender harassment typically involves gender-related insults and slurs or displays of crude sexual behavior in response to behaviors that violate a gender ideal (see also Fitzgerald et al., 1995; Leskinen et al., 2011). Both sexual coercion and unwanted sexual attention represent "come-on" (Fitzgerald et al., 1995) or approach forms of sex-based harassment (Stockdale, 2005), whereas gender harassment represents "put-down" (Fitzgerald et al., 1995) or rejection forms of harassment (Stockdale, 2005). Approach-based harassment does not necessarily imply romantic intent, rather initiators of such acts appear to want to extract sexual cooperation from others. Gender harassment perpetrators, however, appear to want to punish their targets through sex-based insults and slurs. Berdahl (2007) argued that all forms of sex-based harassment are motivated by threats to one's status in the gender hierarchy, regardless of the gender of the target or initiator. For example, gender harassing acts hurl sex-based insults toward threat targets. Unwanted sexual attention, as well as sexual coercion, serve to objectify, humiliate, and diffuse threat targets. Berdahl's (2007) theory on threats to one's standing in the gender hierarchy, therefore, serves as a conceptual foundation for developing a self-report measure of intentions to engage in both

approach (unwanted sexual attention) and rejection (gender harassment) sex-based harassment. To date, no known work has explored how perpetrators' proclivities to engage in either rejection-based or approach-based forms of sex-based harassment are motivated by gender status threat. We present a new self-report measure that is grounded in gender status threat theory, which we hope will advance research on harassment perpetration and interventions to curtail it.

Measuring Sex-Based Harassment Behavior and Intentions

Existing methods of assessing sex-based harassment perpetration include behavioral observation methods and self-report measures. Although they each have strengths, they also have weaknesses. Maass and colleagues developed the computer-based harassment paradigm that behaviorally measures gender harassment (Dall'Ara & Maass, 1999; Maass et al. 2003). In this paradigm, male participants are led to believe that they are interacting with a female partner through a computer interface. Focal participants can send harassing content or messages, such as pornography or sexist jokes, to their partner. Their research found that participants were more likely to send such content to their partners when led to believe that the female had threatened the participant's standing in the gender hierarchy, such as the partner identifying as a feminist (Dall'Ara & Maass, 1999; Maass et al., 2003; see also Siebler et al., 2008). The computer-based harassment paradigm is grounded in masculinity threat and measures rejection motives via gender harassment. However, it does not measure approach-driven harassment. Moreover, it requires laboratory resources, which limits its use.

Existing self-report measures of sex-based harassment proclivities include the Likelihood to Sexually Harass scale (LSH; Pryor, 1987), the Sexual Harassment Proclivity Index (Bingham & Burleson, 1996), the Sexual Harassment Proclivities scale (Bartling & Eisenman, 1993), and more recently the Workplace Crush Scenario (WCS; Williams et al., 2017). The LSH has

produced the most prolific body of research on harassment tendencies, yet it is grounded in the least prevalent form of sex-based harassment - quid pro quo or sexual coercion. WCS measures the likelihood of engaging in unwanted sexual attention, which is more common than sexual coercion, but it does not measure the most common form of harassment, gender harassment (Fitzgerald et al., 1995; National Academies of Sciences, Engineering, and Medicine, 2018).

Theoretical underpinnings of the Sex-Based Harassment Inventory

To address the shortcomings of existing methods and measures of assessing sex-based harassment perpetration and to developed a theoretically comprehensive measure, we identified and elaborated on Berdahl's (2007) theory that all forms of sex-based harassment are based on the desire to protect or enhance one's standing in the gender hierarchy. Consistent with this theory, threats to one's standing in the gender hierarchy forms the basis of our new self-report measure of sex-based harassment intentions. In articulating such threats, Berdahl elaborated on Branscombe et al.'s (1999) social identity threat theory which identified four types of threats to one's social identity: acceptance threat, distinctive threat, categorization threat, and social identity value threat (also known as derogation threat). We added sources of threat described by intergroup threat theory (Stephan et al., 2016), specifically realistic and symbolic threat, which addresses threats that arise from prejudice toward outgroups and their members. Intergroup threat theory more directly addresses the multifaceted nature of intergroup animus (Stephan et al., 2000) as it pertains to attitudes and behaviors fostered through perceived threat between social groups (e.g., Stephan & Renfro, 2002). Both theories identify these sources of threats as potential catalysts for harmful behavior to dismantle the perceived source of threat. Indeed, workplaces that have leaders and/or environments encouraging masculine ideals or norms at work, such as competing with others and showing no weakness (Berdahl et al., 2018), are

associated with higher sex-based harassment incidences including male-on-female and male-on-male harassment (Glick et al., 2018). In such contexts, masculine characteristics are seen as rewarding of more status, power, and privilege. We coin the term gender status threat to reflect the unification of these theories of status threat in the context of sex-based harassment. Thus, we propose that sex-based harassment is motivated by threats to one's position in the gender hierarchy articulated by Berdahl (2007) and Branscombe et al. (1999) and by intergroup status threats articulated by Stephen et al. (2000).

For male-identified individuals, *acceptance threat* arises from insults toward a man's (lack of) masculinity, which threatens his status as a man by suggesting he is not accepted as a good exemplar of a man. *Derogation threat* arises when a man perceives his (cisgender, heterosexual) male social category has been derided. In the case of *distinctiveness threat,* a man believes the lines between men and women are being blurred, such as encountering a woman exhibiting masculine characteristics or another man exhibiting feminine characteristics. With *categorization threat,* a man may believe he is being placed in a feminine category against his will, such as when someone implies that he should "man up." *Realistic threat* is triggered when one feels privileged or when coveted resources normally associated with their in-group or social category, such as a job promotion or leadership initiatives, are inequitably distributed in favor of an outgroup. Finally, *symbolic threat* arises when values and worldviews shared by in-group members are challenged, such as when patriarchal or masculine values are confronted. In general, when perceiving threat, men may initiate gender harassment or unwanted sexual attention to maintain superiority in the gender hierarchy and to feel reaffirmed in their position as being powerful and privileged.

It is important to note that these threats are not mutually exclusive. More than one threat may occur simultaneously to motivate sex-based harassment in a given situation (Berdahl, 2007; Stephan et al., 2016). For example, a woman who outperforms a man in a traditionally masculine domain (e.g., business leadership) may be perceived as an acceptance threat (one's manhood is threatened), a derogation threat (an insult to masculinity), and/or a realistic threat (loss of access to powerful positions).

Present Research

In sum, gender status threat is manifested in a variety of ways to influence men's intentions to engage in sex-based harassment. The goal of the current research is to develop and validate a new behavioral self-report measure of sex-based harassment intentions, grounded in gender status threat theories to advance research on sex-based harassment perpetration. Our measure, the Sex-Based Harassment Intentions (SBHI) Inventory, is structured like Pryor's (1987) LSH measure as a scenario-based instrument in which participants read a scenario and then rate how they would behave in each scenario. Our measure differs in that the scenarios are grounded in gender status threats, and it measures more common forms of sex-based harassment (gender harassment and unwanted sexual attention), whereas the LSH measures the less common form of sexual coercion harassment.

Gender status threats give rise to gender harassment, more so than unwanted sexual attention, because of its clear emphasis on derogation and rejection. However, Berdahl (2007) argued that unwanted sexual attention serves to objectify targets, which may be another way of responding to gender status threats. As a result, the SBHI is designed to measure both gender harassment and unwanted sexual attention intentions, although we expected to find a pattern of discriminant validity between these intentions (albeit correlated).

We conducted two studies to develop and evaluate the SBHI. The first study focused on instrument development, structure confirmation, and psychometric evaluation. The second study further assessed the inventory's psychometric properties (reliability, convergent validity, and predictive validity), and tested theoretical hypotheses regarding intentions to engage in sex-based harassment. For both studies, men were the focal population for this version of the instrument because they are the most common perpetrator of sex-based harassment (Fitzgerald & Cortina, 2017; National Academies of Sciences, Engineering and Medicine, 2018). We posit that men's gender status threat correlates with their intentions to engage in sex-based harassment. Sex-based harassment serves to protect or enhance one's status in the gender hierarchy by derogating, punishing, and objectifying those who threaten that status (Berdahl, 2007). Gender status threats take various forms, which can overlap.

Study 1: Instrument Development and Initial Validation

Overview

Given the literature on status-threat theories articulated by Berdahl (2007) and Stephen et al. (2016) in which gender harassment (and to a lesser extent, unwanted sexual attention) is motivated by gender status threats, we sought to create scenarios designed to elicit such threats (Berdahl, 2007; Maass et al., 2003; Stephan et al., 2000; Uggen & Blackstone, 2004). The inventory instructed participants to imagine them being the focal male in each scenario and then to respond to follow-up items measuring four constructs: gender harassment intentions, unwanted sexual attention intentions, supportive intentions, and threat perceptions. Items assessing *gender harassment intentions* (e.g., sexist remarks and sexually crude or offensive behaviors) and *unwanted sexual attention intentions* (e.g., repeated requests for dates, sexual ogling, and sexual touching) were derived from previous research on these forms of sex-based

harassment (Berdahl et al., 1996; Fitzgerald et al., 1995; Fitzgerald et al., 1999; cf. Leskinen et al., 2011). Items measuring *supportive intentions* assessed participants' intentions to engage in context-appropriate behavior, such as intentions to work overtime with the target to finish a quarterly report. The supportive intention items served two purposes. First, they could distract participants from discerning the purpose of the instrument. Pryor (1987) included similar items in the LSH measure. Second, they could be used to assess discriminant validity. *Threat perception* items were developed to confirm that the scenarios heightened participants' perceptions of threats to the gender status hierarchy. In Study 2, threat perceptions were also tested as a mediating variable between threat versions of the scenarios and intentions to engage in sex-based harassment compared to non-threatening versions. We expected that responses to both the gender harassment and unwanted sexual attention intention items would be correlated, but load onto different factors given the distinction between rejection and approach harassment motives. We expected both forms harassment intentions would correlate with threat perceptions. Finally, we expected supportive intentions to be unrelated to sex-based harassment intentions, given that appropriate or supportive behaviors would not be motivated by gender status threat.

Thus, we hypothesized:

H1: A four-factor structure capturing the dimensions of gender harassment, unwanted sexual attention, supportive intentions, and threat perceptions would best fit the responses to the rating scales across the scenarios.

H2: Subscales measuring gender harassment and unwanted sexual attention intentions would correlate significantly with threat perceptions, but supportive intentions would not be significantly or positively related to threat or sex-based harassment intentions.

Individual differences in responses to gender hierarchy threat

Research has established that people who harbor a constellation of sexist, aggressive beliefs and personality characteristics are more likely to engage in harassment when provoked or when the situation provides cover (DeCoster et al., 1999; Diehl et al, 2012; Lonsway et al., 2008; Page et al., 2016; Pryor, 1987; Pryor et al., 1993). These characteristics include endorsement of hostile sexism, and less so benevolent sexism (O'Connor et al., 2004; Ohse & Stockdale, 2008; Wiener & Hurt, 2000; Wiener et al, 1997; Wiener et al., 2010). Hostile sexism is rooted in antipathy toward women and such attitudes have been linked to behaviors that create a hostile work environment for women (Glick & Fiske, 1996). However, benevolent sexism is rooted in mixed stereotypes about women that represent a positive, albeit harmful attitude toward women, such as women being kind and caring, but not competent. Hostile sexism, but not benevolent sexism, predicts tolerance of sex-based harassment (Russell & Trigg, 2004). Additionally, hostile sexism, but not benevolent sexism, is associated with moral disengagement when confronted with a hostile work environment (Page et al., 2016). That is, men with strong hostile sexist attitudes justify their harassment toward women because they do not engage in moral reasoning toward women. Therefore, we hypothesized that gender harassment and unwanted sexual attention intentions would correlate with hostile sexism, but not benevolent sexism.

Furthermore, the strength of men's identification with the male gender role is associated with endorsement of traditional gender roles (Glick et al., 2015); therefore, we reasoned those men with stronger masculine identification would exhibit sex-based harassment intentions when men's traditional gender roles and associated statuses are threatened. Finally, we expected gender harassment and unwanted sexual attention would correlate with Pryor's LSH scale (1987) because it is another measure of sex-based harassment intentions with a similar nomological network.

In summary, we hypothesized that responses to the subscales measuring intentions to engage in gender harassment and unwanted sexual attention, as well as perceptions of threat would be associated with measures of hostile sexism, masculine identification, and with the LSH (Pryor, 1987).

H3: Gender harassment, unwanted sexual attention, and threat perceptions will correlate positively with hostile sexism, masculine identification, and LSH.

Method

SBHI Scenarios and Item Development

Like the LSH, we designed the SBHI to be a scenario-based measure, which would allow participants to see themselves in various situations that depict gender status threat. With the anticipation that the SBHI would ultimately contain six scenarios depicting the six forms of gender status threat described above (alone or in combination), we created an initial set of twelve scenarios from which the best six scenarios with associated items measuring our constructs could be extracted based on both psychometric and content validity evidence. Two subject-matter experts (SMEs) with over twenty years' experience in the sex-based harassment field, one of whom was the last author of this paper, provided feedback about scenario development and its content validity in line with our set of threats.

The structure of the initial SBHI is shown in Figure 1. An initial item pool of 144 items was generated to reflect our four constructs: gender harassment intentions, unwanted sexual attention intentions, supportive intentions, and perceived threat. Each scenario contained three items for each construct that were specific to each of the 12 scenarios. For the sex-based harassment-related items, previous scales measuring sexual harassment experiences were reviewed to generate the items. Specifically, items from the Sexual Experiences Questionnaire, Department of Defense version (SEQ-DoD; Fitzgerald et al., 1999), the Sexual Harassment of

Men scale (Waldo et al., 1998), and the WCS (Williams et al., 2017) were modified to assess intentions to engage gender harassment and unwanted sexual attention. Behavioral intention items, or "behavioriod" measurement, is an acceptable substitute for measuring actual behavior (Aronson & Carlsmith, 1968, Fishbein, 1973). Behavioriod measures of supportive intentions were modeled after similar items in the LSH (Pryor, 1987; e.g., "ask Shanice to mentor you so that you can become a better agent"). Threat perception items were derived from definitions of gender status threats described above (e.g., "feel like you're being devalued as a man") as well as more general assessments of threat (e.g., "feel bothered if this happened to you"). After reading each scenario when imagining being a man in the situation, participants were asked to report the likelihood they would engage in three types of behaviors: gender harassment behavior, unwanted sexual attention behavior, supportive behavior; and they rated how threatened they would feel in the situation. Each response was recorded on 5-point response scales ranging from (1) *not at all likely* to (5) *extremely likely*.

In addition, we varied characteristics of the presumed target by using names that are common among White, Anglo-Saxon women (e.g., Melanie, Jenn, Amy), Black women (e.g., Shanice, Aliyah), Latina women (e.g., Sophia, Isabella), Asian-American women (e.g., Chloe), and we included scenarios where men were the presumed target and used names that varied in ethnicity (e.g., Feng, Jackson, Aiyden). These names are common among different racial-ethnic groups in the United States (see https://www.babycenter.com/). The purpose of using names that are commonly associated with specific gender and racial groups was to make the scenarios more inclusive and representative of the domain of sex-based harassment targets. In one scenario we used "they" pronouns to leave the gender of the target ambiguous.

An example of an SBHI scenario tapping a combination of threats and one of each of the four types of ratings is provided below:

> Melanie is one of your direct reports at a midsized insurance company. Many have noted that Melanie does not dress very femininely. She wears loosely fitted suits, no make-up, and cuts her hair very short. A few of your fellow supervisors have asked Melanie why she doesn't dress like other women. She has been overheard saying "someone needs to show this company who wears the pants around here and it might as well be me."
>
> If you were in this scenario, how likely would you:
>
> 1. work overtime with Melanie to finish a quarterly report? (supportive)
> 2. make jokes about women, even when Melanie is present? (gender harassment)
> 3. stare at Melanie's chest, assuming you fear no reprisals on your job? (unwanted sexual attention)
> 4. feel bothered by women like Melanie? (threat)

See Supplement A in the online supplement for a list of all twelve scenarios and the initial set of items.

Participants and Procedure

Data for Study 1 were collected in two waves using the Qualtrics^{XM} survey platform (Qualtrics, Provo, UT). In the first wave, participants completed the 12-scenario SBHI and demographic items. To reduce survey fatigue, participants were randomly assigned to one of six counterbalanced sets of six scenarios using a Latin square design. These scenarios asked the participants to imagine themselves being the central actor in the scenario and to rate the extent to which they would engage in various behaviors toward a possible target (e.g., a woman or man in the scenario). After completing this portion of the study, participants were compensated $0.50 for their participation. The second wave of the study became available for participants one week after completion of the first wave where they completed the validation measures. After

completing this portion of the survey, they were debriefed and compensated an additional $.50. Our university's Institutional Review Board approved the study prior to data collection.

Using an a-priori sample size calculator for structural equation models (Soper, 2022) indicated a sample of 342 participants would be sufficient for the following parameters: a small-to-medium effect size, power of .80, alpha level of .05, and a model containing four latent variables with 24 total observed variables. Anticipating attrition between sample waves and data quality issues, we recruited 612 US adult men for the first wave from Amazon's Mechanical Turk through CloudResearch®, which manages filtering and batch processing (Litman et al., 2017). We removed those who failed quality control checks leaving us with 568 men. The average age of our sample was 34.6 (*SD* = 11.2) years of age. Most of our sample identified as White (356; 63%), followed by Asian or Asian American (68; 12%), Black or African American (53; 9%), Latino (41; 7%), American Indian or Alaskan Native (8; 1%), with 37 (7%) identifying with more than one race/ethnicity, and five (1%) identifying another way. Most of our sample identified as heterosexual (508; 89.4%), followed by bisexual (34; 6.0%), or gay (23; 4.0%), with three (< 1.0%) participants responding as other sexual orientation (one person did not disclose their sexual orientation). Finally, most of our sample reported being employed full time, working at least 30 or more hours a week (347; 61%), followed by 115 (20%) participants reporting they worked part time or less than 30 hours a week, and 106 (19%) participants reporting they were not employed currently.

Participants who completed the first wave were invited to complete the second wave one week later (N=369). The mean age was 35.64 (*SD* = 11.79), with 224 (61%) identifying as White, 48 (13%) as Asian, 41 (11%) as Black, and 28 (8%) as Latinx, five (1%) as American Indian or Alaskan Native, 20 (5%) identifying with more than one race/ethnicity, and three (1%)

identifying in another way. A chi-square goodness-of-fit test on the distribution of race/ethnicity characteristics across the two waves was not significant, χ^2 (6) = 1.54, p = .957. In addition, 334 (90%) identified as heterosexual; and the distribution of sexual orientation did not differ from the first wave sample, χ^2 (3) = 0.27, p = .966; nor did the distribution of employment status, χ^2 (2) = .49, p = .783.

Measures

Hostile and Benevolent Sexism. We measured hostile and benevolent sexist attitudes with Glick and Fiske's (1996) Ambivalent Sexism Inventory. The inventory asked participants to read 22 statements (11 hostile items, e.g., "Women are too easily offended" and 11 benevolent items, e.g., "Every man ought to have a woman whom he adores") and rate their level of agreement with each statement on a 6-point scale from (1) *disagree strongly* to (6) *agree strongly*. Three items from each subscale were reverse coded. Total scores on each subscale were calculated by computing the average of all item scores within the respective subscale, with higher scores indicating higher endorsement of sexist attitudes. Glick and Fiske (1996) reported internal consistency reliabilities (Cronbach's α) of .73 to .85 for benevolent sexism and .83 to .92 for hostile sexism. Alphas (α) were .83 (benevolent sexism) and .89 (hostile sexism) in the present study.

Masculine Identification. We used the Masculine Identification scale that Glick et al. (2015) adapted to assess identification as a man and with masculinity. Participants rated their level of agreement with five statements, e.g., "I identify with other men" on a 5-point scale ranging from (1) *strongly disagree* to (5) *strongly agree*. Total scores on each subscale were calculated by computing the average of all item scores, with higher scores indicating greater

endorsement of personal masculine identification. Glick et al. (2015) reported a Cronbach α of .94. In the current study, Cronbach's α was .88.

Likelihood to Sexually Harass (LSH). We included a shortened version of Pryor's (1987) LSH scale (Scenarios 5, 6, 8, and 10) to reduce survey fatigue and has been used in previous research (Stockdale et al., 2020). It is a scenario-based measure that describes participants in positions of power over a less powerful person of another sex. After reading the scenario, participants are presented with three behavior items, one of which refers to a quid pro quo sexual harassment behavior requesting a sexual favor in exchange for a job or academic consequence, e.g., "Assuming that you are unafraid of possible reprisals, would you offer to let Amy keep her job in return for sexual favors?" The other two behaviors are filler behaviors that are not computed in the final measurement. Participants were asked to report the likelihood they would engage in each behavior on a 5-point scale ranging from (1) *not at all likely* to (5) *very likely*. Scores are computed by averaging the ratings of the four total quid pro quo likelihood items, one from each of the four scenarios, with higher scores indicating greater propensity to engage in sexual harassment. Stockdale et al. (2020) reported a Cronbach α of .95 for the shortened version of the LSH, which was .90 in the current study.

Scenario Selection and Data Analysis

A goal of Study 1 was to identify six scenarios that would represent all the forms of threat described earlier. The surviving scenarios would need to have at least one item loading on latent variables reflecting gender harassment, unwanted sexual attention, supportive behavior, and threat perceptions. Therefore, to obtain factor loadings, we first conducted a set of single-factor confirmatory factor analyses (CFA) for each one of our theoretical factors using the items designed to assess each factor. We selected the scenarios with at least one item measuring their

respective factor with a standardized factor loading of .50 or above. For example, we eliminated scenario 10 because the factor loadings for the threat perception items on the threat perception factor were below .5. See Supplement B in the online supplement for the factor loadings of each item on their respective factor.

In addition to the CFA-based evidence, we relied on content validity to arrive at a final set of scenarios that collectively represented the types of threat described previously and to have at least one scenario with a male target. Following suggestions from Shultz et al. (2014), a subject matter expert assessed whether our chosen scenarios and items had adequate face validity for the inventory.

The final set of six scenarios each contained three supportive behavior intention items, three perceived threat items, three gender harassment intention items, and three unwanted sexual attention intention items for a combined 12 items per scenario (12 items x 6 scenarios = 72 items total). We conducted exploratory factor analyses (EFA) utilizing principal axis factoring with Promax rotation (an oblique rotation method) on all 72 items. We refined the factor structure by removing poorly loading items (standardized loadings < .3), and then we re-conducted EFAs on the surviving items with each additional item removed until we were left with one item measuring each of the four theoretical factors for each scenario. Thus, our final model contained 24 total items with a single item for each of the four constructs for each of the six scenarios.

We then conducted a CFA on these 24 items to obtain model fit information and compute inter-factor correlations and additional statistics (composite reliability and average variance extracted) for the final model that was derived from the series of EFAs described above. The CFA used robust full information maximum likelihood estimation (rFIML, Yuan & Bentler, 2000), which simultaneously accounted for the ordinal nature of the items and the presence of

missing data (Yuan & Bentler, 2000). rFIML was used to handle missing data without deleting any incomplete cases. Due to our Latin Square design, approximately 50% of the responses for each of the SBHI items were missing. Specifically, we used rFIML to estimate the mean and covariance matrix for perceived threat, supportive intentions, gender harassment intentions, and unwanted sexual attention intentions with which to calculate the inter-factor correlations and the internal consistency (composite reliability) and discriminate validity measures (average variance extracted; Cuesta Izquierdo & Fonseca Pedrero, 2014; Enders, 2010; Fornell & Larker, 1981; Gmel, 2001). For model identification, the variance of each factor was fixed at 1.0. The fit of the model was examined using popular fit indices with traditional criteria (see West et al., 2012): Root Mean Square Error of Approximation (RMSEA) ≤ .05, Standardized Room Mean Residual (SRMR) ≤ .08, Comparative Fit Index (CFI) and Tucker Lewis Index (TLI) ≥. 90. To improve model fit, guided by theory and modification indices (Silvia & MacCallum, 1988), models were respecified by allowing some of the item residuals to correlate across latent factors if they shared the same scenario or if they existed within the same latent factor. All analyses were conducted in SPSS, MPlus, and the lavaan package in R (Rosseel, 2012).

We examined the measurement properties of the final set of factors by computing composite reliability and average variance extracted with formulae developed by Fornell and Larcker (1981). Composite reliability is an internal consistency measure which accounts for varying items loading on each factor. Variance extracted measures the amount of variance in a factor compared to random measurement error. It provides evidence for discriminant validity if these values are larger than the squared inter-correlations among factors.

Results

Following the analysis plan described above, we arrived at six scenarios that best met our criteria.

Model Evaluation of the SBHI Factors

The final EFA conducted on the selected scenarios (24 items) suggested a 3-factor structure with supportive behavioral intentions representing one factor (labeled Supportive), threat perceptions representing another factor (labeled Perceived Threat), and the unwanted sexual attention and gender harassment items loading onto a single factor (labeled Harassment Intentions; see Table 1 for loadings). This factor structure was suggested based on parallel analysis, examination of the final scree plot, and interpretability. The fit indices for the three-factor model were adequate $\chi^2(243) = 430.358$, $p < .001$, CFI = 0.931, TLI = 0.922, SRMR = 0.075, RMSEA = 0.039.

Validity and Reliability of the SBHI

The measurement properties of the final set of SBHI factors are summarized in Table 2. Composite reliability was good for harassment intentions and the supportive intentions factors, but below .70 for the threat perceptions factor. The average variance extracted for the harassment intentions factor was strong and higher than any squared bivariate correlation among the factors indicating evidence for discriminant validity. The evidence for discriminant validity of the supportive intentions and threat perceptions factors was weaker.

Table 3 provides the means, standard deviations, internal consistency reliabilities (composite reliabilities for the SBHI factors and Cronbach's alpha for the reliability of the validation measures), and inter-correlations among these variables. Harassment intentions and

threat perceptions were not correlated with supportive intentions, which was negatively associated with hostile sexism and LSH (but not benevolent sexism). Harassment intentions and threat perceptions were positively correlated with each other and with hostile sexism, benevolent sexism (although weaker than the correlation with hostile sexism), masculine identification (weak, but statistically significant), and the LSH. Although we did not hypothesize that harassment intentions would correlate with benevolent sexism, we found a small but significant positive correlation. Benevolent sexism was also positively correlated with hostile sexism. This may suggest that the variance that benevolent sexism shares with hostile sexism explains why it correlates with harassment intentions. To address this possibility, we computed partial correlations between harassment intentions, threat perceptions and benevolent sexism controlling for hostile sexism. These partial correlations were nonsignificant (benevolent sexism with harassment intentions, $r_p = .108$, $p = .059$; with threat perceptions, $r_p = -.005$, $p = .928$).

Discussion

Study 1 provided initial evidence to support the reliability and validity of a new measure of sex-based harassment intentions which assesses proclivities to engage in gender harassment and unwanted sexual attention, as well as perceptions of threat. The model extends previous research measuring sex-based harassment proclivities because it is based on contemporary theories of sex-based harassment, indicating that such behavior is motivated by gender status threats (Berdahl, 2007; Branscombe et al., 1999; Maass et al., 2003; Stephan & Stephan, 2000). We had expected that items measuring gender harassment and unwanted sexual attention intentions would load on separate, correlated factors, given the distinction between rejection and approach sex-based harassment motives. However, these items loaded very strongly together on the same factor in an exploratory model.

Indeed, this finding is consistent with Berdahl's (2007) unified theory that all forms of sex-based harassment are motivated by threats to men's gender hierarchy. For example, men may harass either women or other men who threaten their masculine identity by derogating (e.g., gender harassment) or sexually objectifying them (e.g., unwanted sexual attention) to reassert or strengthen their dominance in the gender hierarchy. With our scenarios, men's proclivities to engage in either form of harassment were significantly correlated with threat perceptions and with the validation measures. Furthermore, the fact that the perceived threat subscale did not demonstrate discriminant validity with the harassment intentions subscale underscores how intertwined threat perceptions and harassment intentions appear to be. However, the reliability of the perceived threat subscale was below acceptable levels, therefore additional research is needed to assess its reliability. In addition, it is unclear whether perceptions of threat motivated harassment proclivities. We conducted a follow up study with the final version of the SBHI, which contained the six scenarios derived from this study to provide further evidence of the reliability and validity of the SBHI and to test the theoretical proposition that perceptions of threat explain why men express intentions to engage in sex-based harassment.

Study 2: Further Validation of the SBHI

To test the theory that perceptions of threat increase intentions to engage in sex-based harassment, we hypothesized that scenarios that threaten men's status in the gender hierarchy would lead to greater harassment intentions through effects on threat perceptions. We created two versions of the scenarios in the SBHI to test whether threat cues motivate men's intentions to engage in sex-based harassment. The first version contained scenarios in the SBHI that were established in Study 1. The second version contained parallel versions of each scenario in the SBHI, but we replaced the threat cues with non-threatening cues. For example, the first scenario

described a woman who displays distinctiveness and derogation threat through masculine appearance and behavior (e.g., “she wears loosely fitted suits, no make-up, and cuts her hair very short,” and says, “Someone needs to show this company who wears the pants around here. It might as well be me.”). The non-threat version of this scenario replaced these cues with “she wears business casual clothing and wears her hair at shoulder length,” and says, “I just want to do my best at this company.”

Furthermore, we examined whether individual differences in attitudes related to gender status threats would be associated with harassment intentions and whether those individual differences would moderate the effects of scenario version on threat perceptions and harassment intentions. We retained hostile sexism (as well as benevolent sexism, for completeness) and masculine identification as such measures based on the rationale for these measures discussed in Study 1. For Study 2, we added Social Dominance Orientation (SDO) as an additional theoretically relevant construct. SDO measures beliefs that unequal status among groups is appropriate (Ho et al., 2015). Past research has found positive associations between SDO and tolerance for sexual harassment (Kelly et al., 2015; Maass et al., 2003), which is consistent with the attitude that men are superior to women thus promoting greater tolerance for hostile workplace environments that reinforce the gender hierarchy. In the current study, we assessed associations between sex-based harassment and hostile sexism, benevolent sexism, SDO, and masculine identification. Based on our theoretical justifications, we expected that harassment intentions would correlate positively these measures. We also predicted an effect of scenario version (threat cues vs. non-threat cues) on harassment intentions and an indirect effect of scenario version on harassment intentions through threat perceptions. In Study 1 we established

that threat perceptions loaded on a separate factor than the harassment intention items and is therefore not redundant with them, albeit correlated, as predicted.

Additionally, we predicted that the effects of scenario version on threat perceptions and harassment intentions would be moderated by hostile sexism, SDO, and masculine identification such that the effect would be stronger among men who highly endorse these attitudes than those who do not. For men with higher levels of these attitudes, the threat cues should be particularly salient and threatening, thus motivating intentions to engage in sex-based harassment.

Finally, we assessed divergent validity of the SBHI subscales by assessing the extent to which the SBHI subscales were correlated with social desirability. Following Paulhus' (2002) theory of socially desirable responding, there are both non-conscious and conscious reasons to modulate self-report responses. The non-conscious route involves self-deception that one always acts morally or otherwise appropriately, and the conscious route involves impression management of one's outward expression in public settings. We had no reason to expect that SBHI responses may be affected more by one form of socially desirable responding than another, so we included both.

The following hypotheses guided Study 2:

H4: Harassment intentions would be positively correlated with (a) hostile sexism, (b) SDO, and (c) masculine identification.

H5: Harassment intentions would be uncorrelated with socially desirable responding.

H6: Threatening scenarios compared to non-threatening scenarios would be perceived as (a) more threatening and would be associated with (b) higher harassment intentions.

H7: Perceptions of threat would mediate the effect of scenario version on harassment intentions such that threat scenarios, compared to non-threat scenarios, will increase perceptions of threat, which in turn would be associated with greater harassment intentions.

H8: (a) Hostile sexism, (b) SDO, and (c) Masculine Identification identity would moderate the direct effect of SBHI scenario condition on harassment intentions.

In line with our theoretical discussion of benevolent sexism in the context of sex-based harassment, we did not hypothesize that harassment intentions would correlate with benevolent sexism. However, we found positive correlations between benevolent sexism and both harassment intentions and threat perceptions, and a negative association with supportive intentions in Study 1. Therefore, we included benevolent sexism in Study 2 to explore whether these correlations replicate.

H9: (a) Hostile sexism, (b) SDO, and (c) Masculine Identification will moderate the effect of the scenario version on threat perceptions as well as the indirect effect on harassment intentions through threat perceptions.

Figure 2 visually depicts hypotheses H6 through H9.

Method

Participants

For Study 2 we recruited a sample of 400 men located in the U.S. from Amazon's Mechanical Turk through CloudResearch®. Those who participated in Study 1 were ineligible to participate in Study 2. Our final sample included 391 men after removing those who failed quality checks. Of those remaining, a majority reported identifying as White (290; 74.2%), followed by Black or African American (32; 8.2%), Asian or Asian American (31; 7.9%), Latino (18; 4.6%), American Indian or Alaskan Native (4; 1.0%), with 16 participants (4.1%)

identifying as multi-racial or other. Most of our sample identified as heterosexual (352; 90%), followed by gay (18; 4.6%) or bisexual (18; 4.6%). Finally, most of our sample (302; 77.2%) reported being employed full time, working at least 30 or more hours a week, with 46 (11.8%) participants reporting working part-time, and 43 (11.0%) being unemployed. The mean age was 41.26 (*SD* = 12.56). Those who completed the survey were compensated $1.00 USD for their participation.

Measures

Sex-Based Harassment Inventory. We used the final version of the SBHI derived from Study 1, which contained six scenarios followed by four items measuring gender harassment intentions, unwanted sexual attention intentions, supportive behavior intentions, and threat perceptions with the same 5-point scales described in Study 1. Scale scores were computed by averaging items across the six scenarios for threat perceptions, harassment intentions (combining gender harassment and unwanted sexual attention intention items), and supportive behavior intentions separately. The originally worded scenarios served as the threat version. We created non-threat versions of each of scenario by removing the threat cues in the scenario and replacing them with non-threatening cues. Cronbach's alphas for each subscale demonstrated good internal consistency for harassment intention items (α = .91), and acceptable reliability for the perceived threat items (α = .74) and below acceptable for the supportive intention items (α = .67). See online Supplement C for the threat and non-threat versions of the final SBHI and associated items.

Hostile and Benevolent Sexism. Participants completed the 22 item Ambivalent Sexism Inventory (Glick & Fiske, 1996) described in Study 1. Cronbach's alphas demonstrated good reliability for hostile (α = .93) and benevolent (α = .88) sexism subscales.

Masculine Identification Participants completed the 5-item Masculine Identification scale described in Study 1. Cronbach's alphas demonstrated good reliability for the scale (α = .91).

Social Dominance Orientation (SDO). SDO was measured with the SDO_7 short form (Ho et al., 2015). The scale asks participants to report the extent to which they favor or oppose eight statements regarding their attitudes toward dominance to preserve societal hierarchies. Participants report their responses on a 7-point scale ranging from 1 (*strongly oppose*) to 7 (*strongly favor*). An example item reads, "Some groups of people are simply inferior to other groups." Total scores are computed by taking the average of all the items, with four of them being reverse scored. High scores indicate greater endorsement of social dominance. Ho et al. (2015) reported a Cronbach α of .87, which was .89 in the current study.

Socially Desirable Responding. We measured the two-factor model of socially desirable responding (Paulhus, 2002) with a shortened version of the Balanced Inventory of Desirable Responding (BIDR-6) developed by Bobbio and Mangenelli (2011). The BIDR-6 measures impression management (IM), which reflects participants' known propensity to present oneself in a positive manner; and self-deceptive enhancement (SDE) which represents a nonconscious tendency to make a positive impression to preserve self-esteem. Each subscale has eight items each, with six of the items reverse scored in the impression management subscale. The shortened BIDR-6 demonstrated good factor structure, distinguishing between impression management and self-deception enhancement, convergent validity, and adequate internal consistency reliability. A sample item from the impression management subscale is "I sometimes tell lies, if I have to (reverse scored); and a sample item from the self-deception enhancement subscale is "My first impressions of people usually turn out to be right." Responses were recorded on scales ranging

from 1 (*strongly disagree*) to 6 (*strongly agree*). Total scores for each subscale were calculated by taking the average of the item scores within each respective subscale. Higher scores represented higher propensity to engage in socially desirable responding. Bobbio and Mangenelli (2011) reported a Cronbach's α of .69 and .73 for SDE and IM, respectively. Cronbach's αs in the current sample were .72 and .79, respectively.

Procedure

Our university's Institutional Review Board approved our study prior to data collection. The study was conducted using an online survey on the Qualtrics^{XM} platform (Qualtrics, Provo, UT). Using survey flow programming in Qualtrics, participants were randomly assigned to either the threatening scenario condition or non-threatening scenario condition. Participants read each of the 6 scenarios and rated their proclivity to engage in each of the behaviors (supportive intentions, gender harassment, and unwanted sexual attention) and their perceived threat after each scenario. After completing these measures, they completed measures of hostile and benevolent sexism, SDO, masculine identification, and BIDR in random order. They were then asked to complete demographic questions. Lastly, they were debriefed and compensated for their participation.

Data Analysis

Mediational effects and moderated mediational effects were tested using Hayes' PROCESS macro 3.5 for SPSS (Hayes, 2018) with 5000 bootstrap samples. SDE and IM were specified as covariates.

Results

Before addressing the hypotheses, we assessed the fit of the three-factor model of the SBHI with CFA using Maximum Likelihood estimation. We examined standard fit indices for

model fit. We then examined the descriptive statistics of the target variables and used t tests, regression analysis, and mediation analysis to address our hypotheses.

Preliminary Analyses and Initial Hypothesis Testing

As with Study 1 the pattern of relations among the responses to the SBHI items fit a three-factor model in which gender harassment and unwanted intention items were specified to load on a single factor (Harassment Intentions), supportive intention items were specified to load on a separate factor as were threat perception items, χ^2 (228) = 428.960, CFI/TLI = .934/.920, RSMEA = .049, SRMR = .057. Means, standard deviations, reliability estimates and intercorrelations among the study variables by scenario version are provided in Table 4. We note that the mean of harassment intentions was very low and had a skewness of 3.39 indicating the distribution had a positive skew. We address this issue later in this section. When calculating the correlations between computed factor scores, we again found that gender harassment and unwanted sexual attention items were strongly correlated (r = .83, p < .001), consistent with the three-factor model assessed with CFA described above. Thus, we computed the harassment intentions subscale score and used it for the remaining analyses. As shown in Table 4, harassment intentions were positively correlated perceived threat, hostile sexism, benevolent sexism, and SDO (addressing H4a and H4b), but not masculine identification (contrary to H4c). Harassment intentions was negatively correlated, albeit weakly, with the supportive intentions, impression management, and self-deceptive enhancement (contrary to H5a). Threat perception was not correlated with benevolent sexism. Like in study 1, we computed the partial correlation between benevolent sexism and harassment intentions, controlling for hostile sexism. Results indicated that the relationship was smaller than the zero-order correlation between the measures, but was still significant, r_p = .114, p = .024. The partial correlation with threat perceptions was

nonsignificant, r_p = .057, p = .357. We conclude that benevolent sexism was associated with relevant SBHI subscales primarily because of its association with hostile sexism. The pattern of these correlations partially supports evidence for convergent and divergent validity of the SBHI subscales.

Independent *t*-tests were conducted to compare mean scores of the study variables by scenario version. Significant Levene's tests of equality of variance indicated a violation of this assumption when examining the effect of the scenario version on threat perceptions and harassment intentions; therefore, we used corrected tests. Perceived threat was significantly higher for the threat scenarios (M = 2.16, SD = .845) compared to the non-threat scenarios (M = 1.72, SD = .633; $t(370) = -5.68$, $p < .001$, d = .54), supporting H6a. Scenario version was not associated with harassment intentions, $t(318.551) = 1.36$, p =.175, d = .16, thus not providing support for H6b. Scores for both the threat (M = 1.19, SD = .36) and non-threat conditions (M = 1.26, SD = .53) demonstrate overall low base rates for harassment intention scores.

Mediation and Moderated Mediation Hypothesis Testing

The mediation hypothesis (H7) was tested with Hayes's Process Macro version 3.5, model 4 (Hayes, 2018), with self-deception enhancement and impression management as covariates. In support of H7, significant indirect effects of scenario version on harassment intentions through perceived threat were found, b = .10 (se = .02), 95% CI: .06 to .14. Surprisingly, there were negative direct effects of scenario on harassment intentions, b = -.18 (se = .04), $p < .001$, such that when controlling for perceptions of threat, participants in the non-threat scenario reported higher likelihood to engage in harassment.

We tested H8 (moderation of the path between scenario version and threat perceptions and the direct effect of scenario version on harassment intentions) and H9 (moderation of the

indirect effects) by adding moderator effects on these respective paths with Hayes' Process Model 8 (Hayes, 2018). Each proposed moderator was tested individually with the other proposed moderators serving as covariates along with the social desirability measures. Both hostile sexism and SDO moderated the effects of scenario on threat perceptions and the indirect effects through threat perceptions on harassment intentions. These mediated paths at low (-1 SD) and high (+1 SD) levels of each moderator are shown in Figure 3. When hostile sexism and SDO were low, the effect of scenario on threat perceptions was not significant. When scores on these moderators were average (not graphed) or high, the scenario version had significant effects on threat perceptions and the indirect effects were also significant. When hostile sexism was at the mean, the effect on threat perception was significant, b = .43 (se = .07), p < .001, 95% CI: 28 to .57. When SDO was at the mean, the effect on threat perception was also significant, b = .42 (se = .07), p < .001, 95% CI: 05 to .14. Masculine identification did not moderate the effect of scenario version on threat perceptions, b = .14 (se = .08), p = .084).

Hostile sexism moderated the direct effect of scenario version on harassment intentions, b = -.08 (se = .04), p =. 031, with the effect becoming more *negative* as HS increased. The effect was not significant at low levels of hostile sexism (-1 SD), b = -.03 (se = .06), p =.631. At the mean and high levels of hostile sexism, the effect was significantly negative (Mean: b = -.14 (se = .04), p = .001; +1 SD, b = -.23 (se = .06), p < .001). Surprisingly, these findings indicate that exposure to the non-threatening version of the harassment scenarios, compared to the threatening version, was associated with greater harassment intentions for men who had average or high hostile sexism attitudes when controlling for threat perceptions.

Additional Analyses for Low Base Rate of Harassment Intentions

We conducted additional analyses to address low base rate issues and positive skewness of the harassment subscale with two approaches. In the first, we dichotomized harassment intentions and conducted moderated mediation using logistic regression to estimate effects on harassment intentions. In the second, we conducted Poisson regression. Both analyses were consistent with the results described above. See Supplement D in the online supplement for details on these analyses and findings.

Discussion

Study 2 provided additional support for the construct validity of the SBHI. The key subscales, harassment intentions and threat perceptions, demonstrated good reliability and convergent validity with individual differences related to sexism and male dominance (particularly hostile sexism and SDO). As with Study 1, we found a small, positive correlation between harassment intentions and benevolent sexism, but contrary to Study 1, benevolent sexism was positively correlated with supportive intentions. Harassment intentions and threat perceptions were modestly negatively correlated with indices of socially desirable responding. We also found, as hypothesized, that threat perceptions mediated the effect of scenario version on harassment intentions, controlling for socially desirable responding. Moreover, these indirect pathways were stronger for men scoring at the mean or higher on hostile sexism and SDO. Therefore, men who harbor hostile sexist attitudes toward women or who endorse SDO are more likely to report sex-based harassment intentions when perceiving they are being threatened, compared to those who do not harbor such attitudes.

Surprisingly, we found that controlling for threat perceptions, men (especially those at the mean or higher of hostile sexism) who read the threat version of the SBHI scenarios, compared to those reading the non-threat types, reported lower likelihood of engaging in sex-based

harassment. It may be that their "antennae" were piqued when asked to see themselves in such scenarios and thus worked to suppress their harassing inclinations. Data for this study were collected following the heightened publicity of the #MeToo Movement, in which international attention to sex-based harassment was triggered by social media posts of personal experiences of harassment, and prominent men in entertainment, politics, and business who were accused of sexual misconduct were fired, convicted, or otherwise shamed (Zacharek et al., 2017). Therefore, hostile sexist men may have been primed to control their responses to questions about their intentions to engage in sex-based harassment. The negative relationships between the harassment intention subscales and socially desirable responding subscales, albeit weak, as well as the positive relationships between SDE and hostile sexism, lends credence to this possibility. Said differently, men with moderate to high hostile sexism attitudes were more likely to report socially desirable responses and to refrain from harassment intentions. However, they also had higher threat perceptions, which indirectly led to higher harassment intentions.

General Discussion

Our studies provide initial evidence for the reliability and validity of a new inventory of sex-based harassment intentions. The inventory also measures threat perceptions and supportive intentions. Together this inventory can advance research on more common experiences of sex-based harassment that is easy to administer and theoretically grounded in status and intergroup threat theories. In developing and testing this theory, our research supported Berdahl's (2007) theory that all forms of sex-based harassment are motivated by threats to one's status in the gender hierarchy. Specifically, intentions to engage in gender harassment and unwanted sexual attention were highly inter-correlated and loaded on a single factor, and this factor was positively correlated with threat perceptions. Emphasizing gender status threats (e.g., distinctiveness,

categorical, acceptance, etc.) within the threat-based version of the scenario, compared to versions without threat cues, heightened threat perceptions, which in turn predicted intentions to engage in sex-based harassment. Moreover, these effects were stronger for men who endorsed sexist (hostile sexism) and status conscious (SDO) attitudes. We also found that men, particularly those high in hostile sexism, appeared to be suppressing their self-reported intentions to engage in sex-based harassment in the face of a gender status threat, consistent with the idea that people consciously work to appear non-sexist (Klonis et al., 2005). However, their feelings of being threatened unraveled this suppression.

Although we initially hypothesized that intentions to engage in gender harassment would be distinct from intentions to engage in unwanted sexual attention, with gender status threats affecting the former intentions more strongly, we found that intentions to engage in gender harassment and unwanted sexual attention were highly correlated and loaded together on a single factor, which we labeled Harassment Intentions. This high correlation is consistent with the view that any form of sex-based harassment is motivated by gender status threats, such as not feeling accepted as a good male exemplar (i.e., acceptance threat). As such, perhaps we should no longer consider unwanted sexual attention as an approach form of harassment only, which often implies that motivation to engage in such acts are intended to obtain sexual cooperation from others (Leskinen et al., 2011; Lim & Cortina, 2005; Stockdale, 2005). However, in another line of research, two of the authors have explored how embodying different forms of power can spur sex harassment intentions (Stockdale et al., 2020; Dinh et al., 2022); therefore, we leave open the possibility for other sex harassment motives.

Limitations and Future Directions

The SBHI is a nascent inventory and further research is needed to establish the validity of its subscales with multiple target and perpetrator populations. The harassment intentions subscale demonstrated good reliability and validity, but the reliability of the threat perceptions subscale and the supportive intentions subscale were tenuous. Future research may consider developing and testing a bank of threat perception items that align more directly with gender status threats and to test the extent to which the SBHI scenarios elicit such threats.

Although we found theoretically supported associations between harassment intentions, threat perceptions, and individual differences associated with hostile sexism and SDO, our SBHI subscales did not consistently correlate with masculine identification. Glick et al. (2015) argued that masculine identification is defined in social identity theory terms (Tajfel, 1981) and reflects the centrality of in-group identification as a man. The weak and inconsistent correlations between masculine identification and harassment intentions and threat suggest that men may not be motivated to harass simply because they identify as men, but rather they harass when that identification is threatened. Future research should explore other person-centered explanations for harassment intentions, such as power embodiment (Stockdale et al., 2020; Dinh et al., 2022), as well as situational intentions such as being in an organization that tolerates sex-based harassment (Hulin et al., 1997).

We observed unexpected findings regarding hostile and benevolent sexism. As noted above, we recommend future research on disentangling the complicated findings regarding hostile sexism and to investigate whether men who harbor hostile sexist beliefs may be struggling to suppress their sexist acts, such as sex-based harassment, while simultaneously reacting to threats to their standing in the gender hierarchy. We suggest that the relationship

between benevolent sexism and the harassment intention items may be primarily driven by the similar variance shared by hostile and benevolent sexism.

We encourage future research to examine how sex-based harassment and social status threat operates with and toward people with other social identities, such as race, ethnicity, gender identity, gender expression, and sexual orientation. Researchers have developed a parallel measure of the LSH measuring women's sexual coercion harassment proclivities (Stockdale et al., 2020), therefore we encourage development of the SBHI measuring women's harassment intentions. Gender harassment of women, generally, is often sexist, demeaning, and demoralizing, and gender harassment of men polices masculine expression (Berdahl et al., 1996). In addition, Black women may be subject to derision that evokes sexual slavery (Buchanan & Ormerod, 2002). Gender harassment of Latinas reflects cultural stereotypes (Cortina, 2001). Therefore, we encourage the development of a parallel measure of sex-based harassment intentions across gender groups, as well as SBHI scenarios and harassment intention items that are more specific to the experiences of LGBTQ+, and Black, Indigenous, and other People of Color (BIPOC) individuals. Furthermore, our inclusion of target names that are commonly associated with other racial and ethnic identities other than White, Anglo-Saxon could present some confounding effects. Future research may consider counter-balancing target names across scenarios to test for intersectional effects on harassment proclivities. Versions of Pryor's (1987) LSH have been augmented this way with success (Luthar & Luthar, 2008; Stockdale et al. 2020).

Although we reduced our set of scenarios eliciting various forms of threat to the male gender hierarchy, these scenarios should not be viewed as exhaustive. A validated bank of scenarios may allow researchers to expand the generalizability of the SBHI to different contexts. We also encourage researchers to measure sexual coercion forms of sex-based harassment to

gain a valid measure of harassment intentions. It may be possible to add scenarios and associated items from Pryor's (1987) LSH scale (with copyright permission) to gain a comprehensive assessment of sex-based harassment that would include quid pro quo (sexual coercion) intentions. Research is needed to validate additional scenarios and their use in other contexts, such as training. Finally, the SBHI is a self-report measure and was modestly correlated with socially desirable responding. We encourage research that validates the harassment intentions subscale against behavioral measures and with measures of sex-based harassment intentions completed by others who may have knowledge of the focal person's harassment inclinations.

Practice Implications

Recently, an independent review commission of the U.S. Department of Defense's (2021) sexual assault and sexual harassment efforts proclaimed that little is known about perpetrators and that we need such research. This research addresses that call by providing a theoretically based and psychometrically sound measure that can be used to study sex-based harassment perpetrators. The modern workplace also needs theory- and research-informed interventions that effectively address the pervasive and persistent problem of sex-based harassment. Policies and educational training programs are necessary but not sufficient. Knowing what triggers gender status threat, what it looks like, and what one's responsibility is when they feel or perceive it is needed so that organizational members clearly understand their duty to curtail their own harassing conduct and to intervene when they see others harassing (O'Leary-Kelly et al., 2004). The SBHI instrument may serve as a useful tool to test these interventions. The SBHI may be used as a training tool as well where some scenarios may be used as a pre-test measure or to stimulate discussion, whereas other scenarios could be used as a post-test in an evaluation context. Research is needed to assure that the SBHI can be used in this fashion. Moreover,

because of the ease of administering the SBHI, it will serve as a convenient measure to facilitate future research on sex-based harassment intentions. The computer harassment paradigm (Maass et al., 2003) is ingenious, but requires a laboratory setting, which may limit the ability to conduct large scale studies with non-student samples.

Conclusion

This study presented promising evidence for a self-report inventory that measures intentions to engage in sex-based harassment and perceptions of threat that motivate such intentions. The inventory builds on Berdahl's (2007) theory that all forms of sex-based harassment are motivated by threats to one's standing in the gender hierarchy, and it expands the sources of threat to include those identified by integrated threat theory (Stephan et al., 2016). We found that both intentions to engage in gender harassment and unwanted sexual attention formed a single factor which was correlated with and triggered by gender status threats. This new inventory may prove fruitful for furthering research on sex-based harassment perpetration, as a training tool, and to measure the effectiveness of sex-based harassment interventions.

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Table 1

Factor Loadings of the Initial Set of Items from the Six Surviving SBHI Scenarios Based on Principal Axis Factor Analysis with Promax Rotation in Study 1 (N = 568)

	Factor 1 (Harassment)	Factor 2 (Supportive)	Factor 3 (Perceived Threat)
S1: make jokes about women, even when Melanie is present?	0.882		
S1: stare at Melanie's chest, assuming you fear no reprisals on your job?	0.756		
S2: tell Isabella stories of your sexual exploits, even when she doesn't want to hear them?	0.938		
S2: pressure Isabella to go on a date with you in exchange for a good sales lead, assuming you fear no reprisals?	0.903		
S3: spread rumors about Shanice's sex life to other male agents in the company, assuming you would not be punished?	0.882		
S3: put your arm around Shanice when you are talking with her?	0.796		
S4: Tell Chloe that she needs to understand that she is part of a "man's space" now?	0.650		
S4: try to find a time and place to tell Chloe how hot she is?	0.702		
S7: make dirty remarks about Aliyah to others, for example, calling her a "slut?"	0.764		
S7: bring your vacation pictures to show Aliyah, many of which show you in a bathing suit?	0.820		
S12: call Feng a "mama's boy"?	0.769		
S12: squeeze Feng's butt when he walks by?	0.906		

	Factor 1 (Harassment)	Factor 2 (Supportive)	Factor 3 (Perceived Threat)
S1: work overtime with Melanie to finish a quarterly report?		0.597	
S2: consult with Isabella on a financial analysis of the firm's sales records that you are confused about?		0.525	
S3: ask Shanice to mentor you so that you can become a better agent?		0.496	
S4: thank Chloe for the progressive policies that the company has recently adopted?		0.800	
S7: volunteer to be part of a men's ally group to support Aliyah's initiatives for women?		0.720	
S12: show Feng around the construction site and help him get a good start on his job?		0.545	
S1: feel bothered by women like Melanie?			0.455
S2: feel like you are not a good representative of men?			0.350
S3: feel like you're being devalued as a man?			0.372
S4: feel bothered if this happened to you?			0.845
S7: feel bothered if this happened to you?			0.451
S12: feel that the other guys challenge the degree to which you are representative of a man?			0.425

Table 2

Measurement Properties of the Latent SBHI Factors in Study 1

			Inter-factor correlations and squared factor correlations		
	CR	AVE	1	2	3
1. Harassment Intentions	.948	.575		.008	.383
2. Supportive Intentions	.782	.382	.087		.007
3. Perceived Threat	.652	.258	.619***	-.085	

Note. CR = Composite Reliability; AVE = Average Variance Extracted. Composite reliability and average variance extracted for each SBHI factor are reported below their respective columns. Values in the matrix that are below the diagonal are inter-factor correlations for the SBHI factors. Values above the diagonal are squared factor correlations among the SBHI factors. $^{***}p < .001$.

Table 3

Means, SDs, Internal Consistency Reliabilities, and Intercorrelations Among Study Variables in Study 1

Variable	M	SD	1	2	3	4	5	6	7
1. Harassment Intentions	1.32	0.65	*.95*						
2. Perceived Threat	2.25	1.03	.62***	*.65*					
3. Supportive Intentions	3.21	1.03	.09	-.09	*.78*				
4. Hostile Sexism	3.17	0.96	.27***	.48***	-.29***	*.89*			
5. Benevolent Sexism	3.52	0.86	.18***	.17*	.03	.24***	*.83*		
6. Masculine Identification	3.50	0.85	.11**	.20**	.04	.32***	.28***	*.88*	
7. LSH	1.53	0.91	.42***	.30***	-.21**	.34***	.04	.10*	*.90*

Note. Means and standard deviations are based on observed values (N=568 for SBHI factors; n=369 for validation scales). Correlations are among latent factors derived from a Confirmatory Factor Analysis with Robust Maximum Likelihood estimation, which imputes missing values with the EM algorithm. Reliabilities are presented in the diagonal of the correlation matrix, italicized. Reliabilities of the SBHI factors are the composite reliability estimates shown in Table 1. The reliabilities of the validation scales are Cronbach alphas. LSH = Likelihood to Sexually Harass. $^{*}p < .05$; $^{**}p < .01$; $^{***}p < .001$.

Table 4

Means and Standard Deviations for Study Variables by Threat Condition, Intercorrelations, and Reliabilities, Study 2 (n=391)

	Non-Threat		Threat		Correlations								
	M	SD	M	SD	1	2	3	4	5	6	7	8	9
SBHI Scales													
1. Harassment Intentions	1.26	0.53	1.19	0.36	*.91*								
2. Perceived Threat	1.75_a	0.66	2.16_b	0.84	.39**	*.74*							
3. Supportive Intentions	3.39	0.72	3.44	0.76	-.14**	-.14**	*.67*						
Validation Scales													
4. HS	3.01	1.16	2.93	1.16	.24**	.26**	-.46**	*.93*					
5. BS	3.33	1.02	3.21	1.07	.15**	.10	-.01	.20**	*.88*				
6. SDO	3.05_b	1.48	2.54_a	1.30	.24**	.12*	-.39**	.55**	.21**	*.89*			
7. MI	3.62	0.87	3.57	0.99	.01	-.01	-.15**	.36**	.38**	.30**	*.91*		
8. IM	3.67	1.07	3.65	0.97	-.12*	-.16**	.27**	-.22**	.00	-.07	-.06	*.79*	
9. SDE	4.24	0.73	4.15	0.73	-.14**	-.14**	.03	.11*	.09	.06	.27**	.25**	*.72*

Note. HS = Hostile Sexism; BS = Benevolent Sexism; SDO = Social Dominance Orientation; MI = Masculine Identification; IM = Impression Management; SDE = Self Deception Enhancement. Cronbach αs are presented in the diagonal, italicized. $^{*}p < .05$; $^{**}p < .001$; $^{***}p < .001$. Different subscripts denote significantly different means, $p < .05$ (*t*-test).

Figure 1

Structure of the Initial Sex-Based Harassment Inventory

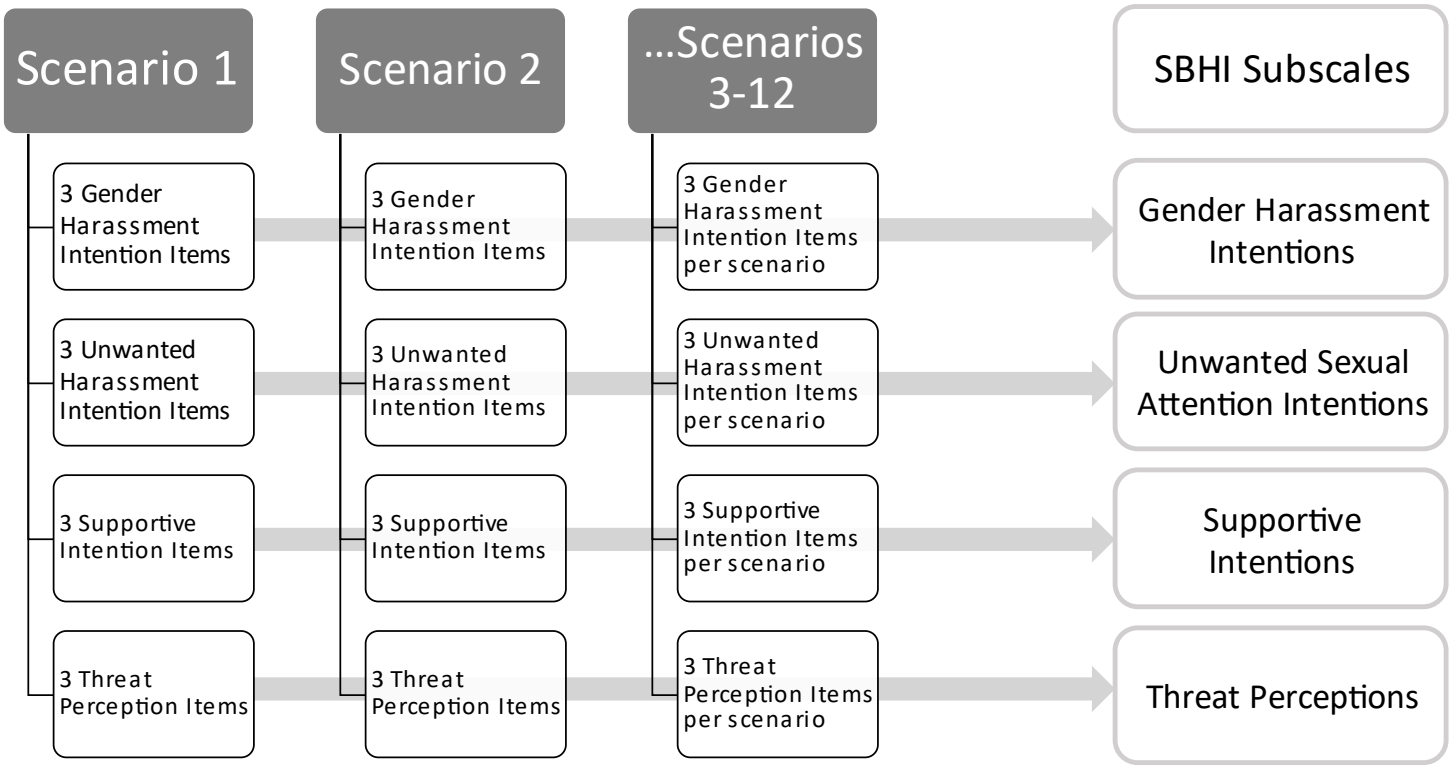


Figure 2

Hypothesized Model for the Effects of Scenario Version (non-threatening vs. threatening) on Sex-Based Harassment Intentions through Threat Perceptions and Moderated by Individual Differences

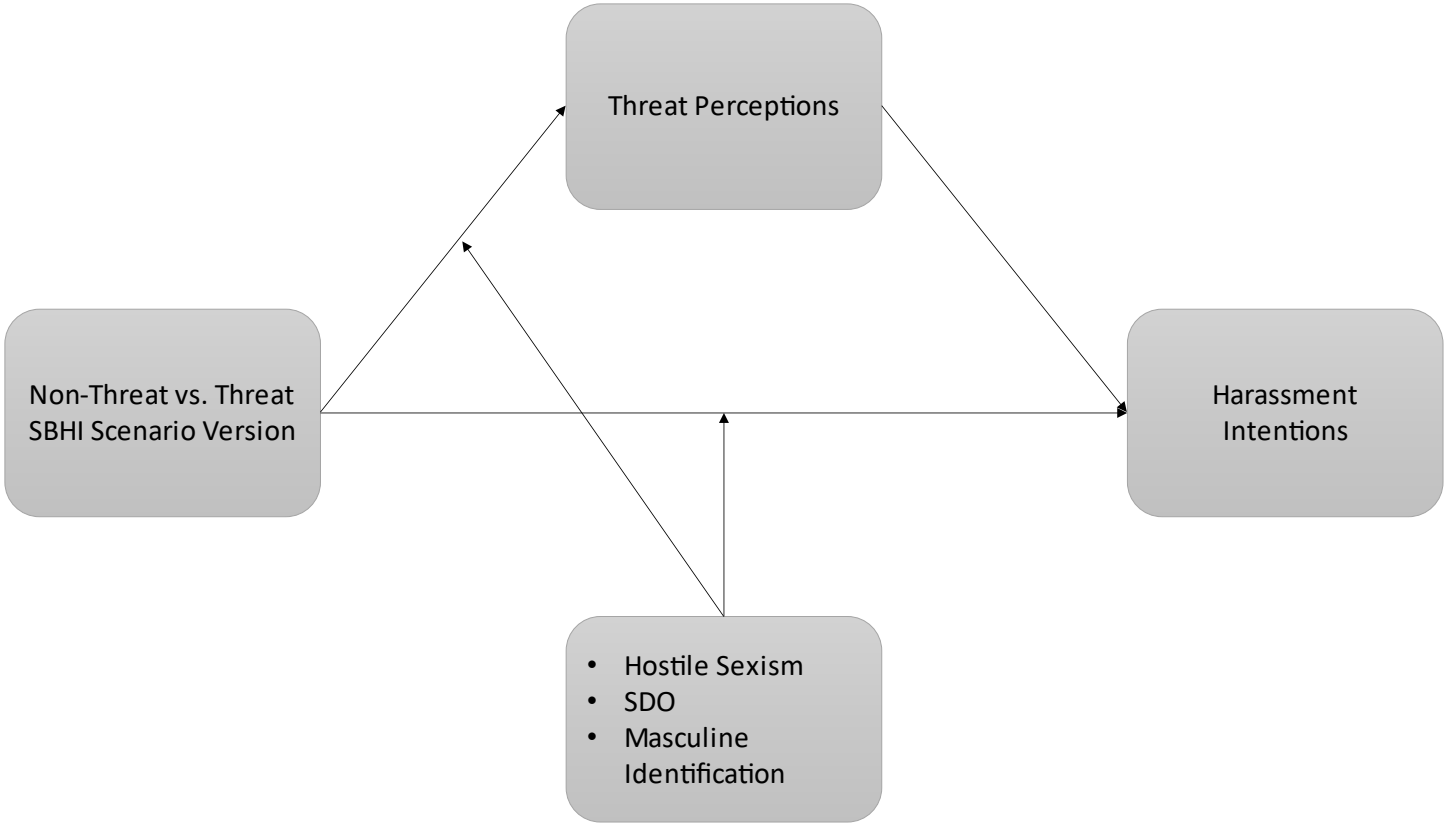
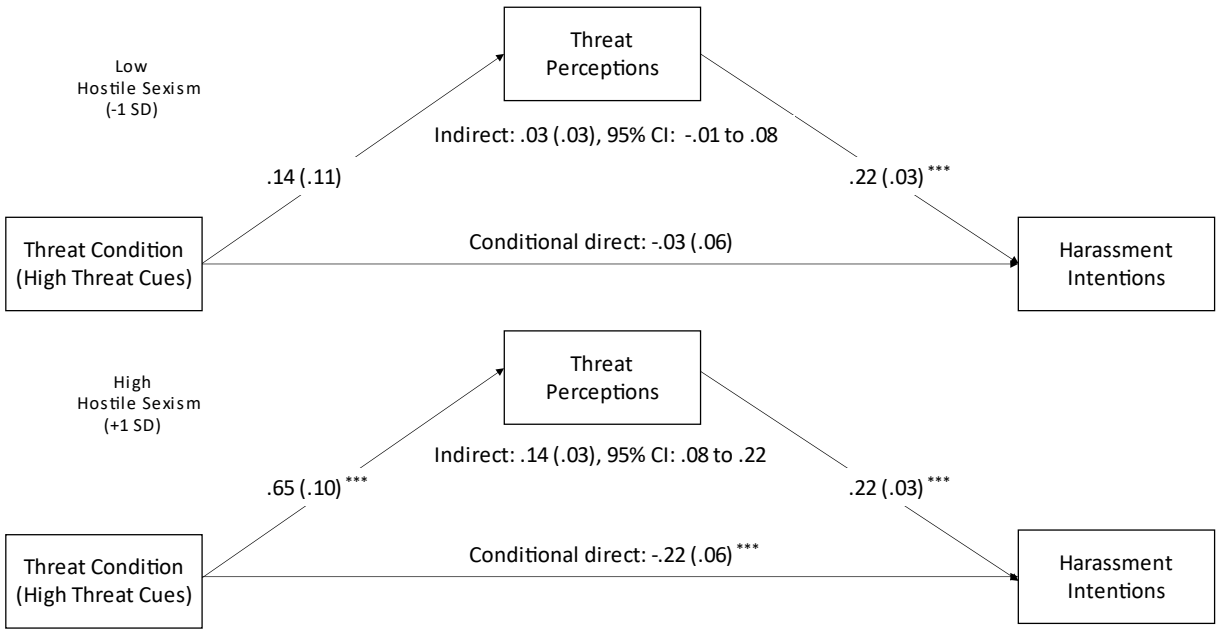

Threat Perceptions
Non-Threat vs. Threat SBHI Scenario Version
Harassment Intentions
Hostile Sexism
SDO
Masculine Identification

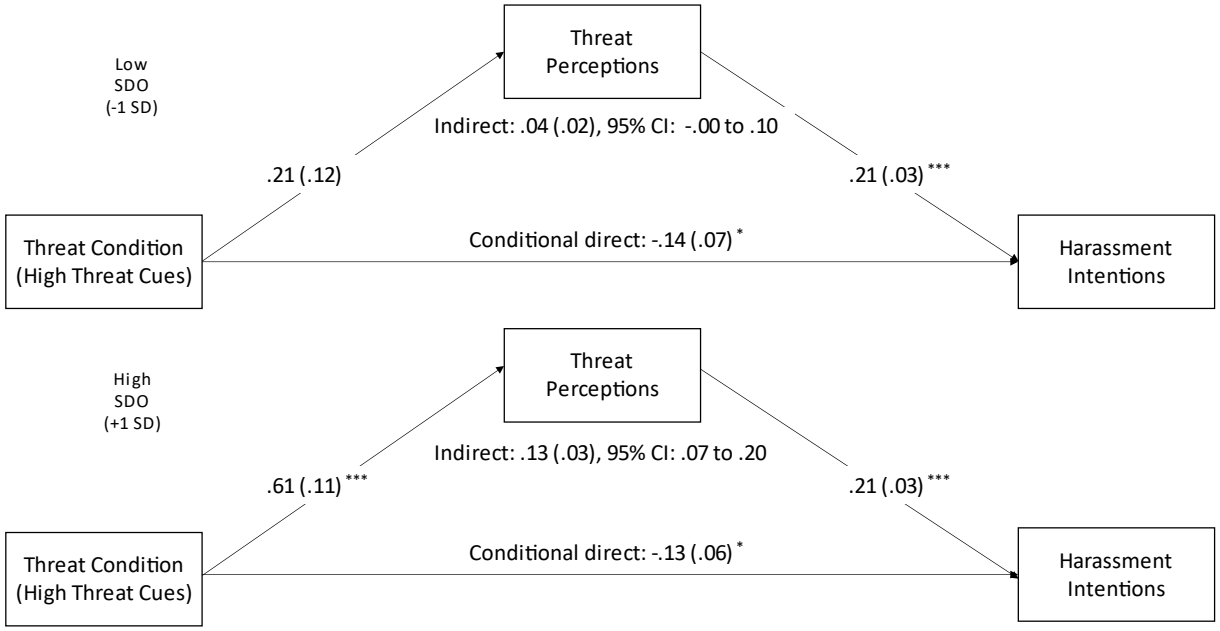
Figure 3

Moderated Effects of (a) Hostile Sexism and (b) SDO on Threat Perceptions and the Indirect Effects on SBH Intentions in Study 2

(a)



(b)



Online supplement for Grabowski, M., Dinh, T.K., Wu, W., & Stockdale, M.S. (2022). The sex-based harassment inventory: A gender status threat measure of sex-based harassment intentions. *Sex Roles*. Margaret S. Stockdale, Indiana University Purdue University at Indianapolis. Email: pstockda@iupui.edu

Supplement A

Preliminary Sex-Based Harassment Inventory Tested in Study 1

Scenario 1: Melanie is one of your direct reports at a midsized insurance company. Many have noted that Melanie does not dress very femininely. She wears loosely fitted suits, no make-up, and cuts her hair very short. A few of your fellow supervisors have asked Melanie why she doesn't dress like other women. She has been overheard saying "someone needs to show this company who wears the pants around here and it might as well be me." **In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely***	
GH	● leave anonymous notes on Melanie's desk calling her a "dyke" or "bitch?" ● email, text, or instant message a sexual joke to Melanie? ● **make jokes about women, even when Melanie is present**
USA	● **stare at Melanie's chest, assuming you fear no reprisals on your job?** ● ask for Melanie's phone number? ● give Melanie a "good job" slap on the butt?
Supportive	● **work overtime with Melanie to finish a quarterly report?** ● invite Melanie to be part of a team project you are leading? ● ride with Melanie to a work function?
Threat	● feel bothered by women like Melanie? ● feel like Melanie blurs the line between men and women? ● **feel bothered if this happened to you?**
Scenario 2: Isabella is a new sales associate at a software sales firm, where you are a senior sales associate. You find Isabella to be attractive and you learn that she is single. You decide to ask her out for a date. She turns you down saying that you're not her type – she prefers stronger men. **In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely***	
GH	● tell other men you work with that Isabella is an ice queen?

	● **tell Isabella stories of your sexual exploits, even when she doesn't want to hear them?** ● tell jokes about "women like Isabella" to other men you work with?
USA	● **pressure Isabella to go on a date with you in exchange for a good sales lead, assuming you fear no reprisals?** ● look Isabella up and down when you pass her in the hallway? ● block Isabella's path for a minute before letter her by?
Supportive	● **consult with Isabella on a financial analysis of the firm's sales records that you are confused about?** ● ask to be put on a new project with Isabella? ● record a meeting for Isabella that she is unable to attend?
Threat	● think Isabella makes you feel like less than a man? ● **feel like you are not a good representative of men?** ● feel bothered if this happened to you?

Scenario 3: You work as an agent for a sports marketing company. Agents' performances are measured on the value of signed contracts with high-value athletes, which historically are in men's basketball, baseball, and football. In recent years, female agents have outperformed male agents by signing some of the top athletes in these franchises. Your signings this year are on par with other male agents, but noticeably below the female agents. One of these agents, Shanice, is proud of her performance and has shared that she was rated as one of the top agents in the company. She also states that she believes the signings data accurately reflect the superiority of agents in the company, implying that women are better agents than men.

In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*

GH	● **spread rumors about Shanice's sex life to other male agents in the company, assuming you would not be punished?** ● call Shanice a "bitch"? ● tell Shanice that she's never going to be as good of an agent as the men
USA	● **put your arm around Shanice when you are talking with her?** ● "accidentally" brush up against Shanice when walking by her? ● drop Shanice off at her house after a late night at work, and then kiss her?
Supportive	● **ask Shanice to mentor you so that you can become a better agent?** ● attend a conference that Shanice recommended to you to build your skills as an agent? ● go over a recent report with Shanice to review the top prospects in the upcoming draft?

Threat	● feel that Shanice and other female agents are trying to upstage men at the company? ● **feel like you're being devalued as a man?** ● feel bothered if this happened to you?
Scenario 4: You work for a logistics company. In the workplace, your company has always taken on a work-hard-play hard attitude. Management has valued a competitive attitude where the best rise to the top and push everyone to work harder. On the play side, coworkers like to share jokes that are frequently on the risqué side through email or in the break room. A few coworkers like to decorate their desk with pictures of attractive swimsuit models. Recently, a new employee, Chloe, was hired into your department. She quickly took notice of the jokes and illustrations of women and asked that they be stopped immediately. Since then, a few of your friends have been reprimanded for behavior that was never addressed as an issue before. Furthermore, HR has now started to question the competitive culture of much of the company and want to change some policies and practices. For example, they have suggested that managers should encourage both women and men to take parental leave if they have a new family member, to institute more training on how to demonstrate interpersonal warmth to each other, and to encourage "mindfulness breaks" at least twice a day. There has been some push back questioning whether these changes are necessary or what is best for the company. Before Chloe started here, none of these things were considered a problem. **In this scenario, how likely would you: (1) not at all likely to (5) very likely**	
GH	● secretly participate in telling risqué jokes and comments about Chloe with other men in the company? ● email Chloe a sexual joke about her in a swimsuit? ● **tell Chloe that she needs to understand that she is part of a "man's space" now?**
USA	● **try to find a time and place to tell Chloe how hot she is?** ● touch Chloe's arm when speaking to her? ● leave flirtatious post-it notes for Chloe?
Supportive	● **thank Chloe for the progressive policies that the company has recently adopted?** ● ask Chloe for more information about how you can help change the culture? ● start participating in some of the new policies and behaviors, such as mindfulness breaks?
Threat	● feel that Chloe undermines the company culture? ● feel that Chloe holds values that are morally inferior to the current values at this company? ● **feel bothered if this happened to you?**

Scenario 5: Jenn is one of your coworkers at the headquarters of a retail chain. As a new human resources manager, she has stated that the company is in dire need of more female leadership. Since she started with the company a few months ago, she has started multiple new programs specifically aimed at female advancement in the workplace. Only female employees can participate in these programs, and so far, they seem to have been successful. In fact, the rate of women getting raises and promotions has doubled, whereas men's compensation growth and promotions rates have remained flat. Jenn has stated that it is important that women get a greater share of raises and promotions since women have been discriminated against in the past.

In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*

GH	● say offensive things about the way Jenn looks, assuming you wouldn't be punished? ● tell your other coworkers that women are not capable of taking your position? ● tell Jenn that women don't belong in leadership positions?
USA	● try to engage Jenn in a conversation about her sex life? ● hold all meetings with Jenn in your private office rather than in a public space? ● go to Jenn's house over the weekend to ask her a work question instead of waiting until Monday?
Supportive	● nominate Jenn for the company's Outstanding Woman of the Year award? ● suggest to others to start hiring more women on your team? ● attend one of Jenn's programs to better understand the need to promote women in the workplace?
Threat	● feel that Jenn is trying to unfairly take away work benefits from men? ● feel that your opportunities are being taken away? ● feel bothered if this happened to you?

Scenario 6: Jackson is a new graduate of the firefighters' academy and has been assigned to the station where you are a senior firefighter. During a lull in activity, Jackson tells you that he hasn't had a girlfriend in a long time and is pretty shy around women. Once when Jackson was napping, you noticed a notebook on the couch Jackson had been sitting on. You looked inside and noticed several flowery poems that Jackson appeared to be writing. You put the notebook back on the couch.

In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*

GH	● tell jokes about Jackson to other police offers suggesting that he should "man up" and not act so girlie? ● attempt to draw Jackson into a discussion about his sexual history?

	● tell other police officers, including Jackson, about your sexual exploits with women?
USA	● invite Jackson to have dinner with you sometime? ● wink at Jackson during a team meeting? ● stare at Jackson for a long time?
Supportive	● encourage Jackson to share his poetry with others? ● ask Jackson for more information about his poetry? ● offer to be a mentor to Jackson and provide career support?
Threat	● feel that Jackson threatens your ideas about masculinity? ● feel that Jackson is blurring the lines between men and women? ● feel bothered if you were in this situation?
Scenario 7: Your company has done some restructuring lately, including with the management team. Aliyah, one of your coworkers, has commented that she thinks the new management team was not chosen well. She notes that there are far too many men in the company's management ranks and pipeline to the top management positions. She questions whether their positions were earned entirely on their merit. Currently, men hold most leadership positions, and she has asked management if there isn't an old boys club culture at the company. **In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*** 	
GH	● **make dirty remarks about Aliyah to others, for example, calling her a "slut?"** ● tell Aliyah that women don't belong in the top management positions? ● tell other coworkers that Aliyah needs to understand that women don't belong at the company?
USA	● **ask Aliyah to go on a date with you and persist if she turns you down?** ● bring your vacation pictures to show Aliyah, many of which show you in a bathing suit? ● give Aliyah a shoulder massage while she is working at her computer?
Supportive	● **volunteer to be part of a men's ally group to support Aliyah's initiatives for women?** ● help start initiatives to strengthen pipelines for women in leadership? ● recommend that Aliyah receives a promotion or recognition for her work?
Threat	● feel that Aliyah is trying to hurt men in this company? ● feel that Aliyah is taking away opportunities from you as a man? ● **feel bothered if this happened to you?**

Scenario 8: Aiyden is a junior technician at a pharmaceutical company where you are a lab manager. Aiyden has mentioned that their pronouns are they, their, and them. Aiyden often states their opinion about what they think are outdated attitudes. For example, when the company launched an ad campaign for one of its new drugs, which featured a man mowing the lawn and his wife cooking dinner, Aiyden told senior management that the ad was offensive and would be better if they displayed a wife mowing the lawn and the husband cooking dinner. In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*	
GH	● secretly put pornography on Aiyden's desk to see how much it embarrasses them? ● attempt to draw Aiyden into a discussion about sexual matters? ● make jokes about "people like Aiyden" while they are present?
USA	● try to initiate a romantic relationship with Aiyden? ● make a point of taking your work break at the same time Aiyden does? ● put your arm around Aiyden at a work lunch with your group?
Supportive	● help Aiyden start a support group for employees who do not want to be defined by a strict male/female definition of gender? ● support Aiyden's position about the commercial, and recommend future changes to the content of the ads to management? ● help spread awareness about the negative outcomes from holding views about traditional gender roles?
Threat	● feel that someone like Aiyden offends you? ● feel that Aiyden blurs the line between men and women? ● feel bothered if this happened to you?
Scenario 9: You work at a local trucking company as a freight loader. The company wants to hire more women as freight loaders. To make room for them, they have asked a few of the male freight loaders, including you, to change jobs to work in customer service department, which is where women typically work in the company. Pay, benefits, and work schedules would remain the same. In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*	
GH	● write something like "beaver pond" above the women's restroom in the freight loading area, assuming no one would know it was you? ● display nude pictures of women at your new desk? ● make jokes about women when other women are present?
USA	● look your new female coworkers in the customer service department up and down as you came into work? ● give friendly hugs to female coworkers (but hug them a little longer than usual)?

	● talk to female coworkers about dating and relationships, asking what they find attractive in potential partners?
Supportive	● welcome the change in jobs? ● encourage other men in your department to also change jobs? ● offer help and support to the new female freight loaders
Threat	● feel that working in the customer service department make you less of a man? ● feel that you have been placed wrongfully in a group held by women? ● feel bothered if this happened to you?
Scenario 10: You work at a midsized tech company. A pop culture knowledge quiz is making its way around the office, and it is getting a lot of buzz. You decide to take the quiz to see what it is all about. The assessment is comprised of multiple questions concerning popular music, television programs, sports, and media in general. Upon completing it, the results indicate that based on your knowledge of specific areas, you likely consume media that is very feminine. Furthermore, the quiz claims that you likely are not a very masculine person and provides you with suggestions for shows to watch that are typically enjoyed by women. Sophia, a coworker at your office, comes by your cubicle talking about how brilliant the quiz is and how excited she is to watch the new show the quiz suggested for her. She states that everyone she knows believes the quiz to be accurate. Sophia then asks you about your results to the quiz. In this scenario, how likely would you: (1) *not at all likely* to (5) *very likely*	
GH	● tell dirty jokes about women around my male colleagues to show them I'm one of the guys like everyone else? ● tell Sophia she is dumb, like all women, for believing the quiz? ● spread rumors about Sophia, saying things like she "grows hair on her chest"?
USA	● buy Sophia a necklace you admired and thought would look nice on her? ● at a conference, suggest that Sophia tries out the hotel's hot tub with you? ● invite Sophia to join a group of colleagues who are going to see a movie after work, but make sure it is really only the two of us who go?
Supportive	● tell Sophia about the results of the quiz, truthfully? ● display the results of your quiz at your desk to share with others? ● follow up on the suggestions of the quiz to find new shows?
Threat	● feel that the quiz results make you feel you're inferior? ● feel that you've been placed wrongfully in an inferior group? ● feel bothered if this happened to you?
Scenario 11: You are a cook at a sports bar where you specialize in making two-pound hamburgers, smothered in chili, bacon, and cheese, called "The Manburger." You also enjoy having a few beers with the guys who hang around at the restaurant after hours and tell raunchy jokes. Recently, there has been a change in management. Amy, the new general manager, tells	

<table>
<tr><td colspan="2">you that “The Manburger” is stupid and unhealthy. She tells you that it simply reinforces a culture of men’s cavemen-like behavior which she wants to change to bring more women and families into the restaurant. She tells you to change the menu and to change your attitude.

In this scenario, how likely would you: (1) not at all likely to (5) very likely</td></tr>
<tr><td>GH</td><td>● find ways to put down Amy when you’re around other guys?
● call Amy a "bitch"?
● pressure Amy into a conversation about her sexual history?</td></tr>
<tr><td>USA</td><td>● try to establish a romantic relationship with Amy even if she says “no?”
● frequently text Amy outside of work hours, unrelated to the job?
● regularly find lint on Amy's clothing and pick it off</td></tr>
<tr><td>Supportive</td><td>● introduce new menu items, such as healthy salads and meatless entrees?
● stop telling raunchy jokes that could be offensive towards women?
● work with Amy to determine how you could change the sports bar to appeal to more women and families?</td></tr>
<tr><td>Threat</td><td>● feel that Amy hates men?
● feel that Amy devalues you because you're a man?
● feel bothered if this happened to you?</td></tr>
<tr><td colspan="2">Scenario 12: You are a fairly recent hire in a local construction company. All the other guys like to joke and tease with each other. When you started on the job, they made you fill the water tanks, and get coffee for them, calling you “new girl.” They also teased you about your sex life often asking if you “got laid” recently. This week, a new guy, Feng, has joined the crew. He is young and inexperienced but eager to make a good impression.

In this scenario, how likely would you: (1) not at all likely to (5) very likely</td></tr>
<tr><td>GH</td><td>● tease Feng and make him get coffee for you?
● call Feng a "mama's boy"?
● tell Feng about your sexual exploits, even when he doesn't want to hear them?</td></tr>
<tr><td>USA</td><td>● pressure Feng to talk about his sex life?
● squeeze Feng's butt when he walks by?
● make a point to take your work break at the same time as Feng?</td></tr>
<tr><td>Supportive</td><td>● show Feng around the construction site and help him get a good start to his job?
● stop the other guys when you hear them make jokes directed at Feng?
● discuss with management how you could start an onboarding program to support new hires in the transition into their jobs?</td></tr>
</table>

Threat	● feel that the other guys at the construction company try to treat you like a woman? ● **feel that the other guys challenge the degree to which you are representative of a man?** ● feel bothered if this happened to you?

Supplement B

Loadings from Initial Single Factor CFAs (Study 1)

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S1: leave anonymous notes on Melanie's desk calling her a "dyke" or "bitch?"	0.758			
S1: email, text, or instant message a sexual joke to Melanie?	0.766			
S1: make jokes about women, even when Melanie is present	0.738			
S2: tell other men you work with that Isabella is an ice queen?	0.669			
S2: tell Isabella stories of your sexual exploits, even when she doesn't want to hear them?	0.883			
S2: tell jokes about "women like Isabella" to other men you work with?	0.748			
S3: spread rumors about Shanice's sex life to other male agents in the company, assuming you would not be punished?	0.860			
S3: call Shanice a "bitch"?	0.653			
S3: tell Shanice that she's never going to be as good of an agent as the men	0.847			
S4: secretly participate in telling risqué jokes and comments about Chloe with other men in the company?	0.680			
S4: email Chloe a sexual joke about her in a swimsuit?	0.777			
S4: tell Chloe that she needs to understand that she is part of a "man's space" now?	0.736			

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S5: say offensive things about the way Jenn looks, assuming you wouldn't be punished?	0.707			
S5: tell your other coworkers that women are not capable of taking your position?	0.767			
S5: tell Jenn that women don't belong in leadership positions?	0.770			
S6: tell jokes about Jackson to other police offers suggesting that he should "man up" and not act so girlie?	0.795			
S6: attempt to draw Jackson into a discussion about his sexual history?	0.708			
S6: tell other police officers, including Jackson, about your sexual exploits with women?	0.715			
S7: make dirty remarks about Aliyah to others, for example, calling her a "slut?"	0.864			
S7: tell Aliyah that women don't belong in the top management positions?	0.821			
S7: tell other coworkers that Aliyah needs to understand that women don't belong at the company?	0.856			
S8: secretly put pornography on Aiyden's desk to see how much it embarrasses them?	0.605			
S8: attempt to draw Aiyden into a discussion about sexual matters?	0.599			
S8: make jokes about "people like Aiyden" while they are present?	0.573			
S9: write something like "beaver pond" above the women's restroom in the freight loading area, assuming	0.810			

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
no one would know it was you?				
S9: display nude pictures of women at your new desk?	0.732			
S9: make jokes about women when other women are present?	0.664			
S10: tell dirty jokes about women around my male colleagues to show them I'm one of the guys like everyone else?	0.803			
S10: tell Sophia she is dumb, like all women, for believing the quiz?	0.784			
S10: spread rumors about Sophia, saying things like she "grows hair on her chest"?	0.840			
S11: find ways to put down Amy when you're around other guys?	0.525			
S11: call Amy a "bitch"?	0.504			
S11: pressure Amy into a conversation about her sexual history?	0.824			
S12: tease Feng and make him get coffee for you?	0.630			
S12: call Feng a "mama's boy"?	0.744			
S12: tell Feng about your sexual exploits, even when he doesn't want to hear them?	0.778			
S1: stare at Melanie's chest, assuming you fear no reprisals on your job?		0.723		
S1: ask for Melanie's phone number?		0.674		
S1: give Melanie a "good job" slap on the butt?		0.860		

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S2: pressure Isabella to go on a date with you in exchange for a good sales lead, assuming you fear no reprisals?		0.875		
S2: look Isabella up and down when you pass her in the hallway?		0.643		
S2: block Isabella's path for a minute before letting her by?		0.850		
S3: put your arm around Shanice when you are talking with her?		0.853		
S3: "accidentally" brush up against Shanice when walking by her?		0.864		
S3: drop Shanice off at her house after a late night at work, and then kiss her?		0.801		
S4: try to find a time and place to tell Chloe how hot she is?		0.821		
S4: touch Chloe's arm when speaking to her?		0.823		
S4: leave flirtatious post-it notes for Chloe?		0.831		
S5: try to engage Jenn in a conversation about her sex life?		0.827		
S5: hold all meetings with Jenn in your private office rather than in a public space?		0.571		
S5: go to Jenn's house over the weekend to ask her a work question instead of waiting until Monday?		0.791		
S6: invite Jackson to have dinner with you sometime?		0.324		
S6: wink at Jackson during a team meeting?		0.750		
S6: stare at Jackson for a long time?		0.794		

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S7: ask Aliyah to go on a date with you and persist if she turns you down?		0.874		
S7: bring your vacation pictures to show Aliyah, many of which show you in a bathing suit?		0.831		
S7: give Aliyah a shoulder massage while she is working at her computer?		0.841		
S8: try to initiate a romantic relationship with Aiyden?		0.567		
S8: make a point of taking your work break at the same time Aiyden does?		0.321		
S8: put your arm around Aiyden at a work lunch with your group?		0.497		
S9: look your new female coworkers in the customer service department up and down as you came into work?		0.615		
S9: give friendly hugs to female coworkers (but hug them a little longer than usual)?		0.713		
S9: talk to female coworkers about dating and relationships, asking what they find attractive in potential partners?		0.488		
S10: buy Sophia a necklace you admired, and thought would look nice on her?		0.806		
S10: at a conference, suggest that Sophia tries out the hotel's hot tub with you?		0.802		
S10: invite Sophia to join a group of colleagues who are going to see a movie after work, but make sure it is really only the two of us who go?		0.739		

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S11: try to establish a romantic relationship with Amy even if she says “no?”		0.835		
S11: frequently text Amy outside of work hours, unrelated to the job?		0.800		
S11: regularly find lint on Amy's clothing and pick it off?		0.767		
S12: pressure Feng to talk about his sex life?		0.764		
S12: squeeze Feng's butt when he walks by?		0.863		
S12: make a point to take your work break at the same time as Feng?		0.285		
S1: feel bothered by women like Melanie?			0.616	
S1: feel like Melanie blurs the line between men and women?			0.467	
S1: feel bothered if this happened to you?			0.408	
S2: think Isabella makes you feel like less than a man?			0.591	
S2: feel like you are not a good representative of men?			0.562	
S2: feel bothered if this happened to you?			0.481	
S3: feel that Shanice and other female agents are trying to upstage men at the company?			0.681	
S3: feel like you're being devalued as a man?			0.731	
S3: feel bothered if this happened to you?			0.655	
S4: feel that Chloe undermines the company culture?			0.629	

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S4: feel that Chloe holds values that are morally inferior to the current values at this company?			0.613	
S4: feel bothered if this happened to you?			0.502	
S5: feel that Jenn is trying to unfairly take away work benefits from men?			0.624	
S5: feel that your opportunities are being taken away?			0.520	
S5: feel bothered if this happened to you?			0.594	
S6: feel that Jackson threatens your ideas about masculinity?			0.524	
S6: feel that Jackson is blurring the lines between men and women?			0.539	
S6: feel bothered if you were in this situation?			0.374	
S7: feel that Aliyah is trying to hurt men in this company?			0.690	
S7: feel that Aliyah is taking away opportunities from you as a man?			0.585	
S7: feel bothered if this happened to you?			0.359	
S8: feel that someone like Aiyden offends you?			0.543	
S8: feel that Aiyden blurs the line between men and women?			0.331	
S8: feel bothered if this happened to you?			0.487	
S9: feel that working in the customer service department make you less of a man?			0.486	
S9: feel that you have been placed wrongfully in a group held by women?			0.511	

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S9: feel bothered if this happened to you?			0.504	
S10: feel that the quiz results make you feel you're inferior?			0.419	
S10: feel that you've been placed wrongfully in an inferior group?			0.426	
S10: feel bothered if this happened to you?			0.415	
S11: feel that Amy hates men?			0.598	
S11: feel that Amy devalues you because you're a man?			0.565	
S11: feel bothered if this happened to you?			0.534	
S12: feel that the other guys at the construction company try to treat you like a woman?			0.481	
S12: feel that the other guys challenge the degree to which you are representative of a man?			0.500	
S12: feel bothered if this happened to you?			0.298	
S1: work overtime with Melanie to finish a quarterly report?				0.384
S1: invite Melanie to be part of a team project you are leading?				0.513
S1: ride with with Melanie to a work function?				0.306
S2: consult with Isabella on a financial analysis of the firm's sales records that you are confused about?				0.524
S2: ask to be put on a new project with Isabella?				0.359
S2: record a meeting for Isabella that she is unable to attend?				0.427

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S3: ask Shanice to mentor you so that you can become a better agent?				0.640
S3: attend a conference that Shanice recommended to you to build your skills as an agent?				0.628
S3: go over a recent report with Shanice to review the top prospects in the upcoming draft?				0.600
S4: thank Chloe for the progressive policies that the company has recently adopted?				0.699
S4: ask Chloe for more information about how you can help change the culture?				0.723
S4: start participating in some of the new policies and behaviors, such as mindfulness breaks?				0.604
S5: nominate Jenn for the company's Outstanding Woman of the Year award?				0.612
S5: suggest to others to start hiring more women on your team?				0.640
S5: attend one of Jenn's programs to better understand the need to promote women in the workplace?				0.579
S6: encourage Jackson to share his poetry with others?				0.306
S6: ask Jackson for more information about his poetry?				0.306
S6: offer to be a mentor to Jackson and provide career support?				0.461
S7: volunteer to be part of a men's ally group to support				0.708

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
Aliyah's initiatives for women?				
S7: Help start initiatives to strengthen pipelines for women in leadership?				0.754
S7: recommend that Aliyah receives a promotion or recognition for her work?				0.635
S8: help Aiyden start a support group for employees who do not want to be defined by a strict male/female definition of gender?				0.512
S8: support Aiyden's position about the commercial, and recommend future changes to the content of the ads to management?				0.513
S8: help spread awareness about the negative outcomes from holding views about traditional gender roles?				0.558
S9: welcome the change in jobs?				0.349
S9: encourage other men in your department to also change jobs?				0.371
S9: offer help and support to the new female freight loaders?				0.397
S10: tell Sophia about the results of the quiz, truthfully?				0.308
S10: display the results of your quiz at your desk to share with others?				0.216
S10: follow up on the suggestions of the quiz to find new shows?				0.324
S11: introduce new menu items, such as healthy salads and meatless entrees?				0.516

	Gender Harassment	Unwanted Sexual Attention	Perceived Threat	Supportive
S11: stop telling raunchy jokes that could be offensive towards women?				0.469
S11: work with Amy to determine how you could change the sports bar to appeal to more women and families?				0.562
S12: show Feng around the construction site and help him get a good start to his job?				0.486
S12: stop the other guys when you hear them make jokes directed at Feng?				0.520
S12: discuss with management how you could start an onboarding program to support new hires in the transition into their jobs?				0.551

Supplement C

Appendix

The SBHI – Final Version

Instructions to Participants: Each scenario below asks you to think about yourself in a workplace scenario and then answer some questions about how you would respond in that scenario, using the scale provided from 1 (*not at all likely*) to 5 (*very likely*). Please read the first scenario and answer the respective questions before moving onto the next scenarios. All responses are confidential and there are no right or wrong answers.

Note to Researchers: We recommend randomizing the order that scenarios are presented and randomizing the order of the survey items that follow each scenario.

Scoring: SBHI subscales are computed as follows:

Harassment Intentions = Mean of the 12 items measuring SBH-GH and SBH-USA across the six scenarios

Supportive Intentions = Mean of the 6 items measuring SBH-Supportive across the six scenarios

Threat Perceptions = Mean of the 6 items measuring SBH-Threat items across the six scenarios

Scenario 1: THREAT VERSION	**Scenario 1: NON-THREAT VERSION**
Melanie is one of your direct reports at a midsized insurance company. Many have noted that Melanie does not dress very femininely. She wears loosely fitted suits, no make-up, and cuts her hair very short. A few of your fellow supervisors have asked Melanie why she doesn't dress like other women. She has been overheard saying "someone needs to show this company who wears the pants around here and it might as well be me."	Melanie is one of your direct reports at a midsized insurance company. Many have noted that Melanie dresses professionally. She often wears business casual clothing and wears her hair at shoulder length. A few of your fellow supervisors have asked Melanie how she decides to dress each day. She has been overheard saying, "I just want to do my best at this company."

Please think about how you would respond in this workplace scenario and answer the questions below:

SBH-GH	How likely would you be to make jokes about women, even when Melanie is present? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
SBH-USA	How likely would you be to stare at Melanie's chest, assuming you fear no reprisals on your job? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Supportive	How likely would you be to work overtime with Melanie to finish a quarterly report? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Threat	How likely is it that would you feel bothered if this happened to you? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Scenario 2: THREAT VERSION	**Scenario 2: NON-THREAT VERSION**
Isabella is a new sales associate at a software sales firm, where you are a senior sales associate. You find Isabella to be attractive and you learn that she is single. You decide to ask her out for a date. She turns you down saying that you're not her type – she prefers stronger men.	Isabella is a new sales associate at a software sales firm, where you are a senior sales associate. You find Isabella to be attractive. You decide to ask her to have a cup of coffee with you and other coworkers. She declines the immediate invitation and asks if perhaps next week would be better.
Please think about how you would respond in this workplace scenario and answer the questions below:	
SBH-GH	How likely would be you tell Isabella stories of your sexual exploits, even when she doesn't want to hear them?
SBH-USA	How likely would you be to pressure Isabella to go on a date with you in exchange for a good sales lead, assuming you fear no reprisals?
Supportive	How likely would you be to consult with Isabella on a financial analysis of the firm's sales records that you are confused about?
Threat	How likely would you be to feel like you are not a good representative of men?

Scenario 3: THREAT VERSION	**Scenario 3: NON-THREAT VERSION**
You work as an agent for a sports marketing company. Agents' performances are measured on the value of signed contracts with high-value athletes, which historically are in men's basketball, baseball, and football. In recent years, female agents have outperformed male agents by signing some of the top athletes in these franchises. Your signings this year are on par with other male agents, but noticeably below the female agents. One of these agents, Shanice, is proud of her performance and has shared that she was rated as one of the top agents in the company. She also states that she believes the signings data accurately reflect the superiority of agents in the company, implying that women are better agents than men.	You work as an agent for a sports marketing company. Agents' performances are measured on the value of signed contracts with high-value athletes, which historically are in men's basketball, baseball, and football. In recent years, female agents and male agents have performed similarly by signing an equal number of top athletes in these franchises. Your signings this year are on par with other agents. One of these agents, Shanice, is satisfied of her performance and has shared that she was rated as an average agent in the company. She also states that she believes the signings data accurately reflect the agents in the company, implying that men and women perform similarly.

Please think about how you would respond in this workplace scenario and answer the questions below:

Harassment-GH	How likely would you be to spread rumors about Shanice's sex life to other male agents in the company, assuming you would not be punished? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Harassment-USA	How likely would you be to put your arm around Shanice when you are talking with her? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Supportive	How likely would you be to ask Shanice to mentor you so that you can become a better agent? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Threat	How likely would you be to feel like you're being devalued as a man? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Scenario 4: THREAT VERSION	Scenario 4: NON-THREAT VERSION
You work for a logistics company. In the workplace, your company has always taken on a work-hard-play hard attitude. Management has valued a competitive attitude where the best rise to the top and push everyone to work harder. On the play side, coworkers like to share jokes that are frequently on the risqué side through email or in the break room. A few coworkers like to decorate their desk with pictures of attractive swimsuit models. Recently, a new employee, Chloe, was hired into your department. She quickly took notice of the jokes and illustrations of women and asked that they be stopped immediately. Since then, a few of your friends have been reprimanded for behavior that was never addressed as an issue before. Furthermore, HR has now started to question the competitive culture of much of the company and want to change some policies and practices. For example, they have suggested that managers should encourage both women and men to take parental leave if they have a new family member, to institute more training on how to demonstrate interpersonal warmth to each other, and to encourage "mindfulness breaks" at least twice a day. There has been some push back questioning whether these changes are necessary or what is best for the company. Before Chloe started here, none of these things were considered a problem.	You work for a logistics company. In the workplace, your company has always taken on a work-hard-play hard attitude. Management has valued a competitive attitude where the best rise to the top and push everyone to work harder. On the play side, coworkers like to share jokes through email or in the break room. A few coworkers like to decorate their desk with pictures of their friends and family. Recently, a new employee, Chloe, was hired into your department. She quickly took notice of the jokes and illustrations and thought they were funny and enjoyable. Since then, a few of your friends have been praised for making the workplace fun and enjoyable. HR has agreed to allow the work environment to remain as it is because of its positive effect on morale and productivity. They have suggested that managers should encourage both women and men to join the company-sponsored fitness center, wear Fitbits, and get regular health checkups. There has been some push back questioning whether the focus on health is necessary or what is best for the company. Chloe has told you that she thinks the new policies are great.

Please think about how you would respond in this workplace scenario and answer the questions below:

SBH-GH	How likely would you be to tell Chloe that she needs to understand that she is part of a "man's space" now? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
SBH-USA	How likely would you be to try to find a time and place to tell Chloe how hot she is? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Supportive	How likely would you be to thank Chloe for the progressive policies that the company has recently adopted? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Threat	How likely would you feel bothered if this happened to you? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Scenario 5: THREAT VERSION	**Scenario 5: NON-THREAT VERSION**
Your company has done some restructuring lately, including with the management team. Aliyah, one of your coworkers, has commented that she thinks the new management team was not chosen well. She notes that there are far too many men in the company's management ranks and pipeline to the top management positions. She questions whether their positions were earned entirely on their merit. Currently, men hold most leadership positions, and she has asked management if there isn't an old boys club culture at the company.	Your company has done some restructuring lately, including the management team. Aliyah, one of your coworkers, commented that she thinks the new management team was not chosen well. She notes that there are far too many West-coast graduates in the company's management ranks and pipeline to the top management positions. She questions whether their positions were earned entirely on their merit. Currently, UC Berkeley graduates hold most leadership positions, and she has asked management if there is favoritism based on the CEO's alma mater at the company.

Please think about how you would respond in this workplace scenario and answer the questions below:

SBH-GH	How likely would you be to make dirty remarks about Aliyah to others, for example, calling her a "slut?" 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
SBH-USA	How likely would you be to bring your vacation pictures to show Aliyah, many of which show you in a bathing suit? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Supportive	How likely would you be to volunteer to be part of a men's ally group to support Aliyah's initiatives for women? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Threat	How likely would you feel bothered if this happened to you?

	1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Scenario 6: THREAT VERSION	Scenario 6: NON-THREAT VERSION
You are a fairly recent hire in a local construction company. All the other guys like to joke and tease with each other. When you started on the job, they made you fill the water tanks, and get coffee for them, calling you "new girl." They also teased you about your sex life often asking if you "got laid" recently. This week, a new guy, Feng, has joined the crew. He is young and inexperienced but eager to make a good impression	You are a fairly recent hire in a local construction company. All the other guys like to joke and tease with each other. Though you were never targeted, some of the new guys would have to fill the water tanks, grab coffee for the senior members, and get called "newbies." Senior members also invite newbies to have beers after work and talk about the recent and upcoming sports events. This week, a new guy, Feng, has joined the crew. He is young and inexperienced but eager to make a good impression.

Please think about how you would respond in this workplace scenario and answer the questions below:

SBH-GH	How likely would you be to call Feng a "mama's boy"? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
SBH-USA	How likely would you be to squeeze Feng's butt when he walks by? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Supportive	How likely would you be to show Feng around the construction site and help him get a good start to his job? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely
Threat	How likely would you be to feel that the other guys challenge the degree to which you are representative of a man? 1 2 3 4 5 Not all likely ○ ○ ○ ○ ○ Very likely

Supplement D

Analyses to Address the Low Base rate of SBH Intention Scores (Study 2)

To address issues of low base rates, SBH scores were dichotomized as has been done in previous research with the Sexual Experiences Questionnaire (Fitzgerald, 1995; Langout et al., 2005; Munson, 2000). Responses were categorized so that participants that responded to all of the SBH intention items with *not at all likely* would be categorized as 0 indicating they did not report any intention to engage in SBH. Participants that responded to any of the SBH intention items with a response other than *not at all likely* (i.e., *somewhat unlikely, neither likely nor unlikely, somewhat likely, extremely likely*) would be categorized as a 1, indicating at least some possibility of intentionality to engage in SBH.

We followed recommendations by Iacobucci (2012) to test for mediation with a dichotomous dependent variable. We regressed threat perceptions on scenario condition, each of the individual difference variables, the social desirability variables, and the focal moderator variable (centered) × scenario version. Then we conducted a binary logistic regression by regressing a dichotomized transformation of the SBH variable, as well as all other terms, on threat perceptions. We computed the relevant Z scores using the formulae described above. The results are shown in table below. Significant moderated mediation effects were found for SDO and hostile sexism as moderators, consistent with the linear regression and bootstrap estimates provided in the main manuscript.

Estimated moderated mediation effects with SBH dichotomized

Parameter estimate	Regression Type	Moderator Variables		
		SDO	HS	MI
Z_a (Threat perceptions regressed on Moderator*Condition, controlling for all lower order terms and covariates)	Linear	2.40*	3.33*	1.63
Z_b (dichotomized SBH regressed on Threat perceptions, controlling for Moderator*Condition and all lower order terms and covariates)	Binary Logistic	4.18*	4.35*	4.47*
Z_aZ_b		10.03	14.36	7.29
$SE(Z_aZ_b)$		4.92	5.57	4.86
Indirect effect (Z)		2.04*	2.58*	1.63

Note. SDO = Social Dominance Orientation; HS = Hostile Sexism; MI = Masculine Identification. Z tests greater or equal to 1.96 are statistically significant, $*p < .05$.

*

As suggested by a reviewer, we re-analyzed our analyses predicting SBH using Poisson regression with SBH as an ordinal variable representing the frequency of gender harassment and unwanted sexual attention items with an endorsement greater than 1. The results do not change substantially. We still find that the effect of condition does not directly relate to SBH (Wald $\chi2(1) = .736$, b = -.158, p = .39), perceptions of threat significantly predict SBH (Wald $\chi2(1) = 220.54$, b = .72, $p < .001$), and with threat present in the model there is a direct effect of condition on SBH in the negative direction (Wald $\chi2(1) = 11.40$, b = -.62, $p < .001$). Furthermore, this pattern persists when hostile sexism, benevolent sexism, social dominance orientation, impression management, self-deceptive enhancement, and masculine identification are also included in the model (Wald $\chi2(1) = 5.04$, b = -.43, $p < .03$).

Iacobucci, D. (2012). Mediation analysis and categorial variables. The final frontier. *Journal of Consumer Psychology, 22*(4), 582-594. https://www.jstor.org/stable/26578166