

INCIDENTS OF SEXUAL HARASSMENT AMONG AMU COMMUNITY

Survey reports



Maciej Kokociński
Katarzyna Waszyńska
Iwona Chmura-Rutkowska
Anna Kokocińska

WYDAWNICTWO NAUKOWE UAM

UNIwersytet im. Adama Mickiewicza w Poznaniu

Maciej Kokociński
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Iwona Chmura-Rutkowska
Anna Kokocińska

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Reviewed by: dr hab. Julia Kubisa, prof. UW
dr Dariusz Skowroński, Associate Professor at Temple University,
Japan Campus (TJ)

Project Coordinator: prof. dr hab. Robert Kmiecik



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WYDAWNICTWO NAUKOWE UNIwersYTETU IM. ADAMA MICKIEWICZA W POZNANIU

61-701 POZNAŃ, UL. FREDRY 10

www.press.amu.edu.pl

Sekretariat: tel. 61 829 46 46, faks 61 829 46 47, e-mail: wydnauk@amu.edu.pl

Dział Promocji i Sprzedaży: tel. 61 829 46 40, e-mail: press@amu.edu.pl

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Foreword

Ladies and Gentlemen,

For nearly a decade, Adam Mickiewicz University in Poznań has been implementing systemic measures to counteract all forms of discrimination. These measures are of key importance to our university's interests, brand, and position in the academic community and – most importantly – the internal cohesion and autonomy of our academic community. Eliminating discrimination is one of AMU's strategic goals. To achieve this goal, we must systematically strengthen public trust through partnership, openness, and transparency. The most effective way to minimize negative phenomena such as intolerance, xenophobia, homophobia, and disrespect for others is through education, training, dialogue, and seeking understanding. In our daily activities, we should strive to uphold the highest behavioral standards based on good manners, openness, and actively combating discrimination.

We are committed to ensuring that Adam Mickiewicz University in Poznań is a safe and welcoming place to work and study. We are working hard to create an organizational culture at the university based on a sense of community and mutual respect. The organizational culture of an institution is a fundamental concept in modern management theory. However, we would like to draw your attention to the axiological context in particular, where organizational culture is approached as *a set of values, traditions, beliefs, and attitudes that define interpersonal relationships*. Therefore, the key lies in developing the right organizational climate and inclusive management style.

Currently, the document defining the desired standards of conduct at Adam Mickiewicz University in Poznań is the Equality and Anti-Discrimination Policy. It was adopted by the AMU Senate and published in the Rector's order of June 6, 2022.

In the strategy, we emphasized that based on European and national legislation on higher education, as well as internal regulations on the functioning of Adam Mickiewicz University in Poznań, we intend to pursue consistent anti-discrimination measures taking the following measures.

1. Institutional support for projects aimed at implementing a policy of equal treatment and counteracting discrimination in the AMU academic community.
2. Conducting promotional and educational campaigns to raise awareness among employees, doctoral, graduate and undergraduate students about equal treatment and counteracting discrimination; promoting openness, social sensitivity, tolerance, and mutual acceptance.
3. Improving the system for identifying and monitoring cases of discrimination and unequal treatment.
4. Providing legal and psychological support to individuals who have experienced discrimination and unequal treatment.
5. Collaborating with public authorities and associations to counter discrimination through seminars, meetings, consultations, and anti-discrimination strategy development.
6. Providing institutional and substantive support for external stakeholders' activities promoting ethnic and cultural diversity, respect for the rights of the LGBT+ community, and support for people with disabilities and other special needs.
7. Improving the mediation system to contribute to eliminating conflicts, building trust, and improving the social capital of Adam Mickiewicz University.

Achieving the above goals requires institutional involvement on multiple levels, as well as a positive attitude and acceptance on the part of the academic community. This is especially important for activities that aim to raise awareness of unequal treatment, including its most drastic form, namely sexual harassment. Recognizing the risks, we conducted a comprehensive survey on sexual harassment among the AMU academic community. Thanks to the survey, we obtained valuable information about the extent of this phenomenon, which will subsequently help us develop better support and assistance programs for people who have experienced sexual harassment. The data collected will also contribute to developing and implementing programs that eliminate this type of pathological behavior in our environment.

This is the first comprehensive study of sexual harassment in a higher education institution in Poland. Each report is a complete study and focuses on a separate group within the AMU community: undergraduate and graduate students, doctoral students, academic staff, and administrative and technical support personnel.

The reports presented to you were prepared by a team of researchers affiliated with Adam Mickiewicz University in Poznań, consisting of: Prof. AMU dr hab. Iwona Chmura-Rutkowska, Prof. AMU dr hab. Katarzyna Waszyńska, dr Anna Kokocińska and dr Maciej Kokociński. The project was coordinated by the AMU Representative for Academic Rights and Freedoms.

Prof. dr hab. Robert Kmiecik
Representative for Academic Rights and Freedoms

Prof. dr hab. Bogumiła Kaniewska
AMU Rector

Introduction

This publication consists of four survey reports, each with conclusions and recommendations concerning the group studied. These reports are preceded by a joint methodological note and concluded with general recommendations concerning systemic solutions.

Each report is a complete study of a population that is part of the AMU community:

- a) undergraduate and graduate students.
- b) doctoral students;
- c) academic staff;
- d) administrative and technical support personnel.

The questionnaire is included in the appendix. Detailed summaries of the research results are available in the AMU Repository. Links to thematic summaries can be found in the individual reports.

What is sexual harassment?

Polish legal regulations that define the notion of sexual harassment refer directly to the provisions of EU gender equality law, considering it to be gender discrimination and imposing a blanket ban on such discrimination.

Sexual harassment – any undesirable behavior of a sexual or gender-related nature, the purpose or outcome of which is violating the dignity of a given person, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere; such behavior may consist of physical, verbal or non-verbal elements.¹

In the Polish legal system, the Labor Code ensures the most comprehensive protection against harassment and sexual harassment at work, providing both a general

¹ Act of 3 December 2010 on the implementation of certain provisions of the European Union in the field of equal treatment (OJ 2016, item 1219).

prohibition of discrimination (including on the basis of gender) and definitions of direct discrimination, indirect discrimination, harassment and sexual harassment.² Harassment and sexual harassment are also prohibited by the Equal Treatment Act (Article 3(3) and 3(4)).³ This applies to education and higher education, which is of interest to us in the context of this survey, vocational training; conditions for starting and running business or professional activities; activity in trade unions, employers' organizations and professional self-governing bodies; access to and conditions for using labor market instruments and labor market services, social security, health care, services, including housing services, goods and acquisition of rights and energy, if they are offered to the public.

Academic teachers are prohibited from and held liable for sexual harassment or committing sexual offenses at universities also by virtue of the Law on Higher Education and Science, which stipulates that they are subject to disciplinary liability for conduct that offends the responsibilities of academic teachers or the dignity of the academic teaching profession (Article 275⁴).

In addition, the Code of Minor Offenses⁵ and the Penal Code⁶ provide legal protection against certain types of harassment (threats, persistent harassment, forcing a person to engage in certain behavior, slandering or insulting a person, physical or mental abuse of a person that is in a relationship of dependence on the perpetrator, violation of a person's physical integrity, recording the image of a person who is naked or engaged in sexual activity, inducing a person to have sexual intercourse by unlawful threat or deception, sexual exploitation of mental incapacity, helplessness or abuse of a relationship of dependency).⁷

In a broader context, sexual harassment constitutes a violation of human rights and obstructs the provision of gender equality, which is one of the fundamental principles of the Polish Constitution (Articles 32 and 33).

In the context of sexual harassment, as studied and analyzed here, and the research territory of a university that, in addition to being a workplace, performs a number of specific tasks, including education and providing conditions for the comprehensive development of students, it should be observed that members of the AMU community are subject to the Labor Code and the Act of 3 December 2010 on the implementation of certain provisions of the European Union in the field of equal treatment to varying degrees. In particular, this pertains to students (in the first, second and third cycles of education), whose rights and obligations in this

² Law of 26 June 1974 – Labor Code (OJ 2018, item 917, as amended; later on: LC), Art. 18(3a).

³ Act of 3 December 2010 on the implementation of certain EU regulations on equal treatment (OJ 2016, item 1219).

⁴ Law of 20 July 2018 – Law on Higher Education and Science (OJ 2018, item 1668).

⁵ Law of 20 May 1971 – Code of Minor Offenses (OJ 2018, item 618, as amended).

⁶ Law of 6 June 1997 – Penal Code (OJ 2018, item 1600; later on: PC).

⁷ Legal protection and the mode of prosecution vary depending on the act and the premise.

regard are generally regulated, among other things, by The Statute of Adam Mickiewicz University in Poznań⁸ and the Regulations of Adam Mickiewicz University in Poznań.⁹ However, these documents do not specifically address the notion of gender discrimination or sexual harassment. The need for their definition, regulation and protection is met by the Equality and Non-discrimination Policy of Adam Mickiewicz University in Poznań by virtue of which the prohibition of unequal treatment and discrimination, including sexual harassment, applies to all members of the academic community of AMU (employees, postgraduate and undergraduate students), as well as to persons who work or provide services for AMU on the basis of a civil law contract or on a voluntary basis.¹⁰

According to the Labor Code, in order for behavior to be considered sexual harassment, it must have the following characteristics:

- lack of consent or approval on the part of the person to whom the behavior is addressed;
- sexual nature of the behavior, or making reference to the person's gender/gender identity;
- the behavior is verbal (sexual jokes, inappropriate remarks, innuendos, remarks, e-mails, blackmail), non-verbal (inappropriate gestures, ogling, displaying sexist, erotic or pornographic images, videos, including in cyberspace), or physical (various forms of physical contact, forced sexual contact).¹¹

A broad definition of the academic community requires us to consider at least three contexts when researching the nature of interpersonal and hierarchical relationships in an organization such as a university:

- the context of the structure, organization and culture of AMU as a workplace, taking into account the relationships and dependencies between AMU employees and workers providing services for AMU;
- the context of the structure, organization and culture of education and support for the development of young people including the relationships and interdependencies between employees and students;

⁸ Statute of Adam Mickiewicz University in Poznań. Annex to Regulation No. 1/2022 of the Senate of Adam Mickiewicz University in Poznań of 28 March, 2022, https://bip.amu.edu.pl/__data/assets/pdf_file/0026/335483/1_Zalacznik-do-obwieszczenia_statut.pdf [last access April 25, 2022].

⁹ Regulations of Adam Mickiewicz University in Poznań – consolidated text based on Resolution No. 222/2018/2019 of the AMU Senate of 29 April 2019, Resolution No. 296/2018/2019 of the AMU Senate of 29 June 2019, Resolution No. 210/2021/2022 of the AMU Senate of 25 April 2022 and Resolution No. 300/2022/2023 of the AMU Senate of 17 April 2023. https://amu.edu.pl/__data/assets/pdf_file/0031/476941/Regulamin-studiow_2023.pdf [last access April 25, 2022].

¹⁰ Annex to Regulation No. 232/2021/2022 of the Rector of Adam Mickiewicz University in Poznań of 6 June 2022 on the Equality and Non-discrimination Policy of Adam Mickiewicz University in Poznań, § 2-3, https://amu.edu.pl/__data/assets/pdf_file/0029/464960/Polityka-Rownosciowa-i-Antydiskryminacyjna-UAM.pdf [last access April 25, 2022].

¹¹ J. Marciniak, *Mobbing, dyskryminacja, molestowanie. Przeciwdziałanie w praktyce*, Warszawa 2020, pp. 79 – 94.

- the context of the structure, organization and culture of the student community, taking into account the relationships and interdependencies between students. Employees, collaborators, and students may encounter sexual harassment both in hierarchical relationships and in relationships between colleagues and peers.

Norms

The system of legal regulations related to the undesirable behaviors concerned is in force and governs the rules of social coexistence, regardless of the community in question. In the academic environment, additional arrangements and legal regulations are being developed to specify procedures for responding to such behaviors. The genuine enforcement of existing laws in situations where these norms are violated and awareness of noncompliance are likely to require constant monitoring. However, in the long term, it may be worthwhile considering harassment as a process where social norms are first violated, and then, given a failure to respond by the immediate social milieu, it evolves into a breach of cultural norms. If this still does not trigger a response, such norms come into conflict with legal norms. Eventually, there emerges behavior that should be punishable, as being a violation of existing moral norms.

It should be added that social norms change the most, and depend on the social environment which considers them binding. The volatility of social norms and associating them with particular groups is not as obvious a matter as the interpretation of behavior in terms of moral or legal norms. The distinct nature of social and – more importantly – cultural norms can be erroneously treated as a peculiar feature of certain milieus, and violating such norms does not, in principle, create grounds for treating them in terms of harassment (e.g., opinions about clothes, appearance, ‘acceptable’ ways of touching, or sexual orientation). This specific approach of certain milieus to cultural norms seems to directly contribute to the lack of response to certain behaviors. For this reason, harassment-related phenomena tend to be identified in a specific way within relatively homogeneous milieus (e.g., art colleges). From this perspective, the global #MeToo movement essentially points to the above-described transition from a specific treatment of social and cultural norms in particular places or professions, which consequently results in the violation of legal and moral norms with a sense of impunity.

Outcomes of sexual harassment

Sexual harassment in the educational environment and workplace is associated with serious negative consequences related to the daily functioning, work and health of both individuals and the community as a whole.¹² It negatively affects the mental

¹² Chan, D.K.-S., Chow, S.Y., Lam, C.B., & Cheung, S.F. (2008). Examining The Job-Related, Psychological, and Physical Outcomes of Workplace Sexual Harassment: A Meta-Analytic Review. *Psychology of*

and physical health of the individual, as well as their educational and professional performance and achievements¹³ (reducing productivity and job satisfaction, and making persons withdraw from a range of activities). It can also lead to post-traumatic stress disorder (PTSD¹⁴). A workplace and educational environment where sexual harassment occurs is a hostile, unsafe space with distorted social relationships, which hinders personal development. In particular, the culture and rules of the organization, the social support available and the procedures for disclosing sexual harassment affect the impact of sexual harassment.¹⁵

Who is this report for?

Over the past few decades, the issue of sexual harassment at Polish universities has become more prominent, where only thirty years ago, it was virtually absent from public debate. There were no data, diagnoses, procedures, or awareness of the problem among students and academic staff alike. In 2018, the Ombudsman conducted the first nationwide study and published a report on harassment and sexual harassment, which focused on students.¹⁶

Subsequent studies on sexual harassment at universities, conducted by the Helsinki Foundation for Human Rights and the Polish Society for Anti-Discrimination Law,¹⁷ revealed that universities lacked procedures to prevent and address harassment. In 2022, the National Science Center conducted a study titled *The Functioning of Women and Men in Science*, which confirmed the occurrence of sexual harassment

Women Quarterly, 32(4), 362376. DOI: <https://doi.org/10.1111/j.1471-6402.2008.00451.x> [last access April 25, 2022], Nielsen, M.B., & Einarsen, S. (2012). Prospective relationships between workplace sexual harassment and psychological distress. *Occupational Medicine*, 62(3), 226–228. DOI: <https://doi.org/10.1093/occmed/kqs010> [last access April 25, 2022].

¹³ Chan, D.K.-S., Chow, S.Y., Lam, C.B., & Cheung, S.F. (2008). Examining The Job-Related, Psychological, and Physical Outcomes of Workplace Sexual Harassment: A Meta-Analytic Review. *Psychology of Women Quarterly*, 32(4), 362376. DOI: <https://doi.org/10.1111/j.1471-6402.2008.00451.x> [last access April 25, 2022].

¹⁴ Avina, C., & O'Donohue, W. (2002). Sexual harassment and PTSD: Is sexual harassment diagnosable trauma? *Journal of Traumatic Stress: Official Publication of The International Society for Traumatic Stress Studies*, 15(1), 69–75. DOI: <https://doi.org/10.1023/A:1014387429057> [last access April 25, 2022].

¹⁵ Wilness, C.R., Steel, P., & Lee, K. (2007). A Meta-analysis of the antecedents and consequences of workplace sexual harassment. *Personnel Psychology*, 60(1), 127–162. DOI: <https://doi.org/10.1111/j.1744-6570.2007.00067.x> [last access April 25, 2022].

¹⁶ A. Kwaśniewska, M. Winiewski, D. Bułska, M. Babińska, *Doświadczenie molestowania wśród studentek i studentów*, Biuro Rzecznika Praw Obywatelskich, Warszawa 2018, *Doświadczenie molestowania wśród studentek i studentów*, 2018.pdf [last access: April 25, 2022].

¹⁷ J. Gerlich, *Molestowanie na polskich uczelniach publicznych*, Helsińska Fundacja Praw Człowieka, Warszawa 2019, *molestowanie-na-polskich-uczelniach-publicznych.pdf* [last access: April 25, 2022]; P. Kister, J. Kocjan, I. Patykowska, B. Tencer, A. Urbańska, *Badanie molestowania seksualnego na uczelni: powszechność zjawiska oraz analiza dostępności wsparcia na Uniwersytetach Jagiellońskim, Warszawskim oraz Wrocławskim dla osób studiujących, które go doświadczają*, Polskie Towarzystwo Prawa Antydyskryminacyjnego, Warszawa 2022, *raport_1_kk_-_badanie_molestowania_seksualnego_na_uczelniach.pdf* [last access: April 25, 2022].

in the academic environment.¹⁸ Studies employing various methodologies and scopes have also begun to be carried out at other universities.

The results of the above analyses, intensifying debates, the increasing social awareness of the problem within the academic community, AMU's commitments under HR Excellence, the recommendations based on diagnoses and qualitative research by the AMU's When Science is Female team, the monitoring of working conditions and equal treatment at AMU,¹⁹ and the gender equality plan (GEP UAM) all contributed to the study on harassment among the entire student and employee community at AMU which was carried out in 2022.

This collection of reports is a valuable addition to the ongoing discussion and requisite social change. It serves as a source of information for entities that study the phenomenon of sexual harassment and, more broadly, gender discrimination and violence in a scientific and professional manner. The analyses and recommendations in these reports will be useful not only at universities, research centers, and academic and educational institutions, but also in other public and private institutions across all industries and sectors. They will be useful wherever knowledge is needed to design effective and efficient mechanisms to counteract and eliminate sexually harassing behavior, as well as implement anti-discrimination solutions and policies. The reports are also a rich source of reliable data for institutions and organizations that support victims of sexual harassment and address their legal protection. The reports may be of interest to student groups and organizations and to doctoral students as well as employees who, based on the data presented, can work within their communities to introduce the necessary changes in response to the identified problems. We hope that these reports will provide reliable arguments and serve as an important reference for reflection, discussion, and work toward gender equality, good relationships, safety, and health for management, students, and everyone else in the academic community.

¹⁸ Narodowe Centrum Nauki, *Funkcjonowanie kobiet i mężczyzn w nauce. Wyniki sondażu*, Zespół ds. Analiz i Ewaluacji NCN oraz Komisji Analiz Aktywności Naukowej Rady NCN, Kraków 2022, https://ncn.gov.pl/sites/default/files/pliki/funkcjonowanie_kobiet_i_mezczyzn_w_nauce_wyniki_sondazu_NCN.pdf [last access: April 25, 2022].

¹⁹ G. Gajewska, E. Głowacka-Sobiech, I. Chmura-Rutkowska, M. Kokociński, K. Wala (2022). *Raport z monitoringu warunków pracy i równego traktowania w UAM*, Poznań, <https://press.amu.edu.pl/pl/raport-z-monitoringu-warunkow-pracy-i-rownego-traktowania-w-uam.html> [last access: April 25, 2022].

Note on methodology

Research goal

The goal of the survey was to **identify the extent** of undesirable and unacceptable behavior of a sexual or gender-related nature, the purpose or outcome of which is a violation of the borders and/or dignity of a given person. In addition to determining the extent to which various types of behavior occur, an equally important goal of the survey was to identify the circumstances in which such behavior occurs and the psychological and social effects it produces. Another important goal was to try to grasp the social mechanisms of creating strategies for coping with such behavior and violations on the one hand and to analyze the circumstances resulting in reporting or failing to report such incidents to decision-makers.

This diagnosis aims to formulate recommendations for practical measures to develop and implement a clear, safe and ethical procedure for reporting, intervening and dealing with unwelcome behavior. The results of the survey will also be used to design measures to prevent sexual harassment at AMU. The survey looks at four research populations that make up the community of AMU: undergraduate and graduate students, doctoral students, research and teaching, or academic staff, and administrative and technical support employees.

Main assumptions of the survey

The reports have a practical dimension, mainly seeking to identify the extent of various types of behavior defined as sexual harassment that take place within the AMU community. However, this issue deserves to be considered in more general terms.

The survey defines sexual harassment as “any undesirable behavior of a sexual or gender-related nature, the purpose or outcome of which is violating the dignity of a given person, in particular by creating an intimidating, hostile, degrading,

humiliating or offensive atmosphere; such behavior may consist of physical, verbal or non-verbal elements.¹

NOTE. To avoid stigmatization and labeling, the terms ‘victim’ and ‘perpetrator’ have been deliberately avoided. The persons to whom any harassing behavior has been directed are referred to as ‘persons experiencing a situation of sexual harassment’ (PEXs), while the persons initiating such conduct are described as ‘persons engaging in sexual harassment’ (PENs).

Information sought

The following areas of analysis were identified during the conceptualization and operationalization phase of the study.

1. Extent of harassment:
 - the perspective of persons experiencing a situation of sexual harassment – “YES, this type of behavior has been addressed directly at me (concerned me)”;
 - the perspective of persons engaging in sexual harassment – “YES, I have behaved in this way towards another person”;
 - the perspective of persons who have witnessed an incident of sexual harassment – “YES, I have witnessed such a situation”;
 - the perspective of persons who personally know someone who has experienced sexual harassment (someone in their circle) – “YES, I know a person who has experienced such an event (I have heard about it)”;
 - the perspective of persons who have heard about an incident (mediated information) – “YES, but I have only heard about it”;
2. Differentiating factors in the extent of harassment
3. Intensity with which the undesirable behavior occurs
 - the perspective of persons experiencing a situation of sexual harassment,
 - the perspective of persons engaging in sexual harassment,
 - the perspective of persons who have witnessed an incident of sexual harassment,
 - the perspective of persons who personally know someone who has experienced sexual harassment,
 - the perspective of persons who have heard about an incident (mediated information);
 - opinions on how frequent sexual harassment is.
4. Sexual harassment – importance of the issue within the AMU community
5. Socio-demographic profile of persons engaging in sexual harassment

¹ Act of 3 December 2010 on the implementation of certain provisions of the European Union in the field of equal treatment (OJ 2016, item 1219).

- gender
 - position in the AMU employment structure
 - 6. Circumstances of the incident
 - place where the event occurred
 - the situational context of the incident
 - 7. Consequences of experiencing a situation of sexual harassment
 - 8. Strategies for dealing with an incident after it has occurred
 - 9. Co-occurrence of undesirable types of behavior
 - 10. Readiness to report incidents of undesirable behavior
 - 11. Situations of sexual harassment as seen by survey participants
 - 12. Methodological remarks concerning the survey
- By collecting the above information we will be able to draw up recommendations for further measures to be taken to counteract sexual harassment.

Operationalization of key variables

The above list of information sought in the survey formed a foundation to operationalize variables using the indicators provided in the questionnaire. In order to comprehend the methodology of the research procedure the manner in which the main subject of the study was operationalized is significant. The survey handles it in terms of three types of undesirable behavior (Table 1):

- a) type A,
- b) type B,
- c) type C.

Table 1.
Operationalization of key variables

Type of variable	Indicator Have you ever encountered these situations in the AMU academic community? In the form of:
Type A – UNDESIRABLE, UNACCEPTABLE COMMU- NICATIONS REFERRING TO ONE'S SEXUALITY	1) jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g. on how they move, dress, etc.) 2) sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...) 3) persistent, provocative glances (e.g. persistent gazing, focusing on different body parts) 4) propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.) 5) disseminating information on private, personal issues (e.g. gossip) 6) blackmail and sexual threats

Type of variable	Indicator Have you ever encountered these situations in the AMU academic community? In the form of:
Type B – UNDESIRABLE, UNACCEPTABLE BEHAV- IOR REFERRING TO ONE'S SEXUALITY	1) invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing 2) touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) 3) taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear) 4) presenting someone with sexually suggestive objects or 'gifts' 5) posting, disseminating sexually suggestive messages, illustrations or items 6) voyeurism 7) exposing oneself in the presence of other persons 8) sexual coercion or being forced into sexual activity
Type C – UNDESIRABLE, UNACCEPTABLE BEHAV- IOR IN CYBERSPACE OR MULTIMEDIA	1) publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts 2) publishing and/or spreading personal pictures and/or content related to the sexual sphere 3) publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality 4) taking pictures or filming another person 5) spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)

Source: own research

All types of undesirable communications and behavior listed in the survey questions were rated as present or absent by respondents in terms of seven categories:

- a) YES, this type of behavior has been addressed directly at me (concerned me);
- b) YES, I have behaved in this way towards another person;
- c) YES, I have witnessed such a situation;
- d) YES, I know a person who has experienced such an event (I have heard about it);
- e) YES, but I have only heard about it;
- f) NO, I haven't encountered such a situation;
- g) I DON'T want to answer this question.

The main premise when designing the survey methodology was to measure behavior types, which is why a single respondent could choose from seven different options when responding to questions. The top five options (a-e) could all be selected simultaneously. If answer 'a' was given, the respondent was asked about the frequency of a given type of behavior, the circumstances of the incident, profile of the PEN, and their assessment of any psychological and social impact of this behavior. Choosing answer 'c' was followed by further questions related to the frequency of incidents,

the profile of the PEN and the circumstances in which the given behavior occurred. Indicating answer ‘d’ prompted the question about the number of incidents of a given sort.

Lack of data

Three different forms of a lack of data occurred in the above categories of responses:

- a) lack of data resulting from the respondents’ failure to indicate any of the responses, coded as 9999. These answers were deleted from further analysis;
- b) lack of data resulting from the respondents choosing the option “I do not want to answer this question”. The responses of this type were analyzed separately in terms of the reliability of results obtained;
- c) lack of data resulting from the respondents selecting only one possible response and ignoring the remaining ones. Such choices were not treated as lack of data.

Research procedure and research sampling

The AMU survey started on December 13, 2021 and ended on February 15, 2022. The announcement of the survey, including the website address of the CAWI questionnaire, was mailed to all members of the AMU community using internal mail. Measurement was performed using the Ankieter UAM web application.

The final questionnaire contained eighteen survey questions. Printing the questionnaire out and obtaining respondents’ answers to all the questions in a traditional way would have produced as many as 298 pages per respondent. Once the data were collected, a response matrix containing 1,900 columns was created.

The next step in preparing the survey results was to determine the final sample size. The survey campaign resulted in the sample distribution illustrated in Table 2.

Table 2.
Sampling stages. Stage 1

Original basis	Quantity	% of N
Filled out – completed	3367	49.0
Not filled out – uncompleted	3506	51.0
Total	6873	100.0

Source: own research

A total of 6,873 entries to the system were recorded. Completed questionnaires represent 49% of respondents. Uncompleted questionnaires represent information obtained from persons who, at any given time, stopped filling out the questionnaire before reaching the last page.

The next sampling step was to remove the uncompleted questionnaires. A questionnaire was considered uncompleted when the respondent did not select an answer to the first question (containing the three types of undesirable behavior described above). After such questionnaires were removed, the sample looked as in Table 3.

Table 3.
Sampling stages. Stage 2

University status	Quantity	% of N
Undergraduate/graduate student	3291	76.6
Doctoral student	152	3.5
Member of academic staff	661	15.4
Employee other than academic staff	184	4.3
No data	7	0.2
Total	4295	100.0

Source: own research

The data collected in the second stage of sampling are used for the purpose of a general analysis of the socio-demographic structure of the respondents. This analysis is illustrative, since **the basic assumption of the survey is that we are dealing with four separate populations that constitute four samples. This approach was adopted as it was impossible to analyze survey responses without taking into account the context of respondents belonging to a specific population. In plain language, specific responses have a completely different explanatory power in the case of undergraduates, graduate students, and administrative and technical staff. The same applies to the recommendations designed as a result of the analyses.**

The final step was to determine the number of respondents divided into four separate samples, excluding those who did not indicate their membership of any of the populations (7 persons, 0.2%). The final sample size is presented in Table 4.

Table 4.
Sampling stages. Final stage

University status	Quantity	% of total sample
Undergraduate/graduate student	3291	76.7
Doctoral student	152	3.5
Member of academic staff	661	15.4
Employee other than academic staff	184	4.3
Total	4288	100.0

Source: own research

In this way, four different sample sizes were identified. The differences are, of course, a result of the different sizes of the populations surveyed. It is interesting to see the distribution of respondents representing the four populations that make up the AMU community (Table 5).

Table 5.

Results of the survey campaign. Response rate indicator. Sample vs. population

University status:	Sample size	% of total sample	Population size ²	% of population	Difference in population vs. sample ratio	% of population in the sample
Undergraduate/graduate student	3291	76.7	32 100	83.3	-7.6	10.3
Doctoral student	152	3.5	1 168	3.0	0.5	13.0
Member of academic staff	661	15.4	3 006	7.8	-6.6	22.0
Employee other than academic staff	184	4.3	2 282	5.9	-1.6	8.1
Total	4288	100.0	38 556	100	–	–

Source: own research

A comparison of the samples obtained with the sizes of the different groups that make up the AMU community allows us to observe that the difference between them never exceeds 8%. The proportions between the different groups in the population are best reflected by the numbers of doctoral students and administrative and technical staff.

The conclusion can be drawn that none of the groups of respondents is significantly overrepresented in the sample. This is important when analyzing the results of the socio-demographic structure of the respondents. Another important ratio is the percentage of completed questionnaires compared to the sizes of the various populations surveyed.

The survey covered one in ten students of the 1st or 2nd cycle, one in eight doctoral students, one in five members of academic staff, and one in eleven employees of administration and technical support.

² On the basis of data available from: https://bip.amu.edu.pl/__data/assets/pdf_file/0024/334428/Stan-zatrudnienia-i-liczba-studujacych-w-Uniwersytecie-im.-Adama-Mickiewicza-w-Poznaniu_31.12.2021.pdf [last access May 25, 2022].

The preparation, conduct, and analysis of the collected results raised issues relevant to social research ethics. A CAWI online survey was distributed via the internal AMU email network and built using a university application. The application settings did not allow the email or IP addresses of the devices used to respond to be collected.

In the first stage of completing the survey, the choice of masculine or feminine form was taken into account. However, later comments from respondents stated the need to add another option. In the section about undesirable behavior, respondents could choose an option: "I do not want to answer this question."

To ensure anonymity, the question about the faculty or institute where the respondent studies or works was not asked. The anonymization method made it impossible to identify a specific person or group of people, e.g., women from Faculty X. Survey questions did not require respondents to answer, nor did they prevent respondents from moving to the next part of the questionnaire. Data was also taken into account when positive or negative information was obtained about the occurrence of undesirable behavior in even one of the eighteen proposed descriptions of behavior.

Contact details for persons providing assistance in the event of undesirable behavior were provided at the end of the questionnaire. If a specific behavior was reported via the survey, this information was forwarded to the AMU Rector's Representative for Equal Treatment.

Research team: AMU Prof., dr hab. Iwona Chmura-Rutkowska, AMU Prof., dr hab. Katarzyna Waszyńska, dr Maciej Kokociński, dr Anna Kokocińska.

The research project was inspired by AMU Rector, AMU Prof. dr hab. Andrzej Lesicki, AMU Rector. Prof. dr hab. Bogumiła Kaniewska and Representative for Academic Rights and Freedoms Prof. dr hab. Robert Kmiecik.

Report 1

INCIDENTS OF SEXUAL HARASSMENT AMONG AMU STUDENTS

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1. Undesirable and unacceptable communications and behavior among AMU students

The first part of the report discusses the results obtained within the largest population of respondents, that is AMU (under)graduate students. Before we move on to a detailed analysis of the information collected, let us take a look at the distribution of elementary variables that identify the sample.

1.1. Introductory information. Characteristics of student respondents

As mentioned in the *Note on methodology*, the responses obtained from 3,291 respondents were qualified for further analysis, which means that information has been provided by one in ten persons with student status. Here are the basic figures concerning the group studied

- a) female respondents (73%) prevailed among students;
- b) the largest group of respondents were students of humanities (41%), followed by social sciences (32%) and pure and natural sciences (15%);
- c) heterosexuality (70%) and bisexuality (17%) were the predominant sexual orientations among the respondents. Persons with homosexual orientation accounted for 5.4% and asexual for 2.4%. A group of 4.6% of respondents opted for the answer 'other' to identify their sexual orientation;
- d) the country of origin was mainly Poland (94%). Non EU-member states were represented by 5% of respondents.

The questionnaire included the option of not answering questions. This may be important, particularly in terms of the reliability of the data obtained. For the key block of questions about undesirable behavior and communications classified as types A, B, and C, the non-response rate was no higher than 1.5% (50 persons). In the A group, the question about incidents of blackmail and threats of a sexual nature was considered the most sensitive (1.5% – 50 persons), followed by that concerning propositions with erotic or sexual undertones (1.3% – 43 persons). Among the answers to the questions in the B group, the highest number of such indications concerned the reporting of forced sexual activity (1.4% – 44 persons). In the questions from the C group of the survey questionnaire, the highest number of refusals to answer applied to reporting an incident involving taking pictures and filming (1.3% – 42 persons).

1.2. Undesirable and unacceptable communications and behavior among AMU students – the extent of occurrence. Perspective of persons experiencing sexually harassing behavior

Estimating the degree to which socially undesirable phenomena are common is a starting point for understanding their peculiarities, especially among students. Determining the prevalence of the behavior and communications concerned is clearly complicated since there are no objective benchmarks to compare the data. One way to create such benchmark is to determine the level of awareness of the phenomena analyzed demonstrated by persons who experience sexually harassing behavior, persons who engage in such behavior, and direct or indirect witnesses.

The most important point of reference for interpreting the data are the responses of the respondents who define themselves as addressees of undesirable behavior.

Type A. Undesirable and unacceptable communications referring to one's sexuality. Perspective of persons experiencing sexually harassing behavior

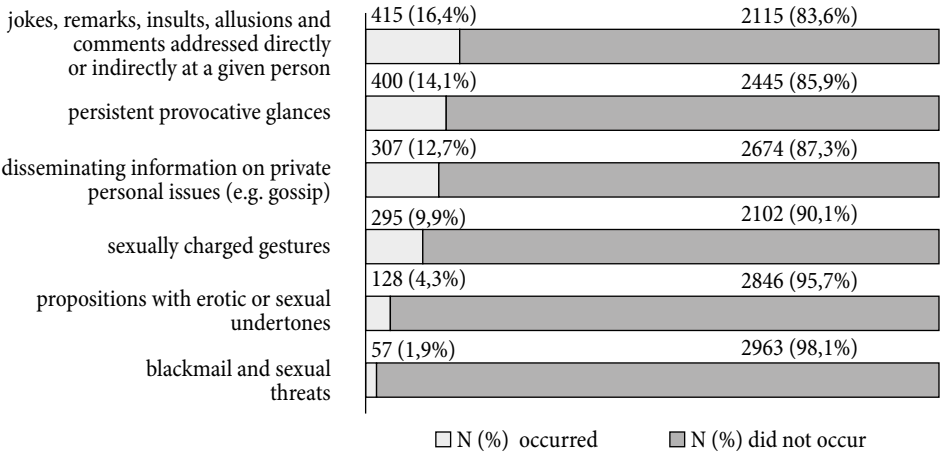
Verbal and non-verbal communications represent the first type of manifestations of sexual harassment analyzed. Graph 1 presents the responses received from respondents indicating the occurrence (on the left side of the graph) or non-occurrence (on the right side of the graph) of a particular behavior. Both the number of respondents and the percentage of their responses are included.

The results obtained point to jokes and remarks referring to a person's sexuality as the most frequent behavior; this concerned approximately 16% of students surveyed. Persistent, provocative glances were the second most frequent type of behavior (14%), followed by spreading information on a person's personal matters (13%). Sexually-charged gestures were observed by one in ten respondents. Sexual propositions were made to 128 persons (4.3%) and 57 persons (2%) experienced blackmail and sexual threats.

Type B. Undesirable and unacceptable behavior referring to one's sexuality. Perspective of persons experiencing sexually harassing behavior

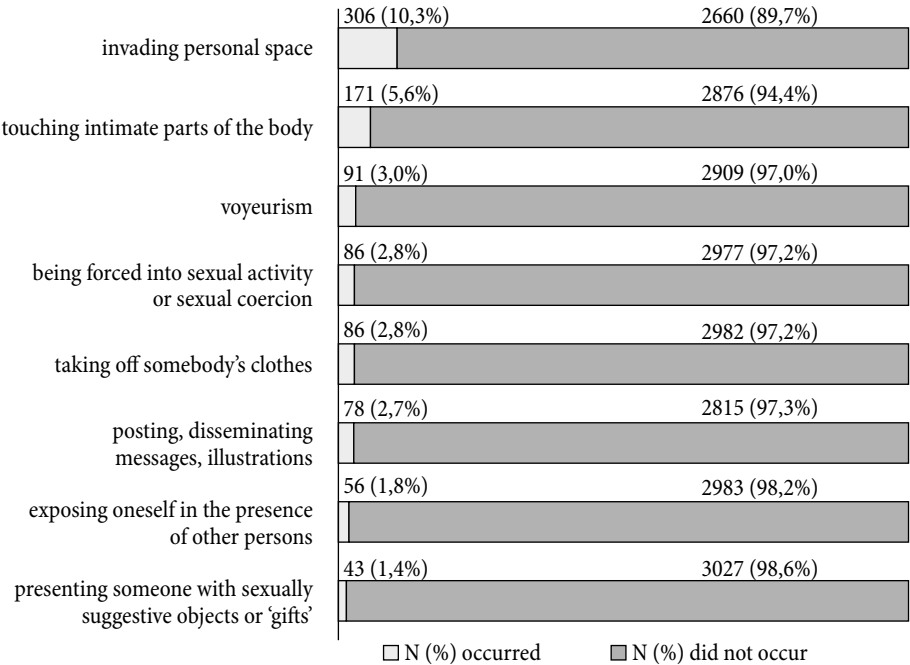
The set of indicators defined for the purposes of the study as type B describes behavior of a sexual harassment nature (Graph 2). Most of the examples are also violations of legal norms.

Graph 1.
The extent of harassment. Undesirable behavior - type A. Perspective of persons experiencing sexually harassing behavior



Source: own research

Graph 2.
The extent of harassment. Undesirable behavior - type B. Perspective of persons experiencing sexually harassing behavior



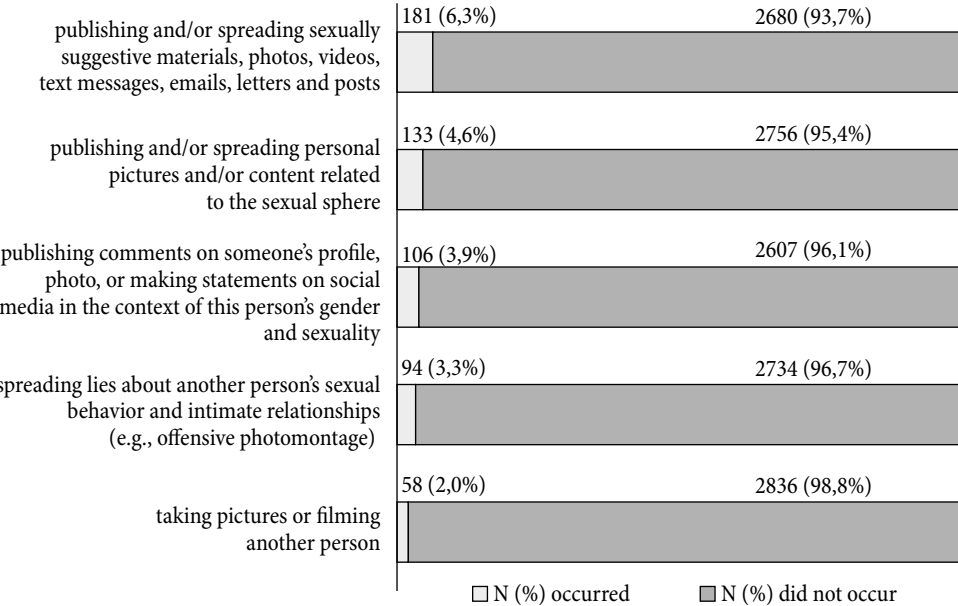
Source: own research

Invading personal space was experienced by one in ten respondents. Almost 6% of survey respondents experienced undesirable behavior manifested by touching intimate body parts. Undesirable behavior such as voyeurism and publishing and spreading of sexually suggestive messages or photos was experienced by 3% of respondents and 3% of indications (86 persons) pointed to incidents of forced sexual activity and coercion of a sexual nature. The same number of respondents experienced taking off parts of clothing (3%), and 1.8% of respondents (56 persons) pointed to having experienced another person exposing themselves in their presence. A group of 43 persons indicated having been presented with sexually suggestive objects, which accounts for 1.4% of the sample of students.

Type C. Undesirable, unacceptable behavior in cyberspace or multimedia. Perspective of persons experiencing sexually harassing behavior

The third type of indicators describes behavior in virtual space (Graph 3). This type of space is particularly important because of its specific character, especially in the context of the widespread belief in the anonymity and impunity of online users.

Graph 3.
The extent of harassment. Undesirable behavior – type C. Perspective of persons experiencing sexually harassing behavior



Source: own research

One of the most frequently experienced situations is publishing and/or spreading photos, videos and information with sexual undertones, indicated by 6% of students.

Publishing and/or spreading photos and/or personal content related to the sexual sphere is reported by ca. 5% of respondents. Spreading of lies and innuendos regarding another person's sexual matters was indicated by 3% of respondents.

Another indicator that illustrates the extent of undesirable behavior in the student group is the intensity with which such behavior occurs. The questionnaire featured a request to indicate the frequency of incidents by pointing to one of three options: once, two to five times, and five or more times. Only persons who had experienced such behavior or received a comment such as the question concerned could respond. An analysis was performed showing the distribution of frequencies and percentages for each question compared to the intensity of the phenomena studied (but not in a group determined by intensity of occurrence related to individual questions). In relation to the frequency with which such behavior occurs, the following results were obtained.

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most commonly indicated frequency of having experienced the situations described here is from two to five times (44% – 336 indications). As concerns behavior identified as type A, the highest number of responses indicating that the event occurred once was recorded with respect to receiving a proposition with erotic or sexual overtones (55% – 16 persons). The frequency ranging from two to five times is reported mainly with respect to jokes and comments (46% – 126 persons) and sexually-charged gestures (43% – 53 persons). The highest frequency (more than five times) occurred again with respect to jokes and comments (35% – 96 persons) and sexually-charged gestures (32% – 40 persons).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

The second type under analysis was dominated by responses indicating that the situations occurred once (44% – 99 indications). As concerns behavior experienced by students once, most indications concerned being presented with sexually suggestive 'gifts' (75% – 3 persons) and voyeurism (64% – 9 persons). Situations that occurred two to five times included invading personal space (35% – 43 persons). Being forced into sexual activity was experienced more than five times by 40% of respondents (8 persons) who indicated having encountered such behavior. The same number of respondents indicated this behavior to have occurred once only.

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior concerned, the predominant response was from two to five times (39% – 50 indications). Individual responses most frequently

indicate publishing and/or sending photos and/or personal content related to the sexual sphere, which was experienced more than five times (44% – 12 persons).

In conclusion, the behavior that is ostracized the least (e.g., making jokes or sending photos) tends to recur more in the group of PEXs.¹

An additional area for analyzing the extent of sexual harassment involved asking students to indicate the number of acquaintances who have experienced such incidents (*I know someone who has experienced such an incident*).

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most common number of persons who have experienced this type of behavior known to respondents is two to five (48% – 266 responses).

The most common type A situations indicated by respondents to have happened to two to five persons they know involved making jokes and comments (55% – 110 responses). There were 23% of respondents (16 persons) that knew at least ten persons who had experienced spreading of information on private, personal issues (e.g. gossip).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

In the second type of incidents under analysis, the dominant group of indications pointed to knowing one person who had experienced any form of the behavior in question (47% – 91 indications) such as taking off parts of clothing (73% – 11 persons) and exposing oneself (64% – 7 persons).

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior described, the largest group of respondents indicated to have two to five acquaintances who had experienced such incidents (46% – 103 indications). The most frequent responses include cases of publishing and/or distributing materials or photos, where two to five persons known to survey respondents were indicated (52% – 33 persons).

As with the frequency of the incidents analyzed, the circle of acquaintances who have experienced such incidents decreases with the specificity of the behavior. The more the behavior violates the social norms of coexistence, the fewer people are informed about it.

Findings

1. The most common forms of undesirable communications include jokes, gossip, and persistent glances.
2. As concerns undesirable behavior, the predominant practice involves invading personal space and touching intimate parts of the body.

¹ PEXs – persons experiencing a situation of sexual harassment.

3. The most common manifestation of undesirable behavior in virtual space involves sending videos or photos via text messaging systems or e-mail.
4. The frequency of incidents experienced by respondents is related to the type of behavior. As concerns type A behavior, the frequency between two and five times prevails; for type B single occurrence was most frequent. The frequency was the highest for cyberspace, where incidents in question occurred more than five times.
5. There was a similar relationship in the number of responses to the question about the number of acquaintances who had experienced the behavior described. The largest number (ranging from two to five) encountered sexually-charged communications and behavior online (type C). For type B behavior, respondents were most likely to report knowing one person who had experienced this type of behavior (PEX).

1.3. Undesirable and unacceptable communications and behavior among AMU students – extent of the phenomenon – a comparative perspective

The data presented above illustrate the extent to which certain behavior occurs, but they do not answer the question of how to interpret this extent. One way to answer this is to compare these results to another survey conducted using a similar methodology. In order to compare the results, we chose a 2017 report of a similar nature, entitled *Harassment, including sexual harassment, of students in higher education institutions*, commissioned by the Polish Ombudsman.

The main difference between the survey commissioned by the Ombudsman and the one conducted at AMU is their scope. The former was nationwide and collected responses from 76 higher education institutions, including questionnaires conducted at universities which accounted for 43% of the sample (15 universities). Nevertheless, this survey is still the most relevant point of reference for the results obtained in the AMU survey. In both cases, the responses under analysis were obtained from persons who directly experienced (or did not experience) the forms of behavior or communication described.

Table 1 below compares these indicators that can be considered somewhat convergent in both surveys. However, the AMU survey formulated the question on gender in a different way, whereby other answers were provided to indicate respondents' gender identity (or lack thereof). The differences in the answers in this group do not exceed 4% and will be analyzed in the following sections of the report. For purposes of illustration, the percentage of persons indicating 'other' is shown for aggregate comparisons.

Table 1.

The extent of sexual harassment/undesirable behavior. Comparison of the AMU survey results and results of the Ombudsman report²

Range of comparison (indicators) – AMU	2022 AMU results N = 3290 Females N = 2398 Males N = 792 Other N = 100	Range of comparison (indicators) – Ombudsman's report	Results of the 2017 Ombudsman's report N = 4284 Females N = 2573 Males N = 1711
All indicators in types A, B and C, 19 items	'Yes' indications (22.5%) Females (18.6%) Males (2.9%) Other (3.2%)	All indicators for sexual harassment, 11 items	'Yes' indications (31.2%) Females (44%) Males (12%)
A and C type responses Forms of undesirable behavior:		Sexual harassment	
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person and related to their sexuality, gender, body, orientation and relationships	Total = 12.6% Females = 14.4% Males = 6.1%	Someone told me a sleazy joke or talked to me in a way that I felt was a form of sexual pressure.	Total = 8.1% Females = 11.70% Males = 2.50%
invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing, embracing and kissing	Total = 9.3% Females = 11.4% Males = 6.1%	Someone approached me for no apparent reason or bent over me in a way that I felt was intrusive.	Total = 11.50% Females = 16.90% Males = 3.30%
sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...)	Total = 9.0% Females = 11.3% Males = 1.6%	I have been accosted by someone whistling, making lewd comments, or looking at me in an intrusive way.	Total = 15.40% Females = 24.90% Males = 10%
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	Total = 5.5% Females = 6.5 % Males = 2.3 %	Someone harassed me by calling, texting, emailing, or sending letters that were obscene or threatening.	Total = 4.30% Females = 6.10% Males = 1.50%
propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.)	Total = 3.9 % Females = 4.7 % Males = 1.3 %	Someone has made it clear to me that not agreeing to sexual intercourse could have negative consequences for me or my career in the future.	Total = 0.80% Females = 1% Males = 0.50%

² Report entitled *Zjawisko molestowania w tym molestowania seksualnego studentek i studentów uczelni wyższych* commissioned by Polish Ombudsman and conducted by PBS sp. z o.o. in 2017. [https:// tinyurl. com/55h8r6fr](https://tinyurl.com/55h8r6fr), pp. 47-5.

B type responses Forms of undesirable behavior:		Sexual violence	
touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks)	Total = 171 (5.2%) Females = 153 (6.4) Males = 13 (1.6)	Someone forced me to engage in intimate touching, fondling, caressing, or similar behavior.	Total = 279 (6.50%) Females = 243 (9.50%) Males = 35 (2.10%)
sexual coercion or being forced into sexual activity	Total = 86 (2.6%) Females = 78 (2.0%) Males = 5 (0.1%)	I was forced to engage in some other form of sexual activity.	Total = 121 (2.80%) Females = 92 (3.60%) Males = 28 (1.70%)

Source: own research

This comparison takes into account affirmative answers indicative of the respondent having experienced a given type of behavior. First, all statements were selected to form an aggregate indicator, and then we compared those that described incidents in the most similar manner. The conclusions drawn from the above comparison (Table 1) are as follows.

- **Overall aspect (all questions):**

- 1) overall, the incidence rate of undesirable behavior was lower for AMU, but it still affected one in five students;
- 2) the occurrence of any of the situations mentioned was reported by significantly fewer female respondents (18%) in the AMU survey than in the national study (44%); the same was also true for men (3% and 12% respectively).

- **Detailed aspect (individual questions):**

- 1) in the AMU survey, the incidence of behavior related to gestures with sexual overtones was lower;
- 2) AMU saw a relatively higher incidence of undesirable behavior in the form of jokes and allusions with sexual overtones, as well as publishing and/or sending materials, photos, videos, text messages, e-mails, letters, and messages with sexual overtones. Interestingly, the frequency of receiving proposals with erotic or sexual overtones (e.g. offering professional benefits for sex: employment, promotion, or getting a course credit, etc.) is much higher than in the national survey, nevertheless it concerns only 4% of respondents (127 persons);
- 3) touching intimate parts of the body and sexual coercion occur with a similar extent in both surveys, with the exception of a lower percentage of AMU students who indicate having been forced into sexual activity.

In summary, a comparison of the results of the surveys conducted among AMU students and on a national sample shows an increased level of undesirable behavior (jokes, gossip) that the student community is likely to interpret as a violation of social norms, but which in fact violates cultural and legal norms. The

exception is the level of awareness of students of various genders being offered 'favors' in obtaining credit for a given course or in fulfilling obligations imposed by the study regulations.

1.4. Undesirable behavior as a cultural taboo

The questionnaire requested responses about the incidence of undesirable behavior and communications where the role performed at the time of an incident and the type of relationship (acquaintance, stranger) would be indicated.

At the stage of operationalization and conceptualization of the research, five forms of social exposure to a situation involving undesirable behavior and communications of a sexual harassment nature were distinguished. Such exposure to sexual harassment was assumed to be reported in at least five forms, namely, respondents could provide information from the perspective of the person experiencing a situation of sexual harassment (PEX), a direct witness, a person from the respondent's circle of acquaintances, a person outside the circle of acquaintances (mediated information), and the person engaging in the behavior (PEN).³

This type of data aggregation was adopted in order to identify the source of information about the incident, as well as to determine the percentage of each category of respondents. Additionally, the role of the person engaging in sexual harassment (PEN) was taken into account.

The analysis of the collected data was twofold. The first approach was to describe the extent with which the incidents addressed in the survey questions occur, as indicated by PENs. The second one was to interpret the data in line with the assumption that undesirable behavior is reported by people who experience such behavior. Thus the percentage of persons experiencing undesirable behavior should be the lowest in this group of respondents. Indications by persons who have experienced undesirable behavior and by direct witnesses to such incidents should translate into higher frequency of reports in the circles of close friends as well as among people outside such circles. It is difficult to confirm this empirically with 'hard' statistics. Certain regularities can be identified, nevertheless, that are more than accidental co-occurrences. It can therefore be cautiously assumed that a higher percentage of indications by persons experiencing such behavior than by other categories of respondents attests to such incidents being treated as a social taboo. This model of analysis was applied to the three types of responses for A, B and C types.

³ PENs – persons engaging in sexual harassment.

Table 2.

*Experience of an incident by persons playing different roles. Type A incidents**

Type A behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
sexually-charged gestures	9.9	7.9	7.7	3.7	0.4
persistent, provocative glances	14.1	10.6	10.6	5.0	1.0
blackmail and sexual threats	1.9	1.4	2.4	3.2	0.1
propositions with erotic or sexual undertones	4.3	2.5	4.5	4.7	0.1
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	16.4	20.9	16.8	10.4	2.2
disseminating information on private, personal issues (e.g. gossip)	12.7	19.4	14.0	13.5	3.6

* The table presents summary results. It features the percentage of responses from persons who experienced the behavior in question, so the percentages do not add up to 100%. The percentage in each box reflects the number of affirmative responses given by respondents. For example, figure 9.9% in the first box, indicates that an incident of undesirable sexual behavior consisting of gestures did take place, compared to the responses that such behavior was not observed.

Source: own research

As concerns type A incidents, the following distribution of affirmative responses from PENs was recorded (Table 2): PENs indicated gossip and jokes with sexual undertones as the most frequent. Taking into account the method of analysis applied here, it can be concluded that information about an incident does not reach persons in the immediate social circle in the case of having experienced sexually charged gestures and persistent glances. The low degree of such information 'seeping through' was also reported in relation to blackmail and sexual threats.

Table 3.

Experience of an incident by persons playing different roles. Type B incidents

Type B behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
invading personal space	10.3	6.2	7.4	3.7	0.4
touching intimate parts of the body	5.6	3.0	4.5	2.4	0.3
taking off somebody's clothes	2.8	1.6	2.8	2.3	0.2
voyeurism	3.0	2.1	3.2	3.6	0.3
sexual coercion or being forced into sexual activity	2.8	0.6	2.4	2.3	0.1
exposing oneself in the presence of other persons	1.8	1.9	2.0	2.9	0.2
presenting someone with sexually suggestive objects or 'gifts'	1.4	1.0	2.0	2.6	0.1
posting, disseminating messages or illustrations	2.7	4.5	3.6	5.0	0.2

Source: own research

The most frequent response indicated by PENs concerned behavior such as invading personal space (N-11), touching (N-8) and voyeurism (N-8) (Table 3). As has been mentioned above, the lower percentage of respondents who indicate that they experienced a given type of behavior, compared to percentages of various types of witnesses, means a higher level of taboo in reporting the incident. This is particularly significant for the distribution of responses to questions identified in the questionnaire as type B. The information on incidents that was kept from the PEXs' social circle concerned invading personal space, touching intimate parts of the body, voyeurism and taking off parts of clothing. Incidents involving touching intimate parts of the body were reported to one's social circle the least often.

As concerns undesirable behavior and communications indicated in the responses in group C, the majority of PENs pointed to commenting on somebody's photos or statements posted on social media (N-15) (Table 4).

Table 4.

Experience of an incident by persons playing different roles. Type C incidents

Type C behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	6.3	5.1	6.9	6.0	0.5
publishing and/or spreading personal pictures and/or content related to the sexual sphere	4.6	4.1	5.9	5.0	0.4
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	3.9	8.0	6.6	7.6	0.6
taking pictures or filming another person	2.0	3.0	3.7	5.6	0.4
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage)	3.3	4.7	5.4	6.6	0.4

Source: own research.

The information about undesirable behavior and communications that occur in virtual space is shared the least in the case of publishing and/or spreading sexually suggestive videos and photos.

Findings

1. The types of behavior most frequently indicated by PEXs include gossip and jokes with sexual undertones. The information about an incident did not reach other persons in the immediate social circle in cases such as having experienced sexually charged gestures and persistent glances. The low degree of such information 'seeping through' was also reported in relation to blackmail and sexual threats.
2. The information about a type B incident does not reach the social circle of PEXs in the case of invading personal space, touching intimate parts of the body, voyeurism and taking off parts of clothing. Incidents involving touching intimate parts of the body were reported to PEXs' social circle the least often.
3. As concerns undesirable behavior and communications indicated in group C, the largest number of PENs pointed to commenting on somebody's photo or post on social media.

1.5. Differentiating factors in the extent of harassment

The data presented earlier illustrate the extent of undesirable behavior and communications within the AMU student community. Therefore, it is worthwhile analyzing the distribution of responses in terms of such variables as gender, place of study (represented field of science), sexual orientation and country of origin of survey participants. The analysis concerns the most important results obtained only from persons who indicated the occurrence of the behavior in question. The percentages refer to the distributions of the data obtained for the specific type of behavior (A or B or C). Analyzing the results obtained within each behavior type in terms of gender, the following was found:

- 1) for all three types of behavior, the vast majority of PEXs are females (the ratio was the highest for blackmail and sexual threats – 93% [type A] and the lowest for taking pictures or filming – 76% [type C]);
- 2) male PEXs indicated undesirable behavior, such as taking pictures or filming (21%);
- 3) respondents who identify as other than male or female experienced undesirable behavior such as spreading lies about another person's sexual behavior and intimate relationships (as reported by 5% of respondents who indicated these options, compared to each of the other two gender groups).

The analysis of responses within each gender group revealed the following:

- 1) females experience behavior such as invading personal space most often (34%);
- 2) in the group of male respondents behavior such as jokes, remarks, insults, allusions and comments directed directly or indirectly were reported most often (33%);

- 3) respondents who identify as other than male or female most frequently indicated behavior such as publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts (36%).

The analysis of results in terms of the field (place) of study is as follows.

- 1) As concerns the occurrence of various types of behavior in relation to the field of study represented, the majority of incidents were reported by students of social sciences:
 - a) social sciences – presenting someone with sexually suggestive objects or ‘gifts’ – 50% (N-20);
 - b) social sciences – blackmail or sexual threats – 50% (N2-4);
 - c) social sciences – sexually charged gestures – 49% (N-130).
- 4) The following was found as concerns the most frequent types of behavior in relation to the field of study:
 - a) humanities – invading personal space: 33% (N-115);
 - b) social sciences – invading personal space: 33% (N-113);
 - c) pure and natural sciences – invading personal space: 34% (N-43).

The interpretation of the distribution of responses obtained in terms of variables such as sexual orientation and the country of origin was statistically difficult on account of a low number of indications outside the predominant groups. It is also interesting to review the responses of persons admitting to having engaged in undesirable behavior in terms of gender:

- 1) the prevailing form of behavior of female PENs involves the posting and disseminating messages and illustrations (59% of indications in type B);
- 2) predominant male behavior involves the spreading of information about private, personal matters (e.g. gossip) (31% of indications in type A) and disseminating messages and illustrations (31 indications in type B);
- 3) among respondents who identify as other than male or female, the largest number of indications amounted to having engaged in two out of ten forms of behavior.

Findings

1. Undesirable behavior and communications are mainly directed at women.
2. Men most often experience undesirable behavior taking the form of jokes.
3. Persons who identify as other than male or female point to spreading of photos and videos as the most common form of undesirable behavior.
4. The largest number of undesirable behaviors has been experienced by students in faculties representing the field of social sciences.

1.6. Opinions on the frequency and significance of harassment within the AMU community

In addition to questions about the occurrence of specific incidents, the questionnaire also asked for respondents' opinions related to how they perceive the extent of harassment and its significance. Of course, it is difficult to clearly define sexual harassment, but the collected data illustrate opinions about the extent and significance of the phenomenon under analysis in the academic community at AMU (Table 5).

Table 5.
Opinions on the extent of harassment in AMU

Question	Frequency	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community:	Never	313	12.5
	Rarely	1296	51.9
	Often	152	6.1
	Very often	14	0.6
	Difficult to say	721	28.9
	Total	2496	100.0

Source: own research

The calculations show that the most common response was that incidents of sexual harassment were not encountered very often. More than half of respondents (52%) indicated this. For 14 persons, sexual harassment was very frequent. A relatively large group of respondents (29%) does not have a clear opinion in this regard, which probably means that they have difficulties in interpreting the semantic scope of the term sexual harassment.

To make the results obtained more specific, the distributions of responses were compared in terms of variables such as gender (Table 6), field (place of study) (Table 7), sexual orientation (Table 8) and country of origin. Statistically significant differences were noted for gender, place of study (field), and sexual orientation. The response 'difficult to say' was removed from the calculations for assessing the extent of harassment.

Table 6.

Opinions on the extent of harassment in AMU vs. gender. Kruskal-Wallis test

Question	Frequency	Gender:							
		Female		Male		Other		Total	
		Quantity	% of N	Quantity	% of N	Quantity	% of N	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Never	202	16.4	106	21.7	5	10.0	313	17.6
	Rarely	899	72.8	356	72.8	40	80.0	1295	73.0
	Often	121	9.8	26	5.3	5	10.0	152	8.6
	Very often	13	1.1	1	0.2	0	0.0	14	0.8
	Total	1235	100.0	489	100.0	50	100.0	1774	100.0

$H(2) = 16.2$ $p < 0.001$

Source: own research

The results of the calculations illustrate that sexual harassment is observed relatively more often among persons who identify as other than female or male, as well as among women. When comparing the opinions on the extent with which sexual harassment is observed within the three most represented fields (places of study), the statistical significance of the differences was also obtained (Table 7).

Table 7.

Opinions on the extent of harassment in AMU vs. place of study. Kruskal-Wallis test

Question	Frequency	Field of study							
		Humanities		Social sciences		Pure and natural sciences		Total	
		Quantity	% of N	Quantity	% of N	Quantity	% of N	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Never	138	19.5	84	14.1	43	15.1	265	16.7
	Rarely	508	71.7	451	75.8	210	73.9	1169	73.6
	Often	60	8.5	53	8.9	28	9.9	141	8.9
	Very often	3	0.4	7	1.2	3	1.1	13	0.8
	Total	709	100.0	595	100.0	284	100.0	1588	100.0

$H(2) = 6.6$ $p < 0.05$

Source: own research

Sexual harassment turns out to be globally observed slightly more frequently among students of social sciences, followed by students of pure and natural sciences, while the representatives of the humanities attach the least importance to the issue of harassment (Table 8).

Table 8.

Opinions on the extent of harassment in AMU vs. sexual orientation. Kruskal-Wallis test

Question	Sexual orientation:	N	Average rank
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Asexual	32	992.88
	Homosexual	103	957.70
	Bisexual	305	956.21
	I identify differently	71	891.32
	Heterosexual	1249	852.15
	Total	1760	

$H(4) = 24.1$ $p < 0.001$

Source: own research

Comparing the average rank values, we can conclude that sexual harassment is most often observed by asexual persons, followed by homosexuals, bisexuals, and persons who define their orientation in a different way than the options provided by the questionnaire. The least sexual harassment is observed by heterosexuals.

The questionnaire also asked a question related to harassment as a significant problem for the academic community (Table 9).

Table 9.

Significance of harassment as a problem for the AMU community

Question	Significance	Quantity	% of N
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community	0	139	5.6
	1	242	9.8
	2	349	14.1
	3	563	22.8
	4	401	16.2
	5	779	31.5
	Total	2473	100.0

Source: own research

The data presented in the above table demonstrate that almost one third of respondents see harassment as very important, and only ca. 6% of survey participants have a different opinion.

The average rating of the significance of the problem amounts to 3.3, with a standard deviation of 1.5 (Table 10).

Table 10.

Significance of harassment as a problem for the AMU community vs. gender. ANOVA test. Games-Howell post-hoc test

Question	Gender	Average
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	Other	3.6
	Female	3.4
	Male	2.8
	Total	3.3

$F(2) = 36.3; p < 0.001$

Source: own research

The calculations show that males differ from females (difference of 0.6 p) and persons identifying as 'other' (difference of 0.8 p) in assessing the significance of sexual harassment, which is of lesser significance for males.

It is also worth examining to what extent the frequency of encountering situations defined as sexual harassment affects the person's assessment of its significance. The calculations carried out using Spearman rank-order correlation coefficient show that as more and more incidents of harassment are observed, the higher significance is attributed to harassment as a problem for the academic community. This relationship is statistically significant, although to a small degree ($p < 0.001$, $Rho = 0.3$). No statistically significant differences were identified in relation to the field of study. The perception of how significant harassment is for the AMU academic community is also related to one's sexual orientation (Table 11).

Table 11.

Significance of harassment as a problem for the AMU community vs. sexual orientation. Kruskal-Wallis test

Question	Sexual orientation	N	Average rank
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	I identify differently	113	1434.21
	Asexual	57	1290.96
	Bisexual	424	1265.34
	Homosexual	143	1253.60
	Heterosexual	1705	1191.49
	Total	2442	

$H(4) = 24.1 p < 0.01$

Source: own research

The calculations presented above show that this issue is most significant to persons who define their orientation in a different way than the options provided by the questionnaire. For persons with a heterosexual orientation this issue is the least prominent.

Findings

1. There is a predominant view among students that the incidence of sexual harassment in the AMU academic community is moderately low.
2. Sexual harassment is observed by persons who do not identify as either male or female, and by women more often than by men.
3. Sexual harassment is observed slightly more frequently by students of social sciences, while respondents who represent the humanities attribute the lowest significance to this issue.
4. Sexual harassment is observed most often by asexual persons, followed by homosexuals, bisexuals, and persons who identify as other than any of the options provided in the questionnaire. The lowest degree of harassment is observed by heterosexuals.
5. Nearly one in three respondents perceives sexual harassment as a very significant issue. It is perceived as a greater problem by females, persons who do not identify as either male or female, and by persons who identify differently.
6. It appears that as the frequency of observing harassment behavior increases, the significance attributed to harassment as an important issue for the entire academic community also goes up.

2. Persons experiencing sexually harassing behavior about persons engaging in such behavior

In order to describe persons engaging in sexual harassment, persons experiencing such behavior were requested to indicate the gender and position the former hold in the AMU community.

2.1. Socio-demographic profile of persons engaging in sexual harassment

The next part of the questionnaire asked respondents to indicate the gender of persons engaging in sexual harassment. In all type A situations except “spreading information about private, personal matters (gossip)”, it was much more common for the PEN indicated to be male. The percentage of females indicated as PENs ranged from 2.5% (persistent, provocative glances) to 7.7% (blackmail and sexual

threats). Among male PENs, the lowest percentage was 62.5% (jokes, comments, insults, and allusions addressed directly or indirectly at a given person) and the highest percentage amounted to 92.3 and referred to blackmail and sexual threats. The percentages were similar for both genders only for spreading information about private, personal matters, such as gossip, with a slightly higher frequency of females engaging in this behavior (females – 23.3%, males – 19.2%).

As concerns the most frequent behavior that both males and females engaged in, it included spreading information about private, personal matters (gossip), and jokes, comments, insults, allusions, and remarks addressed directly or indirectly at a given person.

In all type B situations, respondents reported that the PEN was far more likely to be male. The percentages ranged from 57.1 for posting and spreading messages and illustrations to 95 for sexual coercion or being forced into sexual activity. In the case of females, percentages ranged from 5% (sexual coercion or being forced into sexual activity) to 25% (presenting someone with sexually suggestive objects or 'gifts'). As concerns posting and spreading messages and illustrations, 28.6 of respondents pointed to persons of various genders to have engaged in this behavior.

In all type C situations, males were significantly more likely to be named PENs. Percentages ranged from 30.4 for spreading lies about another person's sexual behavior and intimate relationships to 76 for publishing/spreading photos and/or personal content related to sexual matters. For females, the indications ranged from 2.2 as concerns publishing and/or spreading materials, photos, videos, and text messages of a sexual nature to 22 for taking pictures or filming another person. It should be noted that even in the latter case (22 for females), the percentage of male PENs was twice as big (50 for males).

In type C behavior, a higher percentage of indications could be noted that referred to persons of various gender (both males and females) engaging in various forms of behavior – from 20% for publishing/spreading photos and/or personal content related to sexual matters to 52.2% for spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage).

In all 18 situations (A, B, C), men were more often indicated as PENs. It was only for one type of behavior, namely spreading information about private, personal matters (gossip), that the percentage of indications was similar (with a slightly higher frequency for women engaging in this behavior)

Findings

1. Whatever the situation, males were indicated as PENs more often.
2. The most common types of behavior persons of various genders engaged in included spreading information about private, personal matters (gossip) and jokes, comments, insults, allusions, and remarks addressed directly or indirectly at a given person.

3. Persons of various genders were more likely to be indicated as engaging in undesirable and unacceptable behavior in cyberspace and multimedia than in type A and B behavior.

2.2. The position of PENs in the AMU employment structure as seen by persons experiencing sexually harassing behavior (PEXs)

The next research issue concerned the profiles of PENs in terms of their position/role in the AMU community. The respondents who answered the question about the occurrence of behavior of type A, B or C in the affirmative were then asked who the PENs were. The collected data were compared to the total indications for the given type of behavior depicted in the first part of the report. The most frequent responses were selected for the final presentation.

2.2.1. The position of persons engaging in type A harassment in the AMU structure

The following results were obtained for type A behavior:

- 1) behavior involving jokes, comments, insults, allusions and remarks addressed directly or indirectly at a given person was indicated as the most frequent for the following:
 - a) male member of academic staff – 16% (N = 67);
 - b) female member of academic staff – 2.7% (N = 11);
 - c) other university employee (administrative or technical personnel, librarian, security, etc.) – 2.7% (N = 11);
 - d) person outside the AMU community – 16.4% (N = 68);
- 5) behavior involving persistent, provocative glances was indicated as the most frequent for the following:
 - a) male (under)graduate student – 24.3% (N = 97);
 - b) male doctoral student – 1.3% (N = 5);
 - c) I don't know – 8.8% (N = 35);
- 4) behavior involving disseminating information on private, personal issues (e.g. gossip) was indicated as the most frequent for the following:
 - a) female (under)graduate student – 20.8% (N = 64);
 - b) female doctoral student – 1.3% (N = 4).

2.2.2. The position of persons engaging in type B harassment in the AMU structure

The following results were obtained for type B behavior:

- 1) behavior involving invading personal space was indicated as the most frequent for the following:

- a) male member of academic staff – 8.2% (N = 25);
- b) male (under)graduate student – 15.7% (N = 48);
- c) female (under)graduate student – 3.9% (N = 12);
- d) other university employee (administrative or technical personnel, librarian, security, etc.) – 3.6% (N = 11);
- e) person outside the AMU community – 5.2% (N = 16);
- f) I don't know – 5.2% (N = 16).

2.2.3. The position of persons engaging in type C harassment in the AMU structure

The following results were obtained for type C behavior:

- 1) behavior involving publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts was indicated as the most frequent for the following:
 - a) male (under)graduate student – 13.8% (N = 25);
 - b) person outside the AMU community – 5.0% (N = 9);
 - c) I don't know – 6.1% (N = 11);
- 4) behavior involving spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) was indicated as the most frequent for the following:
 - a) male member of academic staff – 3.2% (N = 3);
 - b) female (under)graduate student – 9.6% (N = 9).

Findings

- 1. Jokes and comments are the most common forms of harassment reported by students that persons outside the university community and academic staff engage in.
- 2. Persistent, provocative glances are reported to be mainly cast by students. A relatively large group of respondents indicate that they are unable to determine who the person glancing was.
- 3. Sexually-charged gossip is a feature of harassment that (under)graduate and, to a lesser extent, doctoral students engage in.
- 4. Invading personal space is a manifestation of harassment that occurs most often among students and academic staff.
- 5. Publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts is the predominant behavior in the group of students.
- 6. In the respondents' opinions, spreading lies about another person's sexual behavior and intimate relationships is the predominant behavior among female students and also occurs in the group of academic staff.

3. Circumstances surrounding incidents as perceived by persons experiencing sexual harassment – PEXs

Another important research question is to determine the circumstances in which behavior defined as sexual harassment most commonly occurs. In this case (as in the previous section), the most common responses were selected indicating the venues and circumstances listed in the range of responses.

3.1. Circumstances of incidents related to harassment. Type A

As concerns type A, two forms of behavior were indicated most often:

- 1) jokes, comments, insults, allusions and remarks addressed directly or indirectly at a given person. These indications prevailed for the following circumstances of an incident:
 - a) accidental encounter – 26.0% (N = 108);
 - b) elsewhere (outside AMU) – 26.7% (N = 111);
 - c) in other places at AMU – 22.2% (N = 84);
 - d) in the place where classes are held – 21.7% (N = 90);
 - e) during classes – 21.4% (N = 89);
 - f) individual consultations – 2.9% (N = 12);
 - g) in the office of a male/female academic or a male/female administration employee – 1.9% (N = 8);
 - h) conference, seminar – 1.7% (N = 7);
 - i) internship, field activities – 2.4% (N = 10).
- 10) When the office of a male/female academic or a male/female administration employee was indicated, behaviors described as experiencing persistent, provocative glances were equally common 2% (N = 8).

Students also indicated that they received undesirable communications of type A sexual harassment when meeting friends outside the university, at parties (including integration events), ‘going out on the town’, at discos and in clubs. There were also indications of undesirable communications in public spaces (on the street, at bus stops, on public transportation, in elevators), in intimate relationships, and in university situations and contexts (an exam, a study group meeting, during a break).

3.2. Circumstances of incidents related to harassment. Type B

As concerns type B, two forms of behavior were indicated most often:

- 1) the most frequent behavior involved invading personal space taking place in the following contexts:
 - a) elsewhere (outside AMU) – 17.6% (N = 54);
 - b) accidental encounter – 15.7% (N = 48).
 - c) in other places at AMU – 13.4% (N = 41);
 - d) during classes – 10.8% (N = 33);
 - e) in the place where classes are held – 10.1% (N = 31);
 - f) in the office of a male/female academic or a male/female administration employee – 2.6% (N = 8);
 - g) conference, seminar, staff meeting – 1.0% (N = 3);
 - h) internship, field activities – 1.3% (N = 4);
 - i) individual consultations – 2.0% (N = 6).
- 10) As concerns the distribution of responses regarding incidents that took place in the office of a male/female academic or a male/female administration employee, behavior such as taking off parts of clothing was reported with the same frequency of 9.3% (N = 8).

Survey participants also reported that, as in the case of communications, many types of undesirable type B behavior were also experienced when meetings friends and during off-campus events, as well as team-building trips. These types of behavior were also experienced in public spaces (on the street, in stores, in the pool locker room and shower, at bus stops, on public transportation, in elevators) and in university situations (exams, orchestra rehearsal, study group room, class break). Violating personal borders reported by students occurred also in intimate relationships.

3.3. Circumstances of incidents related to harassment. Type C

As concerns type C, four forms of behavior were indicated most often:

- 1) publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts experienced:
 - a) in the office of a male/female academic or a male/female administration employee – 4.4% (N = 8);
 - b) elsewhere (outside AMU) – 61.3% (N = 111);
 - c) during classes – 49.2% (N = 89);
 - d) at a conference, seminar, staff meeting – 3.9% (N = 7);
 - e) during an accidental encounter – 9.9% (N = 18);

- 6) publishing and/or spreading personal pictures and/or content related to the sexual sphere experienced:
 - a) in the office of a male/female academic or a male/female administration employee – 6.0% (N = 8);
 - b) during individual consultations – 2.3% (N = 3);
- 3) taking pictures or filming another person experienced in the place where classes are held – 13.8% (N = 8);
- 4) spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors) experienced:
 - a) in the place where classes are held – 9.6% (N = 9);
 - b) during internship, field activities – 3.2% (N = 4).

Undesirable and unacceptable sexually harassing behavior and communications in cyberspace were reported by students (when answering questions about other circumstances) to frequently concern the exchange of messages in private chats and text messages. They occurred during online faculty meetings, including meetings where the person to whom the messages were addressed was absent.

Findings

1. Male and female respondents most often encountered jokes and sexual comments during accidental encounters and outside the university. However, one in five persons reported encountering such behavior in class.
2. Invading personal space occurred most often outside AMU, but one in ten persons reported encountering such behavior during classes or in spaces within the university other than those mentioned in the questionnaire.
3. Eight cases were reported of taking off parts of clothing in the office of a male/female employee which accounts for 9 of all such behavior.
4. Publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts occurred most frequently during classes.
5. Taking pictures or filming another person frequently occurs in the place where classes are held.
6. Spreading lies about another person's sexual behavior and intimate relationships occurs in the place where classes are held.

4. Psychological and social consequences of experiencing incidents of harassment

In the next stage of the survey the respondents were requested to indicate which of the situations experienced was the most difficult and assess the level of their distress and difficulty on a scale from 0 to 5 (0 – no distress whatsoever, 5 – maximum level of difficulty or distress) (Table 12).

Table 12.
The level of psychological distress as a result of experiencing harassment. Type A

Question	Situation	N	Mini- mum	Maxi- mum	Aver- age	Stan- dard devia- tion
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	blackmail and sexual threats	14	2	5	4.57	0.852
	propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion, or getting a course credit, etc.)	25	0	5	3.84	1.313
	disseminating information on private, personal issues (e.g. gossip)	102	0	5	3.34	1.425
	sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...)	70	0	5	3.27	1.350
	persistent, provocative glances (e.g. persistent gazing, focusing on different body parts)	151	0	5	3.12	1.280
	jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress)	163	0	5	3.10	1.382

Source: own research

Respondents reported the highest level of distress (difficulty, discomfort) with blackmail and threats of a sexual nature (average 4.57/5). Propositions with erotic or sexual overtones were reported as causing the second highest level of distress experienced (average 3.84). This was followed by respondents pointing to the dissemination of information about private, personal matters, such as gossip (3.34), sexually-charged gestures and/or sounds (e.g. whistling, tongue clicking) (3.27), and persistent, provocative glances (e.g., persistent gazing, focusing on various body parts) (3.12). The lowest level of difficulty experienced was reported for jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress). It is worth noting, however, that even in this case the average was above three (3.10).

Female students experience higher distress than their male counterparts in the case of jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress). The difference is statistically significant ($H(2) = 8.1$; $p < 0.05$.)

Table 13.

The level of psychological distress as a result of experiencing harassment. Type B

Situation	N	Minimum	Maximum	Average	Standard deviation
sexual coercion or being forced into sexual activity	21	3	5	4.86	0.478
touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks)	33	1	5	4.58	0.867
exposing oneself in the presence of other persons	9	0	5	4.33	1.658
taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear)	14	3	5	4.29	0.726
voyeurism	17	1	5	4.00	1.323
invading personal space (e.g. pushing, blocking someone's passage), direct touching, embracing, rubbing	108	1	5	3.81	1.254
posting, disseminating sexually suggestive messages, illustrations or items	18	1	5	3.22	1.437
presenting someone with sexually suggestive objects or 'gifts'	4	1	3	2.25	0.957

Source: own research

Respondents identified the following as situations with the highest level of distress (type B), in order: sexual coercion or being forced into sexual activity (4.86), touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) (4.58), exposing oneself in the presence of other persons (4.33), taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear) (4.29), and voyeurism (4.0) (Table 13)

The medium level of distress (between 3 and 4) was indicated for invading personal space (e.g. pushing, blocking someone's passage), direct touching, embracing, rubbing (3.81), and posting, disseminating sexually suggestive messages, illustrations or items (3.22). The lowest average was reported for presenting someone with sexually suggestive objects or 'gifts' (2.25).

Table 14.
The level of psychological distress as a result of experiencing harassment. Type C

Situation	N	Minimum	Maximum	Average	Standard deviation
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)	26	1	5	4.00	1.233
publishing and/or spreading personal pictures and/or content related to the sexual sphere	31	0	5	3.68	1.469
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	43	1	5	3.56	1.402
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	16	0	5	3.31	1.493
taking pictures or filming another person	18	0	5	3.11	1.605

Source: own research

As for the experience of distress and difficulty in type C situations (Table 14), the highest level was recorded for spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage, humiliating rumors) (4.0). The average was above three for the following situations: publishing and/or spreading personal pictures and/or content related to the sexual sphere (3.68), publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts (3.56), commenting on a profile, photo, and statement on social media related to sex and sexuality (3.31), and taking pictures or filming another person (3.11).

4.1. Respondents' functioning in the most distressing situations (during the incident)

The analysis below examines the thoughts, emotions, behavior and bodily response of persons experiencing situations at the highest level of distress and difficulty (Tables 15-18).

A. Thoughts

Table 15.

Thoughts at the time of the most distressing situation

Thoughts at the time of the incident	Quantity	% of N
I was wondering why this person was doing it	172	54.4
I was wondering how I should behave towards this person now	155	49.1
I didn't understand the situation	101	32.0
I was wondering what I could do in this situation	100	31.6
I was wondering why this was happening to me	85	26.9
I was wondering whether it was me who provoked the situation	72	22.8
I was wondering what other people would think about it/me	72	22.8
I was wondering whether to tell somebody about it	70	22.2
I was thinking about potential consequences	53	16.8
I wasn't thinking – my head was empty	40	12.7
Other – please specify	21	6.6
Total	316	100.0

Source: own research

In the situation respondents identified as most difficult, over half of them were thinking the following:

- 1) "I was wondering why this person was doing it" (54.4%);
- 2) "I was wondering how I should behave towards this person now" (49.1%).

Approximately one in three persons:

- 1) did not understand the situation (32.0%);
- 2) wondered what they could do in this situation (31.6%);
- 3) wondered why this was happening to them (26.9%);
- 4) wondered whether they provoked the situation (22.8%);
- 5) wondered what other people would think about them (22.8%);
- 6) wondered whether to tell somebody about it (22.2%).

As concerns the option 'other thoughts' in the wake of sexual harassment, respondents reiterated their emotional reactions (anger, disgust, revulsion) and pointed to the following ruminations:

- 1) uncertainty about how to assess the incident: "Is this a potentially dangerous situation?"; "I wondered if I was imagining it because it was so strange"; "Was I interpreting his words or behavior correctly, or was I making up the innuendo?";
- 2) assessing the motivation of the person engaging in sexually harassing behavior: "What are they doing it for?"; "Why do such persons work with students when they believe that another person's borders can be violated in this manner?";

- 3) justification for their own reactions and their adequacy: “Why was I the only one reacting to sexism in the class?”;
- 4) further conduct: “What can I do to stop this person from doing this to others in the future?”; “I was thinking about who to report this to and how utterly unbelievable it is that such behavior/jokes are happening in my faculty”; “I want to change universities and file a complaint, but at the same time I’m afraid that they will take revenge on me for this and treat me even worse.”

B. Emotions

Table 16.

Emotions at the time of the most distressing situation

Emotions at the time of the incident	Quantity	% of N
I felt revolted	162	51.1
I felt angry	132	41.6
I was ashamed	99	31.2
I was terrified (I was scared)	68	21.5
I felt sad	65	20.5
I can't name my feelings	61	19.2
I had a sense of guilt	37	11.7
Other – please specify	22	6.9
I felt nothing	18	5.7
Total	317	100.0

Source: own research

Over half of respondents answered that they felt revolted in the most difficult situations (51.1%), followed by anger, indicated by 41.6% of respondents. Shame was indicated by approximately one in three respondents (31.2%). Emotions indicated in free responses as ‘other’ most often included helplessness, confusion, perplexity, awkwardness, anxiety, indignation, irritation, disappointment, embarrassment, disgust, but also pity and amusement.

C. Behavior

Table 17.

Behavior at the time of the most distressing situation

Behavioral strategies	Quantity	% of N
I told a person I am close to about this event	98	31.6
I downplayed this event	90	29.0
I was standing still doing nothing – it chilled me	83	26.8
I was trying to make fun of the situation/turn it into a joke	70	22.6
I said that I resented this situation	62	20.0

Behavioral strategies	Quantity	% of N
I left	61	19.7
I responded showing my anger	41	13.2
I was trying to talk/explain	36	11.6
I was explaining/defending myself	34	11.0
I was waiting for somebody to intervene and stop this situation	30	9.7
I had an impression that I was standing beside and it did not concern me	20	6.5
I reported this event to a person from AMU	8	2.6
Total	310	100.0

Source: own research

The most frequent behavior during an incident indicated by respondents included the following: “I told a person I am close to about this event” (31.6), “I downplayed this event” (29.0), “I was standing still doing nothing – it chilled me” (26.8), and “I was trying to make fun of the situation/turn it into a joke” (22.6). One in five respondents said that they resented this situation. The least frequent behavior (2.6 – 8 persons) involved reporting an incident to a person from AMU.

D. Bodily response

Table 18.

Bodily response at the time of the most distressing situation

Bodily response in this situation	Quantity	% of N
I felt anxiety throughout my body	137	44.6
None	101	32.9
My hands were shaking	56	18.2
I was petrified, I couldn't move	50	16.3
My voice was breaking	43	14.0
I felt faint	40	13.0
I couldn't say a word	35	11.4
I had problems breathing, I couldn't breathe	30	9.8
I felt pain (stomachache, headache...)	23	7.5
Other – please specify	20	6.5
Total	307	100.0

Source: own research

Experiencing the most distressing situation, the respondents most often felt anxiety throughout their bodies (44.6%), had shaking hands (18.2%), felt ‘being paralyzed’ (unable to make a move) (16.3%), their voice was breaking (14%), and

they felt weak (13%). A group of 32.9% of respondents reported no bodily response whatsoever.

Answering the open-ended question, individual respondents also reported other reactions, such as crying, minimizing and limiting contact/increasing distance/pushing away, body tension, pretending that nothing was happening (“I had to pretend everything was okay because it was an exam; I pretended I didn’t understand what the person was saying”; “poker face, I was outraged, so I kept a stone face”), nausea, panic/aggression attack, nervous tics, hallucinations.

Findings

- 1. The highest level of distress was attributed to the incidents of sexual coercion or being forced into sexual activity, touching intimate parts of the body (e.g. grabbing breasts, crotch and slapping buttocks), and blackmail and sexual threats.
- 2. In the most distressing situation, the respondents most often:
 - a) wondered about the motivations of persons engaging in sexually harassing behavior (why is this person doing this?) and about how to behave towards this person;
 - b) felt repulsion, anger, shame and anxiety throughout their bodies;
 - c) told a person they were close to about this event, downplayed the event, and during the incident they were standing still doing nothing (“it chilled me”), or tried to make fun of the situation/turn it into a joke.

4.2 Long-term consequences of psychological distress related to harassment

Below are respondents’ descriptions of the long-term consequences of situations with the highest level of distress (six months after the event), in the areas of their thoughts, emotions, behavior, bodily response and health (Tables 19-22).

A. Thoughts

Table 19.
Long-term consequences of incidents (with the highest level of distress) – thoughts

Long-term consequences of harassment – thoughts	Quantity	% of N
I was thinking what I could do if a situation like that occurred again	127	44.7
I kept thinking about this situation and analyzing it all the time	106	37.3
I wasn’t thinking about this event	82	28.9
I was wondering what other people were thinking about this	60	21.1
I kept blaming myself	27	9.5

Long-term consequences of harassment – thoughts	Quantity	% of N
I was planning to take revenge	22	7.7
Other – please specify	13	4.6
I had suicidal thoughts	12	4.2
Total	284	100.0

Source: own research

At least six months after an incident, the largest proportion of respondents (44.7%) who answered this question wondered what they could do if such a situation occurred again, and 37.3% of respondents kept thinking about this situation and analyzing it all the time. Nearly one person in three (28.9%) did not think about the incident. The analysis demonstrates that 4.2% of respondents had suicidal thoughts related to the incident.

Other long-term consequences, as concerns thoughts mentioned by respondents, included not only their attempts not to think about it but also mentions of long-lasting emotions and feelings of shame, repulsion, fear and anger: “I was angry at other AMU staff for their lack of reaction”. Recurring thoughts and reflections were also reported: “I still wonder why this situation happened, why it happened to me”; “I thought about the fact that women will never be treated normally, no matter how many centuries pass”. Respondents also pointed to behavioral changes: “After that I found city discos and visiting such places repulsive”; “I stopped walking the streets alone”; “I wondered if that man would continue to try to shorten the distance, I was afraid to use the elevator”.

B. Emotions

Table 20.

Long-term consequences of incidents (with the highest level of distress) – emotions

Long-term consequences of harassment – emotions	Quantity	% of N
I felt angry	115	40.6
I felt humiliated	110	38.9
I was in a low mood	100	35.3
I feared this person/these persons	65	23.0
I was ashamed	63	22.3
I felt sad	55	19.4
I felt nothing	50	17.7
I had a sense of guilt	26	9.2
Other – please specify	17	6.0
Total	283	100.0

Source: own research

At least six months after an incident (indicated as most difficult), 40.6 of respondents who answered this question continued to feel angry, 38.9 felt humiliated, 35.3 were in a low mood, 23 feared the person, 22.3 indicated that they felt ashamed, 19.4 felt sad, and 9.2 had a sense of guilt. No emotions were felt by 17.7 of respondents. Respondents who indicated a most difficult incident of harassment also pointed to such long-term emotions as helplessness, being disgusted with oneself and with the PEN, frustration, disappointment, embarrassment, changes in attitude toward specific people, anxiety, and recurrence of depression.

C. Behavior

Table 21.

Long-term consequences of incidents (with the highest level of distress) – behavior

Long-term consequences of harassment – behavior	Quantity	% of N
I avoided this person	102	53.4
I did not tell a person I am close to about this situation until later	89	46.6
I found it harder to concentrate, my work/studies became less effective	54	28.3
I have lost my motivation to act	38	19.9
I was avoiding people	24	12.6
I had eating disorders	20	10.5
I decided to learn more about this situation. I read materials and online forums	16	8.4
I avoided being at the university and persons associated with it	15	7.9
I applied for professional help (psychotherapy, pharmacotherapy)	14	7.3
I decided to act, to help others who may experience such situations	14	7.3
Other – please specify	14	7.3
I reported this situation to the university authorities, a male/female employee of the university	11	5.8
I started drinking, smoking, using drugs	6	3.1
I quit	2	1.0
Total	191	100.0

Source: own research

At least six months after reporting an incident with the highest difficulty ratio, the largest proportion of respondents (53.4% of those who answered this question) was still avoiding the PEN. Nearly half of respondents (46.65%) told a person they were close to about an incident after some time. A group of 28.3 of respondents reported problems with concentration, decreased efficiency at work and studies, 19.9% lost motivation to act, and 12.6% of respondents declared they avoided people. One in ten persons pointed to having eating disorders as a long-term consequence Six persons (3.1%) said they started drinking, smoking, and using drugs. Two persons

(1%) quit the university as a consequence of the situation. At least six months after an incident, 5.8% of respondents reported the situation to the university authorities.

As concerns the long-term consequences of having experienced sexual harassment, respondents pointed to a number of decisions concerning their professional and private lives. In the professional sphere, they attempted to deal with the matter in a way that would help them regain control, and to receive support and redress: “After some time, I informed the head of the editorial office about the incident”; “I decided to tell the person in question that what they were doing was wrong and that their behavior made me feel uncomfortable and disgusted. I have been apologized to”; “I talked about it with other girls who had the same experience with L.S.”; “I told the other students to watch out.”

Decisions were made in the private sphere to limit and avoid various situations: “Since then, I have tried to use the bathroom at the university as little as possible”; “I avoided leaving the house after the dark”; “I stopped being active on social media”; “I gave up meeting this group of friends”; “I no longer felt like going to such events in a group of girls only”; “I was afraid of meetings in large groups.”

D. Health

Table 22.
Long-term consequences of incidents (with the highest level of distress) – health

Long-term consequences of harassment – health	Quantity	% of N
None	181	67.0
I had problems sleeping	58	21.5
I did not have strength to do anything	46	17.0
I thought I was losing my mind	27	10.0
I felt pain throughout my body (stomachache, headache...)	23	8.5
Other – please specify	8	3.0
Total	270	100.0

Source: own research

The largest group of respondents (67%) indicated no health consequences resulting from having experienced an incident of sexual harassment. The most common complaints indicated by respondents included: difficulty sleeping (21.5%), lack of strength (17%), the sense they were ‘losing their minds’ (10%), and body aches (8.5%). Eight persons (3%) selected the ‘other’ category and indicated specific consequences, such as visual and auditory hallucinations, constant anxiety, persecutory delusions, fainting spells, appetite disorders, chronic fatigue, panic attacks, and the recurrence, worsening and increased frequency of depressive states.

Findings

At least six months after an incident, respondents indicated the following consequences of having experienced the situation causing the highest level of distress:

- a) they wondered what they could do next time in such a situation; they thought back to the incident and analyzed it constantly. One in three persons did not think about the incident;
- b) they felt humiliation, anger, and low mood;
- c) they continued to avoid meetings with PENs;

4.3. Actions taken in response to an incident

Another research problem relevant to the topic of the study was to map the sequence of events that occurred after an incident. The questionnaire requested that the course of events from the time of an incident be depicted. The answers were as follows.

In most of the situations described, an incident was reported to faculty or university authorities. The types of interventions against PENs described included meeting the faculty authorities and reduction in the number of classes taught. Two persons described the attitude of the authorities as supportive. In most of the cases described, the actions taken were effective. In the opinion of one female respondent, talking to the PEN “made the situation worse (the accusation that I had the nerve to report it, even though I didn’t tell the whole terrible truth because I was just scared – at that time my goal was just to pass the course)”. In one case described, the matter was downplayed. In another one, it went to court.

The next question requested the details of what happened after an incident was reported to superiors. In most of the incidents described by the respondents, after they reported to the authorities or to other university staff, the respondents did not obtain any information about further proceedings and assessed the effectiveness of the intervention based on their own observations: “The instructor avoided me, and I avoided him. We never had classes again. I believe that the Dean took appropriate action. I am not aware of further steps taken by the Dean’s office, but I had no opportunity to verify whether the instructor’s behavior improved. We just happened to have finished the classes.” One person described the negative consequences of reporting as “a revenge taken by the person who harassed me.” In one case, the PEN was fired.

4.4. Persons approached at least six months after an incident

At the time when an incident of sexual harassment occurred, there was a need for support and assistance from other persons, most often their closest ones (Table 23).

Table 23.

Persons informed of the incident

Persons who were informed of the incident/asked for help	Quantity	% of N
Friend	106	74.1
My partner	55	38.5
Acquaintance	42	29.4
Family member	32	22.4
Therapist	10	7.0
Other – please specify	5	3.5
Clergy member	1	0.7
Total	143	100.0

Source: own research

Most respondents reported an incident to a friend (74.1%), followed by a partner (38.5%), an acquaintance (29.4%), and a family member (22.4%). A therapist was consulted by 7 of persons.

Table 24.

Reasons for concealing an incident

Reasons for concealing an incident	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	58	43.9
I didn't know who I could talk to about it.	20	15.2
I didn't know how to talk about it.	19	14.4
I blamed myself for my poor judgment and believed that I had a part in what happened.	9	6.8
I wanted to be left in peace and forget the incident.	39	29.5
I was ashamed and couldn't find the right words to describe the incident.	17	12.9
It was too personal for me. I reckoned I should keep it to myself.	22	16.7
It happened once. "Let bygones be bygones".	34	25.8
I didn't think that anyone could help me.	15	11.4
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	13	9.8
I was afraid of unpleasant questions.	11	8.3

Reasons for concealing an incident	Quantity	% of N
I didn't want to jeopardize my relationship with this person.	6	4.5
I was afraid that they would not take me seriously or believe me.	23	17.4
I thought I didn't have enough evidence anyway.	19	14.4
I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).	8	6.1
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	7	5.3
I feared negative reactions from people around me.	10	7.6
For other reasons.	11	8.3
Total	132	100.0

Source: own research

Almost half of respondents (43.9% of persons who answered this question) hid the information about an incident because, "at the time, what happened didn't seem to me bad enough to have to tell somebody about it" (table 24). Almost one person in three (29.5%) wanted to be left in peace and forget the incident, and 25.7% of respondents indicated the answer: "It happened once. Let bygones be bygones".

In general, there were two other reasons for students to conceal the information about the incidents:

- 1) the belief that such behavior is accepted by the milieu: "I knew that such behavior was considered normal, ignored"; "Like I said, this meant passing the exam. I wasn't the only one who experienced this. We talked among ourselves";
- 2) the belief that it was not a serious matter and could be downplayed: "It was not a big issue – our daily sexism". "Nothing happened. I reacted and pushed the importunate guys away, so I quickly forgot about it".

The next research question addressed in the survey concerned the response of decision makers to information about the event as a function of the time elapsed since the event. In both cases, there were only 18 responses in total. When an incident was reported, the average score on a scale from 0 to 5 was 3.2; after six months, it was 3.0.

Findings

1. Part of student respondents are convinced that reporting an incident of sexual harassment will have no effect.
2. The time that has elapsed since an incident seems to increase doubts about the decision-makers' response to the incident.
3. PEXs most often turn to their **friends**.
4. Reasons for failure to report incidents may be related to the PEXs themselves downplaying the significance of the incident.

5. Another issue is the lack of knowledge about the possibility of reporting an incident.
6. Persons who immediately reported an incident to someone at AMU tend to assess the assistance offered to them slightly higher than is the case of reports made after six months.
7. Persons who reported an incident to someone at AMU after six months have a slightly lower assessment of the assistance they were offered.

5. Expectations towards AMU of PEXs reporting incidents

One of the questions asked of all student respondents addressed the issue of expected response and support in the event of a potential or actual incident of sexual harassment (Table 25).

Table 25.

Expectations of students towards AMU taking action after reporting an incident

Expected forms of assistance from AMU	Quantity	% of N
Action to be taken against the PEN	2052	81.9
To provide psychological counselling	1679	67.0
To educate and make the academic community aware of the issue	1392	55.6
To listen	1343	53.6
To provide legal counselling	1299	51.9
To advise	629	25.1
Other response – please specify	40	1.6
Total	2505	100.0

Source: own research

The analysis demonstrates that the largest proportion of respondents expect AMU to impose sanctions on the PEN if an incident of sexual harassment was reported (81.9%). A group of 67.0% of respondents indicated the need for psychological support, and 55% would expect education and enhancing the awareness among the academic community. Over half of respondents (53%) expect to be listened to and 51.9% to be offered legal assistance.

Other respondents pointed to expectations such as:

- 1) confidentiality of proceedings: “discreetness, privacy, gentleness, silence”;
- 2) professional assistance: “the network of people who provide help in such situations should be expanded to help PEXs.”
- 3) expectations regarding university procedures and sanctions: “to monitor faculty members in terms of: 1) how they obtain positions at the university; 2) whether

- they favor students in exchange for sexual benefits”; “disciplinary proceedings should be held before possible sanctions are imposed”; an investigation should be conducted into any act reported and sanctions should be imposed; to impose sanctions if possible (e.g. in the case of an employee); a quick and appropriate response within a closed circle (university) should be highly efficient;
- 4) expectations of academics being monitored and evaluated: lecturers should be checked and their social competence assessed more accurately; attention should be given to gender equality education, especially for older persons who often openly ridicule it;
 - 5) expectation of a reliable and calm examination of each case: it is worth explaining such situations calmly and respectfully to **both** parties, because jokes or friendly behavior can sometimes be misunderstood;
 - 6) expectation of education and enhancing awareness: the curriculum should cover knowledge of different forms of violence and discrimination and teach ways to respond to them; additionally, faculty members should be informed about the consequences of such behavior;
 - 7) expectation of a clear statement and condemnation of sexual harassment: public condemnation of such behavior, such as through posts on social media;
 - 8) expectation that the appropriate authorities will be notified: notifying the police that a crime has been committed.

Another very important aspect of the analysis carried out is to determine how an incident is reported with reference to a position in the structure of AMU (Table 26).

Table 26.

Categories of persons/institutions PEXs are inclined to report an incident to

Who would you be willing to turn to having experienced and/or witnessed sexual harassment?	Quantity	% of N
A female representative of the anti-discrimination committee (or a similar body)	1022	41.9
A female superior	754	30.9
A male representative of the anti-discrimination committee (or similar body)	727	29.8
A designated female HR employee	662	27.1
A male superior	608	24.9
A female of a higher rank other than your superior	490	20.1
A designated male HR employee	440	18.0
A male of a higher rank other than your superior	398	16.3
Other person (who?)	316	12.9
A female trade union representative	178	7.3
A male trade union representative	127	5.2
Total	2442	100.0

Source: own research

The majority of respondents indicated that if they experienced and/or witnessed an incident of sexual harassment, they could turn to a female representative of the anti-discrimination committee (41.9%), a female superior (30.9%), a male representative of the anti-discrimination committee (29.8%), and a designated female HR employee (27.1%). Three out of the top four indications point to the person respondents would be inclined to turn to as being female.

Indications other than those proposed in the questionnaire most often pointed to the following (a total of 260 persons):

- 1) the head of the year;
- 2) trusted lecturer, instructor, professor, academic;
- 3) psychologist;
- 4) dean/vice-dean;
- 5) police;
- 6) acquaintance, friend, a close person.

Findings

1. The expectations towards AMU in situations of sexual harassment apply to:
 - a) PEXs (being listened to and assured of assistance);
 - b) PENs (suffering consequences);
 - c) procedures (discreetness, confidentiality);
 - d) community (education, increasing awareness of sexual harassment and monitoring it).
2. In the case of persons who have experienced and/or witnessed an incident of sexual harassment the gender of the person they would report to may be significant. In this survey females were indicated more often.

6. Co-occurrence of undesirable types of behavior

Examining the totality of the empirical material collected, a question arises of the individual experience of undesirable behavior or, in other words, whether survey participants experienced only one type of behavior in various categories, or whether various types of behavior co-occur. Another question was about what percentage of respondents experienced all types of harassment listed in survey questions. It is generally very difficult to answer questions asked in this way.

For the sake of clarity, the results were presented separately for each type (A, B and C) of behavior. In terms of the analytical procedure, calculations were made for each survey participant who gave an affirmative answer to any question, based on all possible relations between affirmative indications of a given behavior within each type. Presentation of results was limited to the 5 of most frequent indications within each type of behavior, and the number of persons

who have experienced all the forms of behavior listed was indicated for one type of behavior (Tables 27-29).

Table 27.

Co-occurrence of undesirable types of behavior. PEXs. Type A

Type A behavior, PEXs:	Quantity	% of N
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	88	13.3
persistent, provocative glances	74	11.2
disseminating information on private, personal issues (e.g. gossip)	53	8.0
persistent, provocative glances + jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	45	6.8
disseminating information on private, personal issues (e.g. gossip) + persistent, provocative glances + sexually-charged gestures + jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	40	6.0
persistent, provocative glances + jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person + sexually-charged gestures	34	5.1
disseminating information on private, personal issues (e.g. gossip) + propositions with erotic or sexual undertones + persistent, provocative glances + sexually-charged gestures + jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	34	5.1
all of the above	21	3.2

Source: own research

The calculations show that sexual harassment defined as type A experienced did not involve only one form of behavior listed in the questionnaire. Approximately 61% of survey respondents experienced more than one form. There were 3.2% of respondents who indicated all options provided for type A behavior. This has not been reported for other types of behavior.

Table 28.

Co-occurrence of undesirable types of behavior. PEXs. Type B

Type B behavior, PEXs	Quantity	% of N
invading personal space	127	40.3
invading personal space + touching intimate parts of the body	34	10.8
invading personal space + posting, disseminating sexually suggestive messages, illustrations	16	5.1

Source: own research

One form of type B behavior prevailed over others. Co-occurrence was noted by 41% of respondents.

Table 29.

Co-occurrence of undesirable types of behavior. PEXs. Type C

Type C behavior, PEXs	Quantity	% of N
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts + publishing and/or spreading personal pictures and/or content related to the sexual sphere	42	17.6
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	40	16.8
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	26	10.9
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)	23	9.7
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts + publishing and/or spreading personal pictures and/or content related to the sexual sphere + publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	21	8.8
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors) + publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality + publishing and/or spreading personal pictures and/or content related to the sexual sphere + publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	14	5.9
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts + publishing and/or spreading personal pictures and/or content related to the sexual sphere + spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)	13	5.5

Source: own research

The aggregated responses for type C behavior revealed a 55% co-occurrence of behavior forms related to harassment. However, co-occurrence of sexual harassment over the internet tend to be directed at a specific person the most.

Findings

1. In the majority of cases, sexual harassment is not limited to one form of behavior.
2. In the case of communication that is a form of sexual harassment, 21 persons indicated having encountered all the forms of behavior listed in the question.
3. The co-occurrence of various forms of behavior targeting the same person is most typical of type C behavior.

7. Readiness to report undesirable incidents

The readiness of students to report incidents of sexual harassment is an important indicator of the level of their awareness, fear, trust, expectations and of how strong bonds within the academic community are (Table 30).

Table 30.

Readiness to report incidents of harassment declared by PEXs

In your opinion, what is the level of the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities)?	Quantity	% of N
Difficult to say	1514	60.3
Low	326	13.0
High	289	11.5
Very low	177	7.0
Very high	117	4.7
I don't want to answer this question	88	3.5
Total	2511	100.0

Source: own research

For the largest group of respondents (60.3%) it was difficult to indicate the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities). The remaining options were indicated definitely less frequently. A total of 20% opted for the responses 'low' (13%) and 'very low' (7%), followed by 'high' (11.5%) and 'very high' (4.7%) a total of 16.2%. A group of 3.5% of respondents did not want to answer this question.

Indicating the reasons for not disclosing information about an incident, half of respondents who answered this question believed at the time that what had happened did not seem to them bad enough to have to report it, wanted to keep their peace and forget about it, or believed that if it was a one-off incident, it was better to ignore it (Table 31).

Table 31.

The reasons for PEXs concealing an incident

The reasons for concealing an incident	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	58	43.9
I wanted to be left in peace and forget the incident.	39	29.5
It happened once. "Let bygones be bygones".	34	25.8
I was afraid that they would not take me seriously or believe me.	23	17.4

The reasons for concealing an incident	Quantity	% of N
It was too personal for me. I reckoned I should keep it to myself.	22	16.7
I didn't know who I could talk to about it.	20	15.2
I didn't know how to talk about it.	19	14.4
I thought I didn't have enough evidence anyway.	19	14.4
I was ashamed and couldn't find the right words to describe the incident.	17	12.9
I didn't think that anyone could help me.	15	11.4
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	13	9.8
I was afraid of unpleasant questions.	11	8.3
For other reasons.	11	8.3
I feared negative reactions from people around me.	10	7.6
I blamed myself for my poor judgment and believed that I had a part in what happened.	9	6.8
I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).	8	6.1
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	7	5.3
I didn't want to jeopardize my relationship with this person.	6	4.5
Total	132	100.0

Source: own research

One in four respondents who answered this question said they feared that, in the case of reporting an incident, they would not be taken seriously or believed. Also one in four respondents stated that they did not know how to talk about it and with whom. One in five persons felt the matter was too personal, they were ashamed and could not find the right words to describe the incident; they also feared there was not sufficient evidence.

Other free responses included the following: “the large number of such incidents belittles the problem [...]; it wasn't a big deal – our daily sexism. [...] It wasn't news to me, also given my experiences outside of academia [...] I knew that such behavior was considered normal and would be dismissed”.

Findings

1. More than 60% of respondents are unable to assess the readiness of AMU community members to report cases of harassment. This indicates a low level of knowledge and difficulty in identifying a case as sexual harassment.

2. One in five students has a negative opinion about the readiness to report sexual harassment.
3. Students downplay behavior that they do not explicitly associate with sexual violence.
4. One in ten persons did not report an incident because they did not think anyone could help them.

8. Harassment as seen by survey participants

In addition to questions facilitating the quantitative analysis of incidents and opinions of respondents, the questionnaire featured also open-ended questions instead of providing a set of options for responses to be selected from. In the final section of the questionnaire, respondents were requested to describe their own experience of the circumstances/situations of sexual harassment within the AMU community. Eighty-three extensive responses were provided by females and seventeen by males.

The analysis of material collected allowed us to categorize the responses in six groups.

1. Students

When I started my studies, and even some time before, he wrote to me about studies, asking if I would like some materials for the 1st year. I didn't know what it would be like to study at that point. so I accepted the offer. After some time he started to raise topics I did not want to talk about and, finally, he sent me a picture of himself wearing a skirt and asked me what I thought about it. Not long ago, he also wrote saying that he was going to have a tube put down his throat, to which I did not write back. Recently I have found out that when he writes such things to girls, he masturbates and I have been horrified, I find it utterly appalling and terribly disgusting. When I saw him afterwards in the university corridor, I felt awful and uncomfortable [...]; During classes, I repeatedly heard sexist comments by one of the students that nobody around me reacted to. His boorish comments (please forgive me but there is no other way to describe it) were sometimes directed to the audience (mainly its male part) and sometimes directly to me. [...]

A student cheated on and broke up with his girlfriend, also a student, after which he spread rumors, jokes and videos about her. There were more people involved. [...]

A girl invaded my comfort zone during an accidental meeting (the only thing I know about her is that she was a student); it was in the evening and I had drunk a bit. There were a lot of people where I was with my friends and it was hard to react in any way.

2. Lecturers

A female lecturer telling a class "this is such a kitchen example, when I use it, the ladies always understand it better" or "why are you so sleepy, I see that the ladies are wearing full makeup

so it is probably not so bad if you had the time to make up in the morning”; “ladies are always kind of more sensitive” [...]; I know that there have been cases of harassment by senior male lecturers towards young female students in my faculty. Or we hear that we are inferior and have a much harder time gaining respect from instructors, or that we are the victims of harassment. I know that the problem of discrimination against women was reported to the Vice-Dean and she admitted that when she was a student, it also happened to her, and by the same lecturer. But she said, “We can’t do anything because he’s a professor here.” [...]

I heard that I looked like a scuzzy little orphan girl when I was standing in line to sign the attendance list. A pregnant colleague from my group was told in public that she should get down to studying and not making babies, etc. [...]

I felt helpless. And the woman who said that I looked like I was asking to be raped is a respected scholar, and “she didn’t actually mean it.” [...]

A female teacher’s jokes and examples about my sexual contacts in class. Comments about my appearance made by a female teacher and students. Comments about my sexuality. Most of the examples are in the context of jokes.

3. Dormitories

I am heartbroken and feel threatened because it often happens in the dormitory that a man crosses my path and, for example, tries to touch me without my consent. I also I know that I have no proof of anything and I still live in the same dormitory with the rapist. [...]

The most difficult situation for me was voyeurism. I was scared, confused, shaken and, eventually, unimaginably upset. Thank you for reminding me of this situation. I am going to take advantage of being upset again and air all my grievances regarding this person here. I will not report it anywhere else, as I have no intention of facing the omniscient gaze of other dormitory employees.

4. Student camps

When I was in camp ‘A’, one of the participants began to stroke my thigh against my will. I was paralyzed and did not react. A colleague who noticed this talked to me about it, and I began to cry. He wanted the perpetrator to face the consequences so he went to the organizers. He was upset and threatened that if they did not do anything, he would hit the abuser with a bottle. One of the tutors called the police, not because of the harassment, but because of my colleague’s aggression.

5. Type: “inspiration to become active”

I think that things like that do not happen suddenly. It’s not like you’ve been normally teaching all your life and you suddenly decide to grope a student. I was certainly not the first person to have this happen to, and my previous experience in another situation showed that an employee that is a few years away from retirement is practically untouchable, and reporting such an act would not change anything anyway. The university should be more willing to take drastic action [...]; it seems that in certain faculties the behavior of certain lecturers is widely known, even among high-ranking university staff, and yet they suffer no firm consequences.

6. Type: “questioning whether the issue matters”

Supporting LGBT should be banned. As a heterosexual person, I feel harmed by such conduct. The university should be apolitical and not LEFTIST, as dictated by the ideology of the European Union that the residents of leftist Poznań are vassals of. [...]

I believe that the results of research conducted in this area do not reflect the real situation. Complaints about sexual harassment are becoming a kind of strange new fashion, eagerly embraced by the pseudo-feminist milieu. The results of such surveys are always shockingly pessimistic because, I am convinced, the female students who anonymously report their allegedly unpleasant experiences largely exaggerate and simply do not tell the truth. Sexual harassment should be severely punished, but only if it really happened.

9. Methodological remarks on the survey

Survey participants made the most comments about how detailed the questions were, resulting, in their opinion, in the survey being very time-consuming. There were also technical comments about the font size and style and, for some questions, the inability to provide answers by persons with a different orientation than that indicated in the answer options. A common concern reported to the survey designers was about ensuring the anonymity of persons providing detailed responses by logging into the system that operates within the AMU online platform. For some of the respondents, the answer to the question about the importance of harassment for the AMU community turned out to be problematic (question 16); doubts were raised here as to whether it concerned the extent of harassment or whether it was treated as an important problem for the AMU community.

10. Summary.

Undesirable and unacceptable communications and behavior among AMU students

1. The extent of occurrence – perspective of persons experiencing sexually harassing behavior

The most frequent sexually harassing behavior indicated included:

- 1) jokes, gossip and persistent glances as concerns communications;
- 2) invading personal space and touching intimate parts of the body as concerns behavior;
- 3) sending videos and pictures via text messages and email as concerns behavior in cyberspace.

2. Gender context

- 1) All types of sexually harassing behavior were directed mainly at females. Females indicated invading personal space to be the most frequent form of behavior experienced.
- 2) Males experience undesirable behavior mainly taking the form of jokes and remarks.

3. Opinions on the frequency and significance of harassment within the AMU academic community

- 1) Students claim that sexually harassing behavior is rare at AMU.
- 2) Females and people who do not identify as either male or female claim that sexually harassing behavior is more frequent.
- 3) The significance of sexual harassment was ranked the lowest by students of Humanities.
- 4) Non-heterosexual persons observe sexual harassment most often.
- 5) Nearly one in three respondents perceives sexual harassment as a very significant issue.
- 6) The issue of sexual harassment is considered to be more significant by females and people who do not identify as either male or female.
- 7) Increasing frequency of harassment observed translates into higher significance attached to this matter.

4. Persons experiencing sexually harassing behavior about persons engaging in such behavior

- 1) Regardless of the situation, males were indicated as persons engaging in sexually harassing behavior definitely more often.
- 2) The most common types of behavior both males and females engaged in included spreading information about private, personal matters (e.g. gossip) and jokes, remarks, insults, allusions and comments addressed directly or indirectly at a given person.
- 3) Undesirable and unacceptable behavior in cyberspace was indicated to be engaged in by both males and females, unlike in type A and B behavior.

5. The position of persons engaging in sexually harassing behavior in the AMU employment structure as seen by persons experiencing sexually harassing behavior

Persons who most often engaged in sexually harassing behavior towards students included:

- 1) male members of academic staff as concerns jokes and remarks;
- 2) male students as concerns persistent, provocative glances, but a relatively large group of respondents indicate that they are unable to determine who the person glancing was;
- 3) female students as concerns sexually-charged gossip;

- 4) male students and members of academic staff as concerns invading personal space;
 - 5) male students as concerns publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts in cyberspace;
 - 6) female students as concerns spreading lies about another person's sexual behavior and intimate relationships.
- 6. Circumstances surrounding incidents as perceived by persons experiencing sexually harassing behavior**
- 1) Survey respondents most often encountered sexually-charged jokes and remarks during accidental encounters and outside the university, but one in five respondents indicated having encountered such behavior in class.
 - 2) Invading personal space occurred primarily outside AMU, but on in ten respondents indicated having encountered such behavior during classes or in spaces within the university other than those listed in the questionnaire.
 - 3) Publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts most often occurs during classes.
 - 4) Taking pictures and filming another person frequently occurs in places where classes are held.
 - 5) Behavior such as spreading lies about another person's sexual behavior occurs in the places where classes are held.
- 7. Psychological and social consequences of experiencing incidents of harassment**
- 7.1. Respondents' functioning in the most distressing situations (during the incident)**
- 1) Respondents experienced the highest level of distress when encountering sexual coercion or being forced into sexual activity, touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) and blackmail and sexual threats.
 - 2) In the most distressing situations, the respondents indicated the following thoughts, emotions and responses most often:
 - a) they wondered what motivated the person engaging in sexually harassing behavior (why is this person doing this?) and how they should behave towards this person;
 - b) they felt revolted, angry, ashamed and anxious throughout their bodies;
 - c) they told a person they were close to about the incident, downplayed it, and during the incident they stood still doing nothing ("it chilled me"), or tried to make fun of the situation and turn it into a joke.
 - 3) At least six months after an incident, respondents indicated the following consequences of having experienced the situation causing the highest level of distress:

- a) they wondered what they could do next time in such a situation;
- b) they thought back to the incident and analyzed it constantly;
- c) one in three persons did not think about the incident (thoughts);
- d) they felt humiliation, anger, and low mood (emotions);
- e) they continued to avoid meetings with the person who had harassed them (behavior).

7.2. Persons approached at least six months after an incident

- 1) Part of student respondents are convinced that reporting an incident of sexual harassment will have no effect.
- 2) The time that has elapsed since an incident seems to increase PEXs' doubts about the decision-makers' response to the incident.
- 3) PEXs most often turn to their friends having experienced sexual harassment.

7.3. Most frequent reasons for concealing incidents (in order)

- 1) Respondents believed that what happened at the time didn't seem bad enough to have to tell somebody about it.
- 2) They wanted to forget the incident.
- 3) They feared that the incident would not be taken seriously or treated as it should.
- 4) They wanted keep the incident to themselves because of its intimate and personal nature.
- 5) They did not know who to report the incident to (how to report it) and how to prove the act took place. Persons who reported an incident to someone at AMU right away have a slightly lower assessment of the assistance they were offered. The assessment of the assistance offered is slightly lower among persons who reported an incident to someone at AMU after six months.

8. Expectations towards AMU of persons experiencing sexual harassment when reporting incidents

- 1) The expectations towards AMU in situations of sexual harassment apply to:
 - a) persons experiencing sexual harassment (being listened to and assured of psychological and legal assistance);
 - b) persons engaging in sexual harassment (suffering consequences);
 - c) procedures (discreetness, confidentiality);
 - d) community (education, increasing awareness of sexual harassment and monitoring it).
- 2) In the case of persons who have experienced and/or witnessed an incident of sexual harassment the gender of the person they would report to may be significant. In this survey females were indicated more often. It should be remembered that respondents indicated that gender can matter when reporting an incident.

9. Co-occurrence of undesirable types of behavior

- 1) In the majority of cases, sexual harassment is not limited to one form of behavior.
- 2) The co-occurrence of various forms of behavior targeting the same person is most typical of type C behavior (cyberspace and multimedia).

10. Readiness to report undesirable incidents

- 1) More than 60% of respondents are unable to assess the readiness of AMU community members to report cases of harassment. This indicates a low level of knowledge and difficulty in identifying a case as sexual harassment.
- 2) One in five students has a negative opinion about the readiness to report sexual harassment.
- 3) Students downplay behavior that they do not explicitly associate with sexual violence.
- 4) One in ten persons did not report an incident because they did not think anyone could help them.

Remarks and conclusions

The analysis of the collected material leads to a general conclusion that some respondents used the survey as an opportunity to report a specific case of harassment and more or less explicitly request intervention. Information about these situations was forwarded to the Project Coordinator, Professor Robert Kmiecik.

Many narratives mentioned the repetitive nature of sexually harassing behavior.

The students' level of awareness of harassment is low, but as the problem becomes more significant, their awareness increases. Most students only become aware of sexual harassment after coming into direct or indirect contact with it (as witnesses), and its consequences. Therefore, a method of informing students about sexual harassment and the procedures for reporting such cases should be developed to eliminate this. Occasionally, there are also statements indicating a lack of understanding of the nature of harassment and attributing a hidden ideological function to it.

Another issue is convincing students of the importance of reporting situations that occur in their relationships with lecturers. Since some situations occur outside AMU premises, e.g., during social gatherings, it would be helpful to inform students about the legal aspects of the reporting procedure, such as whom to contact and in what situations. Due to their nature, informal meetings, such as integration events, may create situations in which harassment can occur. Therefore, it is important to provide students with information on undesirable behavior and the appropriate authorities (university, police) to report these incidents.

It is also important to raise awareness of the role of witnesses in cases of sexually harassing behavior of any kind. In classes, for example, when comments or jokes are made, other students can support the person affected by the harassment and simultaneously comment on such inappropriate behavior.

When discussing sexual harassment, it is important to emphasize the co-occurrence of undesirable behavior. Knowledge about the cycle of violence and its tendency to generalize and escalate needs to be spread. Students should be made aware of the importance of written communication. This is particularly important for messages sent via the internet or phones. Competencies and skills in recognizing these situations and possible responses should be expanded.

Importantly, experiencing various forms of sexual harassment can increase negative emotional consequences in persons affected.

Recommendations

1. Activities should be expanded and promoted among students in order to raise their awareness of what sexual harassment is and what forms it can take through⁴:
 - a) education and information campaigns that actively involve students;
 - b) a series of training courses seeking to:
 - develop the ability to identify sexually harassing behavior and understand the cultural and social factors related to gender-related discrimination and violence;
 - learn about the procedure for reporting sexual harassment incidents and related legal issues;
 - demonstrate the role of witnesses and ways to react to incidents of sexual harassment.
 - c) digital materials, brochures and guides that identify situations, messages, and behavior that bear the hallmarks of sexual harassment and are not acceptable in the academic environment. Such material can be handed out during student events such as Juwenalia and Wielkie Grillowanie.
2. The knowledge of AMU employees about the measures of legal protection available when encountering sexual harassment should be expanded.
3. An information and training platform (website), which will serve as a repository for key information, materials, and contacts should be developed as a functional and visible resource.
4. The activities of entities and individuals involved in counteracting, intervening and assisting persons experiencing sexual harassment should be promoted:

⁴ It would be advisable for items a) and b) to address primary, secondary and tertiary prevention.

- a) meetings with student governments should be organized at various faculties and student parliament should be involved;
 - b) an information campaign should be designed for all students.
5. A guide should be prepared for the AMU community on harassment (its manifestations, ways to respond, reporting procedures, and the university's position). It should contain information addressed directly to students.
 6. Equality etiquette and netiquette principles should be drawn up.
 7. Students and student organizations should be involved in the preparation, designing and implementation of preventive measure so that these activities are not exercised only at the administrative and central levels, but also concern and involve individuals in the entire academic community.
 8. Various forms of involvement should be initiated and promoted, and students should be included in the process of transforming university culture to promote security and social inclusion, e.g., through contests of projects on preventing sexual harassment, recognizing academic studies on harassment, supporting the activities of scientific circles addressing this topic, etc.
 9. Mediation can be one way to resolve many conflicts and its role, principles and objectives should be promoted.
 10. The transparency of reporting and investigation procedures should be ensured.
 11. Consultants who will ensure support to students experiencing sexual harassment should be appointed on each campus.
 12. A spokesperson for students should be appointed.
 13. Collaboration with local specialized centers offering advisory services and support to persons experiencing sexual harassment should be established.
 14. Students' resources, such as their sense of agency and the ability to build and maintain relationships should be enhanced. These areas can be trained in workshops both as part of the course of study (included in the curriculum) and as extracurricular courses.
 15. Rooms should be provided in various faculties and campuses, where people could talk freely about undesirable situations. It would be useful to have a room in a quiet place that is out of the way, a room where peace and quiet during the conversation could be guaranteed.
 16. The cooperation of individuals and units working to increase security at AMU should be strengthened.
 17. It should be stressed that the time that has elapsed since an incident is not a factor in taking or not taking action to investigate the situation, which is particularly significant in terms of long-term psychological consequences of an incident.

Report 2

**INCIDENTS OF SEXUAL HARASSMENT
AMONG DOCTORAL STUDENTS AT AMU**

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1. Undesirable and unacceptable communications and behavior among doctoral students

Before we move on to a detailed analysis of the information collected, let us take a look at the distribution of elementary variables that identify the sample.

1.1. Introductory information. Characteristics of doctoral student respondents

As mentioned in the *Note on methodology*, the responses obtained from 152 respondents were qualified for further analysis, which means that information has been provided by nearly one in eight doctoral students.

Female respondents (71%) prevailed among doctoral students taking part in the survey, male respondents accounted for 28%, and persons identifying as other gender accounted for 1% of the sample.

The largest group of respondents are doctoral students of pure and natural sciences (43%), followed by the humanities (37%), and social sciences (18%).

Heterosexuality was the predominant sexual orientation among the respondents (76%). Persons with homosexual orientation accounted for 7% of the sample, bisexual for 12%, and asexual for 2%. A group of 3% of respondents opted for the answer 'other' to identify their sexual orientation.

The country of origin was mainly Poland (93%). Non EU-member states were represented by 7% of respondents.

The questionnaire included the option of not answering questions; this may be important, particularly in terms of the reliability of the data obtained. For the key block of questions about undesirable behavior and communications classified as types A, B, and C, the non-response rate did not exceed 3% (4 persons) for any of the questions. In the A group, the question about incidents of blackmail and threats of a sexual nature was considered the most sensitive (2.7% – 4 persons). Among the answers to the questions in the B group, such indications concerned having been forced to sexual activity (one indication) and invading personal space (one indication). No refusals to answer any question from the C group of the survey questionnaire were noted.

1.2. Undesirable and unacceptable communications and behavior among doctoral students – the extent of occurrence Perspective of persons experiencing sexually harassing behavior

Estimating the degree to which socially undesirable phenomena are common is a starting point for understanding their peculiarities, especially among AMU doctoral students. Determining the prevalence of the behavior and communications concerned is clearly complicated since there are no objective benchmarks to compare the data. One way to create such benchmark is to determine the level of awareness of the phenomena analyzed demonstrated by persons who experience sexually harassing behavior, persons who engage in such behavior, and direct or indirect witnesses.

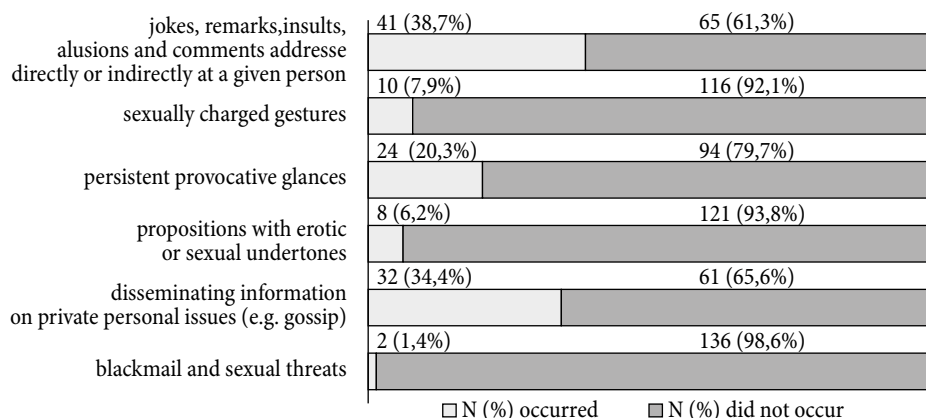
The most important point of reference for interpreting the data are the responses of the respondents who define themselves as addressees of undesirable behavior.

Type A. Undesirable and unacceptable communications referring to one's sexuality. Perspective of persons experiencing sexually harassing behavior

Verbal and non-verbal communications represent the first type of manifestations of sexual harassment analyzed. Graph 1 presents the responses received from respondents indicating the occurrence (on the left side of the graph) or non-occurrence (on the right side of the graph) of a particular behavior. Both the number of respondents and the percentage of their responses are included.

Graph 1.

The extent of harassment. Undesirable behavior – type A. Perspective of doctoral students experiencing sexually harassing behavior



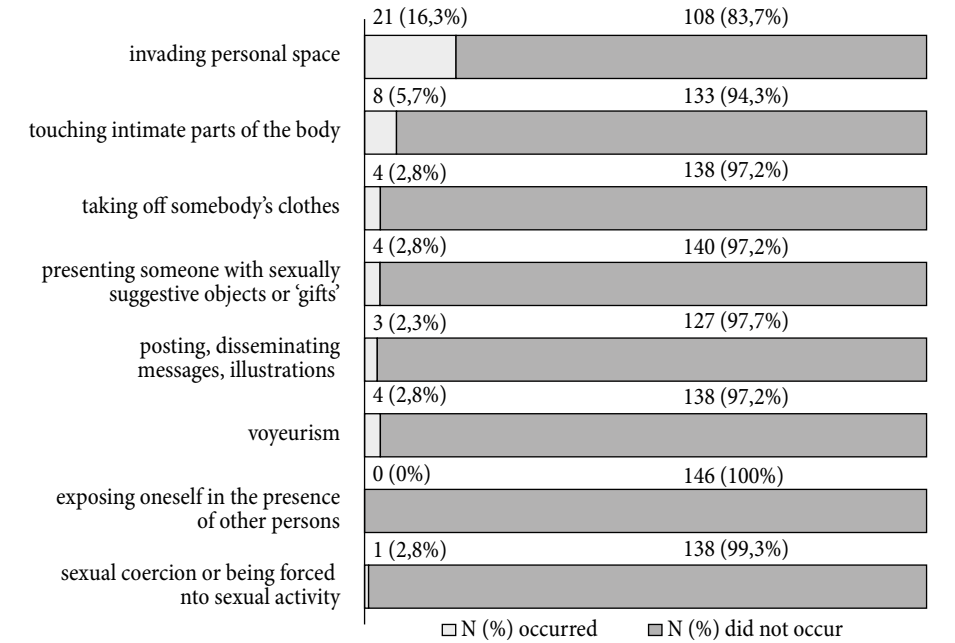
Source: own research

The results obtained from persons experiencing sexual harassment point to jokes and remarks (39%) as the most frequent behavior, followed by spreading information on a person's personal matters that concerned ca. 34% of doctoral students surveyed. Persistent, provocative glances were the third most frequent type of behavior (20%). Sexually-charged gestures were observed by almost 8% of respondents. Sexual propositions were made to 6%, and 2 persons encountered blackmail and sexual threats.

Type B. Undesirable and unacceptable behavior referring to one’s sexuality. Perspective of persons experiencing sexually harassing behavior

The set of indicators defined for the purposes of the study as type B describes behavior of a sexual harassment nature (Graph 2). Most of the examples are also violations of legal norms.

Graph 2.
The extent of harassment. Undesirable behavior – type B. Perspective of doctoral students experiencing sexually harassing behavior



Source: own research

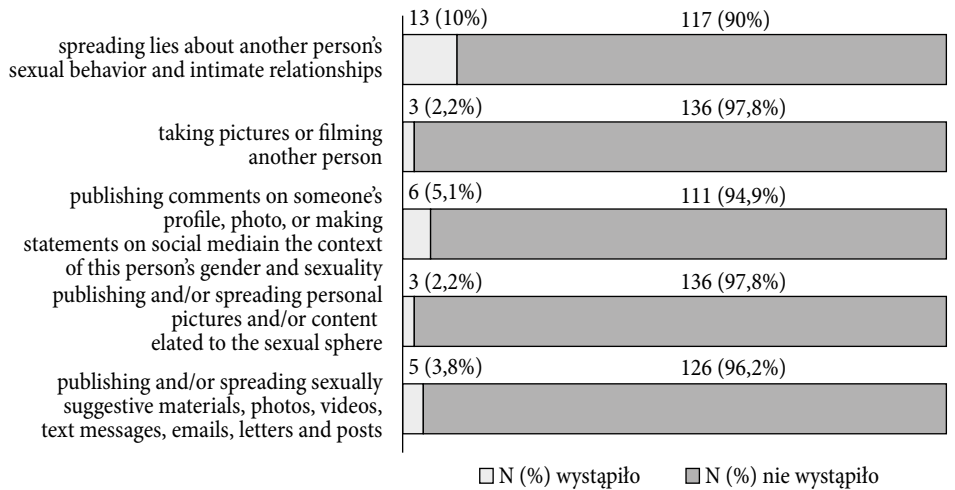
Invading personal space was experienced by 16% of respondents (21 persons). A group of 6% of respondents (8 persons) indicated touching intimate body parts. Approximately 3% of respondents reported undesirable behavior such as being presented with sexually suggestive ‘gifts’ (4 persons), voyeurism (4 persons), and

taking off parts of clothing (4 persons). Undesirable behavior such as publishing and spreading of sexually suggestive messages or illustrations was experienced by 2% of respondents (3 cases). Incidents involving being forced into sexual activity were indicated by one person.

Type C. Undesirable, unacceptable behavior in cyberspace or multimedia. Perspective of persons experiencing sexually harassing behavior

The third type of indicators describes behavior in virtual space (Graph 3). This type of space is particularly important because of its specific character, especially in the context of the widespread belief in the anonymity and impunity of online users.

Graph 3.
The extent of harassment. Undesirable behavior – type C. Perspective of doctoral students experiencing sexually harassing behavior



Source: own research

One of the most frequently experienced situations is spreading lies regarding another person's sexuality, indicated by one in ten persons (13 cases). Publishing and/or spreading personal photos and/or content, text messages and emails related to the sexual sphere was indicated by approximately 2% of respondents (3 indications each). Publishing comments on someone's profile or photo on social media was indicated by 5% of respondents (6 persons).

Another indicator that illustrates the extent of undesirable behavior among doctoral students is the intensity with which such behavior occurs. The questionnaire featured a request to indicate the frequency of incidents by pointing to one of three options: once, two to five times, and five or more times. Only persons who had experienced behavior or communication such as the question concerned could

respond. An analysis was performed showing the distribution of frequencies and percentages for each question compared to the intensity of the phenomena studied (but not in a group determined by intensity of occurrence related to individual questions). In relation to the frequency with which such behavior occurs, the following results were obtained.

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most commonly indicated frequency of having experienced the situations described here is from two to five times (60% – 3 indications).

With the first type of behavior in question, the highest number of responses indicating that the event occurred once was recorded with respect to receiving a proposition with erotic or sexual overtones (60% – 3 cases). The frequency ranging from two to five times is reported mainly with respect to sexually-charged gestures (57% – 4 indications). The highest frequency (more than five times) occurred with respect to persistent glances (45% – 9 persons) and jokes and comments (42% – 16 persons).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

The second type under analysis was dominated by responses indicating that the situations occurred once (60% – 3 indications). As concerns behavior experienced by doctoral students once, most indications concerned touching intimate body parts (60% – 3 persons) and invading personal space (56% – 9 persons). Situations that occurred two to five times included taking off clothes (1 person) and voyeurism (1 person). Invading personal space was experienced more than five times by 25% of respondents (4 persons) who indicated having encountered such behavior.

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior concerned, the predominant indication was from two to five times (100% – 2 indications). Individual responses most frequently indicate publishing and/or sending photos and/or personal content related to the sexual sphere, which was experienced two to five times (100% – 2 persons), and taking pictures or filming another person, which occurred once and concerned one person.

In conclusion, the behavior that is ostracized the least (e.g., jokes or persistent glances) tends to recur more in the group of doctoral students experiencing sexual harassment. Behavior involving touching intimate body parts was reported to have happened once.

An additional area for analyzing the extent of sexual harassment involved asking doctoral students to indicate the number of incidents.

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most frequent number of persons known to respondents to have experienced type A behavior indicated was two to five (80% – 4 responses). Respondents indicated that the most common type A situations they observed two to five times involved sexually-charged gestures directed at PEXs (80% – 4 indications).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

In the second type of behavior under analysis observed by witnesses, a single occurrence was indicated most often. The situation concerned making sexually-charged gestures (one person).

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior described, the largest group of respondents indicated having an acquaintance who had experienced an incident on one occasion. As concerns undesirable behavior encountered, taking pictures was indicated in one case.

As with the frequency of the incidents analyzed, the circle of acquaintances who have experienced such incidents decreases with the specificity of the behavior. The more the behavior violates the social norms of coexistence, the fewer people are informed about it.

Findings

1. The most common forms of undesirable communication include jokes, gossip, and disseminating information on private, personal matters.
2. As concerns undesirable behavior, the predominant practice involves invading personal space.
3. The most common manifestation of undesirable behavior in virtual space involves spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage).
4. For all responses given regarding each type of behavior, the highest frequency experienced by survey respondents was between two and five times, with the exception of touching intimate parts of the body, which occurred once.
5. The largest number of witnesses indicated having encountered dissemination of information about private, intimate matters of other persons, the frequency of which was one to five for type A behavior. Behavior from types B and C was less frequent.

1.3. Undesirable behavior as a cultural taboo

The questionnaire requested responses about the incidence of undesirable behavior and communications where the role performed at the time of an incident and the type of relationship (acquaintance, stranger) would be indicated. At the stage of operationalization and conceptualization of the research, five forms of social exposure to a situation involving undesirable behavior and communications with sexual undertones were distinguished. Such exposure to sexual harassment was assumed to be reported in at least five forms, namely, respondents could provide information from the perspective of the person experiencing a situation of sexual harassment (PEX), a direct witness, a person from the respondent's circle of acquaintances, a person outside the circle of acquaintances (mediated information), and the person engaging in the behavior (PEN).

This type of data aggregation was adopted in order to identify the source of information about the incident, as well as to determine the percentage of each category of respondents. The role of the person engaging in sexual harassment (PEN) was also taken into account.

The analysis of the collected data was twofold. The first approach was to describe the extent with which the incidents addressed in the survey questions occur, as indicated by PENs. The second one was to interpret the data in line with the assumption that undesirable behavior is reported by people who experience such behavior. Thus the percentage of persons experiencing undesirable behavior should be the lowest in this group of respondents. Indications by persons who have experienced undesirable behavior and by direct witnesses to such incidents should translate into higher frequency of reports in the circles of close friends as well as among people outside such circles. It is difficult to confirm this empirically with 'hard' statistics. Certain regularities can be identified, nevertheless, that are more than accidental co-occurrences. It can therefore be cautiously assumed that a higher percentage of indications by persons experiencing such behavior than by other categories of respondents attests to such incidents being treated as a social taboo. This model of analysis was applied to the three types of responses for A, B and C types.

Table 1.

*Experience of an incident by persons playing different roles. Type A incidents**

Type A behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexually harassing behavior [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	38.7	36.3	33.7	20.7	3.0
disseminating information on private, personal issues (e.g., gossip)	34.4	37.8	33.0	25.6	12.9
persistent, provocative glances	20.3	16.1	15.3	10.5	2.1
propositions with erotic or sexual undertones	6.2	1.6	6.9	8.3	0.8
sexually-charged gestures	7.9	7.9	9.4	6.5	1.7
blackmail and sexual threats	1.4	1.4	2.9	1.4	0.7

* The table presents summary results. It features the percentage of responses from people who encountered the behavior in question, so the percentages do not add up to 100%. The percentage in each box reflects the number of affirmative responses given by respondents. For example, figure 38.7% in the first box, indicates that an incident of undesirable sexual remarks, such as jokes and comments did take place, compared to the responses that such behavior was not observed.

Source: own research

The following distribution of affirmative responses from PENs was recorded (Table 1). PENs indicated disseminating information on private, personal issues (e.g. gossip) (N-9), followed by remarks such as jokes and comments with sexual undertones (N-2) as the most frequent types of behavior.

Taking into account the method of analysis applied here, it can be concluded that information about an incident does not reach persons in the immediate social circle in the case of the top three issues addressed in the table above, namely disseminating information on private, personal issues (e.g., gossip); jokes, remarks, insults,

allusions, and comments addressed directly or indirectly at a given person, and persistent, provocative glances. In these three types of behavior a difference occurs between the number of indications by PEXs and the number of persons indicating a given type of behavior who are not its direct witnesses. In the remaining cases, the number of indications of encountering a given type of behavior was higher in the groups other than PEXs. Importantly, making propositions with sexual undertones is observed among the doctoral community slightly more often by persons outside the circle of acquaintances than by PEXs (8.3% and 6.2% respectively). This means that this category of respondents is aware that a given form of behavior can emerge. This difference can also be explained in terms of PEXs observing this type of behavior to a lower extent than persons in their immediate circle (Table 2).

Table 2.
Experience of an incident by persons playing different roles. Type B incidents

Type B behavior	Persons ex- periencing a situation of sexual harassment [%]	Direct wit- nesses [%]	Persons ex- periencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexually harassing behavior [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
invading personal space	16.3	9.2	12.9	5.3	1.8
touching intimate parts of the body	5.7	0.7	2.9	4.3	0.7
presenting someone with sexually suggestive objects or 'gifts'	2.8	0.7	0.7	2.8	0.7
taking off somebody's clothes	2.8	1.4	2.1	2.1	0.7
posting, disseminating sex- ually suggestive messages, illustrations or items	2.3	7.3	5.9	4.5	1.6
voyeurism	2.8	2.1	3.5	2.1	0.7
exposing oneself in the pres- ence of other persons	0.0	0.7	0.7	0.0	0.7
sexual coercion or being forced into sexual activity	0.7	0.7	2.8	2.1	0.7

Source: own research

The most frequent response indicated by PENs concerned posting messages and illustrations (N-2) and invading personal space (N-2). As has been mentioned above, the lower frequency of respondents who indicate that they have experienced a given type of behavior, compared to various types of witnesses, means a higher level of taboo in reporting the incident. This is particularly significant for the distribution of responses to questions identified in the questionnaire as type B. The information on incidents that was kept from the PEXs' social circle concerned invading personal space, touching intimate parts of the body and presenting someone with sexually suggestive objects or 'gifts'.

As concerns undesirable behavior and communications indicated in the responses in group C, the majority of PENs pointed to publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality (N-2).

Table 3.
Experience of an incident by persons playing different roles. Type C incidents

Type C behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexually harassing behavior [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	3.2	2.9	5.8	3.2	0.5
publishing and/or spreading personal pictures and/or content related to the sexual sphere	1.2	0.8	2.3	2.8	0.2
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	1.9	4.3	6.7	5.5	0.2
taking pictures or filming another person	1.0	1.3	3.2	1.8	0.0
spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage)	4.1	4.7	5.1	6.1	0.4

Source: own research

The information about undesirable behavior and communications that occur in virtual space is shared the least in the case of publishing and/or spreading sexually suggestive videos and photos (Table 3).

Findings

1. Direct witnesses most commonly observe that gossip with sexual undertones occurs, persons from the immediate circle of friends point to having observed jokes addressed at persons they know. Gossip has also been observed by persons from outside the PEX group.
2. The types of behavior most frequently indicated by PENs include disseminating information on private, personal issues (e.g., gossip). Telling jokes and making sexually-charged comments were indicated to a slightly lesser extent. The information about an incident did not reach other persons in the immediate social circle in the case of disseminating information on private, personal issues and communications involving jokes and making sexually-charged comments.
3. Persons identifying as the source of harassing communications most frequently pointed to posting and spreading of messages and illustrations, which was indicated by two persons. The information about a type B incident does not reach the social circle of PEXs in the case of invading personal space and exposing oneself in the presence of other persons.
4. As concerns undesirable behavior and communications indicated in group C, the largest number of PENs pointed to publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts. The number of witnesses to this behavior approximates that of PEXs.

1.4. Differentiating factors in the extent of harassment

The data in the previous section illustrate the extent of undesirable behavior and communications among the AMU doctoral students. Therefore, it is worthwhile analyzing the distribution of responses in terms of such variables as gender, place of study (represented field of science), sexual orientation and country of origin of survey participants. The analysis concerns the most important results obtained only from persons who indicated the occurrence of the behavior in question. The percentages refer to the distributions of the data obtained for the specific type of behavior (A or B or C). Analyzing the results obtained within each behavior type in terms of gender, the following was found.

- 1) For all three types of behavior, the vast majority of PEXs are females. In the case of behavior such as publishing and disseminating messages and illustrations (N-3), and sexual coercion or being forced into sexual activity (N-1 [type B]), women were the only group to report having experienced such behavior.

- 2) Male PEXs most often indicated undesirable behavior, such as jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person by publishing and/or spreading personal pictures and/or content related to the sexual sphere (19%. N-8 [type C]).
- 3) One person who chose the category 'other' when answering the question about gender, indicated an incident involving touching intimate parts of the body. The analysis of responses within each gender group revealed the following.
 - 1) Females experience behavior such as invading their personal space most often (50% of type B indications, N-18).
 - 2) Most frequent behavior in the male group involved jokes and comments (40% of type A indications, N-8) and behavior leading to invading personal space (37% of type B indications, N-3).

The comparison of results obtained for different fields (places) of study is as follows.

- 1) Social sciences – publishing and/or spreading personal pictures and/or content related to the sexual sphere: 100% (N-2).
 - 2) Humanities – sexual coercion or being forced into sexual activity: 100% (N-1).
- The following was found as concerns the most frequent types of behavior in relation to the field of study:

- 1) Social sciences – spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage): 55% (N-5);
- 2) Humanities – spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage): 55% (N-5) and invading personal space: 44% (N-8);
- 3) Pure and natural sciences – invading personal space: 45% (N-5).

The interpretation of the distribution of responses obtained in terms of variables such as sexual orientation and the country of origin was statistically difficult on account of a low number of indications.

The analysis of PENs in terms of other variables is also statistically difficult to interpret.

Findings

1. Undesirable behavior and communications are mainly directed at women.
2. Doctoral students who experienced undesirable behavior and communications most often pointed to jokes, comments, insults, allusions and remarks having been addressed to them.
3. Invading personal space is the form of harassment most frequently observed by doctoral students at AMU regardless of the field of study.

1.5 Opinions on the frequency and significance of harassment within the AMU community

In addition to questions about the occurrence of specific incidents, the questionnaire also asked doctoral students for their opinions related to how they perceive the extent of harassment and its significance. Of course, it is difficult to clearly determine how respondents define sexual harassment, but the collected data indirectly illustrate their opinions about the extent and significance of the phenomenon under analysis in the academic community at AMU (Table 4).

Table 4.
Opinions on the extent of harassment in AMU

Question	Frequency	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Rarely	56	48.7
	Difficult to say	28	24.3
	Often	15	13.0
	Never	9	7.8
	Very often	7	6.1
	Total	115	100.0

Source: own research

The calculations show that the most common response was that sexual harassment incidents were not encountered very often. Nearly half of respondents (49%) indicated this. For 8 persons, sexual harassment was very frequent. A relatively large group of respondents (24%) does not have a clear opinion in this regard, which probably means that they have difficulties in interpreting the semantic scope of the term sexual harassment.

To make the results obtained more specific, the distributions of responses were compared in terms of variables such as gender (Table 5), field (place of study), sexual orientation and country of origin. Statistically significant differences were noted only for gender. The response 'difficult to say' was removed from the calculations for assessing the extent of harassment.

Table 5.
Opinions on the extent of harassment in AMU vs. gender. Mann-Whitney U test

Question	Frequency	Gender:					
		Female		Male		Total	
		Quantity	% of N	Quantity	% of N	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Never	3	5.4	6	19.4	9	10.3
	Rarely	36	64.3	20	64.5	56	64.4
	Often	12	21.4	3	9.7	15	17.2
	Very often	5	8.9	2	6.5	7	8.0
	Total	56	100.0	31	100.0	87	100.0

$U(3) = 671.0$ $p < 0.05$

Source: own research

The results of the calculations demonstrate that sexual harassment is observed relatively more often by female doctoral students. The questionnaire also asked a question related to harassment as a significant problem for the academic community (Table 6).

Table 6.
Significance of harassment as a problem for the AMU community

Question	Significance	Quantity	% of N
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	0	4	3.5
	1	14	12.3
	2	14	12.3
	3	19	16.7
	4	17	14.9
	5	46	40.4
	Total	114	100.0

Source: own research

The calculations demonstrate that 40% of doctoral students see harassment as very important, and only ca. 3% of survey participants have a different opinion. The average rating of the significance of the problem amounts to 3.5, with a standard deviation of 1.5. Gender has no effect on responses in this dimension.

It is also worth examining to what extent the frequency of encountering situations defined as sexual harassment affects the person's assessment of its significance. The calculations carried out using Spearmann rank-order correlation coefficient show that **as more and more incidents of harassment are observed, the higher sig-**

nificance is attributed to harassment as a problem for the academic community. This relationship is statistically significant, to a moderate degree ($p < 0.01$, $Rho = 0.4$).

Findings

1. Nearly one in five doctoral students perceives harassment as occurring frequently or very frequently. Almost half identify it to be rare. However, in this group, the level of harassment is perceived as the highest among all four respondent groups surveyed.
2. The extent of sexual harassment (frequency of undesirable behavior) is observed more often by women.
3. Gender has no effect on the assessment of how serious the issue of harassment is.
4. More than half of the respondents consider the problem of sexual harassment to be very important or important. This is again the highest result in the entire survey.
5. It appears that as the frequency of observing harassment incidents increases, so does the perceived importance of harassment as a problem for the academic community. This relationship is moderately strong, but slightly weaker than for academic staff.

2. Persons experiencing sexually harassing behavior about persons engaging in such behavior

In the next set of questions, respondents were asked to identify the gender of the person engaging in the sexually harassing communications and behavior. Four options were offered to describe the person engaging in a given behavior. The first option was to indicate that only females were PENs, the second described situations where PENs were men only, the third identified incidents by non-binary persons, and the fourth included information about behavior directed at respondents by persons of various genders.

2.1. Socio-demographic profile of persons engaging in sexual harassment

In all type A situations, it was much more common for PENs indicated to be male. The highest percentage of females being the only PENs was indicated with respect to spreading intimate information (gossip) – 16%. Among male PENs, the percentages ranged from 8.0% for gossip to 100% for blackmail and sexual threats. As concerns spreading information about private, personal matters (gossip), the largest number of indications concerned both genders (76.0%) engaging in such behavior.

In all type B situations, respondents reported that the PEN was far more likely to be male. The percentages ranged from 80% for invading personal space to 100% for touching intimate parts of the body and attempts to take off clothes. Invading personal space was the only type of behavior attributed solely to women (6.3%) and to persons of various genders (12.5%). In the three type C situations, males were significantly more likely to be indicated as engaging in this behavior.

The percentage of indications ranged from 12.5% for spreading lies about someone's sexual behavior and intimate relationships to 100% for publishing and/or spreading photos and/or personal content related to the sexual sphere, commenting on another person's profile, photo or statement on social media in the context of gender and sexuality, and taking pictures and filming another person. For women, there was only one type of behavior indicated, namely spreading information about private, personal matters (gossip). There were two such indications.

Findings

1. Regardless of the situation, males were indicated as PENs more often.
2. The most common types of behavior persons of various genders engaged in included spreading information about private, personal matters (e.g., gossip).
3. As concerns undesirable and unacceptable sexually harassing behavior in cyberspace or through multimedia, various genders of persons engaging in spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage) were reported more often.

2.2. The position of PENs in the AMU employment structure as seen by persons experiencing sexually harassing behavior

The next research issue concerned the profiles of PENs in terms of their professional position/role in the AMU community. The doctoral students who answered the question about the occurrence of behavior of type A, B or C in the affirmative were then asked who the PENs were. The collected data were compared to the total indications for the given type of behavior depicted in the first part of the report. The most frequent responses were selected for the final presentation.

2.2.1. The position of persons engaging in type A harassment in the AMU structure

The following results were obtained for type A behavior:

- 1) In relation to the concrete types of behavior indicated, relatively the most common form of harassment involved persistent, provocative glances that were indicated most often for the following categories of persons:

- a) male member of academic staff – 67% (N = 16);
 - b) female member of academic staff – 4% (N = 1);
 - c) male student – 4% (N = 1);
 - d) female student – 4% (N = 1);
 - e) male thesis supervisor – 5% (N = 1).
- 2) The second most frequently indicated type of behavior involved sexually-charged gestures displayed by the following categories of persons:
- a) male member of academic staff – 60% (N = 6);
 - b) male student – 30% (N = 3);
 - c) female student – 30% (N = 3).

Doctoral students most often experience harassment in the form of persistent glances from male members of academic staff.

Sexually-charged gestures displayed by male members of academic staff are reported by 60% of respondents who point to having experienced this form of sexual harassment.

2.2.2. The position of persons engaging in type B harassment in the AMU structure

For type B behavior, the most frequent indication concerned invading personal space recorded in the following categories of persons:

- 1) male member of academic staff – 33% (N = 7);
- 2) male student – 24% (N = 5);
- 3) female student – 5% (N = 1);
- 4) male thesis supervisor – 5% (N = 1).

Invading personal space by members of academic staff and students is indicated in the doctoral community.

2.2.3. The position of persons engaging in type C harassment in the AMU structure

For type C behavior, the most frequent indication applied to spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photo-montage) and concerned the following categories of persons:

- 1) male member of academic staff – 38% (N = 5);
- 2) female member of academic staff – 38% (N = 5);
- 3) male student – 31% (N = 4);
- 4) female student – 38% (N = 5);
- 5) male thesis supervisor – 8% (N = 1).

In the case of behavior that takes place in virtual reality, that related to the dissemination of lies by male and female member of academic staff prevailed.

Findings

1. Doctoral students reported that they were most often targeted by **members of academic staff who displayed sexually harassing behavior, most often in the form of provocative glances.**
2. The situation was similar with gestures, although these were also displayed by female and male students.
3. Students and academic staff were indicated as persons who have invaded personal space.
4. Spreading lies via the internet concerned male and female students and academic staff of both sexes.

3. Circumstances surrounding incidents as perceived by persons experiencing sexual harassment

Another important research question is to determine the circumstances in which behavior defined as sexual harassment most commonly occurs. In this case (as in the previous section), the most common responses were selected indicating the venues and circumstances listed as response options.

3.1. Circumstances of incidents related to harassment. Type A

As concerns type A, two forms of behavior were indicated most often.

- 1) The most common behavior concerned jokes, comments, insults, allusions and remarks addressed directly or indirectly at a given person. These indications prevailed for the following circumstances of an incident:
 - a) in other places at AMU – 48% (N = 20);
 - b) in the office of a male/female academic or a male/female administration employee – 24% (N = 10);
 - c) in the place where classes are held – 39% (N = 16);
 - d) during classes – 39% (N = 16);
 - e) conference, seminar, staff meeting – 24% (N = 10);
 - f) accidental encounter – 24% (N = 10).
- 2) Respondents indicated encountering gossip – 25% (N = 8) and persistent glances – 54% (N = 13) in the place where classes are held.
- 3) When asked about other places where incidents occurred, respondents indicated cafeterias, daily meetings with porters, team-building meetings and exams; there was also this statement: “a fashion show organized by the faculty, old men,

guests who licked their lips, clicked their tongues and whistled at the sight of girls in dresses, like a bunch of dirty old men”.

3.2. Circumstances of incidents related to harassment. Type B

As concerns type B, two most common types of behavior were indicated.

- 1) Invading personal space, encountered in the following circumstances:
 - a) in the place where classes are held – 14% (N = 3);
 - b) in other places at AMU – 52% (N = 11);
 - c) in the office of a male/female academic or a male/female administration employee – 19% (N = 4);
 - d) elsewhere (outside AMU) – 14% (N = 3);
 - e) during classes – 9% (N = 2).
- 2) Touching intimate parts of the body occurred:
 - a) in other places at AMU – 37% (N = 3);
 - b) in the office of a male/female academic or a male/female administration employee – 12% (N = 1).
- 3) Responses to questions about other venues included team-building trips and study visits.

3.3. Circumstances of incidents related to harassment. Type C

As concerns type C, a single type of behavior was indicated, namely:

- 1) spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage) occurring in places such as:
 - a) in the office of a male/female academic or a male/female administration employee – 15% (N = 2);
 - b) in other places at AMU – 58% (N = 5);
 - c) in the place where I perform my official duties other than teaching and research – 23% (N = 3).
- 2) When asked about other circumstances, respondents indicated posts on Facebook and rumors spread by third parties.

Findings

1. Male and female respondents most often encountered jokes and sexual comments during accidental encounters, in spaces within the university other than those mentioned in the question, and in places where classes are held.

2. Invading personal space occurred most often in other places at AMU, in the office of a male/female academic or a male/female administration employee, and when performing official duties other than teaching and research.
3. Spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage) took place most often in other places, most likely during office work when using the internet.

4. Psychological and social consequences of experiencing incidents of harassment

In the next stage of the survey the respondents were requested to indicate which of the situations experienced was the most difficult and assess the level of their distress and difficulty on a scale from 0 to 5 (0 – no distress whatsoever, 5 – maximum level of difficulty or distress) (Tables 7-9).

Table 7.

The level of psychological distress as a result of experiencing harassment. Type A

Question	Situation	N	Minimum	Maximum	Average	Standard deviation
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	sexually-charged gestures and/or sounds (e.g., whistling, clicking one's tongue...)	7	4	5	4.43	0.535
	persistent, provocative glances (e.g., persistent gazing, focusing on different body parts)	17	1	5	3.76	1.300
	disseminating information on private, personal issues (e.g., gossip)	20	1	5	3.75	1.372
	jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress)	30	1	5	3.33	1.093
	propositions with erotic or sexual undertones (e.g., offering professional benefits for sex: employment, promotion or getting a course credit, etc.)	2	1	5	3.00	2.828

Source: own research

Respondents reported the highest level of distress (difficulty, discomfort) with sexually-charged gestures and/or sounds (4.43). Persistent, provocative glances were reported as causing the second highest level of distress experienced (3.76), closely followed by disseminating information about private, personal matters, such as gossip (3.75).

Table 8.
The level of psychological distress as a result of experiencing harassment. Type B

Question	Situation	N	Mini- mum	Maxi- mum	Average	Standard deviation
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	taking off somebody's clothes (e.g., pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear)	2	5	5	5.00	0.000
	voyeurism	2	3	5	4.00	1.414
	invading personal space (e.g., pushing, blocking someone's passage), direct touching, hugging, embracing, rubbing	15	1	5	3.60	1.352
	touching intimate parts of the body (e.g., grabbing breasts, crotch, slapping buttocks)	3	1	5	3.33	2.082

Source: own research

Respondents indicated taking off somebody's clothes, for instance, pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear as type B situation with the highest level of distress (average 5.0). Voyeurism was reported to be second (average 4.0), followed by invading personal space (e.g., pushing, blocking someone's passage) (average 3.6) and touching intimate parts of the body (e.g., grabbing breasts, crotch, slapping buttocks) (average 3.33).

Table 9.
The level of psychological distress as a result of experiencing harassment. Type C

Question	Situation	N	Mini- mum	Maxi- mum	Average	Standard devia- tion
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	taking pictures or filming another person	1	5	5	5.00	.
	spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage, humiliating rumors)	8	1	5	4.13	1.458
	publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	3	1	5	3.00	2.000
	publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	3	2	3	2.33	0.577
	publishing and/or spreading personal pictures and/or content related to the sexual sphere	1	1	1	1.00	.

Source: own research

As for the experience of distress and difficulty in type C situations, the highest level (average 5.0) was recorded for taking pictures or filming another person. Spreading lies about another person's sexual behavior and intimate relationships was reported to be second, followed by publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts.

The questionnaire also included a request to describe the most difficult situation that resulted in a deteriorated emotional state in terms of thoughts, emotions and reactions.

1. Females

When I was in the first year of MA studies, a doctoral student from our faculty sent me messages on Facebook saying that he was watching me in the hallway, commenting on my appearance, my figure ('let's grab some cake, you can't say no, you're so teeny'), he tried to make contact in the hallway or in the elevator, causing great stress and discomfort to me.

[...] Each of these situations was a very difficult, and humiliating experience that challenged my self-esteem (senior students told us that female students ought to be dressed 'appropriately' – short skirt, low-cut shirt/blouse, defiant makeup – if they wanted to pass the exam): during the exam, the professor kept staring at my cleavage rather than look me in the eyes, asked me to pick up the exhibits from the floor across the office (so that my skirt would go up when bending over), he was holding a pen with a laser, and when asking about types of gorges, he would point the laser at my bust and say, 'Here's a beautiful gorge'. [...]

Crooked rumors about my allegedly loose behavior, namely having sexual relations with many men and benefiting from it, for instance, financially [...]; I came to take an exam in a course taught by a doctoral student, and her supervisor was proctoring the exam. As soon as I walked in, he started commenting on how I looked, licking his lips; he said, 'I didn't know we had such buxom students in our faculty'. Later, during the exam, he kept commenting on what I said, how I looked, about his doctoral student he would also say now and then that she was 'cute', and so on.

2. Males

Sexist comments during voice emission classes and demeaning the male part of the group [...]; I felt inferior as the only male in the group, any statements made by women were positively graded and supported (regardless of their content). She often referred to 'women's experiences' during the class, ignoring my presence in the classroom. She would talk about her grandchildren and often the whole class would focus on that. The women who would join in were graded very favorably in exams. I was excluded from the conversation on such occasions, and my statements were ridiculed (by chuckling quietly) both in class and during exams and other situations when I spoke up. It was a traumatic experience and resulted in a major loss of self-esteem, the reason being that I was trying to stop the cycle of discrimination against men that I had learned about from older students. [...]; The most difficult situation involved commenting on my appearance, which violated a very personal sphere. I believe that my appearance was not provocative and did not invite opinions to be expressed about me. However, this person knew about my orientation and used this part of my personal sphere to tease and perhaps even humiliate me.

All of the examples cited by doctoral students have a common denominator of having a direct negative impact on the emotional state of the recipients. All of them constitute sexual harassment. Additionally, in some cases, they seemed to be testing how the targets would react, in the hope of gaining approval for the speaker's own behavior.

4.1 Respondents' functioning in the most distressing situations (during the incident)

The analysis below examines the thoughts, emotions, behavior and bodily response of persons experiencing situations at the highest level of distress and difficulty (Tables 10-13).

A. Thoughts

As concerns respondents' thoughts at the time of the incident, the following responses were obtained.

Table 10.
Thoughts at the time of the most distressing situation

Thoughts at the time of the incident	Quantity	% of N
I was wondering how I should behave towards this person now	30	73.2
I was wondering why this person was doing it	27	65.9
I was wondering what I could do in this situation	24	58.5
I was wondering what other people would think about it/me	18	43.9
I was wondering whether to tell somebody about it	15	36.6
I didn't understand the situation	13	31.7
I was wondering whether it was me who provoked the situation	12	29.3
I was wondering why this was happening to me	11	26.8
I was thinking about potential consequences	10	24.4
I wasn't thinking. My head was empty	2	4.9
Other – please specify	2	4.9
Total	41	100.0

Source: own research

The largest proportion of persons who indicated the most difficult situation (73.2%) wondered how they should behave towards this person. Over half of respondents who answered this question indicated that they were wondering why this person was doing it (65.9 %) and what they could do in this situation (58.5%). Other answers to this open-ended question included the following: “I wasn’t thinking, but I didn’t feel that my head was empty, either. I was ready to defend myself, I reacted automatically, without thinking about what I was doing [...]; I thought that you can’t help everyone, because this person would perfidiously take advantage of it.”

B. Emotions

As concerns emotions at the time of the incident, the following responses were obtained.

Table 11.
Emotions at the time of the most distressing situation

Emotions at the time of the incident	Quantity	% of N
I was terrified (I was scared)	6	14.6
I was ashamed	18	43.9

Emotions at the time of the incident	Quantity	% of N
I had a sense of guilt	9	22.0
I felt angry	25	61.0
I felt sad	14	34.1
I felt nothing	3	7.3
I can't name my feelings	4	9.8
I felt revolted	14	34.1
Other – please specify	7	17.1
Total	41	100.0

Source: own research

Over half of respondents answered that they felt angry in the most difficult situations (61%). Shame was indicated by 43.9% of respondents. Approximately one in three respondents (34.1%) mentioned sadness and repulsion. Other free responses included “slight anxiety, embarrassment” and “fearing that I’ve let it happen”.

C. Behavior

Encountering sexual harassment also triggered certain behaviors. The group of respondents displayed the following reactions.

Table 12.
Behavior during most distressing situations

Behavioral strategies	Quantity	% of N
I told a person I am close to about this event	17	41.5
I downplayed this event	13	31.7
I was trying to make fun of the situation/turn it into a joke	11	26.8
I was standing still doing nothing – it chilled me	10	24.4
I left	10	24.4
I was trying to talk/explain	7	17.1
I said that I resented this situation	7	17.1
I responded showing my anger	6	14.6
I was waiting for somebody to intervene and stop this situation	5	12.2
I was explaining/defending myself	5	12.2
I reported this event to a person from AMU	5	12.2
I had an impression that I was standing beside and it did not concern me	3	7.3
Total	41	100.0

Source: own research

The most frequent behavior during an incident indicated by respondents included the following: “I told a person I am close to about this event” (41.5%), “I downplayed this event” (31.7%), “I was trying to make fun of the situation/turn it into a joke” (26.8%), “I was standing still doing nothing – it chilled me” (24.4%), “I left” (24.4%), and 12.2% reported this situation to a person from AMU.

D. Bodily response

Physical and somatic responses were also reported alongside various behavior. They were as follows.

Table 13.
Bodily response to the most distressing situation

Bodily response in this situation	Quantity	% of N
I felt anxiety throughout my body	26	63.4
None	9	22.0
I was petrified, I couldn't move	7	17.1
My hands were shaking	6	14.6
Other – please specify	6	14.6
My voice was breaking	5	12.2
I couldn't say a word	4	9.8
I had problems breathing, I couldn't breathe	3	7.3
I felt faint	3	7.3
I felt pain (stomachache, headache...)	3	7.3
Total	41	100.0

Source: own research

Experiencing the most distressing situations, the respondents most often felt anxiety throughout their bodies (63.4%), had a sense of being petrified (they could not move – 17.1%) and shaking hands (14.6%). A group of 22% reported no bodily response whatsoever. Additional responses included the following descriptions: “I automatically turned around with my fist raised, although I don't even know how to throw a punch properly [...]; I felt permanent stress and the desire to change this situation while feeling powerless”.

Findings

1. The highest levels of distress was attributed to the incidents such as taking off somebody's clothes (e.g., pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear), taking pictures or filming another person, and sexually-charged gestures and/or sounds.

2. In the most distressing situations, the respondents most often:
 - a) wondered how to behave towards this person, why this person was doing it, and what they could do in that situation;
 - b) felt anger, shame and less frequently sadness and repulsion. As concerns bodily responses, they frequently experienced anxiety throughout their bodies, the feeling of being petrified and shaking hands;
 - c) told a person they were close to about this event, downplayed the event, tried to make fun of the situation/turn it into a joke, or during an incident they were standing still doing nothing.

4.2. Long-term consequences of psychological distress related to harassment

Below are respondents' descriptions of the long-term consequences of situations with the highest level of distress (six months after the event), in the areas of their thoughts, emotions, behavior, bodily response and health (Tables 14-17).

A. Thoughts

The following responses were indicated concerning the thoughts about an incident in retrospect.

Table 14.
Long-term consequences of sexual harassment – thoughts

Long-term consequences of harassment – thoughts	Quantity	% of N
I was thinking what I could do if a situation like that occurred again	29	72.5
I kept thinking about this situation and analyzing it all the time	23	57.5
I was wondering what other people were thinking about this	17	42.5
I kept blaming myself	7	17.5
Other – please specify	3	7.5
I wasn't thinking about this event	2	5.0
Total	40	100.0

Source: own research

At least six months after an incident, the majority of respondents (72.5%) who answered this question wondered what they could do if a situation like that occurred again. Over half of respondents (57.5%) kept thinking about this situation and analyzing it all the time, and 42.5% wondered what other people were thinking about this.

Other free responses included the following: “From time to time I recall this situation, I remember it better than other incidents from that time, but I do not have any unpleasant feelings about it. [...]”; “I blamed myself that neither I nor anyone else confronted him and made things clear. [...]”; “I crossed this person off as somebody I would like to have anything to do with and didn’t talk to him unless I had to.”

B. Emotions

The following responses were indicated concerning the emotions related to the event in retrospect.

Table 15.
Long-term consequences of sexual harassment (emotions)

Long-term consequences of harassment – emotions	Quantity	% of N
I felt humiliated	21	52.5
I felt angry	17	42.5
I felt ashamed	16	40.0
I felt sad	11	27.5
I was in a low mood	11	27.5
I had a sense of guilt	10	25.0
I feared this person/these persons	7	17.5
I felt nothing	5	12.5
Other – please specify	5	12.5
Total	40	100.0

Source: own research

At least six months after an incident (indicated as most difficult), the largest proportion of respondents (52.5%) felt humiliated, followed by feeling anger (42.5%), and shame (40%). Approximately one in three respondents indicated sadness, low mood, and a sense of guilt. Other free responses included, for example: “I didn’t feel safe [...]”; “restlessness [...]”; “anxiety and depression [...]”; “I avoided this person”.

C. Behavior

The following responses were collected regarding the behavior related to the event in retrospect.

Table 16.

Long-term consequences of incidents (with the highest level of distress) – behavior

Long-term consequences of harassment – behavior	Quantity	% of N
I did not tell a person I am close to about this situation until later	12	46.2
I avoided this person	11	42.3
I have lost my motivation to act	9	34.6
I decided to act, to help others who may experience such situations	6	23.1
I reported this situation to the university authorities, a male/female employee of the university	5	19.2
I found it harder to concentrate, my work/studies became less effective	5	19.2
I avoided being at the university and persons associated with it	4	15.4
I decided to learn more about this situation, I read materials and online forums	3	11.5
Other – please specify	3	11.5
I was avoiding people	2	7.7
I applied for professional help (psychotherapy, pharmacotherapy)	2	7.7
I had eating disorders	1	3.8
I quit	1	3.8
Total	26	100.0

Source: own research

At least six months after an incident with the highest difficulty ratio, the largest proportion of respondents who answered this question (46.2%) told a person they were close to about this situation only then and continued to avoid encounters with PENs (42.3%). More than one in three persons (34.6%) lost motivation to act and a slightly lower proportion resolved to act and to help others who may experience such situations. On average, one in five persons (19.2%) reported the situation to the university authorities or a university employee. Other free responses included: “I pretended that nothing had happened [...]”; “I started dressing differently (instead of the dresses and skirts I often wore before, I started wearing pants or longer dresses/skirts [...]); “I avoided this person”.

D. Health

As concerns health consequences of an incident, the following responses were collected.

Table 17.

Long-term consequences of incidents (with the highest level of distress) – health

Long-term consequences of incidents (with the highest level of distress) – health	Quantity	% of N
I felt pain throughout my body (stomachache, headache...)	3	27.3
I thought I was losing my mind	4	36.4
I did not have strength to do anything	5	45.5
I had problems sleeping	10	90.9
Total	11	100.0

Source: own research

The most common long-term complaints indicated by respondents included difficulty sleeping (90.9%), lack of strength (45.5%), a sense of 'losing their minds' (36.4%) and body aches (27.3%). Other free responses included:

"It (the behavior of the thesis supervisor) contributed to my depression [...]"; "my sense of helplessness intensified, I was already addicted to drugs and alcohol, the only thing I could do was to further quell my emotions and helplessness with stimulants".

Findings

At least six months after an incident, the largest number of respondents who have experienced the situation causing the highest level of distress:

- 1) wondered what they could do next time in such a situation; they thought back to the incident and kept analyzing it; they also wondered what other people would think about them;
- 2) felt humiliation, anger, and shame;
- 3) told a person they were close to about an incident only then and continued to avoid encounters with the PEN. More than one in three persons lost motivation to act, and a slightly smaller proportion decided to help others who may experience such situations. On average, one in five persons reported the situation to the university authorities or a university employee;
- 4) had difficulty sleeping, felt lack of strength, thought they were losing their minds, and felt body aches.

4.3. Actions taken in response to an incident

Another research problem relevant to the topic of the study was to map the sequence of events that occurred after an incident. The questionnaire requested that the course of events from the time of an incident be depicted. The answers were as follows:

Clear and definite steps were to be taken, but I got scared (I still had classes with this person). But what annoys me the most is that everyone knows about a number of people (!) who engage in various practices that violate dignity; [...]. I don't know if the person who made me anxious suffered any consequences. He is no longer an AMU employee. [...] The instructor stopped behaving inappropriately towards me and other girls. He allowed himself to make sexual innuendos, but not directly. He has retired since. [...]

I requested for this not to be reported 'higher up', to the Dean, but only asked for help to understand the situation. These persons (including university officials) showed support and ensured me of their protection from such a situation happening again. [...]

I did not officially report it. With the outbreak of the #MeToo campaign, several people got involved after this incident and discussed reporting it. Mainly because the man who did this strongly sympathized with the #MeToo movement and wrote a highly supportive text on his Facebook page, and people were liking it and patting him on the back... it was awful. We were highly outraged that he had the gall to do so while lacking (or feigning the lack of?) any reflection on his own actions. Most of us backed off, though, because we were still students and no one wanted to get in trouble graduating, including me. Nevertheless, I did some research and talked to other people employed at this faculty. I told them about the incident and my desire to report it. I was advised against it, because the department was already in a lot of trouble and that would be the final nail in the coffin. Perhaps also because of the 'low harm' caused by the man's acts.

In some cases, respondents believed that the persons to whom they reported were unresponsive and disregarded the problem. However, there were also examples of behavior that met the expectations of the persons harmed. The analysis of the testimonies reveals a certain correlation, whereby the higher the position in the AMU organizational structure of the person to whom an incident is reported the greater the chance that action to resolve the problem will be taken. It is also very important to inform the person harmed of the action taken and the final outcome of the investigation.

The next question requested the details of what happened after an incident was reported to superiors. The following responses were collected from doctoral students:

Nothing. As I wrote earlier, I was asked not to report it officially because of other problems at the faculty and the low harm of the act. I let it go. [...]

The situation did not recur. However, I asked for the matter not to be reported to the authorities; but the information about the abuse went up, through private channels, not officially. [...]

Strong support was offered, but I decided that grabbing the hand 'was nothing after all', so I chose not to take further steps [...], ignorance.

As concerns further developments, a conviction prevails that the case cannot be resolved, with a few exceptions where actions have led to concrete measures.

4.4. Persons asked for help

At the time when an incident of sexual harassment occurred, there was a need for support, assistance from other persons, most often the closest ones (Table 18).

Table 18.
Persons informed of an incident

Persons who were asked for help	Quantity	% of N
Friend	15	75.0
My partner	10	50.0
Acquaintance	5	25.0
Therapist	5	25.0
Family member	3	15.0
Other – please specify	2	10.0
Total	20	100.0

Source: own research

Most respondents reported an incident to a friend (75%), followed by a partner (50%), an acquaintance (25%), and a therapist (25%). Other free responses included “I told whomever I could” and “my thesis supervisor (who was also rumored about)”. This question was answered by 20 persons.

A comparable group of doctoral students (17 persons) decided not to disclose the information about an incident. Respondents indicated the following reasons for concealing an incident (Table 19).

Table 19.
Reasons for concealing an incident

Reasons for concealing an incident	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	8	47.1
I wanted to be left in peace and forget the incident.	5	29.4
For other reasons – please specify.	5	29.4
I blamed myself for my poor judgment and believed that I had a part in what happened.	3	17.6
It happened once. “Let bygones be bygones”.	3	17.6
I didn't think that anyone could help me.	3	17.6
I didn't know who I could talk to about it.	2	11.8
I didn't know how to talk about it.	2	11.8

Reasons for concealing an incident	Quantity	% of N
I feared unpleasant questions.	2	11.8
I was afraid that they would not take me seriously or believe me.	2	11.8
It was too personal for me. I reckoned I should keep it to myself.	1	5.9
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	1	5.9
I thought I didn't have enough evidence anyway.	1	5.9
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	1	5.9
I feared negative reactions from people around me.	1	5.9
Total	17	100.0

Source: own research

Nearly half of respondents (47.1%) who answered this question hid the information about an incident because, “at the time, what happened didn't seem to me bad enough to have to tell somebody about it.” One person in three (29.4%) wanted to be left in peace and forget the incident. Other free responses included the following: “Other persons saw it and reacted. [...]”; “Everybody knows that the university is a closed community. Sometimes it's better not to rebel because you don't know how it will affect you later. Maybe I would fail exams with this man's colleagues, and so on. [...]”; “the perpetrator came to his senses and tried to repair the relationship the next day”.

The next research question addressed in the survey concerned the response of decision makers to information about the event as a function of the time elapsed since the event. In both cases, there were only nine responses in total.

Three respondents who immediately reported an incident answered that they had received support and two said they had not. After six months, two persons indicated having received support and two reported that they had not been supported.

Findings

1. Some respondents are convinced that reporting an incident of sexual harassment will have no effect.
2. The time that has elapsed since an incident seems to increase doubts about the decision-makers' response to the incident.
3. PEXs most often turn to their friends.
4. Reasons for failure to report incidents may be related to the persons experiencing them downplaying the significance of the incident.
5. Another issue is the lack of knowledge about the possibility of reporting an incident.

6. Persons who immediately reported an incident to someone at AMU tend to assess the assistance offered to them slightly higher.
7. The assessment of assistance offered was slightly lower among persons who reported an incident to someone at AMU after six months.

5. Expectations towards AMU of PEXs reporting incidents

One of the questions asked of all respondents addressed the issue of expected response, and support in the event of a potential or actual incident of sexual harassment (Table 20).

Table 20.
Expectations of doctoral students towards AMU taking action after reporting an incident

What expectations do you have of AMU when reporting incidents of this type?	Quantity	% of N
Action to be taken against the PEN	87	75.0
To educate and make the academic community aware of the issue	74	63.8
Psychological counseling	71	61.2
To listen	66	56.9
Legal counseling	61	52.6
To advise	31	26.7
Other response – please specify	2	1.7
Total	116	100.0

Source: own research

Table 20 demonstrates that the largest proportion of respondents (75%) expect AMU to take action against the PEN after an incident was reported. Over 60% expect education and making the academic environment aware of the issue as well as psychological support to be provided. Over half of respondents indicated their need to be listened to and being provided legal assistance. Other responses to open-ended questions included the following: “depending on the intensity of the crime, appropriate action should be taken [...]”; “such situations should not be ignored because they involve reputed, respected, OFFICE-HOLDING persons”. What seems essential for doctoral students is the unavoidability of punishment, information about the nature of sexual harassment, and providing psychological support.

Another very important aspect of the analysis carried out is to determine who an incident is reported to with reference to their position in the structure of AMU (Table 21).

Table 21.

Categories of persons/institutions PEXs are inclined to report an incident to

Who would you be willing to turn to having experienced and/or witnessed sexual harassment?	Quantity	% of N
A female representative of the anti-discrimination committee (or a similar body)	59	50.9
A male representative of the anti-discrimination committee (or a similar body)	47	40.5
A male superior	46	39.7
A female superior	40	34.5
A designated female HR employee	34	29.3
A male person of a higher rank who is not your superior	31	26.7
A female person of a higher rank who is not your superior	30	25.9
A designated male HR employee	29	25.0
A female trade union representative	8	6.9
Other person (who?)	8	6.9
A male trade union representative	7	6.0
Total	116	100.0

Source: own research

The majority of respondents indicated that if they experienced and/or witnessed an incident of sexual harassment, they could turn to a female representative of the anti-discrimination committee (50.9%); a slightly lower number indicated a male representative of the anti-discrimination committee (40.5%), followed by their male superior, female superior, and a designated female HR employee. Other responses to open-ended questions included the following: “someone from the outside – a person that is not involved in the university hierarchy, such as a female representative of a foundation, or a female psychologist [...]”; “in fact, any of these persons, provided they are not the person who did this, or they are not in such a cordial relationship with this person [who committed sexual harassment] that I know my report will be discarded right away [...]”; “the Dean for Student Affairs; the designated psychologist in each faculty, for example [...]”; “a colleague I have a good, friendly relationship with, to ask for advice on what to do in such a situation.”

Findings

1. Doctoral students' expectations towards AMU in the situations of sexual harassment primarily concern taking action against the PEN.
2. Other indications pointed to the need for education and raising the awareness of the academic community, as well as providing psychological support to PEXs.
3. In the case of experiencing and/or witnessing an incident of sexual harassment, the gender of the person to whom an incident is reported may be important (more persons would report it to a female).

4. In this survey, females were indicated most often (a female representative of the anti-discrimination committee, or a similar body).

6. Co-occurrence of undesirable types of behavior

Examining the totality of the empirical material collected, a question arises of the individual experience of undesirable behavior or, in other words, whether survey participants experienced only one type of behavior in various categories, or whether various types of behavior co-occur. Another question was about what percentage of respondents experienced all types of harassment listed in survey questions. It is generally very difficult to answer questions asked in this way.

For the sake of clarity, the results were presented separately for each type (A, B and C) of behavior. In terms of the analytical procedure, calculations were made for each study participant who gave an affirmative answer to any question, based on all possible relations between affirmative indications of a given behavior within each type. Presentation of results was limited to the most frequent indications within each type of behavior (above 5%) (Tables 22-24).

Table 22.
Co-occurrence of undesirable types of behavior. PEXs. Type A. N-52

Type A behavior (PEXs)	Quantity	% of N
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	12	23.1
gossip + jokes, allusions	7	13.5
gossip + glances + sexually-charged gestures + jokes, allusions	6	11.5
glances + jokes, allusions + gossip	6	11.5
spreading information on private, personal matters (e.g., gossip)	6	11.5

Source: own research

The calculations show that sexual harassment defined as type A experienced did not involve only one form of behavior listed in the questionnaire. Approximately 61% of survey respondents experienced more than one form. The most commonly co-occurring undesirable type A behavior is the combination of two forms: gossip and jokes.

Table 23.

Co-occurrence of undesirable types of behavior. PEXs. Type B. N-30

Type B behavior (PEX)	Quantity	% of N
invading personal space	15	51.7
touching intimate parts of the body	3	10.3
invading personal space + touching intimate parts of the body	2	6.9
offering 'gifts'	2	6.9

Source: own research

One form of type B behavior prevailed over others. Co-occurrence was noted for 27% of respondents. Invading personal space co-occurs with touching intimate body parts (N-2).

Table 24.

Co-occurrence of undesirable types of behavior. PEXs. Type C. N-20

Type C behavior (PEXs)	Quantity	% of N
spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage, humiliating rumors)	9	45.0
spreading lies, e.g., offensive photomontage + publishing comments on someone's profile	2	10.0
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	2	10.0
publishing and/or spreading sexually suggestive materials	2	10.0
publishing comments on someone's profile + taking pictures or filming another person	1	5.0
taking pictures or filming another person + spreading lies, e.g., offensive photomontage	1	5.0
publishing and/or spreading sexually suggestive materials + publishing materials related to the sexual sphere + publishing comments	1	5.0
publishing and/or spreading sexually suggestive materials + publishing materials related to the sexual sphere	1	5.0
taking pictures or filming another person	1	5.0

Source: own research

The aggregated responses for type C behavior revealed a 40% co-occurrence of sexually harassing behavior forms. The number of co-occurring forms of behavior was the largest for this group.

Findings

1. Sexual harassment in cases described as types A and C is not limited to one form of behavior.
2. The lowest co-occurrence rate was indicated for behavior strictly related to type B.
3. Behavior related to the invading of personal space can be accompanied by attempts to give gifts and can also develop into attempts to touch intimate parts of the body.
4. In the group being surveyed, various types of behavior addressed at the same recipient were most likely to co-occur with respect to sexual harassment associated with the transmission of information via the internet (type C). The reason for that is probably that online harassment offers a very simple method of communication, including that with sexual undertones.

7. Readiness to report undesirable incidents

The readiness of doctoral students to report sexual harassment incidents is an important indicator of the level of their awareness, fear, trust, expectations and of how strong bonds within the academic community are (Table 25).

Table 25.
Readiness to report incidents of harassment declared by PEXs

In your opinion, what is the level of the AMU community's readiness to officially report cases of sexual harassment (e.g., to faculty authorities)?	Quantity	% of N
Difficult to say	54	46.6
Low	23	19.8
Very low	21	18.1
High	10	8.6
Very high	7	6.0
I don't want to answer this question	1	0.9
Total	116	100.0

Source: own research

For the largest group of respondents (46.6%) it was difficult to indicate the AMU community's readiness to officially report cases of sexual harassment (e.g., to faculty authorities). The remaining options were indicated definitely less frequently. A total of 37.9% opted for the responses 'low' (19.8%) and 'very low' (18.1%), followed by 'high' (8.6%) and 'very high' (6%) which totaled 14.6% of respondents.

8. Harassment as seen by survey participants

In addition to questions facilitating the quantitative analysis of incidents and opinions of respondents, the questionnaire featured also open-ended questions instead of providing a set of options for responses to be selected from. In the final section of the questionnaire, respondents were additionally requested to describe their own experience of the circumstances/situations of sexual harassment within the AMU community. Sixteen responses were provided by females and six by males; there were no responses by persons identifying as another gender.

The analysis of material collected allowed us to categorize the responses in three groups.

1. Type: Inspiration to become active

It's very difficult, especially for a young person stuck in an institutionally enforced relationship of dependency, to recognize the first signals, harbingers of behavior that may bear the characteristics of sexual harassment. A person who commits such acts, and sees no barriers to them, begins to take liberties and goes further. In this situation, the aforementioned hierarchical relationship becomes a cage, a prison – the dependent person fears to make any move, to report it to anyone – because it seems that they are alone, while the person committing the act has everyone on their side, the entire university, with its power and influence. That is why I think there should be a body that protects the weakest first and foremost. It should take no notice of any friendly, social relations and seek to clarify the matter and appropriately punish the guilty party. [...]

That such situations happen is not as terrible as the terrible and wrong reactions and ignoring/permitting various behaviors of this type. People shrug their shoulders because 'that's the way he is', one can quite frequently hear that 'it's old school', 'that's how women were treated in the past', 'it's normal'; disgusting backwardness; we should be setting an example.

2. Type: Questioning whether it makes sense to take action

I and my colleagues simply feared the consequences of reporting such situations, from the malice and revenge of the 'abuser', to failing the course, being 'branded' by other teachers, to being shrouded in a 'conspiracy of silence'. We wanted to report it to a newspaper, to describe our experience anonymously, but we were afraid that it would affect our further studies. In the end, we let it go, but I know it was a very difficult experience for many people. [...]

Harassment, plagiarism, academics exploiting undergraduate and doctoral students to do extra and non-scholarly work are commonplace at our university. Such practices are silenced, dismissed, downplayed, unnoticed, and accepted. Swept under the rug. An instructor of a certain course (I happened to be absent at the time, so I know this from reports) spoke in a very unpleasant, chauvinistic way about women. I know that a group of female doctoral students thought about reporting this to the Anti-discrimination Committee, but when they learned that a close friend of this instructor held a high position in the committee, they realized that reporting it would accomplish nothing. [...]

Unfortunately, the biggest problem is that we are supposed to report such situations to our superior and then to the deans. These situations are downplayed by them, diminished, or, what is worse, caused by them.

Type: Affirmation of the status quo (it's worse elsewhere)

Fortunately, during my studies at AMU I did not encounter this kind of behavior. It's a pity that as a former student I don't have access to the USOS system of the University of Łódź (I graduated there a few years ago), because there I encountered most of the behaviors you mentioned. [...] I haven't had any negative experiences at AMU, unlike at another university. On the contrary – here, I am very pleasantly surprised by how respectfully the lecturers address us, the students.

The prevailing view in the responses of doctoral students is that the current procedure for reporting harassment may arouse concerns. However, the way in which this is expressed – contrary to appearances – is not pessimistic. The very fact of providing information indicates that there is a chance to improve the situation. Of course, there are also comments that nothing can be done, but they are in the minority. It is therefore worth repeating the recommendations presented earlier.

9. Methodological remarks on the survey

Survey participants expressed the most comments about how detailed the questions were, resulting, in their opinion, in the survey being very time-consuming. For some of the respondents, the answer to the question about the importance of the problem of harassment for the AMU community turned out to be problematic (question 16); doubts were raised here as to whether it concerned the extent of harassment, or whether it was treated as an important problem by the AMU community. There was also concern that the results obtained would not translate into actions leading to actual changes. Several comments concerned the lack of consistency in creating survey questions appropriate for persons who do not identify as women or men; on the other hand, the possibility to opt for an asexual orientation was praised.

10. Summary.

Undesirable and unacceptable communications and behavior among doctoral students at AMU

1. Undesirable and unacceptable communications and behavior among doctoral students at AMU – the extent of occurrence

- 1) The most frequent undesirable communication (type A) indicated are jokes, gossip and spreading information on private, personal matters.
- 2) Invading personal space prevails as concerns undesirable behavior.
- 3) The most frequent undesirable behavior in virtual space is spreading lies about another person's sexual behavior and intimate relationships (e.g. of-fensive photomontage).

2. Undesirable behavior as a cultural taboo

- 1) Direct witnesses most commonly observe that gossip with sexual undertones occurs, persons from the immediate circle of friends point to having observed jokes addressed at persons they know. Gossip has also been observed by persons from outside the PEX group.
- 2) The types of behavior most frequently indicated by PENs include disseminating information on private, personal issues (e.g., gossip) and, to a slightly lesser extent, jokes and sexually-charged comments.
- 3) As concerns undesirable behavior and communications in cyberspace, the largest number of PENs pointed to publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts. The number of witnesses to this behavior approximates that of PEXs.

3. Gender context

Undesirable behavior and communications are directed mainly at females.

4. Opinions on the frequency and significance of harassment within the AMU community

- 1) Nearly one in five doctoral students perceives harassment as occurring frequently or very frequently. Almost half identify it to be rare.
- 2) The extent of sexual harassment (frequency of undesirable behavior) is observed more often by women.
- 3) Gender has no effect on the assessment of how serious the issue of harassment is.
- 4) More than half of the respondents consider the problem of sexual harassment to be very important or important. This is the highest result for the four groups of respondents.
- 5) It appears that as the frequency of observing harassment incidents increases, so does the perceived importance of harassment as a problem for the academic community.

5. Persons experiencing sexually harassing behavior about persons engaging in such behavior

- 1) Regardless of the situation, males were indicated as PENs more often.
- 2) The most common types of behavior persons of both genders engaged in included spreading information about private, personal matters (e.g., gossip).
- 3) As concerns undesirable and unacceptable sexually harassing behavior in cyberspace or through multimedia, various genders of persons engaging in spreading lies about another person's sexual behavior and intimate relationships (e.g., offensive photomontage) were reported more often.

6. The position of persons engaging in sexually harassing behavior in the AMU employment structure as seen by persons experiencing sexually harassing behavior

- 1) Doctoral students reported that sexually harassing communications were primarily sent by male members of academic staff, most often in the form of provocative glances.
- 2) The situation was similar with gestures, although these were also displayed by female and male students.
- 3) Male students and members of academic staff were indicated as persons who have invaded personal space.
- 4) Spreading lies via the internet concerned male and female students and academic staff of both sexes.

7. Circumstances surrounding incidents as perceived by persons experiencing sexually harassing behavior

- 1) Male and female respondents most often encountered jokes and sexual comments during accidental encounters, in spaces within the university other than those mentioned in the questionnaire question, and in places where classes are held.
- 2) Invading personal space occurred most often in other places at AMU, in the office of a male/female academic or a male/female administration employee, and when performing official duties other than teaching and research.

8. Psychological and social consequences of experiencing incidents of harassment

8.1. Respondents' functioning in the most distressing situations (during the incident)

- 1) The highest levels of distress was attributed to the incidents such as taking off somebody's clothes (e.g., pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear), taking pictures or filming another person, and sexually-charged gestures and/or sounds.
- 2) In the most distressing situations, the respondents most often:
 - a) wondered how to behave towards this person, why this person was doing it, and what they could do in that situation;
 - b) felt anger, shame and, less frequently, sadness and repulsion;
 - c) as concerns bodily responses, they frequently experienced anxiety throughout their bodies, the feeling of being petrified and shaking hands;
 - d) told a person they were close to about this event, downplayed the event, tried to make fun of the situation/turn it into a joke, or during the incident they were standing still doing nothing.

8.2. Long-term consequences of psychological distress related to harassment

- 1) At least six months after an incident, the largest number of respondents who have experienced the situation causing the highest level of distress:

- a) wondered what they could do next time in such a situation; they thought back to the incident and kept analyzing it; they also wondered what other people would think about them (thoughts);
- b) felt humiliation, anger, and shame (emotions);
- c) told a person they were close to about an incident only then and continued to avoid encounters with the PEN. More than one in three persons lost motivation to act, and a slightly smaller proportion decided to help others who may experience such situations. On average, one in five persons reported the situation to the university authorities or a university employee (behavior);
- d) had difficulty sleeping, felt lack of strength, thought they were losing their minds, and felt body aches (bodily response).

8.3. Actions taken in response to an incident

- 1) Some doctoral students are convinced that reporting an incident of sexual harassment will have no effect.
- 2) The time that has elapsed since an incident seems to increase PEXs' doubts about the decision-makers' response to the incident.
- 3) PEXs most often turn to their friends.
- 4) Reasons for failure to report incidents may be related to the persons experiencing them downplaying the significance of an incident.
- 5) Another issue is the lack of knowledge about the possibility of reporting an incident.
- 6) Persons who immediately reported an incident to someone at AMU tend to assess the assistance offered to them slightly higher.
- 7) The assessment of assistance offered was slightly lower among persons who reported an incident to someone at AMU after six months.

9. Expectations towards AMU of PEXs reporting incidents

- 1) Doctoral students' expectations towards AMU in the situations of sexually harassing behavior primarily concern taking action against the PEN. Other indications pointed to the need for education and raising the awareness of the academic community, as well as providing psychological support to PEXs.
- 2) In the case of experiencing and/or witnessing an incident of sexual harassment, the gender of the person to whom an incident is reported may be important (more persons would report it to a female).
- 3) In this survey, females were indicated most often (a female representative of the anti-discrimination committee, or a similar body).

10. Co-occurrence of undesirable types of behavior

- 1) Sexual harassment in cases described as types A and C is not limited to one form of behavior.
- 2) The lowest co-occurrence rate was indicated for behavior directly related to type B.

- 3) Behavior related to the invading of personal space can be accompanied by attempts to give gifts and can also develop into attempts to touch intimate parts of the body.
- 4) In the group being surveyed, various types of behavior addressed at the same recipient were most likely to co-occur with respect to sexual harassment associated with the transmission of information via the internet. The reason for that is probably that online harassment offers a very simple method of communication, including that with sexual undertones.

11. Readiness to report undesirable incidents

For the largest group of respondents it was difficult to indicate the AMU community's readiness to officially report cases of sexual harassment.

Remarks and conclusions

It seems that the issue of harassment triggers reflection on it being a social phenomenon only when encountered directly or indirectly. This is important to keep in mind when preparing materials about sexual harassment. It is also important to note that sexual harassment manifests not only in behavior but also in communication. If left unaddressed, it can transform into other forms of harassment, including sexual violence.

Some doctoral students are likely to approach communications (and, to a lesser extent, also behavior) bearing the hallmarks of sexual harassment as the norm in their environment, that has been socialized at earlier stages of education, primarily as stereotypes. It should be emphasized that such a 'culture' in relationships between members of the academic community is unacceptable. When designing materials regarding harassment, the relationship between the significance of the issue and the stereotypes and myths surrounding its presence in the everyday lives of doctoral students should be addressed. Therefore, a series of equality training courses should be developed that emphasize the importance of behaviors such as glances and gestures (nonverbal communication). The importance of personal space for an individual's sense of safety/threat should be explained.

Course participants should be made aware that forwarding emails or text messages concerning other people's private matters can also constitute harassment. When planning meetings outside of AMU, or trips, the possibility of such behavior occurring should be considered. Therefore, it is worth developing good practice rules for such trips.

Recommendations

1. Activities should be expanded and promoted among doctoral students in order to raise their awareness of what sexual harassment is and what forms it can take, by designing:
 - a) education and information campaigns that actively involve doctoral students;
 - b) a series of training courses (it would be advisable to promote primary, secondary and tertiary prevention) seeking to:
 - develop the ability to identify sexually harassing behavior and understand the cultural and social factors related to gender-related discrimination and violence;
 - learn about the procedure for reporting sexual harassment incidents;
 - demonstrate the role of witnesses and ways to react to incidents of sexual harassment.
 - c) digital materials, brochures and guides that identify situations, messages, and behavior that bear the hallmarks of sexual harassment and are not acceptable in the academic environment. Such brochures can be handed out at meetings held at doctoral schools and conferences for doctoral students.
2. The knowledge of students about the measures of legal protection available when encountering sexual harassment should be expanded.
3. An information and training platform (website), which will serve as a repository for key information, materials, and contacts should be developed as a functional and visible resource.
4. The activities of entities and individuals involved in counteracting, intervening and assisting when sexual harassment incidents occur should be promoted. Meetings with representatives of doctoral students should be organized.
5. A guide should be prepared for the AMU community on harassment (its manifestations, ways to respond, reporting procedures, and the university's position).
6. Equality etiquette and netiquette principles should be drawn up that would take into consideration the circumstances and situations described in this survey.
7. Doctoral students should be involved in the preparation, designing and implementation of preventive measures so that these activities are not exercised only at the administrative and central levels, but also concern and involve individuals in the entire academic community.
8. Various forms of involvement should be promoted and doctoral students should be included in the process of transforming university culture to promote security and social inclusion, e.g., through contests for projects on preventing sexual harassment, recognizing academic addressing this topic, etc.
9. Consultants should be appointed at doctoral schools to support persons experiencing sexual harassment.
10. A spokesperson for doctoral students should be appointed.

Report 3

**INCIDENTS OF SEXUAL HARASSMENT
AMONG ACADEMIC STAFF AT AMU**

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1. Undesirable and unacceptable communications and behavior among AMU employees (academic staff)

The first part of the report discusses the results obtained within the second largest population of respondents, that is AMU academic staff. Before we move on to a detailed analysis of the information collected, let us take a look at the distribution of elementary variables that identify the sample.

1.1. Introductory information. Characteristics of respondents employed at AMU as academic staff

As mentioned in the *Note on methodology*, the responses obtained from **661** respondents were qualified for further analysis, which means that information has been provided by one in five academic staff members. This group can be characterized as follows.

1. Female respondents (53%) prevailed among AMU employees surveyed, male respondents accounted for 46%, and persons identifying as other gender accounted for 1% of the sample.
2. The largest group of respondents work in the field of humanities (46%), followed by pure and natural sciences (28%), and social sciences (22%).
3. Heterosexuality was the predominant sexual orientation among the respondents (89%). Persons with homosexual orientation accounted for 4.6%, bisexual for 3.2%, and asexual for 1%. A group of 2.1% of respondents opted for the answer 'other' to identify their sexual orientation.
4. The country of origin was mainly Poland (97%). Non EU-member states were represented by 2% of respondents.

The questionnaire included the option of not answering questions; this may be important, particularly in terms of the reliability of the data obtained. For the key block of questions about undesirable behavior and communications classified as types A, B, and C, the non-response rate was no higher than 1.9% (12 persons) for any of the questions. In the A group, the question about incidents of blackmail and threats of a sexual nature was considered the most sensitive (1.9% – 12 persons). Among the answers to the questions in the B group, the highest number of such indications concerned the reporting of touching intimate parts of the body (1.1% – 7 persons) and forced sexual activity (0.9% – 6 persons). In the questions from the C group of the survey questionnaire, the highest number of refusals to answer applied to reporting an incident involving showing and/or distributing photos and/or personal content related to the sexual sphere (1.1% – 7 persons).

1.2. Undesirable and unacceptable communications and behavior among AMU academic staff – the extent of occurrence. Perspective of persons experiencing sexually harassing behavior

Estimating the degree to which socially undesirable phenomena are common is a starting point for understanding their peculiarities, especially among AMU employees. Determining the prevalence of the behavior and communications concerned is clearly complicated since there are no objective benchmarks to compare the data. One way to create such benchmark is to determine the level of awareness of the phenomena analyzed demonstrated by persons who experience sexually harassing behavior, persons who engage in such behavior, and direct or indirect witnesses.

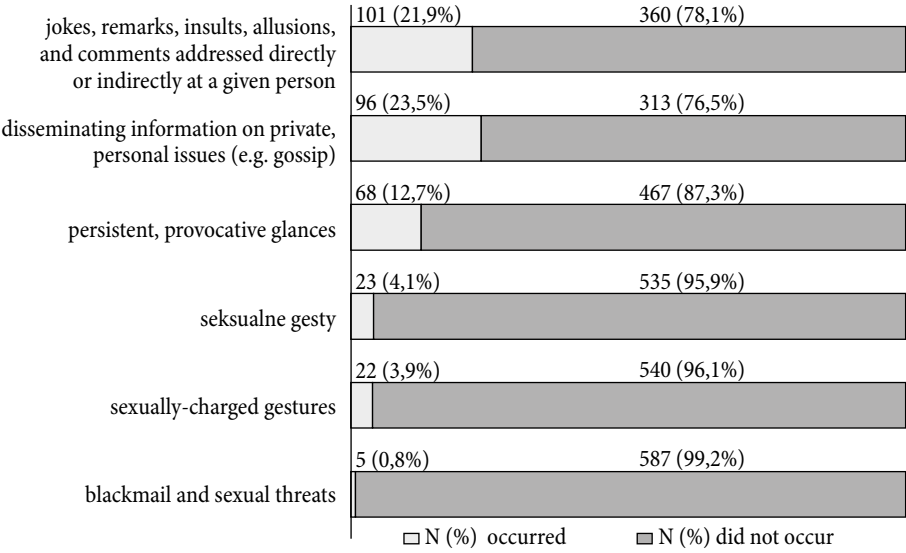
The most important point of reference for interpreting the data are the responses of the respondents who define themselves as addressees of undesirable behavior.

Type A. Undesirable and unacceptable communications referring to one's sexuality. Perspective of persons experiencing sexually harassing behavior

Verbal and non-verbal communications represent the first type of manifestations of sexual harassment analyzed. Graph 1 presents the responses received from respondents indicating the occurrence (on the left side of the graph) or non-occurrence (on the right side of the graph) of a particular behavior. Both the number of respondents and the percentage of their responses are included.

The results obtained from persons who have experienced sexually harassing behavior show that spreading information on personal issues was the most frequent behavior. This concerned 23% of respondents employed in research and teaching positions. Jokes, remarks, insults and allusions were the second most frequent type of behavior (22%), followed by provocative glances (13%). Sexually-charged gestures were observed by 4% of respondents. Sexual propositions were made to 4% of respondents and 0.8% experienced blackmail and sexual threats.

Graph 1.
The extent of harassment. Undesirable behavior – type A. Perspective of persons in research and teaching positions experiencing sexually harassing behavior



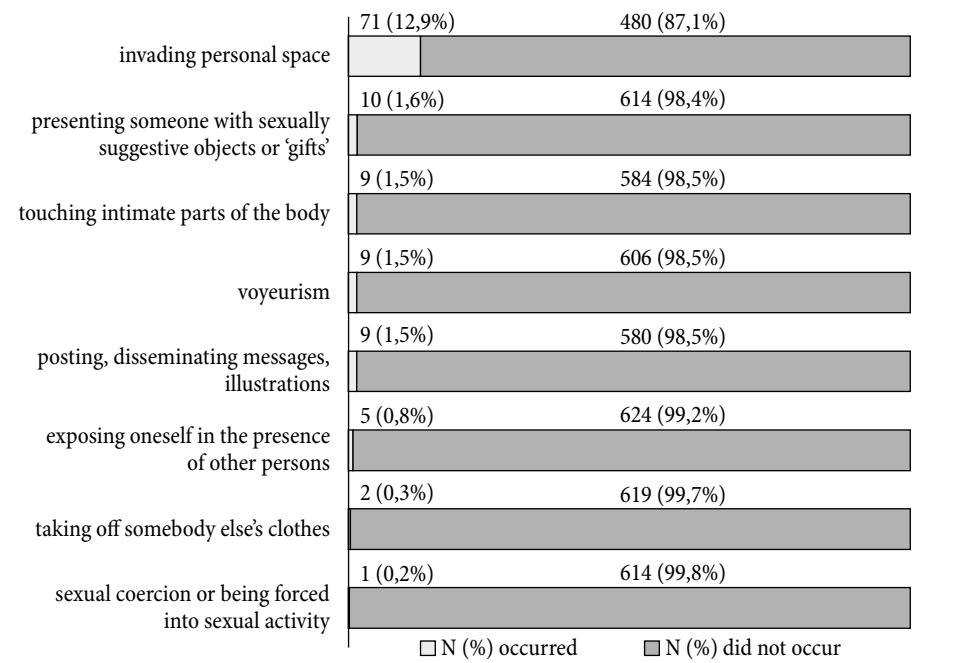
Source: own research

Type B. Undesirable and unacceptable behavior referring to one’s sexuality. Perspective of persons experiencing sexually harassing behavior

The set of indicators defined for the purposes of the study as type B describes behavior of a sexual harassment nature (Graph 2). Most of the examples are also violations of legal norms.

Invading personal space was experienced by nearly 13% of respondents (71 persons). Approximately 1.5% of survey respondents experienced undesirable behavior manifested by presenting them with sexually suggestive gifts (10 persons). A similar number of respondents indicated incidents involving touching intimate body parts (9 persons). Undesirable behavior such as voyeurism, publishing and spreading of sexually suggestive messages or photos was experienced by 1.5% of respondents (9 persons each). Incidents of forced sexual activity and coercion of a sexual nature were indicated by one person. Taking off parts of clothing was indicated by two persons. Five persons experienced another person exposing themselves in their presence.

Graph 2.
The extent of harassment. Undesirable behavior – type B. Perspective of persons in research and teaching positions experiencing sexually harassing behavior



Source: own research

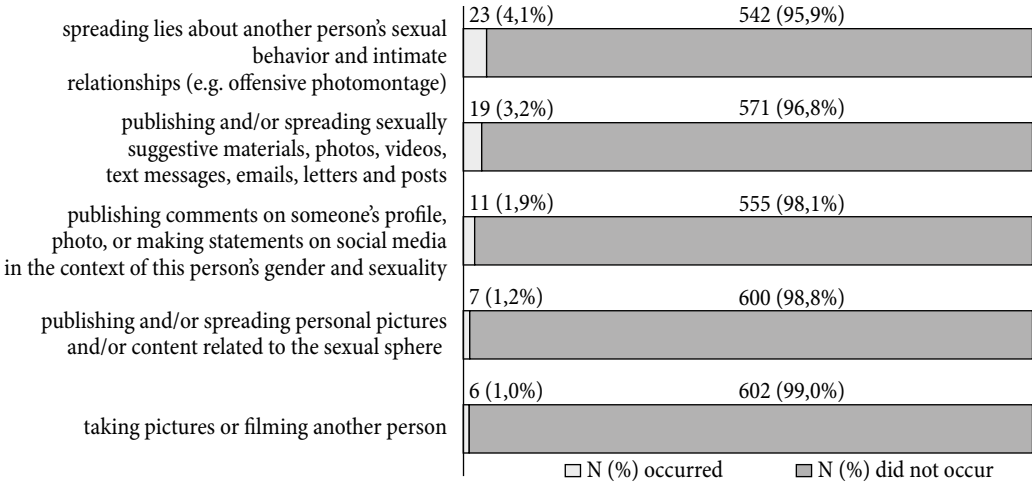
Type C. Undesirable, unacceptable behavior in cyberspace or multimedia. Perspective of persons experiencing sexually harassing behavior

The third type of indicators describes behavior in virtual space (Graph 3). This type of space is particularly important because of its specific character, especially in the context of the widespread belief in the anonymity and impunity of online users.

One of the most frequently experienced situations is the spreading of lies about sexual matters. This is reported by 4% of persons in academic positions (23 cases). Publishing and/or spreading photos and/or personal content, text messages, and emails related to the sexual sphere is reported by ca. 3% of respondents (19 cases). Commenting on a profile or photo posted on social media was reported by 2% of respondents (11 cases). Taking a picture of someone or filming concerned six persons in the group surveyed.

Graph 3.

The extent of harassment. Undesirable behavior – type C. Perspective of persons in research and teaching positions experiencing sexually harassing behavior



Source: own research

Another indicator that illustrates the extent of undesirable behavior in the academic environment is the intensity with which such behavior occurs. The questionnaire featured a request to indicate the frequency of incidents by pointing to one of three options: once, two to five times, and five or more times. Only persons who had experienced such behavior or received a comment such as the question concerned could respond. An analysis was performed showing the distribution of frequencies and percentages for each question compared to the intensity of the phenomena studied (but not in a group determined by intensity of occurrence related to individual questions). In relation to the frequency with which such behavior occurs, the following results were obtained.

Type A. The extent of harassment. Undesirable and unacceptable communications referring to one's sexuality

The most commonly indicated frequency of having experienced the situations described here is from two to five times (42% – 116 responses). Within the first type of behavior studied, the highest number of responses indicating that the event occurred once was recorded with respect to receiving a proposition with erotic or sexual overtones (55% – 10 persons). The frequency ranging from two to five times is reported mainly with respect to blackmail and threats of a sexual nature (60% – 6 persons). The highest frequency (more than five times) occurred with respect to persistent glances (51% – 30 persons) and jokes and comments (50% – 46 persons).

Type B. The extent of harassment. Undesirable and unacceptable behavior referring to one's sexuality

The second type under analysis was dominated by responses indicating that the situations occurred from two to five times (45% – 44 indications). As concerns behavior experienced by academic staff, indications concerned being forced into sexual activity (1 person) and taking off one's clothes (1 person). Situations that occurred two to five times included exposing oneself in the presence of others (80% – 4 persons). The spreading of messages and illustrations was experienced more than five times by 60% of respondents (3 persons) who indicated such behavior to have occurred.

Type C. The extent of harassment. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior concerned, the predominant response was from two to five times (50% – 24 indications). Individual responses most frequently indicate publishing and/or sending photos and/or personal content related to the sexual sphere, which was experienced from two to five times (60% – 3 persons).

In conclusion, the behavior that is ostracized the least (e.g., making jokes or sending photos) tends to recur more in the group of people experiencing sexually harassing behavior (with the exception of being forced into sexual activity and taking off one's clothes).

An additional area for analyzing the extent of sexual harassment among academic staff involved the request to indicate the number of acquaintances who have experienced such incidents (*I know someone who has experienced such an incident*).

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most common number of people who have experienced this type of behavior known to respondents is two to five (45% – 135 responses). The most common type A situations indicated by respondents to have happened to two to five persons they know involved the dissemination of information about private and personal matters (e.g., gossip) (48% – 58 responses).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

In the second type of incidents under analysis, the dominant group of indications pointed to knowing two to five persons who had experienced any form of the behavior in question (45% – 27 indications) such as the spreading of messages and illustrations (54% – 7 persons) and invading personal space (40% – 13 persons).

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior described, the largest group of respondents indicated to have two to five acquaintances who had experienced such incidents (43% – 23 indications). The most frequent responses include cases of commenting on a person's profile, photo, statements on social media in the context of gender and sexuality, where two to five persons known to survey respondents were indicated (52% – 11 people).

As with the frequency of the incidents analyzed, the circle of acquaintances who have experienced such incidents decreases with the specificity of the behavior. The more the behavior violates the norms of social coexistence, the fewer people are informed about it.

Findings

1. The most common forms of undesirable communications indicated by respondents include spreading information about private, personal matters (e.g., gossip) and jokes, remarks, insults and allusions.
2. As concerns undesirable behavior, the predominant practice involves invading personal space.
3. The most common manifestation of undesirable behavior in virtual space is the publishing and/or spreading of photos and/or personal content related to the sexual sphere.
4. The highest frequency of incidents experienced by respondents was between two and five times for each type of behavior, with the exception of behavior such as being forced into sexual activity and taking clothing off, which happened once each.
5. The highest proportion of witnesses indicated spreading information about other people's private, personal matters as the most frequent type of behavior pointing to the number of such incidents to be between two and five.

1.3. Undesirable behavior as a cultural taboo

The questionnaire requested responses about the incidence of undesirable behavior and communications where the role performed at the time of an incident and the type of relationship (acquaintance, stranger) would be indicated. At the stage of operationalization and conceptualization of the research, five forms of social exposure to a situation involving undesirable behavior and communications with sexual overtones were distinguished. Such exposure was assumed to take place in at least five forms, namely, respondents could provide information from the perspective of the person experiencing a situation of sexual harassment (PEX), a direct witness, a person from

the respondent's circle of acquaintances, a person outside the circle of acquaintances (mediated information), and the person engaging in the behavior (PEN).

This type of data aggregation was adopted in order to identify the source of information about an incident, as well as to determine the percentage of each category of respondents. The role of the person engaging in sexual harassment (PEN) was also taken into account. The analysis of the collected data was twofold. The first approach was to describe the extent with which the incidents addressed in the survey questions occur, as indicated by PENs. The second one was to interpret the data in line with the assumption that undesirable behavior is reported by people who experience such behavior. Thus the percentage of persons experiencing undesirable behavior should be the lowest in this group of respondents. Indications by persons who have experienced undesirable behavior and by direct witnesses to such incidents should translate into higher frequency of reports in the circles of close friends as well as among people outside such circles. It is difficult to confirm this empirically with 'hard' statistics. Certain regularities can be identified, nevertheless, that are more than accidental co-occurrences. It can therefore be cautiously assumed that a higher percentage of indications by persons experiencing such behavior than by other categories of respondents attests to such incidents being treated as a social taboo. This model of analysis was applied to the three types of responses for A, B and C types.

Table 1.
*Experience of an incident by persons playing different roles. Type A incidents**

Type A behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
disseminating information on private, personal issues (e.g. gossip)	23.5	32.7	21.6	19.3	7.4
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	21.9	27.0	22.4	18.0	1.4

Type A behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
persistent, provocative glances	12.7	11.6	10.4	7.5	1.3
sexually-charged gestures	4.1	5.3	7.8	4.8	0.2
propositions with erotic or sexual undertones	3.9	1.6	7.5	6.7	0.0
blackmail and sexual threats	0.8	0.8	3.0	3.0	0.2

* The table presents summary results. It features the percentage of responses from people who encountered the behavior in question, so the percentages do not add up to 100%. The percentage in each box reflects the percentage of affirmative responses given by respondents. For example, figure 23.5% in the first box, indicates that an incident with undesirable sexual remarks, such as jokes and comments did take place, compared to the responses that such behavior was not observed.

Source: own research

The following distribution of affirmative responses from PENs was recorded. PENs indicated disseminating information on private, personal issues (e.g. gossip) (N-25), followed by communications such as jokes and comments with sexual undertones (N5), and behavior involving persistent glances (N6) as the most frequent (Table 1).

Taking into account the method of analysis applied here, it can be concluded that information about an incident does not reach persons in the immediate social circle in the case of the top three issues addressed in the table above, namely disseminating information on private, personal issues (e.g. gossip); jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person, and persistent, provocative glances. In these three types of behavior a difference occurs between the number of indications by PEXs and the number of persons indicating a given type of behavior who are not its direct witnesses. In the remaining cases, the number of indications of a given type of behavior was higher in the groups other than PEXs.

Table 2.

Experience of an incident by persons playing different roles. Type B incidents

Type B behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
invading personal space	12.9	8.0	11.6	7.7	0.2
exposing oneself in the presence of other persons	0.8	0.3	0.6	0.6	0.0
taking off somebody's clothes	0.3	0.6	1.3	1.0	0.0
presenting someone with sexually suggestive objects or 'gifts'	1.6	0.8	1.9	1.1	0.2
posting, disseminating sexually suggestive messages, illustrations or items	1.5	3.3	3.8	3.0	0.3
voyeurism	1.5	0.7	2.3	1.9	0.2
touching intimate parts of the body	1.5	2.2	3.8	3.3	0.0
sexual coercion or being forced into sexual activity	0.2	0.3	2.1	1.9	0.0

Source: own research

The most frequent response indicated by PENs concerned posting messages and illustrations (N-2) (Table 2). As has been mentioned above, the higher number of indications by respondents who indicate that they experienced a given type of behavior, compared to various types of witnesses, means a higher level of taboo in reporting incidents. This is particularly significant for the distribution of responses to questions identified in the questionnaire as type B. The information on incidents that was kept from the PEXs' social circle concerned invading personal space and exposing oneself in the presence of other persons.

As concerns undesirable behavior and communications indicated in the responses in group C, the majority of PENs pointed to publishing and/or spreading

sexually suggestive materials, photos, videos, text messages, emails, letters and posts (N-3) (Table 3).

The information about undesirable behavior and communications that occur in virtual space is shared the least in the case of publishing and/or spreading sexually suggestive videos and photos.

Table 3.
Experience of an incident by persons playing different roles. Type C incidents

Type C behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	3.2	2.9	5.8	3.2	0.5
publishing and/or spreading personal pictures and/or content related to the sexual sphere	1.2	0.8	2.3	2.8	0.2
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	1.9	4.3	6.7	5.5	0.2
taking pictures or filming another person	1.0	1.3	3.2	1.8	0.0
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage)	4.1	4.7	5.1	6.1	0.4

Source: own research

Findings

1. Direct witnesses most commonly observe that gossip with sexual undertones occurs, and persons from the immediate circle of friends point to having observed jokes targeting persons they know. Gossip has also been observed by persons from outside the PEX group.
2. The types of behavior most frequently indicated by PENs include disseminating information on private, personal issues (e.g. gossip). Telling jokes and making sexually-charged comments were indicated to a slightly lesser extent. The information about an incident did not reach other persons in the immediate social circle in the case of disseminating information on private, personal issues and making jokes and sexually-charged comments.
3. Persons identifying as the source of harassing remarks most frequently pointed to posting and spreading of messages and illustrations. Two persons indicated this type of behavior. The information about a type B incident does not reach the social circle of PEXs in the case of invading personal space and exposing oneself in the presence of other persons.
4. As concerns undesirable behavior and communications indicated in group C, the largest number of PENs pointed to publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts. The number of witnesses to this behavior approximates that of PEXs.

1.4. Differentiating factors in the extent of harassment

The data in the previous section illustrate the extent of undesirable behavior and communications within the AMU employee community. Therefore, it is worthwhile analyzing the distribution of responses in terms of such variables as gender, place of study (represented field of science), sexual orientation and country of origin of survey participants. The analysis concerns the most important results obtained only from persons who indicated the occurrence of the behavior in question. The percentages refer to the distributions of the data obtained for the specific type of behavior (A or B or C). Analyzing the results obtained within each behavior type in terms of gender, the following was found.

- 1) For all three types of behavior, the vast majority of PEXs are females. In the case of behavior such as taking off parts of clothing (N-2), and sexual coercion or being forced into sexual activity (N-1 [Type B]), women were the only group to report having experienced such behavior.
- 2) Male PEXs indicated undesirable behavior, such as publishing and/or spreading personal pictures and/or content related to the sexual sphere (N-3 [type C]) which accounted for 43%.

- 3) Respondents who identify as other than male or female experienced undesirable behavior such as persistent, provocative glances, jokes, comments, insults, allusions, and remarks addressed directly or indirectly at a person, and disseminating information about private, personal matters (e.g., gossip), each reported by 2% of respondents who indicated these options, compared to either of the other gender groups (a total of N-6).

The analysis of responses within each gender group revealed the following.

- 1) Females experience behavior such as invading their personal space most often (62%, N-60).
- 2) The same behavior, involving invading personal space, applies also to male respondents (58%, N-10).
- 3) Respondents who identify as other than male or female most frequently indicated behavior such as jokes and comments (33%, N-2), disseminating information about private, personal matters (e.g., gossip) (33%, N-2), and persistent, provocative glances (33%, N-2).

The analysis of results in terms of the field (place) of study is as follows.

1. As concerns the occurrence of various types of behavior in relation to the field of study represented:
 - a) Social sciences – taking off parts of clothes: 100% (N-2);
 - b) Humanities – sexual coercion or being forced into sexual activity: 100% (N-1).
2. The following was found as concerns the most frequent types of behavior in relation to the field of study:
 - a) Social sciences – invading personal space: 53% (N-19);
 - b) Humanities – invading personal space: 65% (N-32);
 - c) Pure and natural sciences – invading personal space: 65% (N-19).

The interpretation of the distribution of responses obtained in terms of variables such as sexual orientation and the country of origin was statistically difficult on account of a low number of indications outside the predominant groups. It is also interesting to review the responses of persons admitting to having engaged in undesirable behavior in terms of gender.

- 1) The prevailing form of female behavior involves the spreading of information about private, personal matters (e.g. gossip) (33% in type A);
- 2) Predominant male behavior involves the spreading of information about private, personal matters (e.g. gossip) (48% in type A);
- 3) Among respondents who identify as other than male or female, the largest number of indications amounts to two incidents of jokes, persistent glances and gossiping.

Findings

1. All types of sexually harassing behavior and communications are mainly directed at women. The most frequent type of behavior experienced by females was invading personal space.
2. Men most often experience invading their personal space as well, but this is significantly less frequent than in the case of women.
3. Those who identify as other than male or female point to the spreading of photos and videos as the most common form of undesirable behavior.
4. Invading personal space is the form of harassment most frequently observed by the academic staff representing all three disciplines studied.

1.5. Opinions on the frequency and significance of harassment within the AMU community

In addition to questions about the occurrence of specific incidents, the questionnaire also asked for respondents' opinions related to how they perceive the extent of harassment and its significance. Of course, it is difficult to clearly define sexual harassment, but the collected data indirectly illustrate opinions about the extent and significance of the phenomenon under analysis in the academic community at AMU.

Table 4.
Opinions on the extent of harassment in AMU

In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Quantity	% of N
Never	17	2.9
Rarely	293	50.5
Often	85	14.7
Very often	11	1.9
Difficult to say	174	30.0
Total	580	100.0

Source: own research

The calculations show that the most common response was that sexual harassment incidents were not encountered very often. More than half of respondents (53%) indicated this. For eleven persons, sexual harassment was very frequent. A relatively large group of respondents (30%) does not have a clear opinion in this regard, which probably means that they have difficulties in interpreting the semantic scope of the term sexual harassment.

To make the results obtained more specific, the distributions of responses were compared in terms of variables such as gender, field (place of study), sexual orientation and country of origin. Statistically significant differences were noted for gender and sexual orientation. The response ‘difficult to say’ was removed from the calculations for assessing the extent of harassment (Table 5).

Table 5.
Opinions on the extent of harassment in AMU vs. gender. Kruskal-Wallis test

In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Gender:							
	Female		Male		Other		Total	
	Quantity	% of N	Quantity	% of N	Quantity	% of N	Quantity	% of N
Never	4	2.0	12	6.0	1	25.0	17	4.2
Rarely	132	65.0	159	79.9	2	50.0	293	72.2
Often	57	28.1	27	13.6	1	25.0	85	20.9
Very often	10	4.9	1	0.5	0	0.0	11	2.7
Total	203	100.0	199	100.0	4	100.0	406	100.0

$H(2) = 23.6$ $p < 0.001$

Source: own research

The results of the calculations demonstrate that women perceive the incidence of sexual harassment to a greater degree. The questionnaire also asked a question related to harassment as a significant problem for the academic community (Table 6).

The calculations demonstrate that almost one third of respondents see harassment as very important, and only ca. 6% of survey participants have a different opinion. The average rating of the significance of the problem amounts to 2.7, with a standard deviation of 1.5. The calculations show (Student’s *t*-test) that males are statistically significantly different from females (difference of 0.7 point, $p < 0.001$) in assessing the significance of sexual harassment, which is of lesser significance for males.

Table 6.
Significance of harassment as a problem for the AMU community

Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	Quantity	% of N
0	44	7.6
1	110	19.1
2	97	16.8
3	125	21.7

Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	Quantity	% of N
4	79	13.7
5	121	21.0
Total	576	100.0

Source: own research

It is also worth examining to what extent the frequency of encountering situations defined as sexual harassment affects the person's assessment of its significance. The calculations carried out using Spearmann rank-order correlation coefficient show that **as more and more incidents of harassment are observed, the higher significance is attributed to harassment as a problem for the academic community**. This relationship is statistically significant, to a moderate degree ($p < 0.001$, $Rho = 0.5$).

The perception of how significant harassment is for the AMU academic community is also related to one's affiliation with a particular sexual orientation (Table 7).

Table 7.

Opinions on the extent of harassment in AMU vs. sexual orientation. Kruskal-Wallis test

Question	Sexual orientation	N	Average rank
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	Asexual	5	400.60
	Bisexual	18	337.72
	Homosexual	26	336.73
	I identify differently – please specify	12	278.21
	Heterosexual	496	272.64
	Total	557	

$H(4) = 9.7$ $p < 0.05$

Source: own research

The calculations show that this issue is most significant to persons who define as asexual. For persons with a heterosexual orientation this issue is the least prominent.

Findings

1. There is a predominant view among employees in academic positions that the incidence of sexual harassment in the academic community at AUM is moderately low. However, there is a relatively large group of persons who are unable to clearly determine the frequency with which harassment occurs, which may reflect problems with defining it.
2. Sexual harassment is more often observed by women.

3. Sexual harassment is most often noticed by non-heterosexual persons.
4. The lowest degree of harassment is observed by heterosexual persons.
5. One in five respondents perceives sexual harassment as a very significant issue.
6. It appears that as the frequency of observing harassment behavior by AMU employees increases, the significance attributed to harassment as an important issue for the entire academic community also goes up.

2. Persons experiencing sexually harassing behavior (PEXs) about persons engaging in such behavior (PENs)

2.1. Socio-demographic profile of persons engaging in sexual harassment

The next part of the questionnaire asked respondents to indicate the gender of persons engaging in sexual harassment.

In all type A situations, it was much more common for the PEN indicated to be male only. The percentage of women reported to be PENs ranged from 5.4% (jokes, comments, insults, allusions, remarks addressed directly or indirectly at a given person) to 20.0% (blackmail and threats of a sexual nature). Among men, the lowest percentage was 21.3% (spreading information about private, personal matters, such as gossip), followed by 79.6% for jokes, comments, insults, allusions, and remarks addressed directly or indirectly at a person. The highest percentage of men indicated to be PENs amounted to 90.5% and concerned sexual gestures. As concerns spreading information about private, personal matters (gossip), 66.3% of indications pointed to PENs of various genders.

In all type B situations, respondents reported that the PEN was far more likely to be male. The percentages ranged from 40% for posting and spreading messages and pictures to 100% for touching intimate parts of the body and taking off clothes. The highest percentage of indications where PENs were “persons of various genders” concerned posting and spreading messages and illustrations (40%).

In the three type C situations (publishing and/or spreading materials, photos, videos, text messages, emails, letters, messages of a sexual nature, commenting on a profile, photo, or statement on social media related to sex and sexuality, and taking pictures or filming another person), males were significantly more likely to be named PENs. As concerns spreading lies about someone’s sexual behavior and intimate relationships (e.g., offensive photomontage), females were slightly more often indicated as PENs. The same percentages of males and females were indicated for publishing and/or spreading photos and/or personal content related to the sexual sphere.

The three most frequently indicated situations in which 'persons of various genders' (males, females and other) were indicated as PENs included:

- 1) publishing comments on someone's profile, photo or making statements on social media in the context of this person's gender and sexuality (71.4%);
- 2) spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) – 55.6%;
- 3) taking pictures or filming another person – 33.3%.

In 17 situations (A, B, C), men were more often indicated as PENs. It was only for one type of behavior, namely spreading information about private, personal matters (gossip) – that the percentage of indications was slightly higher for women. Publishing and/or spreading of photos and/or personal content related to the sexual sphere concerned males and females to the same extent.

Findings

- 1) Males were indicated as PENs significantly more often.
- 2) The most common types of behavior persons of various genders engaged in (males, females and other) included commenting on a profile, photo, statement on social media related to sex and sexuality, and spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage).

2.2. The position of persons engaging in sexually harassing behavior (PENs) in the AMU employment structure as seen by persons experiencing sexually harassing behavior

The next research issue concerned the profiles of PENs in terms of their professional position/role in the AMU community. The respondents who answered the question about the occurrence of behavior of type A, B or C in the affirmative were then asked who the PENs were. The collected data were compared to the total indications for the given type of behavior depicted in the first part of the report. The most frequent responses were selected for the final presentation.

2.2.1. The position of persons engaging in sexually harassing behavior in the AMU structure. Type A

The following results were obtained for type A behavior.

1. The most common form of harassment involved communications in the form of jokes, allusions, comments and insults that were indicated most often for the following categories of persons:
 - a) male member of academic staff – 76% (N = 75);

- b) other male university employee (administrative or technical personnel, librarian, security, etc.) – 12% (N = 12);
- c) person outside the AMU community – 9% (N = 9).

The issue of persons outside the AMU community who were the authors of communications and/or behavior defined as harassment came up in the respondents' answers. A statement by a female survey participant is interesting in this context:

Among persons who engage in harassment, we should also consider outsiders and persons who are not associated with AMU. University buildings are open and everybody can enter. Some of the situations I have encountered (voyeurism, filming, exhibitionism) took place on or near the AMU campus and were deliberately chosen by the perpetrators because they were interested in acting towards young women.

This is an important issue. The current state of affairs could perhaps be improved by increased involvement from university gatekeepers.

2. The second most frequently indicated type of behavior involved spreading information on private, personal matters (e.g. gossip) by the following categories of persons:
 - a) female member of academic staff – 31% (N = 30);
 - b) male (under)graduate student – 17% (N = 16);
 - c) female (under)graduate student – 16% (N = 15);
 - d) male doctoral student – 10% (N = 10);
 - e) female doctoral student – 9% (N = 9);
 - f) other female university employee (administrative or technical personnel, librarian, security, etc.) – 7% (N = 7).

2.2.2. The position of persons engaging in sexually harassing behavior in the AMU structure. Type B

As concerns type B behavior, the most frequent indication concerned invading personal space recorded with respect to the following categories of persons:

- 1) male member of academic staff – 63% (N = 45);
- 2) female member of academic staff – 12% (N = 9);
- 3) male (under)graduate student – 4% (N = 3);
- 4) female (under)graduate student – 8% (N = 6);
- 5) male doctoral student – 4% (N = 3);
- 6) female doctoral student – 2% (N = 2);
- 7) other male university employee (administrative or technical personnel, librarian, security, etc.) – 7% (N = 5);
- 8) person outside the AMU community – 5% (N = 4).

2.2.3. The position of persons engaging in sexually harassing behavior in the AMU structure. Type C

The following results were obtained for type C behavior.

1. The most frequent indication applied to spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) and concerned the following categories of persons:
 - a) male member of academic staff – 56% (N = 13);
 - b) female member of academic staff – 13% (N = 9);
 - c) male (under)graduate student – 9% (N = 3);
 - d) female (under)graduate student – 8% (N = 2);
 - e) female doctoral student – 8% (N = 2);
 - f) other male university employee (administrative or technical personnel, librarian, security, etc.) – 7% (N = 2).
2. The second most frequent indication referred to publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality which was observed in the following categories:
 - a) male (under)graduate student – 27% (N = 3);
 - b) female (under)graduate student – 27% (N = 3);
 - c) male doctoral student – 18% (N = 2).

Members of academic staff report that persons who most often target them with communications and behavior of a harassing nature are other academics, and this usually takes the form of invading personal space, remarks, insults and allusions. Therefore, the position of PENs in the employment structure is worth examining. Although the question sounded similar, the options of responses provided were different and more detailed, and respondents were asked to indicate a specific time frame, i.e., since their employment at AMU.

2.3. The nature of the professional relationship between the person engaging in sexually harassing behavior and the person experiencing it

2.3.1. The nature of the professional relationship between the person engaging in sexually harassing behavior and the person experiencing it. Type A

The following results were obtained for type A behavior.

1. The most frequent form of harassment concerned communications in the form of jokes/allusions occurring in the following categories of persons:
 - a) male colleague – 45% (N = 45);
 - b) male superior – 25% (N = 25);
 - c) person of a higher rank other than superior – 22% (N = 22).

2. The second most frequent indication pointed to the spreading of information about another person's private, personal matters (e.g. gossip) which occurred in the following categories of persons:
 - a) female colleague – 40% (N = 39);
 - b) female superior – 9% (N = 9).

2.3.2. The nature of the professional relationship between the person engaging in sexually harassing behavior and the person experiencing it. Type B

As concerns type B behavior, the most frequent indication concerned invading personal space and was reported in the following categories:

- 1) male colleague – 32% (N = 22);
- 2) female colleague – 8% (N = 6);
- 3) male superior – 17% (N = 12);
- 4) female superior – 3% (N = 2);
- 5) person of a higher rank other than superior – 25% (N = 18).

2.3.3. The nature of the professional relationship between the person engaging in sexually harassing behavior and the person experiencing it. Type C

As concerns type C behavior, the most common indication applied to spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage) and was reported in the following categories:

- 1) male colleague – 35% (N = 8);
- 2) female colleague – 30% (N = 7);
- 3) male superior – 22% (N = 5);
- 4) female superior – 22% (N = 5).

Findings

1. Jokes, comments, insults and allusions are the most common forms of harassment reported by members of academic staff regarding the behavior of other academic staff members, colleagues, superiors and persons of a higher rank other than their superiors.
2. Gossip with sexual overtones is one of the most common forms of harassment of academics, performed by other female employees, male and female (under) graduate and doctoral students, female colleagues and female superiors.
3. Invading another person's personal space is a type of harassment engaged in by academics, colleagues and superiors.
4. According to respondents, spreading lies about another person's sexual behavior and intimate relationships is the predominant behavior of male and female members of academic staff, i.e. colleagues in the immediate environment.

3. Circumstances surrounding incidents as perceived by persons experiencing sexually harassing behavior

Another important research question is to determine the circumstances in which behavior defined as sexual harassment most commonly occurs. In this case (as in the previous section), the most common responses were selected indicating the venues and circumstances listed in the range of responses.

3.1. Circumstances of incidents related to harassment. Type A

As concerns type A, two forms of behavior were indicated most often.

1. The most common behavior concerned jokes, comments, insults, allusions and remarks addressed directly or indirectly at a given person. These indications prevailed for the following circumstances of an incident:
 - a) in other places at AMU – 44% (N = 44);
 - b) accidental encounter – 42.0% (N = 42);
 - c) when performing official duties other than teaching and research – 34% (N = 34);
 - d) conference, seminar, staff meeting – 33% (N = 33);
 - e) in the office of a male/female academic or a male/female administration employee – 32% (N = 32);
 - f) in the place where I perform my official duties other than teaching and research – 27% (N = 27);
 - g) during classes – 21% (N = 21);
 - h) individual consultations – 21% (N = 21);
 - i) elsewhere (outside AMU) – 15% (N = 15).
2. Respondents indicated encountering gossip at places where classes are held – 26% (N = 25).

3.2. Circumstances of incidents related to harassment. Type B

As concerns type B, the most common behavior concerned invading personal space, which prevailed in the following circumstances:

- 1) in other places at AMU – 37% (N = 26);
- 2) accidental encounter – 32% (N = 23);
- 3) in the office of a male/female academic or a male/female administration employee – 31% (N = 22);

- 4) when performing official duties other than teaching and research – 31% (N = 22);
- 5) individual consultations – 27% (N = 19);
- 6) conference, seminar, staff meeting – 23% (N = 32);
- 7) in the place where classes are held – 21% (N = 15);
- 8) in the place where I perform my official duties other than teaching and research – 21% (N = 15);
- 9) elsewhere (outside AMU) – 17% (N = 24);
- 10) during classes – 10% (N = 14);
- 11) internship, field activities – 2% (N = 3).

3.3. Circumstances of incidents related to harassment. Type C

As concerns type C, the following two types of behavior were indicated most often.

1. Spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) occurred most frequently and took place in the following contexts:
 - a) in the place where I perform my official duties other than teaching and research – 43% (N = 10);
 - b) in other places at AMU – 30% (N = 7);
 - c) when performing official duties other than teaching and research – 26% (N = 6);
 - d) accidental encounter – 26% (N = 6);
 - e) in the office of a male/female academic or a male/female administration employee – 22% (N = 5).
2. Publishing comments on someone's profile, photo, or making statements on social media in the context of another person's gender and sexuality occurred in the context of conference, seminar, or staff meeting – 45% (N = 5).

When asked about other venues/circumstances, respondents indicated team-building, social and Christmas meetings, correspondence from a PhD thesis reviewer/supervisor, and a photo pinned next to the class schedule on the board at the entrance to the classroom.

Findings

1. Respondents most often encountered jokes and sexual comments during accidental encounters in spaces within the university other than those mentioned in the survey as well as when performing official duties other than teaching and research.
2. Invading personal space occurred most often in spaces within the university other than those mentioned in the survey, during accidental encounters, in the

- office of a male/female academic or a male/female administration employee, and when performing official duties other than teaching and research.
3. Commenting on somebody else's profile, picture or statement in social media most frequently occurs in the context of conferences, seminars, or staff meetings, while spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) in cyberspace took place most often in the place where official duties other than teaching and research are performed.

4. Psychological and social consequences of experiencing incidents of harassment

In the next stage of the survey the respondents were requested to indicate which of the situations experienced was the most difficult and assess the level of their distress and difficulty on a scale from 0 to 5 (0 – no distress whatsoever, 5 – maximum level of difficulty or distress (Table 8).

Table 8.

The level of psychological distress as a result of experiencing harassment. Type A

Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	N	Minimum	Maximum	Average	Standard deviation
blackmail and sexual threats	5	5	5	5.00	0.000
propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.)	18	2	5	4.50	0.924
disseminating information on private, personal issues (e.g. gossip)	74	0	5	3.76	1.180
sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...)	17	0	5	3.59	1.622
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress)	84	0	5	3.54	1.275
persistent, provocative glances (e.g. persistent gazing, focusing on different body parts)	57	0	5	3.47	1.311

Source: own research

Respondents reported the highest level of distress (difficulty, discomfort) with blackmail and threats of a sexual nature (average 5). Propositions with erotic or sexual overtones were reported as causing the second highest level of distress experienced (average 4.50). This was followed by respondents pointing to the dissemination of information about private, personal matters, such as gossip (3.76), sexually-charged gestures and/or sounds (e.g. whistling, tongue clicking) (3.59), jokes, remarks, insults, allusions, and the like (3.54). The lowest level of difficulty experienced was reported for persistent, provocative glances (e.g., persistent gazing, focusing on various body parts). It is worth noting, however, that even in this case the average was above 3 (3.47).

Female academics experience higher distress than their male counterparts in the case of disseminating information on private, personal issues (e.g. gossip). This is a statistically significant difference ($H(2) = 6.2; p < 0.05$) (Table 9).

Table 9.

The level of psychological distress as a result of experiencing Type A harassment by gender

Harassment	Gender	N	Average ranking
disseminating information on private, personal issues (e.g. gossip)	Other	1	62.50
	Female	55	40.17
	Male	18	27.94
	Total	74	

$H(2) = 6.2; p < 0.05$

Source: own research

The level of psychological distress experienced when information about private, personal matters (e.g., gossip) is spread is significantly different for academic staff depending on their place of work. The highest level of distress was recorded among persons working in the field of humanities, followed by social sciences. The lowest level was reported by persons employed in the field of pure and natural sciences (Table 10).

Table 10.

The level of psychological distress as a result of experiencing type A harassment by place of work

Harassment	Gender	N	Average ranking
disseminating information on private, personal issues (e.g. gossip)	Humanities	39	31.79
	Social sciences	19	38.32
	Pure and natural sciences	14	47.14
	Total	72	

$H(2) = 6.2; p < 0.05$

Source: own research

Respondents identified the following as situations with the highest level of distress (type B), in order: sexual coercion or being forced into sexual activity (5.0), taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear) (5.0), touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) (4.75), exposing oneself in the presence of other persons (4.0), presenting someone with sexually suggestive objects or 'gifts' (4.0). The level of distress between 3 and 4 was indicated for the following types of behavior: invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing (3.85), posting, disseminating sexually suggestive messages, illustrations or items (3.75), and voyeurism (3.43) (Table 11).

Table 11.
The level of psychological distress as a result of experiencing harassment. Type B

Type of harassment	N	Mini- mum	Maxi- mum	Average	Standard deviation
sexual coercion or being forced into sexual activity	1	5	5	5.00	.
taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear)	1	5	5	5.00	.
touching intimate parts of the body (e.g. grab- bing breasts, crotch, slapping buttocks)	8	4	5	4.75	0.463
exposing oneself in the presence of other per- sons	5	3	5	4.00	1.000
presenting someone with sexually suggestive objects or 'gifts'	9	3	5	4.00	0.866
invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, embracing, rubbing	60	0	5	3.85	1.273
posting, disseminating sexually suggestive messages, illustrations or items	4	3	5	3.75	0.957
voyeurism	7	0	5	3.43	1.902

Source: own research

Female academics experience higher distress than their male counterparts in the case of their personal space being invaded (e.g. pushing, blocking someone's passage), direct touching, hugging, and rubbing. The difference is statistically significant ($H(2) = 9.5$; $p < 0.05$) (Table 12).

Table 12.

The level of psychological distress as a result of experiencing type B harassment by gender

Type of harassment	Gender:	N	Average ranking
invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing	Female	50	33.36
	Other	1	29.00
	Male	9	14.78
	Total	60	

$H(2) = 9.5; p < 0.05$

Source: own research

As for the experience of distress and difficulty in type C situations, the highest level was recorded for spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage, humiliating rumors) (4.33). The average was above 3 for the following situations: taking pictures or filming another person (3.60), publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts (3.38), and publishing and/or spreading personal pictures and/or content related to the sexual sphere (3.33). The lowest level of distress, albeit still above average, was reported for commenting on a profile, photo, and statement on social media related to sex and sexuality (2.63) (Table 13).

Table 13.

The level of psychological distress as a result of experiencing harassment. Type C

Type of harassment	N	Minimum	Maximum	Average	Standard deviation
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)	18	0	5	4.33	1.237
taking pictures or filming another person	5	0	5	3.60	2.074
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	13	0	5	3.38	1.609
publishing and/or spreading personal pictures and/or content related to the sexual sphere	6	0	5	3.33	1.862
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	8	0	4	2.63	1.408

Source: own research

The questionnaire also included a request to describe the most difficult situation that resulted in a deteriorated emotional state in terms of thoughts, emotions and reactions.

1. Female respondents

Although I have experienced many unpleasant situations of a sexual nature within the walls of the university, I have a distressing memory of quite a recent one – my supervisor entered a room where there were several people and greeted everyone. He normally shook hands with the men. When it was my turn, he said to me, ‘I know you’re a feminist and you don’t like this, but you have to accept it,’ and forcibly pulled my hand and kissed it, looking me in the eye. I felt that I had no control over what was happening to my body in this situation – that I was quite helpless in this power relationship. [...]

The most difficult situation happened to me (fortunately once only) in 2015, during a doctoral class. For some reason (I don’t remember the context), the professor who was teaching this class asked the rest of the class during his lecture ‘Well, after all what is Ms. X like?’ (he called me by my first name in the diminutive form). Then, after a while, he answered for himself and all of us: ‘She’s alluring!’ [...]

Rumors spread that I was getting my PhD through a sexual relationship with the supervisor. In addition to being insulting, they undermined my self-confidence because my male and female colleagues, who were my former teachers and a whole generation older than me, had such a low opinion of my career. [...]

During field activities, the person in charge (a professor) commented on my appearance in the presence of another staff member (an assistant professor) with clear sexual overtones. The whole thing was ostensibly a joke (to them) and was meant to be funny. That I was the prettiest of the bunch, these beautiful eyes, but my fat ass was getting in the way a bit and I could do something about it. Then he immediately moved on to discussing my tasks during my internship. This ‘joke’ was witnessed by my colleagues and strangers. [...]

2. Male respondents

Talking to me in the parking lot, a colleague (who identifies as homosexual) saw my car (a minivan) and looked meaningfully at my crotch, which I took to mean that I was probably compensating for my small vitals with a ‘big’ car. I felt uncomfortable, which I expressed with a facial expression. After a while, we ended the conversation, but the feeling of ‘distaste’ about the acquaintance crossing the line remained. [...]

An arbitrary attempt to give me an uninvited shoulder massage from behind, while I was working at the computer. [...]

A statement by a supervisor regarding the slander of having an erotic relationship with a graduate student. [...]

The most traumatic incidents of sexual harassment involve also remarks with sexual overtones, in particular when they are uttered by a person holding a higher position in the workplace. In the case of females, most of the situations described occurred in the past, mainly during their PhD studies.

4.1. Respondents' functioning in the most distressing situations (during an incident)

The analysis below examines the thoughts, emotions, behavior and bodily response of persons experiencing situations at the highest level of distress and difficulty (Tables 14-17).

A. Thoughts

As concerns respondents' thoughts at the time of an incident, the following responses were obtained (Table 14).

Table 14.
Thoughts at the time of the most distressing situation

Thoughts at the time of an incident	Quantity	% of N
I was wondering how I should behave towards this person now	96	61.9
I was wondering what I could do in this situation	71	45.8
I was wondering why this person was doing it	70	45.2
I was wondering what other people would think about it/me	48	31.0
I was wondering whether to tell somebody about it	38	24.5
I was wondering why this was happening to me	35	22.6
I was thinking about potential consequences	35	22.6
I didn't understand the situation	32	20.6
I was wondering whether it was me who provoked the situation	26	16.8
I wasn't thinking. My head was empty	8	5.2
Other – please specify	6	3.9
Total	155	100.0

Source: own research

In the situation respondents identified as most difficult, the largest proportion of persons who answered this question wondered how they should behave toward the PEN (61.9%). Nearly half of respondents (45.8%) wondered what they could do in the situation and why the PEN was doing it to them (45.2%). One in three respondents wondered what others would think of them (31%). Nearly one in four respondents (24.5%) pondered whether or not to tell someone about the situation.

Other answers to this open-ended question included the following: "I was not surprised because the action was taken by a person with psychopathic tendencies. This was a calculated action aimed at discrediting me [...]". I wondered if my reaction would not aggravate my situation at work (it was a superior) [...]."

B. Emotions

The following responses were obtained as concerns respondents' emotions at the time of an incident (Table 15).

Table 15.
Emotions at the time of the most distressing situation

Emotions at the time of an incident	Quantity	% of N
I felt angry	86	56.2
I felt revolted	65	42.5
I was ashamed	46	30.1
I felt sad	43	28.1
I was terrified (I was scared)	31	20.3
I had a sense of guilt	17	11.1
Other – please specify	17	11.1
I can't name my feelings	9	5.9
I felt nothing	7	4.6
Total	153	100.0

Source: own research

Over half of respondents answered that they felt angry in the most difficult situations (56.2%), followed by the sense of repulsion indicated by 42.5% of respondents. Shame (30.1%) and sadness (28.1%) were indicated by one in three respondents, and one in five was terrified (20.3 %). Other free responses included “embarrassment”, “surprise”, “disappointment”, and “distress”.

C. Behavior

The following responses were obtained as concerns behavior during an incident (Table 16).

Table 16.
Behavior during most distressing situations

Behavioral strategies	Quantity	% of N
I was standing still doing nothing – it chilled me	39	26.0
I had an impression that I was standing beside and it did not concern me	5	3.3
I was waiting for somebody to intervene and stop this situation	12	8.0
I was trying to talk/explain	14	9.3
I was explaining/defending myself	12	8.0
I responded showing my anger	18	12.0

Behavioral strategies	Quantity	% of N
I said that I resented this situation	35	23.3
I was trying to make fun of the situation/turn it into a joke	34	22.7
I downplayed this event	43	28.7
I left	23	15.3
I told a person I am close to about this event	48	32.0
I reported this event to a person from AMU	11	7.3
Total	150	100.0

Source: own research

The most frequent behavior during an incident indicated by respondents included the following: “I told a person I am close to about this event” (32%), “I downplayed this event” (28.7%), “I was standing still doing nothing – it chilled me” (26.0%), “I said that I resented this situation” (23.3%), and “I was trying to make fun of the situation/turn it into a joke” (22.7 %). The event was reported to a person from AMU by 7.3% of academics.

The most frequent reactions of female academics included: “I told a person I am close to about this event” (33%), and “I was standing still doing nothing – it chilled me” (29.6%). Males most often indicated the response: “I downplayed this event” (40.4%) and “I told a person I am close to about this event” (30.3%). Other reactions indicated in free answers included responses such as: “slight anxiety, embarrassment” and “fear of having allowed this to happen myself”.

D. Bodily response

Physical and somatic responses were also reported alongside various behavior. They were as follows (Table 17).

Table 17.

Bodily response to the most distressing situation

Bodily response in this situation	Quantity	% of N
I felt anxiety throughout my body	61	40.9
None	46	30.9
I was petrified, I couldn't move	24	16.1
My hands were shaking	18	12.1
I felt faint	17	11.4
My voice was breaking	16	10.7
Other – please specify	13	8.7
I had problems breathing, I couldn't breathe	12	8.1

Bodily response in this situation	Quantity	% of N
I felt pain (stomachache, headache...)	12	8.1
I couldn't say a word	12	8.1
Total	149	100.0

Source: own research

Experiencing the most distressing situation, the respondents most often felt anxiety throughout their bodies (40.9%). One in three persons reported no bodily response whatsoever (30.9 %). Other free responses included aversion, embarrassment, surprise, nausea and outrage.

Findings

1. The highest levels of distress experienced by PEXs was attributed to the incidents of blackmail and threats of a sexual nature, sexual coercion or being forced into sexual activity, taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear), blackmail and sexual threats, and touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks).
2. Women and men differ in terms of the level of distress they experience in the most difficult situations. Female academics experience higher distress than male academics in the following situations: spreading of information about private or personal matters, invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, and rubbing.
3. There is a statistically significant difference in the level of psychological distress reported by academic staff when facing information about private and personal matters (e.g. gossip) being disseminated, depending on their place of work. The highest distress level was reported by academics in the humanities, followed by scholars in the social sciences. The lowest distress level was reported by academics working in pure and natural sciences.
4. In the most distressing situation, the respondents most often:
 - wondered how to behave towards the PEN;
 - felt anger, repulsion and anxiety throughout their bodies;
 - told a person they were close to about this event, downplayed the event, and during an incident they were standing still doing nothing ("it chilled me").

4.2. Long-term consequences of psychological distress related to harassment

Below are respondents' descriptions of the long-term consequences of situations with the highest level of distress (six months after the event), in the areas of their thoughts, emotions, behavior, bodily response and health (Tables 18-21).

A. Thoughts

The following responses were indicated concerning the thoughts about an incident (Table 18).

Table 18.

Long-term consequences of incidents (with the highest level of distress) – thoughts

Long-term consequences of harassment – thoughts	Quantity	% of N
I was thinking what I could do if a situation like that occurred again	71	48.3
I kept thinking about this situation and analyzing it all the time	56	38.1
I was wondering what other people were thinking about this	35	23.8
I wasn't thinking about this event	29	19.7
I kept blaming myself	13	8.8
Other – please specify	12	8.2
I was planning to take revenge	6	4.1
I had suicidal thoughts	2	1.4
Total	147	100.0

Source: own research

At least six months after an incident, the largest proportion of respondents (48.3%) who answered this question wondered what they could do if a situation like that occurred again, 38.1% of respondents kept thinking about this situation and analyzing it all the time. Nearly one person in four (23.8%) wondered what other people were thinking. A group of 1.4% of respondents had suicidal thoughts.

Other long-term consequences as concerns thoughts mentioned by respondents included “a sense of helplessness due to the nature of supervisor-employee relationship and awareness that similar situations occurred and that the university has dealt with them by sweeping them under the rug [...]. I kept being troubled by this incident for a while, although not constantly [...]; how to treat this person – I chose to treat them in a cold and official manner, snub them, always without a smile” [...].

B. Emotions

The following responses were indicated concerning the emotions regarding an incident (Table 19).

Table 19.

Long-term consequences of incidents (with the highest level of distress) – emotions

Long-term consequences of harassment – emotions	Quantity	% of N
I felt angry	71	48.6
I felt humiliated	58	39.7
I was in a low mood	39	26.7
I felt sad	33	22.6
I was ashamed	29	19.9
I feared this person/these persons	28	19.2
I felt nothing	12	8.2
Other – please specify	10	6.8
I had a sense of guilt	6	4.1
Total	146	100.0

Source: own research

At least six months after an incident (indicated as most difficult), 48.6% of respondents who answered this question continued to feel angry, 39.7% felt humiliated, 26.7% were in a low mood, and 22.6% were sad. No emotions were felt by 8.2 % respondents. Respondents who indicated a most difficult incident of harassment also pointed to such long-term emotions as “after the paralysis and surprise, when it turned out that I coped with the situation, I was very pleased with myself and didn’t want to go back to it. I put the event out of my mind” [...]; “I started to avoid this person and minimize the frequency of contact with them” [...]; “embarrassment, a kind of stress. I tried to avoid this person” [...]; “contempt for these people – I cut off all contact and warned others” [...].

C. Behavior

The following responses were collected regarding the behavior related to the event in retrospect (Table 20).

Table 20.

Long-term consequences of incidents (with the highest level of distress) – behavior

Long-term consequences of harassment – behavior	Quantity	of N
I avoided this person	68	56.7
I did not tell a person I am close to about this situation until later	53	44.2

Long-term consequences of harassment – behavior	Quantity	of N
I found it harder to concentrate, my work/studies became less effective	20	16.7
I have lost my motivation to act	19	15.8
I reported this situation to the university authorities, a male/female employee of the university	13	10.8
Other – please specify	10	8.3
I avoided being at the university and persons associated with it	9	7.5
I was avoiding people	8	6.7
I decided to learn more about this situation, I read materials and online forums	7	5.8
I applied for professional help (psychotherapy, pharmacotherapy)	7	5.8
I decided to act, to help others who may experience such situations	5	4.2
I had eating disorders	3	2.5
I started drinking, smoking, using drugs	2	1.7
Total	120	100.0

Source: own research

At least six months after an incident with the highest difficulty ratio, the largest proportion of respondents (56.7% of those who answered this question) was still avoiding the PEN. Nearly half of respondents (44.2%) told a person they were close to about an incident after some time. At least six months after an incident, 10.8% of respondents reported the situation to university authorities. As concerns the long-term consequences of having experienced harassment the following behavior was indicated by respondents: “I immediately told other co-workers about it” [...]. “I found out about it years later. I have no relationship with these people. I saw no reason to react” [...]. “I tried to find out who wanted to ‘harm’ me”. [...] “I started reading about psychopathy/sociopathy.”

D. Health

As concerns the impact of an incident on health, the following responses were collected (Table 21).

Table 21.

Long-term consequences of incidents (with the highest level of distress) – health

Long-term consequences of harassment – health	Quantity	% of N
I had problems sleeping	33	23.6
I felt pain throughout my body (stomachache, headache...)	16	11.4
I did not have strength to do anything	17	12.1
I thought I was losing my mind	6	4.3
Other – please specify	7	5.0

None	88	62.9
Total	140	100.0

Source: own research

The largest group of respondents (62.9%) indicated no health consequences resulting from having experienced a sexually harassing situation. The most common complaints indicated by respondents included: difficulty sleeping (23.6%), lack of strength (12.1%) and body aches (8.5%). Seven persons (5%) selected the 'other' category and indicated specific consequences such as depression, asexuality, anxiety, stomach aches.

Findings

At least six months after an incident, the largest number of respondents indicated the following consequences of having experienced the situation causing the highest level of distress:

- a) they wondered what they could do next time in such a situation; they thought back to an incident and analyzed it constantly;
- b) they felt anger, humiliation, low mood and sadness;
- c) they continued to avoid meetings with PENs and later told a close friend about an incident;
- d) they did not report any health complaints. Among those who did, the most common were difficulty sleeping, lack of strength, and body aches.

4.3. Actions taken in response to an incident

Another research problem relevant to the topic of the study was to map the sequence of events that occurred after an incident. The questionnaire requested that the course of events from the time of an incident be depicted. The answers were as follows:

Nothing happened, I was advised to report it to the police. To be in any way effective about harassment, you need hard evidence. Court cases take years. A lawyer friend of mine advised me to wait; the strategy of the 'gray stone'. [...]

Female students made a 'citizen's arrest' – they surrounded the man and waited with him for the police (they prevented him from escaping, which he tried), which was immediately notified by the administration. [...]

The matter was reported to the RECTOR, VICE-RECTOR, the Equal Treatment Representative of the Rector, and the Disciplinary Proceedings Officer of AMU. All that took a very long time while the reaction should have been immediate. The Vice-rector was most helpful and always listened to you. All the explanations and meetings on the matter took over two years. It destroyed my motivation to work, I suffered from heart problems and felt despondent because of the atmosphere at work. [...]

I FIRMLY REQUESTED to be transferred to another office on a different floor. Of course, the Director of the Institute did not make a problem of it, but he did not report it to anyone, all the same. I remember his comment: 'We all know what Mr. X is like, but there is nothing we can do about it. I know you have a hard time (referring to female doctoral students), but what can be done here?' I never told anybody about the drastic situations (hugging, pushing against the wall). I was very ashamed. Mr. X also forced me and a female colleague of mine to remove VHS tapes with obscene content out of his locker. I don't know what happened to them after Mr. X's death. I was disgusted by him, even though I went to the funeral. [...]

In some cases, respondents believe that the persons to whom they reported were unresponsive and disregarded the problem. However, there were also examples of behavior that met the expectations of the persons harmed, and even an example of 'citizen's arrest'. The analysis of the testimonies reveals a certain correlation, whereby the higher the position in the organizational structure of AMU of the person to whom incidents are reported the greater the chance that action to resolve the problem will be taken. It is also very important to inform the person harmed of the action taken and the final outcome of the investigation.

The next question requested the details of what happened after an incident was reported to superiors. The following responses were collected:

Nothing else happened at the university as the police took the man away and it turned out that he was an outsider with no connection with the university whatsoever. He just walked into the building, where he carried out his plan (as the female students were told by the police officers in charge of the case). [...]

The case dragged on for more than two years. Everyone was mentally exhausted. It was a time of change, of the Gowin Law being implemented. The Dean was not interested in resolving the conflict situation, she was a party to the conflict. This made the situation particularly difficult. [...]

Note: the joke about breasts was told in the company of two other males. The situation got awkward when I said that that remark was out of place. The others did not react. The person who made the inappropriate joke behaves appropriately now. [...]

I was advised to report the matter to the police. As a side note, the questions in this survey are probably not well thought out and the persons who designed it do not have experience of such situations. If the harasser has personality problems, is malicious, and nurtures unhealthy feelings, there is little that can be done except to take legal action. Conversations do not help. What can administrators do in such a situation? Talk? Initiate disciplinary proceedings? They need to have strong evidence. It is like with mobbing, which is not easy to prove. [...] I have not been notified about the actions taken by AMU.

As concerns further developments, there is a conviction that the case cannot be resolved, with a few exceptions where steps taken have led to concrete measures.

4.4. Persons approached at least six months after an incident

At the time when an incident of sexual harassment occurred, there was a need for support, assistance from other persons, most often their closest ones (Table 22).

Table 22.

Persons informed of an incident

Persons who were informed of an incident/asked for help	Quantity	% of N
Friend	42	56.0
My partner	36	48.0
Family member	16	21.3
Acquaintance	8	10.7
Therapist	9	12.0
Clergy member	0	0.0
Other – please specify	2	2.7
Total	75	100.0

Source: own research

Most respondents reported an incident to a friend (56%), followed by a partner (48%) and a family member (21.3%). A therapist was consulted by 12% of persons. Other free responses included a female co-worker, a trusted female professor, and a male professor.

Respondents indicated the following reasons for concealing an incident (Table 23).

Table 23.

Reasons for concealing an incident

Reasons for concealing an incident	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	21	33.9
I didn't know who I could talk to about it.	19	30.6
I wanted to be left in peace and forget the incident.	19	30.6
I didn't know how to talk about it.	13	21.0
I didn't think that anyone could help me.	12	19.4
For other reasons – please specify.	12	19.4
I feared negative reactions from people around me.	10	16.1
It was too personal for me. I reckoned I should keep it to myself.	8	12.9

Reasons for concealing an incident	Quantity	% of N
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	8	12.9
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	7	11.3
I didn't want to jeopardize my relationship with this person.	6	9.7
I was afraid that they would not take me seriously or believe me.	6	9.7
I blamed myself for my poor judgment and believed that I had a part in what happened.	5	8.1
I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).	5	8.1
I was ashamed and couldn't find the right words to describe the incident.	4	6.5
I thought I didn't have enough evidence anyway.	4	6.5
I feared unpleasant questions.	3	4.8
It happened once. "Let bygones be bygones".	2	3.2
Total	62	100.0

Source: own research

The largest group of respondents (33.9% of persons who answered this question) hid the information about an incident because, "at the time, what happened didn't seem to me bad enough to have to tell somebody about it." One person in three (30.6%) did not know who they could talk to. The same percentage said that they wanted to be left alone and forget the incident.

The next research question addressed in the survey concerned the response of decision makers to information about the event as a function of the time elapsed since the event. In both cases, there were only 24 responses in total. When an incident was reported immediately, the average score on a scale from 0 to 5 was 1.9; after six months, it was 2.3. Reporting an incident after six months was probably a highly emotional matter, but the assessment of reaction from decision makers remained to be low.

Findings

1. The information about incidents of sexual harassment is shared with friends and partners of the persons harmed.
2. Some respondents are convinced that reporting an incident of sexual harassment will have no effect.
3. The time that has elapsed since an incident seems to increase doubts about the decision-makers' response to the incident.
4. PEXs most often turn to their friends.

5. Reasons for failure to report incidents may be related to the persons experiencing them being unaware and downplaying the significance of the incident.
6. Another issue is the lack of knowledge about the possibility of reporting an incident and the desire to forget it.
7. Persons who immediately reported an incident to someone at AMU tend to assess the assistance offered to them slightly lower than is the case of reports made after six months.

5. Expectations towards AMU of PEXs reporting incidents

One of the questions asked of all respondents addressed the issue of expected response, and support in the event of a potential and/or actual incident of sexual harassment.

Table 24.

Expectations of academics towards AMU taking action after reporting an incident

Expected forms of assistance from AMU	Quantity	% of N
Action to be taken against the PEN	416	71.7
To educate and make the academic community aware of the issue	341	58.8
To listen	243	41.9
To provide psychological counselling	231	39.8
To provide legal counselling	212	36.6
To advise	145	25.0
Other response. Please specify	22	3.8
Total	580	100.0

Source: own research

As shown in Table 24, the largest proportion of respondents expect AMU to take action against the PEN when an incident was reported (71.7%). Over half of respondents (58.8%) expect education and making the academic environment aware of the issue. Further indications included listening, and providing legal assistance and counseling. Among other responses, there were extensive statements such as the following:

I would like victims of this type of violence to be protected and harassed employees should not be transferred to other units instead of the harassers being fired. [...]

Consequences in the case of a criminal act; fair mediation in the case of a possible misunderstanding; apologies if negligence is discovered. [...]

To objectively examine how serious an incident was, because we are dealing with behaviors of various intensities and nature that cannot be treated in the same way. It is necessary to distinguish between what a person experienced and what objectively happened. [...]

Support from the management of the unit in question as concerns further professional functioning, taking into account the mechanisms stigmatizing the victim. Organize the work so as to minimize contact with the perpetrator. [...]

Reporting to the competent authorities, e.g. the public prosecutor's office. Courts are the only competent institutions to assess whether harassment has actually occurred. [...]

It depends on the degree. Sometimes no response is necessary. [...]

Apply clear rules for everyone, regardless of their position.

The respondents seem to attach the greatest importance to taking action, informing about the nature of sexual harassment and providing psychological support. Another very important aspect of the analysis carried out is to determine how incidents are reported with reference to a position in the structure of AMU. Table 25 illustrates the sense of safety/agency – the position of persons in the AMU structure to whom PEXs could potentially turn for help

Table 25.
Categories of persons/institutions PEXs are inclined to report an incident to

Who would you be willing to turn to having experienced and/or witnessed sexual harassment?	Quantity	% of N
A male superior	264	45.6
A female representative of the anti-discrimination committee (or a similar body)	257	44.4
A male representative of the anti-discrimination committee (or a similar body)	223	38.5
A female superior	204	35.2
A male of a higher rank other than your superior	87	15.0
A female of a higher rank other than your superior	87	15.0
A designated female HR employee	68	11.7
A designated male HR employee	53	9.2
Other person (who?)	44	7.6
A male trade union representative	40	6.9
A female trade union representative	36	6.2
Total	579	100.0

Source: own research

The majority of respondents indicated that if they experienced and/or witnessed an incident of sexual harassment, they could turn to their male superior (45.6%); a female representative of the anti-discrimination committee (44.4%); a male representative of the anti-discrimination committee (38.5%); and a female superior (35.2%). Other free responses included the following: “AMU helpline” [...]; “I would handle it myself” [...]; “to a person from the Rector’s office who is not associated with the faculty” [...]; “not someone from the academic community” [...]; “a female psychologist/lawyer specializing in harassment and designated for this role”.

Findings

1. The expectations towards AMU in the situations of sexual harassment primarily concern taking action against the PEN. Faculty members also expect the academic community to be educated and made aware of the problem. In the case of PEXs, expectations include being listened to, psychological support, and legal assistance.
2. In the case of having experienced and/or witnessed an incident of sexual harassment, respondents most often indicated their male superior as a person they could turn to, followed by a male or female representative of the anti-discrimination committee (or a similar body), and a female superior.

6. Co-occurrence of undesirable types of behavior

Examining the totality of the empirical material collected, a question arises of the individual experience of undesirable behavior or, in other words, whether survey participants experienced only one type of behavior in various categories, or whether various types of behavior co-occur. Another question was about what percentage of respondents experienced all types of harassment listed in survey questions. It is generally very difficult to answer questions asked in this way.

For the sake of clarity, the results were presented separately for each type (A, B and C) of behavior. In terms of the analytical procedure, calculations were made for each survey participant who gave an affirmative answer to any question, based on all possible relations between affirmative indications of a given behavior within each type. Presentation of results was limited to the most frequent indications within each type of behavior (above 5%).

The calculations show that sexual harassment defined as type A experienced did not involve only one form of behavior listed in the questionnaire. Approximately 51% of survey respondents experienced more than one form. The most commonly co-occurring undesirable type A behavior is the combination of three forms: gossip, jokes, and persistent, provocative gazing (Table 26).

Table 26.
Co-occurrence of undesirable types of behavior. PEXs. Type A. N-168

Type A behavior, PEXs	Quantity	% of N
gossip	39	23.2
jokes, allusions	25	14.9
gossip + jokes, allusions	17	10.1
persistent, provocative gazing + jokes, allusions	15	8.9
persistent, provocative gazing	13	7.7
persistent, provocative gazing + jokes, allusions + gossip	12	7.1

Source: own research

One form of type B behavior prevailed over others. Co-occurrence was noted by 27% of respondents. Invading personal space co-occurs with being presented with ‘gifts’ (N-5) and touching intimate body parts (N-4) (Table 27).

Table 27.
Co-occurrence of undesirable types of behavior. PEXs. Type B. N-80

Type B behavior, PEXs	Quantity	% of N
invading personal space	52	65.0
invading personal space + being presented with ‘gifts’	5	6.3
invading personal space + touching intimate parts of the body	4	5.0

Source: own research

The aggregated responses for type C behavior revealed a 16% co-occurrence of behavior forms related to harassment. There was no co-occurring behavior reported for responses with a frequency of 5% or more (Table 28).

Table 28.
Co-occurrence of undesirable types of behavior. PEXs. Type C. N-50

Type C behavior, PEXs	Quantity	% of N
spreading lies, e.g. offensive photomontage	19	38.0
showing and/or spreading materials with sexual undertones	11	22.0
commenting on somebody’s profile	7	14.0
taking pictures, filming another person	4	8.0

Source: own research

Findings

1. Sexual harassment in cases described as type A is not limited to one form of behavior.
2. Behavior related to the invading of personal space can be accompanied by attempts to give gifts and can also develop into attempts to touch intimate parts of the body.
3. In the group under survey, various types of behavior addressed at the same recipient were least likely to co-occur with respect to sexual harassment associated with the transmission of information via the internet. The reason for that is probably that online harassment leaves easily identifiable traces and is therefore mostly limited to one type of activity performed by the sender of messages.

7. Readiness to report incidents undesirable of undesirable

The readiness of academic staff to report sexual harassment incidents is an important indicator of the level of their awareness, fear, trust, expectations and of how strong bonds within the academic community are (Table 29).

Table 29.

Readiness to report incidents of harassment declared by PEXs

In your opinion, what is the level of the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities)?	Quantity	% of N
Difficult to say	290	49.5
Low	122	20.8
Very low	97	16.6
High	41	7.0
Very high	27	4.6
I don't want to answer this question	9	1.5
Total	586	100.0

Source: own research

For the largest group of respondents (49.5%) it was difficult to indicate the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities). The remaining options were indicated definitely less frequently. A total of 37.4% opted for the responses 'low' (20.8%) and 'very low' (16.6 %), followed by 'high' (7 %) and 'very high' (4.6%) – 11.6% in total. 1.5% of respondents did not want to answer this question.

Indicating the reasons for not disclosing information about an incident, one in three respondents thought at the time that what had happened did not seem to them bad enough to have to report it (Table 30).

Table 30.

The reasons for PEXs concealing an incident

The reasons for concealing an incident	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	21	33.9
I didn't know who I could talk to about it.	19	30.6
I wanted to be left in peace and forget the incident.	19	30.6
I didn't know how to talk about it.	13	21.0
I didn't think that anyone could help me.	12	19.4
For other reasons. Please specify.	12	19.4

I feared negative reactions from people around me.	10	16.1
It was too personal for me. I reckoned I should keep it to myself.	8	12.9
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	8	12.9
I didn't want to jeopardize my relationship with this person.	6	9.7
I was afraid that they would not take me seriously or believe me.	6	9.7
I blamed myself for my poor judgment and believed that I had a part in what happened.	5	8.1
I was ashamed and couldn't find the right words to describe the incident.	4	6.5
It happened once. "Let bygones be bygones".	2	3.2
I was afraid of unpleasant questions.	3	4.8
I thought I didn't have enough evidence anyway.	4	6.5
I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).	5	8.1
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	7	11.3
I feared negative reactions from people around me.	10	16.1
Total	62	100.0

Source: own research

Persons who concealed the fact of having been harassed wanted to keep their peace and forget about it, or believed that if it was a one-off incident and it was better to ignore it. About 30% of respondents said they did not know who to report to, and 20% did not know how to talk about it.

8. Harassment as seen by survey participants

In addition to questions facilitating the quantitative analysis of incidents and opinions of respondents, the questionnaire featured also open-ended questions instead of providing a set of options for responses to be selected from. In the final section of the questionnaire, respondents were additionally requested to describe their own experience of the circumstances/situations of sexual harassment within the AMU community. Twenty-eight responses were provided by females and eighteen by males; there were no responses by persons identifying as another gender. The analysis of material collected allowed us to categorize the responses in three groups.

1. The 'inspiration to become active' type

I'd like to emphasize that the events I have participated in or witnessed are not very serious acts of harassment – we are talking about verbal remarks about my appearance, deprecating comments

related to gender, and public touching of my hips, allegedly out of concern for my figure. The persons who behaved like that either don't work at AMU any longer, or have retired and rarely show up. Importantly, in the most difficult case, I dared to protest and told the perpetrator to stop behaving in this way; this helped, this person realized that they were misbehaving and apologized to me for their behavior. I am afraid, however, that such forms of 'soft' harassment may have been experienced by female students and persons who are less prone to protest; verbal harassment is also sometimes harder to fight because the problem can easily be ignored or turned into a joke, it can be pretended that nothing happened after all as there was no physical violence. In fact, harassment incidents can be graded in terms of how drastic they are, but no form of harassment should be ignored. In my opinion, extensive educational campaigns are needed in this area. I think that it is a significant issue that victims of harassment fear to report the situation when the perpetrator occupies a higher position in the university hierarchy; we should eliminate this fear so that everyone can feel safe and no one goes unpunished. [...]

I would like to stress the high level of acceptance for sexually harassing behavior, especially towards students (usually women). Female employees see this behavior, but in most cases they do not react. It is also problematic when male employees have sexual relationships with female students (at all levels). This is unacceptable! Such relationships are power relationships. Such situations occur very often at conferences, on field internships, and during 'integration' meetings outside the university. Large amounts of alcohol are consumed at such meetings. Such situations – having sex with female students (often intoxicated by alcohol) and proposing sex to them are an open secret. Everyone knows about it. No one reacts. [...]

As a young female student in the mid-1980s, I handled a single situation of the kind. At that time, if it was discussed it was only among the people you could trust. The level of awareness was not like it is today and there were no campaigns like #MeToo. But three years ago, a female doctoral student I know (but not mine) had a much more serious problem with it, and I knew her case quite well. It was officially reported, but unfortunately there was a lack of clear evidence beyond her verbal testimony and ambiguous email correspondence. [...]

The key issue is the attitude of and clear message from the authorities of the AMU department concerned. It is they who create a safe or untrustworthy atmosphere for dealing with boundary violations and violence. In my opinion, such violations are driven by sexism which is accepted in the environment, accepted vulgar language and terms regarding women, the rigid hierarchy and dependency on advisors or reviewers of dissertations, as well as acceptance of gossip, which causes additional harm to victims. [...]

Hackers take advantage of being admitted to online academic meetings, or hack into them, and present pornographic content. This happens in open classes (lectures, conferences) and requires vigilance of persons who use such forms of spreading knowledge or guidelines to be developed for them. [...] I have a conviction bordering on certainty that men are just as vulnerable and, in our culture, even less likely to report such situations. I wonder if more attention should be paid to the fact that the problem affects both genders to the same extent and is closely related to the abuse of power.

2. The 'questioning whether it makes sense to take action' type

I have a lot of concerns about filling out this survey. Even if it's anonymous, I'm still afraid that someone will recognize who I am. It's like I'm afraid of the consequences even though I haven't done anything wrong. [...]

I've heard of such incidents when people who were harassed didn't know who to turn to for help. They were convinced that they were left to themselves. One of them paid for it with depression. [...]

I believe that these situations are common, familiar, used as a certain form of control and discrediting, so this is violence with the hallmarks of a crime against good name, it is mobbing and harassment. [...]

I know about a harassment incident that was 'swept under the rug'... how can you hope that an ordinary employee reporting the case... 'will come out unscathed'? [...]

I think that AMU staff lack education and knowledge on this subject and hiding such situations is commonly accepted. I have never attended any training on this subject at the university, although I have completed many trainings. I know of a case of a person who, after reporting harassment by a superior to a higher-level superior, was transferred to another department, and the Perpetrator continued to perform his duties keeping his position. The perpetrator was not punished at all, and the matter was swept under the rug. I myself did not report harassment by the drunken superior because I was afraid for my job and my future at the university, knowing the interpersonal arrangements and the feudal structure in which power often absolves ethical and legal responsibility. I would like to believe that the university is a safe place for women, because I only know of such cases of harassment, but I do not feel that this is the case, especially when it comes to employees and harassment by superiors. [...]

The cases of female subordinates who were sexually harassed by their male boss I know about were kept silent by other subordinates (who were more senior than the harassed person) of both sexes out of solidarity, because keeping silent could be beneficial for them in terms of promotion, social bonds or they could enjoy their 'peace and quiet'. The silence of persons actively involved in feminist issues was surprising. In the cases of harassment towards female students that I know of, minor action was taken against the academic (after the information from female students was denied for as long as possible), and in principle could be considered an attempted cover-up. The Covid-19 epidemic weakened the phenomenon for obvious reasons; we have had a problem with reliable information about it for two years; perhaps the extent of the phenomenon has decreased as concerns relations within the group of academics and students. [...]

No one is interested in disclosing such incidents, explaining or punishing them. The AMU authorities do not guarantee their staff fair and impartial handling of sexual offenses. Deans do everything possible to conceal such cases. In addition, it should be emphasized that all conflicts (including those of a sexual nature) between female administrative employees and members of academic staff are usually resolved in favor of the latter, regardless of the circumstances of the events. Even the fact that the Dean is a woman has not changed anything here. What counts is the interests and peace of mind of certain groups, rather than the harm suffered by an individual. The female administrative worker who had been wronged, heard from the female Dean that in such conflicts, the professor has the upper hand. She later told me about the incident and could not understand the attitude of the woman holding the position of Dean.

3. The 'questioning whether the issue matters' type

As I have already written, Ms. Kaniewska and her colleagues insolently pimping gender, including towards minors, is a form of sexual harassment and, perhaps more importantly, embezzlement of public funds. [...]

I haven't witnessed such a situation, and not every inquisitive stare at another person or invasion of personal space has sexual overtones – I think this is worth keeping this in mind when de-

signing such questionnaires. What is to be done when it is the students who invade the space, or comment on the clothes and behavior of their teachers, or gossip about their private lives? Such an explicit implication of many neutral gestures being sexual, in my opinion, greatly harms the cause, and this type of initiative.”

The prevailing view in the responses of AMU employees is that the current procedure for dealing with harassment cases is ineffective. However, the way in which this is expressed – contrary to appearances – is not pessimistic. The very fact of providing information indicates that there is a chance to improve the situation. Of course, there are also comments that nothing can be done, or that this type of research is ‘fashionable’, but they are in the minority. It is therefore worth repeating the recommendations presented earlier.

9. Methodological remarks on the survey

Survey participants made the most comments about how detailed the questions were, resulting, in their opinion, in the survey being very time-consuming. For some of the respondents, the answer to the question about the importance of the problem of harassment for the AMU community turned out to be problematic (question 16); doubts were raised here as to whether it concerned the extent of harassment, or whether it was treated as an important problem for the AMU community. There was also concern that the results obtained would not translate into actions leading to actual changes. Several comments concerned the lack of consistency in creating survey questions appropriate for persons who do not identify as women or men.

10. Summary Undesirable and unacceptable communications and behavior among academic staff at AMU

1. The extent of occurrence – perspective of persons experiencing sexually harassing behavior

The most common forms of sexually harassing behavior indicated include:

- 1) spreading information about private, personal matters accompanied by and jokes, remarks, insults and allusions as concerns communications;
- 2) invading personal space as concerns behavior;
- 3) spreading lies about another person’s intimate and sexual behavior as concerns behavior in cyberspace.

2. Gender context

- 1) All types of sexually harassing communication and behavior were directed mainly at females. Female respondents most frequently indicated invading personal space.

- 2) Invading personal space is also experienced by male respondents most often, although the frequency is considerably lower than in the case of females.
3. **Opinions on the frequency and significance of harassment within the AMU community**
 - 1) There is a predominant view among employees in academic positions that the incidence of sexual harassment in the academic community at AUM is moderately low.
 - 2) One in five respondents perceives sexual harassment as a very significant issue. There is a relatively large group of persons who are unable to clearly determine the frequency with which harassment occurs, which may reflect problems with defining it.
 - 3) Sexual harassment is more often observed by women and persons who identify as other than male or female.
 - 4) Sexual harassment is most often noticed by non-heterosexual persons.
 - 5) As the frequency of observing harassment behavior increases, the significance attributed to harassment as an important issue for the entire academic community also goes up.
4. **Persons experiencing sexually harassing behavior about persons engaging in such behavior**
 - 1) Regardless of the situation, males were indicated as persons engaging in sexually harassing behavior of all types more often.
 - 2) The most common types of behavior persons of both genders engaged in concerned cyberspace, and included commenting on a profile, photo, statement on social media related to sex and sexuality, and spreading lies about someone's sexual behavior and intimate relationships (e.g., offensive photomontage).
- 4.1. **The position of persons engaging in sexually harassing behavior (PENs) in the AMU employment structure as seen by persons experiencing sexually harassing behavior**

Persons who engaged in sexually harassing behavior towards academic staff members most often included:

 - a) male members of academic staff as concerns jokes, comments, allusions and insults;
 - b) female members of academic staff as concerns spreading of information about another person's private, personal matters (e.g. gossip);
 - c) male members of academic staff as concerns invading personal space;
 - d) male members of academic staff as concerns spreading lies about someone's sexual behavior and intimate relationships in cyberspace.

Persons in teaching and research jobs indicate that sexually harassing communications and behavior is most often performed by other academics and

primarily takes the form of invading personal space and jokes, comments, allusions and insults.

4.2. The nature of the professional relationship between the person engaging in sexually harassing behavior (PEN) and the person experiencing it (PEX)

- a) For **type A** behavior, the most frequent form of harassment were communications in the form of jokes, allusions, comments and insults uttered most often by male colleagues, male superiors, and persons of a higher rank other than superior.
- b) For **type B** behavior, the most frequent form of harassment was invading personal space by a male colleague.
- c) For **type C** behavior, the most frequent form of harassment was spreading lies about someone's sexual behavior and intimate relationships in cyberspace performed most often by male and female colleagues and male and female superiors.

5. Circumstances surrounding incidents as perceived by persons experiencing sexually harassing behavior (PEX)

- 1) Respondents most often encountered jokes and sexual comments during accidental encounters, in spaces within the university other than those mentioned in the survey, when performing official duties other than teaching and research, as well as during conferences, seminars and staff meetings.
- 2) Invading personal space occurred most often in spaces within the university other than those indicated in the survey, during accidental encounters, in the office of a male/female academic or a male/female administration employee, and when performing official duties other than teaching and research.
- 3) Commenting on somebody else's profile, picture or statement in social media most frequently occurs in the context of conferences, seminars, and staff meetings, while spreading lies about another person's sexual behavior and intimate relationships in cyberspace took place most often in the place where official duties other than teaching and research are performed.

6. Psychological and social consequences of experiencing incidents of harassment

6.1. Respondents' functioning in the most distressing situations (during an incident)

- 1) The highest levels of distress experienced by PEXs was attributed to the incidents of blackmail and threats of a sexual nature, sexual coercion or being forced into sexual activity, taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear), blackmail and sexual threats touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks).

- 2) Women and men differ in terms of the level of distress they experience in the most difficult situations. Female academics experience higher distress than male academics in the following situations: spreading of information about private or personal matters, invading personal space, direct touching, hugging, and rubbing.
- 3) As concerns thoughts, emotions and behavior, in the most distressing situations the respondents most often:
 - wondered how to behave towards the PEN, why this person was doing it, and what they could do in that situation;
 - felt anger, repulsion, shame and sadness;
 - as concerns bodily responses, they were standing still doing nothing (“it chilled me”), and felt anxiety throughout their bodies; as concerns behavior, they told a person they were close to about this event.
- 4) At least six months after an incident, the largest number of respondents indicated the following consequences of having experienced the situation causing the highest level of distress:
 - they thought back to the incident and analyzed it constantly, they wondered what they could do next time in such a situation, and what others thought about it;
 - they felt anger, humiliation, and low mood;
 - they had problems sleeping;
 - they continued to avoid meetings with PENs and later told a close friend about the incident.

6.2. Persons approached for help at least six months after an incident

- 1) The information about incidents of sexual harassment is shared most often with friends and partners of the persons harmed.
- 2) Persons who immediately reported an incident to someone at AMU tend to assess the assistance offered to them slightly lower than is the case of reports made after six months.

6.3. Reasons for failing to report incidents

- 1) Some AMU academics are convinced that reporting an incident of sexual harassment will have no effect.
- 2) Indicating the reasons for concealing the event, respondents most often stated that what happened to them was not bad enough to talk about it, they did not know who they could talk to, and that they wanted to be left alone and forget about the incident.

7. Expectations towards AMU of PEXs reporting incidents

- 1) The expectations towards AMU in the situations of sexually harassing behavior concern
 - persons engaging in sexual harassment (suffering consequences);

- persons experiencing sexual harassment (being listened to and assured of psychological and legal assistance);
 - community (education, increasing awareness of sexual harassment);
 - procedures (protecting the persons who were harmed).
- 2) In the case of having experienced and/or witnessed an incident of sexual harassment, respondents most often indicated their male superior as a person they could turn to, followed by a male or female representative of the anti-discrimination committee (or a similar body), and a female superior.
8. **Co-occurrence of undesirable types of behavior**
- 1) Sexual harassment, in particular undesirable communications, is not limited to one form of behavior and is typically accompanied by three other forms.
 - 2) Behavior related to the invading of personal space can be accompanied by attempts to give gifts and can also develop into attempts to touch intimate parts of the body.
 - 3) In the group under survey, sexual harassment associated with the transmission of information via the internet was accompanied by other behavior the least.
9. **Readiness to report undesirable incidents**
- 1) Half of respondents was unable to indicate the AMU community's readiness to report cases of sexual harassment.
 - 2) One in three academics considers the readiness to report sexual harassment as low or very low.

Remarks and conclusions

It is crucial for people employed at various levels of AMU to understand how beliefs, stereotypes, and prejudices about femininity, masculinity, and gender inequality (both horizontal and vertical) contribute to an increased risk of sexual harassment. Factors contributing to sexual harassment at the organizational level include the predominance of men in decision-making positions, acceptance of harassing behavior as part of social norms in male-female relationships, a work culture focused on competition, and an unfair and opaque promotion system. Discrimination and sexism are fueled by unequal positions in the hierarchy and asymmetry in women's and men's access to important resources, agency, and power. Therefore, educational activities about gender identity (sex and gender), sexuality, and the mechanisms of gender discrimination (sexism) and gender-based violence are important.

When creating materials about harassment, it is important to clearly define its most common forms and explain the relation between the significance of the issue and the frequency with which it occurs (challenging the belief that a problem is not important or needs to be addressed if it occurs rarely).

Recommendations

1. Activities should be expanded and promoted among AMU employees at various levels in order to raise their awareness of what sexual harassment is and what forms it can take, through:
 - a) education and information campaigns that actively involve various AMU employees;
 - b) a series of training courses seeking to:
 - develop the ability to identify sexually harassing behavior and understand the cultural and social factors of gender-related discrimination and violence;
 - learn about the procedure for reporting sexual harassment incidents;
 - demonstrate the role of witnesses and ways to react to incidents of sexual harassment;
 - c) digital materials, brochures and guides that identify situations, communications, and behavior that bear the hallmarks of sexual harassment and are not acceptable in the academic environment.
2. The knowledge of AMU employees about the measures of legal protection available when encountering sexual harassment should be expanded.
3. An information and training platform (website), which will serve as a repository for key information, materials, and contacts should be developed as a functional and visible resource.
4. The activities of entities and individuals involved in counteracting, intervening and assisting persons who have experienced sexual harassment should be promoted.
5. Meetings with representatives of all groups of employees in various faculties should be organized.
6. An awareness-raising and information campaign should be prepared for all AMU employees.
7. A guide should be prepared for the AMU community on harassment (its manifestations, ways to respond, reporting procedures, and the university's position). It should contain information directly targeting employees and addressing the specific nature of various positions and everyday personal relations.
8. Equality etiquette and netiquette principles should be drawn up.
9. AMU employees and employee organizations should be involved in the preparation, designing and implementation of preventive measures so that these activities are not exercised only at the administrative and central levels, but also concern and involve all individuals in academic community.
10. Various forms of involvement should be initiated and promoted, and employees at various levels should be included in the process of transforming university culture to promote security and social inclusion, e.g., through awarding academ-

ic studies on harassment, supporting the initiatives and educational activities addressing this topic, etc.

11. Consultants should be appointed on each campus to support AMU employees experiencing sexual harassment.
12. Collaboration should be established with local expert centers that offer counselling and support when sexual harassment is experienced.
13. Collaboration should be established with trade unions, institutions and organizations that represent AMU employees and offer support.

Report 4

**INCIDENTS OF SEXUAL HARASSMENT
AMONG EMPLOYEES OF THE
DEPARTMENTS IN CHARGE
OF ORGANIZATION, ADMINISTRATION,
AND TECHNICAL SUPPORT AT AMU**

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1. Undesirable and unacceptable communications and behavior among AMU administration and technical support employees

The report discusses the results obtained within the third largest population of respondents, that is AMU administrative and technical employees. Before we move on to a detailed analysis of the information collected, let us take a look at the distribution of elementary variables that identify the sample.

1.1. Introductory information.

As mentioned above, the responses obtained from **184** respondents were qualified for further analysis, which means that information has been provided by one in eleven administrative and technical employees. Female respondents (80%) prevailed among employees, males accounted for 19% of respondents and respondents identifying as other genders for 0.5% of the sample. Heterosexuality (92%) was the predominant sexual orientation among the respondents. Persons with homosexual orientation accounted for 2%, bisexual for 3%, and asexual for 1%. In the case of 1% of respondents, the answer 'other' was selected to identify their sexual orientation. The country of origin was mainly Poland (99%). Non EU-member states were represented by one person.

The questionnaire included the option of not answering questions. This may be important, particularly in terms of the reliability of the data obtained. For the key block of questions about undesirable behavior and comments classified as types A, B, and C, the non-response rate never exceeded 2.2% (4 persons).

In the A group, the question about disseminating information about private, personal matters was considered the most sensitive (2.2% – 4 persons). Among the answers to the questions in the B group, the highest number of such indications concerned invading personal space (1.1% – 2 persons). In the questions from the C group of the survey questionnaire, the highest number of refusals to answer applied to reporting incidents involving spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) (1.1% – 1 person).

1.2. Undesirable and unacceptable communications and behavior among AMU administration and technical support employees – the extent of occurrence. Perspective of persons experiencing sexually harassing behavior

Estimating the degree to which socially undesirable phenomena are common is a starting point for understanding their peculiarities, especially among AMU employees. Determining the prevalence of the behavior and communications concerned is clearly complicated since there are no objective benchmarks to compare the

data. One way to create such benchmark is to determine the level of awareness of the phenomena analyzed demonstrated by persons who experience sexually harassing behavior, persons who engage in such behavior, and direct or indirect witnesses.

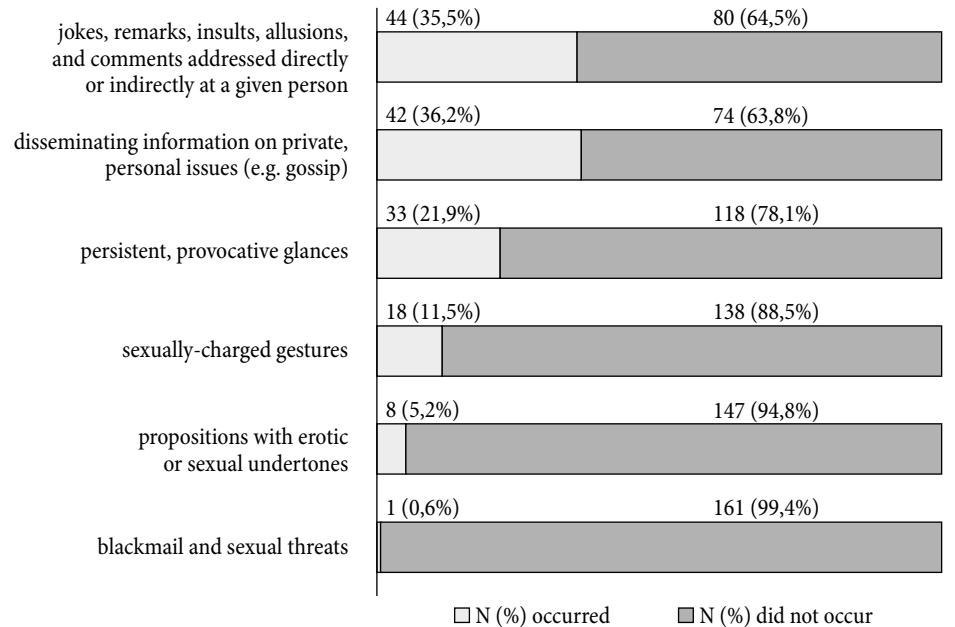
The most important point of reference for interpreting the data are the responses of the respondents who define themselves as addressees of undesirable behavior.

Type A. Undesirable and unacceptable communications referring to one’s sexuality. Perspective of persons experiencing sexually harassing behavior

Verbal and non-verbal communications represent the first type of manifestations of sexual harassment analyzed. Graph 1 presents the responses received from respondents indicating the occurrence (on the left side of the graph) or non-occurrence (on the right side of the graph) of a particular behavior. Both the number of respondents and the percentage of their responses are included.

The most frequent behavior observed in the A group involves spreading information on a person’s personal matters, which concerned approximately 36% of AMU admin/tech employees. Jokes and remarks were the second most frequent type of behavior (35%), and provocative glances were the third type (22%). Sexually-charged gestures were observed by 11% of respondents. Sexual propositions were made to 5%, and one person encountered blackmail and sexual threats.

Graph 1.
The extent of harassment. Undesirable behavior – type A. Perspective of persons in charge of the organization of teaching processes and research who experience sexually harassing behavior



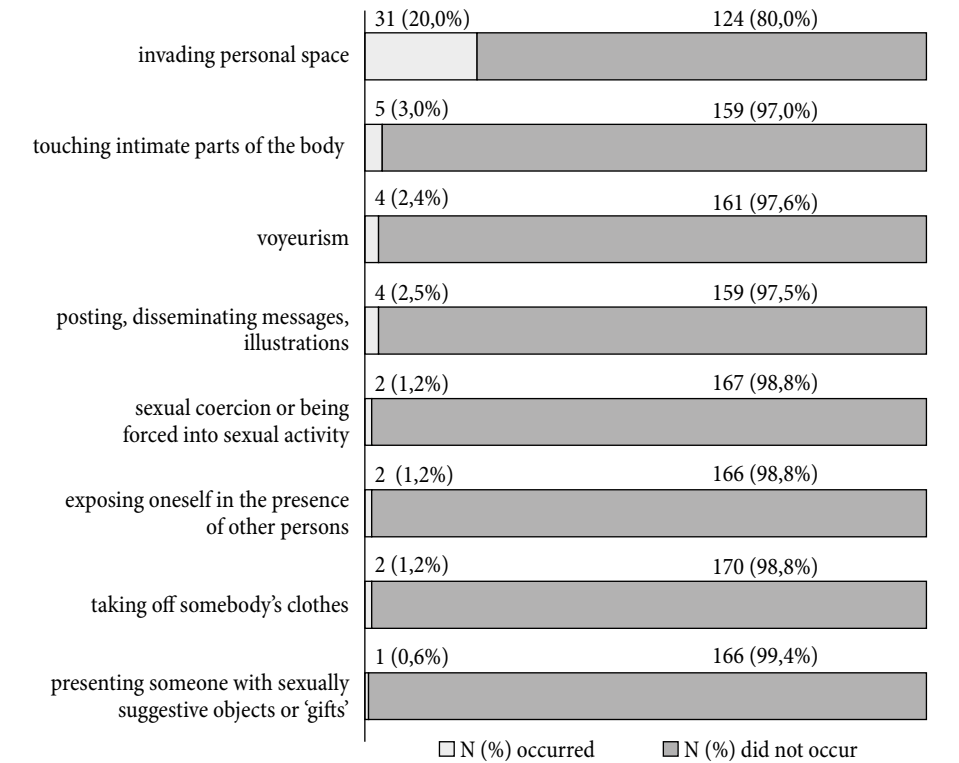
Source: own research

Type B. Undesirable and unacceptable behavior referring to one’s sexuality. Perspective of persons experiencing sexually harassing behavior

The set of indicators defined for the purposes of the study as type B describes behavior of a sexual harassment nature (Graph 2). Most of the examples are violations of legal norms as well as customary ones.

Invading personal space was experienced by one in five respondents (31 persons). Incidents involving touching intimate body parts were reported by 3% of respondents (5 persons). Undesirable behavior such as voyeurism and publishing and spreading sexually suggestive messages or photos was experienced by ca. 2% of respondents (4 cases each). Incidents of forced sexual activity and coercion of a sexual nature were indicated by two persons. The same number of respondents experienced taking off parts of clothing and pointed to having experienced another person exposing themselves in their presence. One person indicated having been presented with sexually suggestive objects.

Graph 2.
The extent of harassment. Undesirable behavior – type B. Perspective of persons in charge of the organization of teaching processes and research who experience sexually harassing behavior



Source: own research

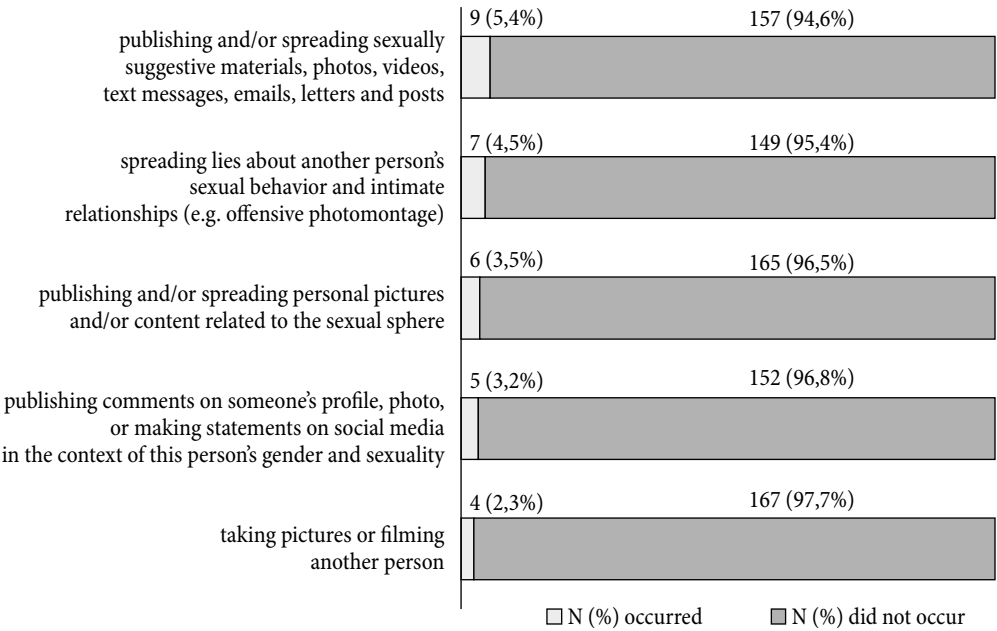
Type C. Undesirable, unacceptable behavior in cyberspace or multimedia. Perspective of persons experiencing sexually harassing behavior

The third type of indicators describes behavior in virtual space (Graph 3). This type of space is particularly important because of its specific character, especially in the context of the widespread belief in the anonymity and impunity of online users.

The most frequently experienced situations included publishing and/or spreading personal pictures and/or content, text messages and emails related to the sexual sphere, indicated by over 5% of respondents (9 incidents).

Spreading of lies regarding sexuality was indicated by 4% of respondents in this group (7 persons). Publishing comments on someone's profile or photo on social media was indicated by 3% of respondents (5 persons). Taking pictures or filming another person was experienced by 4 persons in this group (2%).

Graph 3.
The extent of harassment. Undesirable behavior – type C. Perspective of persons in charge of the organization of teaching processes and research who experience sexually harassing behavior



Source: own research

Another indicator of the extent of undesirable behavior among AMU employees is the intensity with which such behavior occurs. The questionnaire featured a request to indicate the frequency of incidents by pointing to one of three options: once, two to five times, and five or more times. Only persons who had experienced

such behavior or received a message such as the question concerned could respond. An analysis was performed showing the distribution of frequencies and percentages for each question compared to the intensity of the phenomena studied (but not in a group determined by intensity of occurrence related to individual questions). In relation to the frequency with which such behavior occurs, the following results were obtained.

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most commonly indicated frequency of having experienced the situations described in type A is from two to five times (57% – 4 indications).

As concerns behavior identified as the first type, the highest number of responses indicating that the event occurred once was recorded with respect to receiving a proposition with erotic or sexual overtones (29% – 2 persons). The frequency ranging from two to five times is also reported mainly with respect to propositions with erotic or sexual overtones (57% – 4 persons). The highest frequency (more than five times) occurred with respect to jokes and remarks (51% – 20 persons).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

The second type under analysis was dominated by responses indicating that the situations occurred from two to five times (62% – 15 indications). As concerns behavior experienced by persons in this group once, most indications concerned exposing oneself in the presence of other persons (1 person) and voyeurism (1 person). Situations that occurred from two to five times included invading personal space (62% – 15 persons). The same answer was also indicated for behavior experienced more than five times, as reported by 25% of respondents pointing to this option (6 persons).

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior concerned, the predominant response was more than five times (60% – 3 indications). Individual responses most frequently indicate publishing and/or disseminating photos and/or personal content related to the sexual sphere, which was experienced from two to five times (40% – 2 persons) and more than five times (60% – 3 indications).

In conclusion, the behavior that is ostracized the least (e.g., making jokes or sending photos) tends to recur more in the group of PEXs.

An additional area for analyzing the extent of sexual harassment involved asking respondents to indicate the number of acquaintances who have experienced such incidents ("I know someone who has experienced such an incident").

Type A. Undesirable and unacceptable communications referring to one's sexuality

The most common number of persons who have experienced this type of behavior known to respondents is two to five (57% – 20 responses). The most common type A situations indicated by respondents to have happened to two to five persons they know involved jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person and disseminating information on private, personal issues (e.g. gossip) (57% – 20 indications).

Type B. Undesirable and unacceptable behavior referring to one's sexuality

In the second type of incidents under analysis, the dominant group pointed to knowing two to five persons who had experienced any form of the behavior in question (60% – 5 indications) and concerned invading personal space.

Type C. Undesirable and unacceptable behavior in cyberspace or multimedia

In the third type of behavior described, the majority of respondents indicated to have more than five acquaintances who had experienced such incidents (75% – 3 indications). The most frequent responses include cases of publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts.

As with the frequency of the incidents reported by PEXs, the circle of acquaintances who have experienced such incidents decreases with the specificity of the behavior. The more the behavior violates the social norms of coexistence, the fewer people are informed about it.

Findings

1. The most common forms of undesirable communication include jokes, gossip, and disseminating information on private, personal issues (e.g. gossip).
2. As concerns undesirable behavior, the predominant practice involves invading personal space.
3. The most common manifestation of undesirable behavior in virtual space involves publishing and/or disseminating photos and/or personal content related to the sexual sphere.
4. For all responses provided with respect to the individual types of behavior, the highest frequency indicated by respondents was from two to five times, with the exception of multimedia, where the frequency was higher.
5. The majority of witnesses indicated having encountered behavior such as disseminating information on private, personal issues of other persons from two to five times, and publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts, which occurred more than five times.

1.3. Undesirable behavior as a cultural taboo

The questionnaire requested responses about the incidence of undesirable behavior and communications where the role performed at the time of an incident and the type of relationship (acquaintance, stranger) would be indicated. At the stage of operationalization and conceptualization of the research, five forms of social exposure to a situation involving undesirable behavior and communications with sexual overtones were distinguished. Such behavior was assumed to be experienced from several perspectives, namely, that of the person experiencing a situation of sexual harassment, a direct witness, a person from the respondent's circle of acquaintances, a person outside the circle of acquaintances (mediated information), and the person engaging in the behavior.

This type of data aggregation was adopted in order to identify the source of information about the incident, as well as to determine the percentage of each category of respondents. Additionally, the role of the person engaging in sexual harassment (PEN) was taken into account.

The analysis of the collected data was twofold. The first approach was to describe the extent with which the incidents addressed in the survey questions occur, as indicated by PENs. The second one was to interpret the data in line with the assumption that undesirable behavior is reported by people who experience such behavior. Thus the percentage of persons experiencing undesirable behavior should be the lowest in this group of respondents. Indications by persons who have experienced undesirable behavior and by direct witnesses to such incidents should translate into higher frequency of reports in the circles of close friends as well as among people outside such circles. It is difficult to confirm this empirically with 'hard' statistics. Certain regularities can be identified, nevertheless, that are more than accidental co-occurrences. It can therefore be cautiously assumed that a higher percentage of indications by persons experiencing such behavior than by other categories of respondents attests to such incidents being treated as a social taboo. This model of analysis was applied to the three types of responses for A, B and C types.

Table 1.
*Experience of an incident by persons playing different roles. Type A incidents**

Type A behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	35.5	38.9	28.6	21.6	3.6
sexually-charged gestures	11.5	9.2	8.6	4.8	2.1
persistent, provocative glances	21.9	13.2	10.6	6.3	1.7
disseminating information on private, personal issues (e.g. gossip)	36.2	33.9	28.8	22.1	8.6
propositions with erotic or sexual undertones	5.2	2.6	5.8	7.0	1.3
blackmail and sexual threats	0.6	1.8	0.6	4.2	0.6

*The table presents summary results. It features the percentage of responses from people who encountered the behavior in question, so the percentages do not add up to 100%. The percentage in each box reflects the percentage of affirmative responses given by respondents. For example, figure 35.5% in the first box, indicates that an incident with undesirable sexual remarks, such as jokes and remarks did take place, compared to the responses that such behavior was not observed.

Source: own research.

The following distribution of affirmative responses from PENs was recorded (Table 1). PENs indicated disseminating information on private, personal issues (e.g. gossip) (8.6%; N-6), followed by jokes and remarks with sexual undertones (3.6%; N3) as the most frequent.

Taking into account the method of analysis applied here, it can be concluded that information about an incident does not reach persons in the immediate social circle in the case of the top four issues addressed in Table 1, namely disseminating information on private, personal issues (e.g. gossip); jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person; persistent, provocative glances, and sexually-charged gestures. These types of behavior reveal

a difference between the number of indications by PEXs and the number of persons indicating a given type of behavior who are not its direct witnesses. In the remaining cases, the number of indications of a given type of behavior was comparable in the groups other than PEXs.

Table 2.
Experience of an incident by persons playing different roles. Type B incidents

Type B behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
invading personal space	20.0	11.4	10.1	8.1	0.8
exposing oneself in the presence of other persons	1.2	0.6	0.6	3.5	0.0
sexual coercion or being forced into sexual activity	1.2	0.6	0.0	2.9	0.0
touching intimate parts of the body	3.0	1.2	4.2	4.2	0.6
taking off somebody's clothes	1.2	0.0	1.7	1.2	0.0
presenting someone with sexually suggestive objects or 'gifts'	0.6	0.6	2.4	2.9	0.0
posting, disseminating sexually suggestive messages, illustrations or items	2.5	5.9	3.6	2.5	0.6
voyeurism	2.4	0.6	3.6	3.6	0.0

Source: own research.

The most frequent response indicated by PENs concerned invading personal space (N-1), disseminating messages and illustrations (N-1), and touching intimate body parts (N-1) (Table 2).

As has been mentioned above, the lower frequency of respondents who indicate that they personally experienced a given type of behavior, compared to other perspectives, means a higher level of taboo in reporting the incident. This is particularly significant for the distribution of responses to questions identified in the

questionnaire as type B. The information on incidents that was kept from the PEXs' social circle concerned invading personal space, exposing oneself in the presence of other persons, and being forced into sexual activity.

As concerns undesirable behavior and communication indicated in the responses in group C, the majority of PENs pointed to publishing and/or spreading comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality (N-2).

Table 3.
Experience of an incident by persons playing different roles. Type C incidents

Type C behavior	Persons experiencing a situation of sexual harassment [%]	Direct witnesses [%]	Persons experiencing a situation of sexual harassment known to respondents [%]	Persons experiencing a situation of sexual harassment not known to respondents (mediated information) [%]	Persons engaging in sexual harassment [%]
	incident occurred	incident occurred	incident occurred	incident occurred	incident occurred
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	5.4	4.8	3.7	3.1	0.0
publishing and/or spreading personal pictures and/or content related to the sexual sphere	3.5	3.5	2.4	2.4	0.6
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	3.2	6.7	3.8	6.2	1.3
taking pictures or filming another person	2.3	2.3	1.8	2.3	0.0
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photo-montage)	4.5	6.3	4.5	6.9	0.7

Source: own research.

The information about undesirable behavior and communication that occurs in virtual space is shared the least in the case of publishing and/or spreading sexually suggestive videos and photos (Table 3). The opposite is true for disseminating lies and commenting on photos online where the number of indications among witnesses was slightly higher than that among PEXs.

Findings

1. Direct witnesses most frequently observe jokes addressed at persons they know. Gossip with sexual overtones is slightly less frequently observed in the immediate circle of a PEX's friends.
2. The types of behavior most frequently indicated by PENs include disseminating information on private, personal issues (e.g. gossip). Telling jokes and making sexually-charged comments were indicated to a slightly lesser extent.
3. The information about an incident did not reach other persons in the immediate social circle in the case of disseminating information on private, personal issues and jokes and making sexually-charged comments.
4. The information about a type B incident does not reach the social circle of PEXs in the case of invading personal space, exposing oneself in the presence of other persons, and being forced into sexual activity.
5. As concerns undesirable behavior and communication indicated in group C, the largest number of PENs pointed to commenting on content posted online. The number of witnesses to this behavior approximates that of PEXs.

1.4. Differentiating factors in the extent of harassment

The data in the previous section illustrate the extent of undesirable behavior and communications among the AMU administrative and technical employees. Therefore, it is worthwhile analyzing the distribution of responses in terms of such variables as gender, sexual orientation and country of origin of survey participants. The analysis concerns the most important results obtained only from persons who indicated the occurrence of the behavior in question. The percentages refer to the distributions of the data obtained for the specific type of behavior (A or B or C). Analyzing the results obtained within each behavior type in terms of gender, the following was found.

1. For all three types of behavior, the vast majority of PEXs are females. In the case of behavior such as blackmail and sexual threats (N-1 [type A]), taking off parts of clothing (N-2 [type B]), and sexual coercion or being forced into sexual activity (N-2 [type B]) women were the only group to report having experienced such behavior.

2. Male PEXs indicated undesirable behavior, such as propositions with erotic or sexual overtones (N-2 [type A]) and spreading lies about another person's sexual behavior (N-3 [type C]).

The analysis of responses within each gender group revealed the following.

1. Females experience behavior such as invading their personal space most often (63%, N-29).
2. In the male group such behavior involved disseminating information about private, personal matters (41%, N-9).

The interpretation of the distribution of responses obtained in terms of variables such as sexual orientation and the country of origin was statistically difficult on account of an insufficient number of indications. It is also interesting to review the responses of persons admitting to having engaged in undesirable behavior (PENs) in terms of gender.

1. The prevailing form of female behavior involves the spreading of information about private, personal matters (e.g. gossip) (33% in type A, N-4).
2. Predominant male behavior involves the spreading of information about private, personal matters (e.g. gossip) (50% in type A, N-3).

Findings

1. Undesirable behavior and communications are mainly directed at women. This is true for all the dimensions analyzed.
2. Men most often experience incidents of spreading information about personal matters and spreading lies.
3. Male and female PENs most often admit to having spread information about private, personal matters.

1.5. Opinions on the frequency and significance of harassment within the AMU community among administrative and technical employees

In addition to questions about the occurrence of specific incidents, the questionnaire also asked for respondents' opinions related to how they perceive the extent of harassment and its significance. Of course, it is difficult to clearly define sexual harassment, but the collected data indirectly illustrate opinions about the extent and significance of the phenomenon under analysis in the academic community at AMU.

The calculations show that the most common response was that sexual harassment incidents are not encountered very often. Almost 40% of respondents are of this opinion. For 2 persons, sexual harassment is very frequent. A relatively large group of respondents (33%) does not have a clear opinion in this regard, which

probably means that they have difficulties in interpreting the semantic scope of the term sexual harassment (Table 4).

The questionnaire also asked a question related to harassment as a significant problem for the academic community (Table 5).

Table 4.
Opinions on the extent of harassment in AMU

Question	Frequency	Quantity	% of N
In your opinion, how often do situations of sexual harassment occur in the AMU academic community?	Never	1	0.7
	Rarely	57	39.6
	Often	36	25.0
	Very often	2	1.4
	Difficult to say	48	33.3
	Total	144	100.0

Source: own research

Table 5.
Significance of harassment as a problem for the AMU community

Question	Frequency	Quantity	% of N
Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community.	0	1	0.7
	1	17	11.7
	2	32	22.1
	3	27	18.6
	4	24	16.6
	5	44	30.3
	Total	145	100.0

Source: own research

The calculations demonstrate that almost one in three respondents sees harassment as very important, and only one person has a different opinion. The average rating of the significance of the problem amounts to 3.3, with a standard deviation of 1.4. It is also worth examining to what extent the frequency of encountering situations defined as sexual harassment affects the person’s assessment of its significance. The calculations carried out using Spearmann rank-order correlation coefficient show that as more and more incidents of harassment are observed, the higher significance is attributed to harassment as a problem for the academic community. This relationship is statistically significant, to a moderate degree ($p < 0.01$, $Rho = 0.6$).

Findings

1. There is a predominant view among employees involved in the organization of educational processes and technical support that the incidence of sexual harassment in the academic community at AMU is moderately low.
2. One in five persons sees sexual harassment as a very important issue.
3. It is important to note that the percentage of persons who do not have an opinion about the extent of sexual harassment is relatively high.
4. It turns out that as the frequency of incidents of harassment observed increases, so does the significance attributed to harassment as a problem for the academic community.

2. Persons experiencing sexually harassing behavior about persons engaging in such behavior

One important research issue from the perspective of capturing the specific nature of harassment is determining the characteristics of people who engage in this type of behavior. These characteristics include gender and position held, among others.

2.1. Socio-demographic profile of persons engaging in sexual harassment

The next part of the questionnaire asked respondents to indicate the gender of persons engaging in sexual harassment. In the case of type A situations, the largest percentage of indications was for the PEN being male (65% of all situations). The indications of various genders amounted to 23.6% for all type A situations. Female PENs only were indicated by 11.4%.

In the case of blackmail and sexual threats, 100% of the responses pointed to males being PENs. In three instances (sexually-charged gestures, persistent, provocative glances, and propositions with erotic or sexual overtones) male PENs were indicated in 85.7% of the responses. Female PENs were not reported for sexually-charged gestures, but 14.3% of respondents reported that PENs were of various genders. In the case of persistent, provocative glances, female PENs were indicated in 7.1% of the responses; the same percentage pointed to persons of various genders. Propositions with erotic or sexual overtones were made by persons of various genders in 14.3% of the responses (0% of indications of only female PENs). In the category of jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person, males were indicated as PENs by 70%, persons of various genders by 25%, and females by 5%. Only in the situation of disseminating

information on private, personal issues (e.g. gossip) persons of various genders were indicated most frequently as PENs (42%), followed by the answer 'females only' (30%) and a similar percentage of 'males only' (27.3%).

In the case of all type B behavior, the PEN was indicated to have been 'male only' by 78%, 'female only' by 12.2%, and persons of various genders by 9.8% of respondents. For three types of situations (taking off somebody's clothes, presenting someone with sexually suggestive objects or 'gifts', and sexual coercion or being forced into sexual activity) 100% of indications pointed to the PENs being male. The following responses were made as concerns invading personal space: males were indicated as PENs more frequently (83.3%) and females and persons of various genders were indicated by 8.3% each. In the case of touching intimate body parts, 80% of indications pointed to male PENs and 20% to female PENs. Posting, disseminating sexually suggestive messages or illustrations was indicated to have been done by male PENs at the level of 66.7%, and by persons of various genders by 33.3% of respondents (there were zero indications for female only PENs).

There was only one situation – exposing oneself in the presence of other persons – that differed as far as PENs were concerned. The distribution of responses was fifty-fifty for male and female PENs here.

Males were indicated as PENs for 100% of the following:

- 1) publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts;
- 2) taking pictures or filming another person;
- 3) publishing and/or spreading personal pictures and/or content related to the sexual sphere.

All respondents (100%) indicated persons of various genders as PENs in the situations of publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality.

The distribution was different only for spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage) where 50% of respondents indicated female PENs, and 25% of respondents pointed to males and persons of various genders each as PENs.

2.2. The position of persons engaging in harassment (PENs) in the AMU employment structure as seen by persons experiencing sexually harassing behavior and the type of professional relationship

The next research issue concerned the profiles of PENs in terms of their professional position/role in the AMU community. The respondents who answered the question about the occurrence of behavior of type A, B or C in the affirmative were then

asked who the PENs were. The collected data were compared to the total indications of who engaged in harassing behavior depicted in the first part of the report. The most frequent responses were selected for the final presentation.

2.2.1. The position of persons engaging in type A harassment in the AMU structure and the type of professional relationship

The following results were obtained for type A behavior.

- 1) The most common form of harassment involved communications in the form of jokes, comments, allusions and insults indicated most often for the following categories of persons:
 - a) male member of academic staff – 50% (N-22);
 - b) other male university employee (administrative or technical personnel, librarian, security, etc.) – 27% (N-12);
 - c) person outside the AMU community – 9% (N-9).As concerns the professional relationship:
 - a) male colleague – 43% (N-19);
 - b) person of a higher rank other than superior – 27% (N-12);
 - c) male superior – 25% (N-11).
- 2) The second most frequent indication concerned the spreading of information about another person's private, personal matters (e.g. gossip) by the following categories of persons:
 - a) female colleague – 45% (N-19);
 - b) male colleague – 30% (N-13).
- 3) The third most frequent indication concerned persistent, provocative glances which occurred in the category of male members of academic staff – 42% (N-14). As concerns the professional relationship:
 - a) male colleague – 36% (N-12);
 - b) person of a higher rank other than superior – 36% (N-12);
 - c) male superior – 27% (N-9).

2.2.2. The position of persons engaging in type B harassment in the AMU structure and the type of professional relationship

With respect to type B behavior, the most frequent indication concerned invading personal space by the following categories of persons:

- 1) male member of academic staff – 45% (N-14);
- 2) person outside the AMU community – 39% (N-12);
- 3) other male university employee (administrative or technical personnel, librarian, security, etc.) – 7% (N-5).

As concerns the professional relationship:

- 1) male colleague – 25% (N-8);
- 2) male superior – 19% (N-6).

2.2.3. The position of persons engaging in type C harassment in the AMU structure and the type of professional relationship

With respect to type C behavior, the most frequent indication concerned publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts by the following categories of persons:

- other male university employee (administrative or technical personnel, librarian, security, etc.) – 7% (N-44).

As concerns the professional relationship:

- male colleague, co-worker – 25% (N-33).

Employees surveyed reported that sexually harassing behavior and communication was most frequently addressed to them by male faculty members and other male university employees and took the form of invading personal space, jokes, comments and allusions. Colleagues, co-workers, persons of a higher rank and superiors ranked second. The results indicated persons outside the university as well.

Findings

1. Jokes, allusions, insults and comments are the most common forms of harassment reported by technical and administrative staff regarding the behavior of other academic staff members, colleagues, superiors and persons of a higher rank other than their superiors.
2. Invading personal space is a type of harassment addressed to technical and administrative staff by faculty members, colleagues and superiors.
3. According to respondents, publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts is the predominant behavior targeted at them by their colleagues and other employees.

3. Circumstances surrounding incidents as perceived by persons experiencing sexual harassment

Another important research question is to determine the circumstances in which behavior defined as sexual harassment most commonly occurs. In this case (as in the previous section), the most common responses were selected indicating the venues and circumstances listed in the range of responses.

3.1. Circumstances of incidents related to harassment. Type A

As concerns type A, two forms of behavior were indicated most often:

- 1) jokes, comments, insults, allusions and remarks addressed directly or indirectly at a given person. These indications prevailed for the following circumstances of an incident:
 - a) in the office of an academic or an administration employee – 34% (N-15);
 - b) elsewhere (outside AMU) – 15% (N-15);
 - c) in the place where I perform my official duties other than teaching and research – 61% (N-27);
 - d) when performing official duties other than teaching and research – 68% (N-30);
 - e) accidental encounter – 40.0% (N-18).
- 4) Respondents indicated having encountered gossip at their workplace – 26% (N-25).

3.2. Circumstances of incidents related to harassment. Type B

As concerns type B, invading personal space was indicated most often, which prevailed in the following circumstances:

- 1) when performing official duties other than teaching and research – 55% (N-17);
- 2) in the office of an academic or an administration employee – 19% (N-6);
- 3) in the place where I perform my official duties other than teaching and research – 41% (N-13);
- 4) elsewhere (outside AMU) – 41% (N-13).

3.3. Circumstances of incidents related to harassment. Type C

As concerns type C, publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts was indicated most often and took place in the following contexts:

- a) in the office of an academic or an administration employee – 33% (N-3);
- b) in the place where I perform my official duties other than teaching and research – 44% (N-4);
- c) when performing my official duties other than teaching and research – 44% (N-4);
- d) everyday work, office meetings and Facebook. There was also a response saying: “e-mail received in response to my request for data analysis – I will get it when I send my nude pictures.”

Findings

- 1. Respondents most often encountered jokes and sexual comments when performing their professional tasks.
- 2. Invading personal space occurred most often in other places at AMU, in the office of an academic or an administration employee, and when performing official duties other than teaching and research.
- 3. Publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts took place most often in the place where official duties are performed and at the offices of academic and administration employees.

4. Psychological and social consequences of experiencing incidents of harassment

In the next stage of the survey the respondents were requested to indicate which of the situations experienced was the most difficult and assess the level of their distress and difficulty on a scale from 0 to 5 (0 – no distress whatsoever, 5 – maximum level of difficulty or distress) (Table 6).

Table 6.
The level of psychological distress as a result of experiencing harassment. Type A

Question	Situation	N	Mini- mum	Maxi- mum	Aver- age	Standard deviation
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.)	5	3	5	4.60	0.894
	sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...)	12	1	5	3.67	1.231
	disseminating information on private, personal issues (e.g. gossip)	29	0	5	3.48	1.617
	persistent, provocative glances (e.g. persistent gazing, focusing on different body parts)	24	1	5	3.42	1.442
	jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g., the way they move or dress)	34	0	5	3.26	1.399
	blackmail and sexual threats	1	3	3	3.00	.

Source: own research

It should be noted that respondents were requested to indicate one situation only. Respondents reported the highest level of distress (difficulty, discomfort) with propositions with erotic or sexual undertones (average 4.60, 5 persons). Sexually-charged gestures and/or sounds (e.g. whistling, tongue clicking) were reported as causing the second highest level of distress experienced (average 3.67, 12 persons). This was followed by respondents pointing to the dissemination of information about private, personal matters, such as gossip (average 3.48, 29 persons), persistent, provocative glances (e.g., persistent gazing, focusing on various body parts) (average 3.42, 24 persons), and jokes, remarks, and insults, addressed directly or indirectly at a given person (average 3.26, 34 persons). The lowest level of difficulty experienced was reported for blackmail and sexual threats (3.0, one person).

As concerns type B, respondents identified three situations with the highest level of distress, namely sexual coercion or being forced into sexual activity (average 5 – 1 person), taking off somebody's clothes (average 5 – 1 person), and touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) (average 5 – 4 persons). Average level of 4 was reported for voyeurism (2 persons) and presenting someone with sexually suggestive objects or 'gifts' (1 person). This was followed by invading personal space (average 3.91 – 22 persons), disseminating sexually suggestive messages or illustrations (average 3.50 – 2 persons), and exposing oneself in the presence of other persons (average 2.50 – 2 persons) (Table 7).

Table 7.
The level of psychological distress as a result of experiencing harassment. Type B

Question	Situation	N	Minimum	Maximum	Average	Standard deviation
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	sexual coercion or being forced into sexual activity	1	5	5	5.00	.
	taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear)	1	5	5	5.00	.
	touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks)	4	5	5	5.00	0.000
	voyeurism	2	3	5	4.00	1.414
	presenting someone with sexually suggestive objects or 'gifts'	1	4	4	4.00	.
	invading personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, embracing, rubbing	22	2	5	3.91	1.065
	posting, disseminating sexually suggestive messages, illustrations or items	2	3	4	3.50	0.707
	exposing oneself in the presence of other persons	2	0	5	2.50	3.536

Source: own research

As for the experience of distress and difficulty in type C situations, the highest level was recorded for taking pictures or filming another person (average 5.0, one indication), followed by spreading lies about someone’s sexual behavior and intimate relationships (4.0, four indications), publishing and/or spreading personal pictures and/or content related to the sexual sphere (average 4, three indications), publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts (average 3.83, six indications), and commenting on a profile, photo, and statement on a social network related to sex and sexuality (average 3.50, two indications) (Table 8).

Table 8.
The level of psychological distress as a result of experiencing harassment. Type C

Question	Situation	N	Mini- mum	Maxi- mum	Aver- age	Standard deviation
Please indicate on a scale from 0 to 5 the level of distress and difficulty experienced, where 0 signifies no difficulty or distress whatsoever and 5 – maximum level of difficulty or distress	taking pictures or filming another person	1	5	5	5.00	.
	spreading lies about another person’s sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)	4	2	5	4.00	1.414
	publishing and/or spreading personal pictures and/or content related to the sexual sphere	3	3	5	4.00	1.000
	publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	6	3	5	3.83	0.753
	publishing comments on someone’s profile, photo, or making statements on social media in the context of this person’s gender and sexuality	2	2	5	3.50	2.121

Source: own research

The questionnaire also included a request to describe the most difficult situation that resulted in a deterioration of the respondent’s emotional state in terms of thoughts, emotions and reactions.

1. Group of female respondents

It was very difficult to face the spreading of private and humiliating information among students, employees of another university and people not associated with the university (for instance that I am poor and I was even provided with a package of second-hand clothes), being shown around the city to point out the adult cinemas, invading personal distance, physical contact, and gifts with overtones, but what was the most difficult was facing the idea that I have no 'academic value' and suspecting that my superior at AMU knew about the matter and did not take any action – on the contrary, he sent me on a scholarship to a person who behaved in ways that went beyond the official relationship and, after this inappropriate behavior was reported, [my superior] said that he would continue to be friends with this person. [...] Jokes told by a male academic with erotic overtones intended to embarrass. [...]

A situation involving physical contact, apparently accidental touching my hand placed on the door handle and squeezing it while this person was moving closer and closer until their cheek touched my face. There also were seemingly 'gentlemanly' compliments and shortening of the distance by addressing me by my first name. [...]

In my first days at AMU, in the hallway, I came across a man who was definitely older than me. I didn't know who he was or what he did for a living. When he saw me, even though it was our first meeting, he reached out his hands, pulled me close, hugged me, and kissed me on the cheek. He obviously took advantage of my confusion, and I know it wasn't just me. My colleagues told me afterwards that he was like that and that I should not care. It was an uncomfortable situation for me, and I was angry with myself for letting myself be surprised, but it never occurred to me that someone could behave like that at work and at the university.

2. Group of male respondents

A female academic told me that someone from her circle was watching me on social media and knew about my 'night life', where and when I go out, that she had seen pictures of me that I might be ashamed of (the pictures I had not heard about from anyone else). The blackmail didn't happen directly, but I felt I had to be careful because she might use it against me. I am homosexual, and at that time I was still hiding my orientation, and such revelations were extremely unpleasant and stressful. [...]

Spreading false information about my private relationship with a former AMU employee.

All of the examples cited by female respondents have a common denominator of having a direct negative impact on the emotional state of the recipients. They are all an element of sexual harassment. Additionally, in some cases, they seemed to be testing how the targets would react, in the hope of gaining approval for the speaker's own behavior. There were incidents of commenting on the sexual orientation of male respondents.

4.1 Respondents' functioning in the most distressing situations (during an incident)

The analysis below examines the thoughts, emotions, behavior and bodily response of persons experiencing situations at the highest level of distress and difficulty (Tables 9-12).

A. Thoughts

As concerns respondents' thoughts at the time of the incident, the following responses were obtained (Table 9).

Table 9.
Thoughts at the time of the most distressing situation

Thoughts at the time of the incident	Quantity	% of N
I was wondering what I could do in this situation	28	51.9
I was wondering how I should behave towards this person now	27	50.0
I was wondering why this person was doing it	22	40.7
I was wondering what other people would think about it/me	14	25.9
I didn't understand the situation	12	22.2
I was wondering whether to tell somebody about it	12	22.2
I was wondering why this was happening to me	11	20.4
I was wondering whether it was me who provoked the situation	11	20.4
I was thinking about potential consequences	9	16.7
Other – please specify	6	11.1
I wasn't thinking. My head was empty	1	1.9
Total	54	100.0

Source: own research

During an incident of sexual harassment, half of the administrative and technical support personnel wondered how they should behave toward the PEN. They wondered what they could do in this situation (50%) and why the PEN was doing it (40.7%). One in four respondents wondered what others would think of them.

Other answers added to the options available in the survey (by answering an open-ended question) and included the following: "I was furious, but in general I didn't care. [...] I wanted to make a fuss, but I was afraid of the repercussions and the ensuing atmosphere at work. [...] I put it down to the way these people behave. [...] C'est la vie."

B. Emotions

The following responses were obtained as concerns respondents' emotions at the time of an incident (Table 10).

Table 10.
Emotions at the time of the most distressing situation

Emotions at the time of the incident	Quantity	% of N
I felt angry	30	57.7
I felt revolted	17	32.7
I was ashamed	13	25.0
I felt sad	11	21.2
I can't name my feelings	9	17.3
I was terrified (I was scared)	6	11.5
I had a sense of guilt	4	7.7
Other – please specify	4	7.7
I felt nothing	2	3.8
Total	52	100.0

Source: own research

Nearly 60% of respondents answered that they felt angry in the most difficult situations (57.7%), followed by feeling repulsion indicated by 32.76% of respondents. Sadness was indicated by 25% of respondents. Other free responses included “resisting, wanting to withdraw, increasing physical distance” and “discomfort and embarrassment.”

C. Behavior

The following responses were obtained as concerns behavior during an incident (Table 11).

Table 11.
Behavior during most distressing situations

Behavioral strategies	Quantity	% of N
I downplayed this event	17	32.7
I told a person I am close to about this event	14	26.9
I said that I resented this situation	12	23.1
I was trying to make fun of the situation/turn it into a joke	12	23.1
I was standing still doing nothing – it chilled me	9	17.3
I left	7	13.5
I was waiting for somebody to intervene and stop this situation	6	11.5
I reported this event to a person from AMU	5	9.6
I had an impression that I was standing beside and it did not concern me	4	7.7
I was trying to talk/explain	4	7.7
I responded showing my anger	4	7.7

Behavioral strategies	Quantity	% of N
I was explaining/defending myself	2	3.8
Total	52	100.0

Source: own research

The predominant behavior during an incident indicated by administrative personnel included the following: “I downplayed this event” (32.7%), “I told a person I am close to about this event” (26.9%), “I said that I resented this situation” (23.1%), and “I was trying to make fun of the situation/turn it into a joke” (23.1 %).

D. Bodily response

Physical and somatic responses were also reported alongside various behaviors. They are shown in Table 12.

Table 12.

Bodily response to the most distressing situation

Bodily response	Quantity	% of N
I felt anxiety throughout my body	23	44.2
None	23	44.2
My hands were shaking	6	11.5
My voice was breaking	6	11.5
I was petrified, I couldn't move	4	7.7
I had problems breathing, I couldn't breathe	4	7.7
I felt faint	3	5.8
I felt pain (stomachache, headache...)	3	5.8
Other – please specify	3	5.8
I couldn't say a word	2	3.8
Total	52	100.0

Source: own research

Experiencing the most distressing situation, the respondents most often felt anxiety throughout their bodies (44.2%). No bodily response was indicated by 44.2% of respondents. Additional responses featured descriptions such as: “insomnia”; “I was leaning back to get away from this person”; “I cried” [*uttered by a female*].”

Findings

1. The highest levels of distress was indicated for the incidents of sexual coercion or being forced into sexual activity (5), taking off somebody's clothes (5), touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks) (5), and taking pictures and filming another person.

2. In the most distressing situation, the respondents most often:
 - a) wondered how they should behave toward the PEN, what they could do in this situation, and why the PEN was doing it;
 - b) felt anger, and, slightly less frequently, repulsion and shame;
 - c) felt anxiety throughout their bodies or displayed no bodily response whatsoever;
 - d) downplayed the event, told a person they were close to about this event, said they resented this situation, and tried to make fun of the situation/turn it into a joke.

4.2. Long-term consequences of psychological distress related to harassment

Below are descriptions of the long-term consequences of situations with the highest level of distress (six months after the event), in the areas of thoughts, emotions, behavior, bodily response and health (Tables 13-16).

A. Thoughts

The following distribution of responses was recorded as concerns thoughts (Table 13).

Table 13.
Long-term consequences of incidents (with the highest level of distress) – thoughts

Long-term consequences of harassment – thoughts	Quantity	% of N
I was thinking what I could do if a situation like that occurred again	26	53.1
I wasn't thinking about this event	15	30.6
I kept thinking about this situation and analyzing it all the time	13	26.5
I was wondering what other people were thinking about this	10	20.4
I kept blaming myself	5	10.2
I was planning to take revenge	3	6.1
Other – please specify	1	2.0
I had suicidal thoughts	0	0.0
Total	49	100.0

Source: own research

At least six months after an incident, the majority (53.1%) of respondents who answered this question wondered what they could do if a situation like that occurred

again and 30.6% of respondents did not think about the incident. A group of 26.5% of respondents kept thinking about this situation and analyzing it all the time. One person in five wondered what other people were thinking. Free responses featured one indication: “I felt strong and assertive because I think I set the boundaries appropriately.”

B. Emotions

The following responses were indicated concerning the emotions regarding an incident in retrospect (Table 14).

Table 14.

Long-term consequences of incidents (with the highest level of distress) – emotions

Long-term consequences of harassment – emotions	Quantity	% of N
I felt humiliated	25	53.2
I felt angry	21	44.7
I was in a low mood	15	31.9
I felt sad	11	23.4
I was ashamed	9	19.1
I feared this person/these persons	8	17.0
I felt nothing	8	17.0
I had a sense of guilt	5	10.6
Other – please specify	4	8.5
Total	47	100.0

Source: own research

At least six months after an incident (indicated as most difficult), 53.2% of respondents who answered this question felt humiliated, 44.7% felt angry, 31.9% were in a low mood, 23.4% were sad, and 19.1% felt shame. No emotions were felt by 17.7 % respondents. Other answers to the open-ended question included the following: “I felt disappointed and deceived that educated people demonstrate a lack of culture and respect for my work and me as a person”; “I lost trust in people, I felt worthless and stupid, I lost the desire to work and learn, I felt disgusted with the world of academia.”

C. Behavior

The following responses were collected regarding the behavior related to the event in retrospect (Table 15).

Table 15.

Long-term consequences of incidents (with the highest level of distress) – behavior

Long-term consequences of harassment – behavior	Quantity	% of N
I avoided this person	17	54.8
I did not tell a person I am close to about this situation until later	12	38.7
I have lost my motivation to act	5	16.1
I reported this situation to the university authorities, a male/female employee of the university	4	12.9
Other – please specify	4	12.9
I started drinking, smoking, using drugs	3	9.7
I had eating disorders	3	9.7
I decided to learn more about this situation, I read materials and online forums	3	9.7
I decided to act, to help others who may experience such situations	3	9.7
I found it harder to concentrate, my work/studies became less effective	3	9.7
I was avoiding people	2	6.5
I applied for professional help (psychotherapy, pharmacotherapy)	2	6.5
I avoided being at the university and persons associated with it	1	3.2
I quit	0	0.0
Total	31	100.0

Source: own research

At least six months after an incident with the highest difficulty ratio, the largest proportion of respondents (54.8% of those who answered this question) was still avoiding the PEN. A group of 38.7% of respondents told a person they were close to about an incident only then. At least six months after an incident 12.9% of respondents reported the situation to university authorities. As concerns the long-term consequences of having experienced harassment the following behavior was indicated by respondents: “Having set my boundaries, I treat this person in a professional manner, in our conversations I focus on specific work-related issues [...]”; “I avoided master-disciple relationship, I put my academic career on hold [...]”; “I began to pay more attention to my own assertiveness, learning to be assertive and setting boundaries [...]”; “I broke off family relationships.”

D. Health

As concerns the impact of an incident on health, the following responses were collected (Table 16).

Table 16.
Long-term consequences of incidents (with the highest level of distress) – health

Long-term consequences of harassment – health	Quantity	% of N
I had problems sleeping	7	58.3
I felt pain throughout my body (stomachache, headache...)	6	50.0
I did not have strength to do anything	5	41.7
I thought I was losing my mind	4	33.3
Other – please specify	1	8.3
None	12	100.0

Source: own research

The largest group of respondents (58.3%) indicated difficulty sleeping and body aches (stomachache, headache) (50%) triggered by their experience of a sexually harassing situation. A group of 41.7% indicated having no strength to do anything. One in three respondents (33.33%) indicated that they thought they were losing their minds.

Findings

At least six months after an incident identified as that with the highest level of distress, respondents most often:

1. wondered what they could do next time in such a situation;
2. felt humiliation and anger, had problems sleeping and felt body aches;
3. continued to avoid meetings with PENs.

4.3. Actions taken in response to an incident

Another research problem relevant to the topic of the study was to map the sequence of events that occurred after an incident. The questionnaire requested that the course of events from the time of an incident be depicted. The answers were as follows:

Nothing happened. The person in question continues in their position [...]; Three persons knew about the misbehavior (not immediately, and not all of them with details) – a female student about to go on a similar scholarship (I warned her to watch out for this person), my superior (after the incident, when confronted by another scholarship holder), and a person from the dean's office (after the incident, when another person went on this scholarship and started behaving in a disturbing way). As far as I know, no action was taken, but there may have been private conversations with this professor from another unit who would behave inappropriately; I heard he was on 'medical leave' for some time afterward. My superior later implied that he was aware of the matter (vaguely, I don't know for sure if he knew the details), but said that he would continue to be friends with this person [...]; I was asked not to do anything about it because of the potentially embarrassing atmosphere at work.

[...] I reported the situation to the head of the dean's office and the dean for student affairs, and the matter was referred to the AMU Legal Counsel Team [...]; I reported it much later because I didn't particularly care about the situation – I wrote what I thought about this person and dealt with it myself. But after some time it turned out that this person was such a nuisance to co-workers, and on top of that they were not fulfilling their duties, that I told my immediate superiors about it, and the person was fired.”

In some cases, respondents believe that the persons to whom they reported were unresponsive and disregarded the problem. However, there was also an example of reporting an incident “after some time” which resulted in an employee being fired. The last description provides a very adequate illustration of how the mechanism of making the decision to report an incident works. Unfortunately, partially ignoring the behavior of the PEN resulted in further incidents involving other persons which ultimately led to the earlier incident being reported.

The next question requested the details of what happened after an incident was reported to superiors. The following responses were collected:

I am not aware of any action. I've only had one conversation with a representative of the dean (I was asked for it after another person on a similar scholarship started behaving strangely) – the conversation was confidential, but it was clear that this professor was abusing female students. There was no follow-up or any action. My guess is that there may have been some private conversations with my superior and someone from the dean's office and – maybe – with a professor from another unit. I heard that he took an extended medical leave afterwards, but I don't know if that had anything to do with his behavior. I think that nobody wanted the publicity. The most difficult thing was hearing that friendly relations with this person would be maintained – this is something I still cannot accept [...]; the person was fired.

In different cases, different decisions are made, but it is worthwhile stressing that each decisions needs to be explained. Otherwise the target of such inappropriate behavior could continue to be abused.

4.4. Persons approached for help

At the time when an incident of sexual harassment occurred, there was a need for support, assistance from other persons, most often their closest ones (Table 17).

Table 17.
Persons informed of an incident

Persons who were asked for help	Quantity	% of N
Friend	11	57.9
My partner	11	57.9
Other – please specify	3	15.8

Persons who were asked for help	Quantity	% of N
Family member	2	10.5
Acquaintance	1	5.3
Therapist	0	0.0
Clergy member	0	0.0
Total	19	100.0

Source: own research

Most respondents informed their friend (57.9%) and partner (57.9%) about an incident. Respondents indicated the following reasons for concealing an incident (Table 18).

Table 18.
Reasons for concealing an incident

Reasons for concealing an incident:	Quantity	% of N
At the time, what happened didn't seem to me bad enough to have to tell somebody about it.	10	38.5
I didn't know who I could talk to about it.	6	23.1
I wanted to be left in peace and forget the incident.	6	23.1
I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone.	6	23.1
I didn't want to jeopardize my relationship with this person.	4	15.4
I was afraid that they would not take me seriously or believe me.	4	15.4
I feared negative reactions from people around me.	4	15.4
For other reasons – please specify.	4	15.4
I didn't know how to talk about it.	3	11.5
I was ashamed and couldn't find the right words to describe the incident.	2	7.7
It was too personal for me. I reckoned I should keep it to myself.	2	7.7
It happened once. "Let bygones be bygones".	2	7.7
I didn't think that anyone could help me.	2	7.7
I thought I didn't have enough evidence anyway.	2	7.7
I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).	2	7.7
I felt I didn't have enough strength to deal with all the consequences of disclosing the situation.	2	7.7
I blamed myself for my poor judgment and believed that I had a part in what happened.	1	3.8
I feared unpleasant questions.	1	3.8
Total	26	100.0

Source: own research

More than one in three respondents (38.5% of persons who answered this question) hid the information about an incident because, “at the time, what happened didn’t seem to me bad enough to have to tell somebody about it.” A group of 23.1% of respondents wanted to be left in peace and forget the incident. The same percentage said that they did not know who they could talk to or were afraid of negative consequences and PENs taking revenge. The next research question addressed in the survey concerned the response of decision makers to information about the event as a function of the time elapsed since the event.

Respondents assessed the response of the authorities; immediately after an incident was reported three persons were satisfied (indicating 4 or 5 points on a scale ranging from 0 to 5) and two persons were not (1 and 2 points); after six months, two persons indicated a positive reaction while two had a negative assessment.

Findings

- 1. Incidents of sexual harassment are most often reported to persons in the PEX’s immediate circle: friends and partners of the person harmed.
- 2. In some cases, persons to whom an incident at AMU was reported were perceived not to respond and to disregard the problem.
- 3. The reasons for not reporting incidents may be related to the downplaying of the significance of the event by the PEXs themselves.
- 4. There was also an issue with PEXs’ not knowing about the possibility of reporting an incident.

5. Expectations towards AMU of PEXs reporting incidents

One of the questions asked of all respondents addressed the issue of expected response, and support in the event of a potential or actual incident of sexual harassment (Table 19).

Table 19.
Expectations of administrative staff towards AMU taking action after reporting an incident

Expected forms of assistance from AMU	Quantity	% of N
Action to be taken against the PEN	113	77.9
To educate and make the academic community aware of the issue	76	52.4
To provide psychological counselling	59	40.7
To provide legal counselling	55	37.9
To listen	54	37.2
To advise	26	17.9
Other response – please specify	6	4.1
Total	145	100.0

Source: own research

As shown in Table 19, the largest proportion of respondents expect AMU to take action against the PEN when an incident is reported (77.9%). Over half of respondents (52.4%) point to the need for educating and making the academic environment aware of the issue. AMU providing psychological support was expected by 40.7%, legal assistance by 37.9%, and 37.2% expect to be listened to.

Other free responses include the following: “In the case of such ‘small-scale’ behavior I would expect the situation to be monitored and for there to be some reaction in case it becomes worse [...]”; “Contacts of such persons with students should be limited, such a person should not act in any mentoring capacity [...]”; “AMU will not do a thing.”

Table 20.

Categories of persons/institutions PEXs are inclined to report an incident to

Who would you be willing to turn to having experienced and/or witnessed sexual harassment?	Quantity	% of N
A female superior	64	43.5
A female representative of the anti-discrimination committee (or a similar body)	53	36.1
A male superior	39	26.5
A male representative of the anti-discrimination committee (or a similar body)	30	20.4
A designated female HR employee	29	19.7
A female person of a higher rank who is not your superior	28	19.0
A male person of a higher rank who is not your superior	25	17.0
A designated male HR employee	19	12.9
A female trade union representative	11	7.5
A male trade union representative	10	6.8
Other person (who?)	9	6.1
Total	147	100.0

Source: own research

The majority of respondents indicated that if they experienced and/or witnessed an incident of sexual harassment, they could turn to their female superior (43.5%) and a female representative of the anti-discrimination committee (36.1%). A female was selected in both cases. Further indications point to males holding the same positions respectively (Table 20). Other free responses included the following: “a female colleague [...]”; “a psychologist who could report an incident further on. There is nobody in the HR I would trust [...]”; “a specialist psychologist, who is bound by professional secrecy.”

Findings

Administrative and technical support staff’s expectations towards AMU in the situations of sexual harassment concern taking action against the PENs; educating the environment, psychological support and legal assistance provided to PEXs. When a situation of sexual harassment is experienced and/or witnessed, the gender of the person to whom one reports matters. In this survey females were indicated more often.

6. Co-occurrence of undesirable types of behavior

Examining the totality of the empirical material collected, a question arises of the individual experience of undesirable behavior or, in other words, whether survey participants experienced only one type of behavior in various categories, or whether various types of behavior co-occur. Another question was about what percentage of respondents experienced all types of harassment listed in survey questions. It is generally very difficult to answer questions asked in this way.

For the sake of clarity, the results were presented separately for each type (A, B and C) of behavior. In terms of the analytical procedure, calculations were made for each study participant who gave an affirmative answer to any question, based on all possible relations between affirmative indications of a given behavior within each type. Presentation of results was limited to the most frequent indications within each type of behavior (above 5%) (Tables 21-23).

The calculations show that sexual harassment defined as type A experienced did not involve only one form of behavior listed in the questionnaire. Approximately 75% (N-68) of survey respondents experienced more than one form. The most commonly co-occurring undesirable type A behavior is the combination of two forms: gossip and jokes (Table 21).

Table 21.
Co-occurrence of undesirable types of behavior. PEXs. Type A. N-68

Type A behavior (PEX)	Quantity	% of N
gossip + jokes, allusions	12	17.6
disseminating information on private, personal issues (e.g. gossip)	10	14.7
glances + jokes, allusions + gossip	7	10.3
jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person	7	10.3
glances + jokes, allusions	4	5.9
persistent, provocative glances	4	5.9

Source: own research

One form of type B behavior prevailed over others. Co-occurrence was noted by 30% (N-33) of respondents. Invading personal space co-occurs with touching intimate body parts (N-3) (Table 22).

Table 22.

Co-occurrence of undesirable types of behavior. PEXs. Type B. N-33

Type B behavior (PEX):	Quantity	% of N
invading personal space	23	69.7
invading personal space + touching intimate parts of the body	3	9.1
invading personal space + touching intimate parts of the body + taking off somebody's clothes + posting illustrations + being forced into sexual activity	2	6.1
invading personal space + posting, disseminating messages and illustrations	2	6.1
exposing oneself	2	6.1

Source: own research

The aggregated responses for type C behavior revealed 56% (N-16) of cases when various forms of sexually harassing behavior co-occur. Indications that gathered more than 5% pointed to publishing and disseminating materials related to the sexual sphere (Table 23).

Table 23.

Co-occurrence of undesirable types of behavior. PEXs. Type C. N-16

Type C behavior (PEX):	Quantity	% of N
publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts	2	12.5
publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality	2	12.5
spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, gossip)	3	18.8
publishing and/or spreading sexually suggestive materials + publishing materials related to the sexual sphere	2	12.5

Source: own research

Findings

1. Sexual harassment in cases described as type A is not limited to one form of behavior. Gossip has been found to co-occur with jokes.
2. Behavior related to the invading of personal space can be accompanied by attempts to touch intimate parts of the body and to disseminate illustrations.
3. In the group under survey, various types of behavior targeting the same recipient were least likely to co-occur with respect to sexual harassment associated with

the transmission of information via the internet. The reason for that is probably that online harassment leaves easily identifiable traces and is therefore mostly limited to one type of activity of the sender of messages.

7. Readiness to report undesirable incidents

The readiness of the AMU academic community to report sexual harassment incidents is an important indicator of the level of their awareness, fear, trust, expectations and of how strong bonds within the academic community are (Table 24).

Table 24.
Readiness to report incidents of harassment declared by PEXs

In your opinion, what is the level of the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities)?	Quantity	% of N
Difficult to say	67	45.6
Very low	37	25.2
Low	24	16.3
High	10	6.8
I don't want to answer this question	5	3.4
Very high	4	2.7
Total	147	100.0

Source: own research

For the largest group of respondents (45.6%) it was difficult to indicate the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities). The remaining options were indicated definitely less frequently. A total of 41.5% opted for the responses 'low' (16.3%) and 'very low' (25.2%), followed by 'high' (6.8%) and 'very high' (2.7%), which totaled 9.5%. Over 40% of respondents perceive readiness to report to be low or very low.

8. Harassment as seen by survey participants

In addition to questions facilitating the quantitative analysis of incidents and opinions of respondents, the questionnaire featured also open-ended questions instead of providing a set of options for responses to be selected from. In the final section of the questionnaire, respondents were additionally requested to describe their own experience of the circumstances/situations of sexual harassment within the AMU community. Two responses were provided by females and four by males; there were

no responses by persons identifying as another gender. The analysis of material collected allowed us to categorize the responses in two groups.

1. The 'inspiration to become active' type

I would like to ask everyone to report such situations – otherwise the predators think they will go unpunished. [...]

As long as academic staff are believed to be getting away with it, I see no chance of the situation improving; it also seems to me that most of the sexually harassing behavior is generated by older people (60+), the younger generation is more aware of the embarrassment and consequences. [...]

Fortunately, I have not personally encountered any situations with sexual or discriminatory overtones, but I am aware of such cases throughout the university. I am very glad that such an initiative has emerged and such a survey has been created; I also think that some kind of unit, or at least a specific person should be appointed to whom cases of harassment in the university can be reported.

2. The 'questioning whether it makes sense to take action' type

I am convinced that no one is interested in this. I heard about the alumni's initiative to report to the dean a case of insults of a sexual nature by a person who kept staring at my legs, but this person did not say anything, he just kept eyeing me up; later on also other people told me that they saw it, but I knew how to just be rude to this person, even though I was dependent on him. Unfortunately, no one wanted to listen to the dean because only current students, not graduates, could file a complaint... I feel that such cases are always swept under the rug and the victim is left alone in the end. Fortunately, I have a different superior now, but my previous superior was heard saying at work that women are not right in the head and should be happy that someone wants to grope them. It makes me sad that such people are full professors. Unfortunately, I don't think anything will change. [...]

A female colleague, who had verbally reported to her superior an act indicative of sexual harassment, was asked to make a written report, otherwise no action would be taken. She was wracked by fear of her abuser. She did not report in writing. She changed jobs.

The prevailing view in the responses of AMU employees in the departments organizing educational processes, technical and administrative staff is that the current procedure for dealing with harassment cases has been ineffective. However, the way in which this is expressed – contrary to appearances – is not pessimistic. The very fact of providing information indicates that there is a chance to improve the situation. As concerns the second group of responses, their authors are not convinced that reporting such cases will trigger any reaction at all.

9. Methodological remarks on the survey

For some of the respondents, the answer to the question about the importance of the problem of harassment for the AMU community turned out to be problematic

(question 16); doubts were raised here as to whether it concerned the extent of harassment or whether it was treated as an important problem for the AMU community. There were also postulates to appoint a committee for sexual harassment, and indications that training on harassment is required.

10. Summary.

Undesirable and unacceptable communications and behavior among employees of the departments in charge of organization, administration, and technical support at AMU

1. The extent of occurrence – perspective of persons experiencing sexually harassing behavior

The most frequent sexually harassing behavior indicated:

- 1) jokes, comments, insults, allusions and disseminating information on private, personal issues as concerns **communications**;
- 2) invading personal space as concerns **behavior**;
- 3) publishing and/or disseminating photos and/or personal content, text messages and emails related to the sexual sphere as concerns **behavior in cyberspace**.

2. Gender context

- 1) All types of sexually harassing communications and behavior were directed mainly at females.
- 2) Females indicated invading personal space to be the most frequent form of behavior experienced.
- 3) Males experienced undesirable behavior mainly taking the form of disseminating information about private, personal issues.

3. Opinions on the frequency and significance of harassment within the AMU community

- 1) There is a predominant view among employees involved in the organization of educational processes and technical support that the incidence of sexual harassment in the academic community at AMU is moderately low.
- 2) One in five persons sees sexual harassment as a very important issue. There is a relatively large group of persons who are unable to clearly determine the frequency with which harassment occurs, which may reflect problems with defining it.
- 3) As the frequency of incidents of harassment observed increases, so does the significance attributed to harassment as a problem for the academic community.

4. Persons experiencing sexually harassing behavior about persons engaging in such behavior

- 1) Regardless of the situation, males were indicated as persons engaging in sexually harassing behavior of all types definitely more often.
- 2) The most frequent forms of behavior both males and females engaged in were performed in cyberspace and included publishing comments on someone's profile, photo, or statements on social media in the context of this person's gender and sexuality.

5. The position of persons engaging in sexually harassing behavior (PENs) in the AMU employment structure and the nature of professional relationships as seen by persons experiencing sexually harassing behavior

Persons who most often engaged in sexually harassing behavior towards employees of the departments organizing educational processes, technical and administrative staff included:

- 1) for type A behavior (jokes, comments, allusions and insults) – members of academic staff and other university employees (administrative or technical personnel, librarian, security, etc.); as concerns the professional relationship – male colleagues, persons of a higher rank other than superior, and male superiors;
- 2) for type B behavior (invading personal space) – members of academic staff and persons outside the AMU community;
- 3) for type C behavior (publishing and/or spreading photos and or personal content, text messages and emails related to the sexual sphere) – male university employees other than academic staff and male colleagues.

6. Circumstances surrounding incidents as perceived by persons experiencing sexually harassing behavior (PEXs)

- 1) Respondents most often encountered jokes, comments, insults, sexual allusions and gossip when performing their professional tasks, in the office of an academic or an administration employee.
- 2) Invading personal space occurred most often in other places at AMU, in the office of an academic or an administration employee, and when performing official duties other than teaching and research.
- 3) Publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts took place most often in the place where official duties are performed and at the offices of academic and administration employees.

7. Psychological and social consequences of experiencing incidents of harassment

7.1. Respondents' functioning in the most distressing situations (during the incident)

- 1) The highest levels of distress was indicated by PEXs for the incidents of sexual coercion or being forced into sexual activity, taking off somebody's clothes, touching intimate parts of the body, and taking pictures and filming another person.
- 2) Females and males differ as concerns the level of distress experienced in the most distressing situations. Female employees in the administrative and technical departments experience higher level of discomfort than men in similar positions in the case of disseminating information about private, personal issues, invading personal space, direct touching, hugging and rubbing.
- 3) In the most distressing situations, the respondents indicated experiencing the following thoughts, emotions and behavior most often:
 - a) they wondered how they should behave towards the harasser, what they could do in this situation and why the molester was doing this;
 - b) they were angry, revolted, ashamed and sad;
 - c) at the level of bodily response, they felt anxiety throughout their bodies or felt nothing at all;
 - d) at the level of behavior, they downplayed the incident, told a person they were close to about it, said they resented this situation, and tried to make fun of the situation/turn it into a joke.
- 5) At least six months after an incident with the highest level of distress, respondents most often:
 - a) wondered what they could do next time in such a situation;
 - b) felt humiliated and angry, were in low mood;
 - c) had problems sleeping;
 - d) continued to avoid meetings with PENs and later told the person they were close to about the incident.

7.2. Persons approached at least six months after an incident

Incidents of sexual harassment are most often reported to persons in the PEX's immediate circle: friends and partner of the person hurt.

7.3. Reasons for concealing incidents

Indicating reasons for concealing an incident, respondents said that at the time, what happened did not seem to them bad enough to have to tell somebody about it, they did not know who they could talk to, or were afraid of negative consequences (revenge) in further course of their work. Among part of administrative and technical staff at AMU there is a belief that that reporting incidents of sexual harassment will have no effect.

8. Expectations towards AMU of persons experiencing sexual harassment when reporting incidents

- 1) The expectations towards AMU in situations of sexual harassment apply to:
 - a) persons engaging in such behavior (suffering consequences);

- b) persons experiencing sexual harassment (being assured of psychological and legal assistance and listened to);
 - c) community (education, increasing awareness of sexual harassment);
 - d) procedures (protecting persons harmed).
 - 5) In the case of persons who have experienced and/or witnessed an incident of sexual harassment, the majority indicated that they could turn to their female superior, a female representative of the anti-discrimination committee (or a similar unit), followed by a male superior and a male representative of the anti-discrimination committee. The gender of the person they would report to matters. In this survey, females were indicated more often.
- 9. Co-occurrence of undesirable types of behavior**
- 1) Sexual harassment, especially as concerns undesirable communications, is not limited to one form of behavior and is usually accompanied by other forms. The most frequent type of co-occurrence involves undesirable jokes, comments and insults accompanied by gossip.
 - 2) Behavior related to the invading of personal space can be accompanied by attempts to touch intimate parts of the body and to disseminate illustrations.
 - 3) In the group under survey, various types of behavior targeting the same recipient were least likely to co-occur with respect to sexual harassment associated with the transmission of information via the internet. The reason for that is probably that online harassment leaves easily identifiable traces and is therefore mostly limited to one type of activity of the sender of such messages.
- 10. Readiness to report undesirable incidents**
- 1) Nearly half of respondents are unable to assess the readiness of AMU community members to officially report cases of sexual harassment.
 - 2) Over 41% of respondents is of the opinion that this readiness is 'low' (16.3%) and 'very low' (25.2%). Only one in ten respondents assessed this readiness to be high or very high.

Remarks and conclusions

It is crucial for employees of the departments in charge of organization, administration, and technical support at AMU to understand how beliefs, stereotypes, and prejudices about femininity, masculinity, together with institutional hierarchy, occupying a low level within that structure coupled with gender inequality (horizontal and vertical) increase the risk of sexually harassing behavior in AMU. Factors contributing to sexual harassment at the organizational level include the predominance of men at the top of the hierarchy and in decision-making positions, accept-

ance of harassing behavior as part of social norms governing relations between women and men, and a work culture in which academic and teaching staff, as well as those employed in the departments in charge of organization, administration, and technical support operate within rigid hierarchical relationships. Therefore, it is important for all employees, especially people in managerial positions, to raise awareness and participate in educational activities about sexual identity (sex and gender), sexuality, and the mechanisms of power and gender-based discrimination (sexism) and violence in hierarchical structures.

Recommendations

1. Activities should be expanded and promoted among employees of the departments in charge of organization, administration, and technical support in order to raise their awareness of what sexual harassment is and what forms it can take, through:
 - a) education and information campaigns that actively involve various AMU employees;
 - b) a series of training courses seeking to:
 - develop the ability to identify sexually harassing behavior and understand the cultural and social factors related to gender-related discrimination and violence;
 - learn about the procedure for reporting sexual harassment incidents;
 - demonstrate the role of witnesses and ways to react to incidents of sexual harassment.
 - c) digital materials, brochures and guides that identify situations, communications, and behavior that bear the hallmarks of sexual harassment and are not acceptable in the academic environment.
2. The knowledge of AMU employees about the measures of legal protection available when encountering sexual harassment should be expanded.
3. An information and training platform (website), which will serve as a repository for key information, materials, and contacts should be developed as a functional and visible resource.
4. The activities of entities and individuals involved in counteracting, intervening and assisting persons experiencing sexual harassment should be promoted.
5. Meetings should be organized with representatives of all employee groups at various faculties.
6. A campaign to inform and raise awareness should be designed for all employees.
7. A guide should be prepared for the AMU community on harassment (its manifestations, ways to respond, reporting procedures, and the university's position).

- It should contain information targeted directly at AMU employees and addressing the specific nature and every-day interpersonal relationships.
8. Equality etiquette and netiquette principles should be drawn up.
 9. Employees and employee organizations should be involved in the preparation, designing and implementation of preventive measures so that these activities are not exercised only at the administrative and central levels, but also concern and involve individuals in the entire academic community.
 10. Various forms of involvement should be initiated and promoted, and employees in various positions should be included in the process of transforming university culture to promote security and social inclusion, e.g., through recognizing academic studies on harassment, supporting the initiatives and educational activities that address this topic, etc.
 11. Consultants should be appointed on each campus to support employees experiencing sexual harassment.
 12. Collaboration should be established with local expert centers that offer counselling and support when sexual harassment is experienced.
 13. Collaboration should be established with trade unions, institutions and organizations that represent AMU employees and offer support.
 14. The sense of being part of the academic community should be reinforced, including administrative and technical staff.
 15. Employees of the departments in charge of organization, administration, and technical support should be involved in the planning, organization and active participation in training courses, conference and projects.

General recommendations

In addition to the detailed conclusions and recommendations presented in the individual reports and problem areas, general recommendations have been developed at the organizational and community levels for the entire university. These recommendations address systemic and long-term challenges facing persons in managerial positions. **The university's image should be endorsed** as a safe environment that cares about its organizational culture, accepts and appreciates diversity, is inclusive, and clearly opposes all forms of discrimination and violence. When preparing materials about harassment, it should be emphasized that it targets mostly women.

The following should be developed, implemented, and established:

1. **Standards and procedures of conduct for persons working, studying, or cooperating with AMU.** The code of conduct should clearly define sexist and harassing attitudes and behaviors, and establish a zero-tolerance policy for such behaviors, including in digital communications. These rules should apply to all individuals studying or employed at the university, as well as third parties working on the premises or within the AMU community.
2. Rules and procedures for **responding to and reporting** incidents when persons experiencing violations or witnesses disclose or report an incident.
3. **Standards and protocols for a comprehensive, accessible support system** for persons who have experienced sexual harassment.
4. **Standards and protocols for investigating sexual harassment cases at the university**, including conditions that initiate such standards and protocols, and procedures for resolving such cases.
5. **Language recommendations — a language equality guide.**
6. **Appoint consultants, representatives, and spokespersons to represent the interests of each group within the AMU community.**

The following should be designed and implemented on an ongoing basis:

1. **Support system** – this requires appointing people who receive reports, provide first aid, and help victims of harassment access basic procedures and support, and organizing their work and training. Persons performing these functions should represent all groups (students, academics and administration), operate in each faculty, collaborate with each other, and be coordinated by a university center dealing with gender discrimination and sexual harassment. They should work with persons experiencing sexual harassment by providing information on the steps taken as part of the proceedings.
2. **A system for disseminating knowledge about reporting and handling procedures in harassment cases, as well as available assistance and forms of support.** Information about procedures and available support should be diversified and tailored to various audiences (packages, brochures/leaflets on campus, text or online messages, presentations and information activities, university-wide campaigns – in various languages).
3. **Activities that raise awareness and mobilize the university community.** All university staff (involved in management, teaching, research, and administration) and students must be trained in the basic concepts of gender inequality, power and violence in hierarchical institutions, and sexual harassment. They must also be trained in safety and response policies and protocols in case of violations.
4. **Educational programs that raise awareness and knowledge about the role of witnesses.** Topics should include how to react in the moment, how to provide support, one's rights and obligations as a witness, and how to foster relationships based on respect and gender equality at the university (abandoning stereotypes, prejudices, and hierarchical patriarchal systems).
5. **Establishing contact and cooperation with external institutions and organizations** that specialize in preventing and intervening in cases of discrimination, gender-based violence, and sexual harassment.
6. **Supporting people who work to promote equality.** Organize safe and dignified working conditions. Provide psychological assistance. Enable cooperation within and outside AMU. Transparency is recommended as concerns the rules for appointing people promoting equality, as well as for appointing equal treatment projects managers.

The following should be planned, analyzed, and implemented:

1. **An analysis and evaluation of existing internal regulations, instructions, and codes of conduct** relating to sexual harassment.
2. **Periodical surveys and data collection** in order to understand the extent and nature of sexually harassing behavior at the university (this includes identifying

individuals and groups that are particularly vulnerable to violence and have difficulty obtaining support). The goal is also to determine appropriate response, assistance, and prevention systems.

3. **Periodical audits of safety standards and procedures** in collaboration with students, administrators, and staff at various positions and levels within the university.
4. **Creating a participatory culture and environment in which students and lower-level employees (especially women) can actively engage in ethics and safety initiatives at the university**, including designing procedures for sexual harassment, promoting equality and gender equality, and supporting a culture of non-violence and respect within hierarchical structures.

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Survey questionnaire

Survey concerning situations of sexual harassment within the academic community of AMU (male and female students, doctoral students and AMU employees)

Questionnaire

Dear Respondent!

We would like to ask you to take part in this survey on situations of sexual harassment within the academic community of AMU (male and female students, doctoral students and employees)

Why is this survey being carried out at AMU?

The survey is being conducted by the Equal Treatment Representative of the Rector of AMU. The survey aims to collect information about situations of sexual harassment within the academic community of AMU and, subsequently, develop and launch a clear, safe and ethical procedure for reporting, intervening and proceeding in the case of undesirable behavior taking place. The survey results will also help design the methods of prevention of sexual harassment at AMU. By completing this questionnaire you will help us identify the scale of this problem, thereby contributing to ensuring better support and assistance to those who have fallen victim to sexual harassment.

What is sexual harassment?

Sexual harassment is understood as any undesirable behavior of a sexual or gender-related nature, the purpose or outcome of which is violating the dignity of a given person, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere; such behavior may consist of physical, verbal or non-verbal elements. The survey is based on definitions from the applicable EU directives and the Equality Act (1): Act of 3 December 2010 on the implementation of certain provisions of the European Union in the field of equal treatment

Subject of the survey

Please answer the questions about your experiences related to situations of sexual harassment taking place in the AMU academic community. There are no 'right' or 'wrong' answers.

Survey duration

We are aware that the questionnaire raises very personal issues, which is why we are all the more grateful for your participation in this survey. Depending on the extent of your personal experience, completing this survey may take from 20 to 30 minutes.

Data protection

AMU guarantees the confidentiality and protection of the data entrusted to it. All information is collected and stored in such a way as to protect anonymity. The results will be presented as aggregate information.

Assistance and support at AMU

Information and contact details to persons and institutions that provide assistance in the event of a sexually harassing situation are provided at the end of the questionnaire.

M1. Agreement to take part in the survey.

M2. Gender:

- ☐ female
- ☐ male
- ☐ I identify differently

Please select the form of questions in the survey:

- ☐ female form
- ☐ male form

M3. Status at the University:

- ☐ male/female under/graduate student
- ☐ male/female doctoral student
- ☐ male/female faculty member
- ☐ male/female employee other than academic staff member

M4. The field of your study or work

- ☐ Field of Humanities
- ☐ Field of Agricultural Sciences
- ☐ Field of Social Sciences
- ☐ Field of Pure and Natural Sciences
- ☐ Field of Theological Sciences
- ☐ Field of Fine Arts
- ☐ Field of Engineering and Technical Sciences
- ☐ Field of Medical Sciences and Health Sciences
- ☐ Other, please specify

It happens in everyday life that people experience undesirable and unacceptable sexual or gender-related behavior, the purpose or outcome of which is violating boundaries and/or dignity, and in particular creating an intimidating, hostile, degrading, and humiliating atmosphere (among other things through comments, gestures, touching, pressuring). This survey addresses such situations and events that have occurred in interpersonal relations between members of the broadly understood academic community of AMU (male and female students, doctoral students, research, didactic and administrative employees), both on the territory of AMU (e.g. in a library, sports center, dormitory, on campus, etc.) and elsewhere. These situations may have occurred in the formal (classes, internships, conferences, etc.) and informal (students' festivals, mass events such as fetes, barbecues, etc.) context of university life.

1. Different types of sexually harassing behavior are listed below. Please think and answer the question: Have you ever encountered these situations in the AMU academic community?

If your answer is YES, please indicate in what role you have experienced each of these situations. You can choose more than one answer (the same behavior could be encountered in several roles).

If your answer is NO – please choose the option in the column “I haven’t encountered such situations”.

Please indicate your answer for every type of behavior listed.

You can also choose the option of “I don’t want to answer this question”.

1.1. UNDESIRABLE, UNACCEPTABLE COMMUNICATIONS REFERRING TO ONE’S SEXUALITY (GENDER, BODY, LOOK, ORIENTATION, RELATIONSHIPS, ASPECTS OF PRIVATE LIFE...) such as:

- jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g. about the way this person moves or dresses)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven’t encountered such a situation
- ☐ I don’t want to answer this question
 - sexually-charged gestures and/or sounds (e.g. whistling, clicking one’s tongue...)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven’t encountered such a situation
- ☐ I don’t want to answer this question
 - persistent, provocative glances (e.g. persistent gazing, focusing on different body parts)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person

- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - disseminating information on private, personal issues (e.g. gossip)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - blackmail and sexual threats
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question

1.2. UNDESIRABLE, UNACCEPTABLE BEHAVIOR REFERRING TO ONE'S SEXUALITY (GENDER, BODY, LOOK, ORIENTATION, RELATIONSHIPS, ASPECTS OF PRIVATE LIFE...) such as:

- invading one's personal space (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing, embracing, kissing
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)

- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear),
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - presenting someone with sexually suggestive objects or "gifts",
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - posting, disseminating sexually suggestive messages, illustrations or items
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - voyeurism
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - exposing oneself in the presence of other persons
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it

- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - sexual coercion or being forced into sexual activity
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question

1.3. UNDESIRABLE, UNACCEPTABLE BEHAVIOR IN CYBERSPACE OR MULTIMEDIA REFERRING TO ONE'S SEXUALITY (GENDER, BODY, LOOK, ORIENTATION, RELATIONSHIPS, ASPECTS OF PRIVATE LIFE...) such as:

- publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - publishing and/or spreading personal pictures and/or content related to the sexual sphere,
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - publishing comments on someone's profile, photo, or making statements on social media in the context of this person's gender and sexuality
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - taking pictures or filming another person
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation

- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question
 - spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)
- ☐ YES, this type of behavior has been addressed directly at me (concerned me)
- ☐ YES, I have behaved in this way towards another person
- ☐ YES, I have witnessed such a situation
- ☐ YES, I know a person who has experienced such an event (I have heard about it)
- ☐ YES, but I have only heard about it
- ☐ NO, I haven't encountered such a situation
- ☐ I don't want to answer this question

DESCRIPTION WHEN A GIVEN BEHAVIOR WAS DIRECTLY TARGETED AT A RESPONDENT

'YES, this type of behavior has been addressed directly at me (concerned me)' was indicated in questions 1.1/1.2/1/3.

Please answer the questions below.

We are aware that some questions may be very personal. It is important for us to obtain this information so that we can understand the scale of the phenomenon and develop appropriate assistance strategies at AMU. If, for some reason, you choose not to answer a given question, please go on to the next question without answering.

2. Please indicate your age at the time of an incident in the text box:

3. How many times has this happened:

- ☐ once
- ☐ 2-5 times
- ☐ more than 5 times

4. What was the gender of the person/s who engaged in this kind of behavior towards you?

- ☐ female/s only
- ☐ male/s only
- ☐ only nonbinary person/s
- ☐ persons of various genders

5. What was the position of the person/s who engaged in this kind of behavior towards you in the AMU structure?

- ☐ male faculty member
- ☐ female faculty member
- ☐ male (under)graduate student
- ☐ female (under)graduate student

- ☐ male doctoral student
- ☐ female doctoral student
- ☐ other male university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ other female university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ person outside the AMU academic community (another research center)
- ☐ I don't know

5.1. Who was that person in relation to you?

Please select the right answer, taking into account various types of relations and dependence.

If you were a student at the time of this event/these events, please go on to question 5.1.1.

If you were an employee at the time of this event/these events, please go on to question 5.1.2

5.1.1. If you were a student at the time of this event

You can choose more than one answer.

- ☐ my male teacher, a person I had classes with
- ☐ my female teacher, a person I had classes with
- ☐ my male thesis supervisor
- ☐ my female thesis supervisor
- ☐ male supervisor of internships, field activities, additional sports activities, research clubs
- ☐ female supervisor of internships, field activities, additional sports activities, research clubs
- ☐ male AMU employee I had no classes with
- ☐ female AMU employee I had no classes with
- ☐ male (under)graduate student I attended classes with
- ☐ female (under)graduate student I attended classes with
- ☐ male (under)graduate student I didn't attend any classes with
- ☐ female (under)graduate student I didn't attend any classes with
- ☐ I don't know

5.1.2. If you were an employee at the time of this event

You can choose more than one answer.

- ☐ male colleague
- ☐ female colleague
- ☐ my male superior
- ☐ my female superior
- ☐ my male subordinate
- ☐ my female subordinate
- ☐ person I didn't know directly
- ☐ male student I know
- ☐ female student I know
- ☐ male student I had classes with

- ☐ female student I had classes with
- ☐ male student I didn't know
- ☐ female student I didn't know
- ☐ person of a higher professional rank, other than a superior
- ☐ I don't know

6. Where did this event take place?

- ☐ in the place where classes are held
- ☐ in other places at AMU, where classes are not held, e.g. library, toilet, corridor, canteen, dormitory, etc.
- ☐ in the office of a male/female researcher or a male/female administration employee
- ☐ in the place where I perform my official duties other than teaching and research
- ☐ elsewhere (outside AMU)

7. In what context did the event take place?

- ☐ during classes
- ☐ conference, seminar, staff meeting
- ☐ internship, field activities
- ☐ individual consultations
- ☐ when performing my official duties other than teaching and research
- ☐ employee training
- ☐ accidental encounter
- ☐ other, please specify

8. You are going to see again the list of situations that you indicated concerned you. Please indicate on a 0-5 scale the level of difficulty and distress experienced for each of them.

- ☐ 0 – no difficulty or distress whatsoever (0%)
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 – maximum level of difficulty or distress

List of situations

- 1.1.1 jokes, remarks, insults, allusions, and comments addressed directly or indirectly at a given person (e.g. about the way this person moves or dresses)
- 1.1.2 sexually-charged gestures and/or sounds (e.g. whistling, clicking one's tongue...)
- 1.1.3 persistent, provocative glances (e.g. persistent gazing, focusing on different body parts)
- 1.1.4 propositions with erotic or sexual undertones (e.g. offering professional benefits for sex: employment, promotion or getting a course credit, etc.),
- 1.1.5 disseminating information on private, personal issues (e.g. gossip)
- 1.1.6 blackmail and sexual threats

- 1.2.1 invading personal space or shortening physical distance (e.g. pushing, blocking someone's passage), direct touching, hugging, rubbing, embracing, kissing
- 1.2.2 touching intimate parts of the body (e.g. grabbing breasts, crotch, slapping buttocks)
- 1.2.3 taking off somebody's clothes (e.g. pulling up one's T-shirt, blouse, skirt, pulling down one's pants, pulling bra straps or underwear),
- 1.2.4 presenting someone with sexually suggestive objects or "gifts",
- 1.2.5 posting, disseminating sexually suggestive messages, illustrations or items
- 1.2.6 voyeurism
- 1.2.7 exposing oneself in the presence of other persons
- 1.2.8 sexual coercion or being forced into sexual activity
- 1.3.1 publishing and/or spreading sexually suggestive materials, photos, videos, text messages, emails, letters and posts
- 1.3.2 publishing and/or spreading personal pictures and/or content related to the sexual sphere,
- 1.3.3 publishing comments on someone's profile or making statements on social media in the context of this person's gender and sexuality,
- 1.3.4 taking pictures or filming another person
- 1.3.5 spreading lies about another person's sexual behavior and intimate relationships (e.g. offensive photomontage, humiliating rumors)

9. Please select a situation you have found most difficult and describe it below.

9.1. What were you thinking at the time of the event:

You can choose more than one answer.

- ☐ I was wondering why this was happening to me
- ☐ I didn't understand the situation
- ☐ I was wondering why this person was doing it
- ☐ I was wondering how I should behave towards this person now
- ☐ I was wondering whether it was me who provoked the situation
- ☐ I was wondering what I could do in this situation
- ☐ I was thinking about potential consequences
- ☐ I was wondering what other people would think about this/me
- ☐ I was wondering whether to tell somebody about it
- ☐ I wasn't thinking – my head was empty
- ☐ Other – please specify

9.2. What were you feeling in this situation:

You can choose more than one answer.

- ☐ I was terrified (I was scared)
- ☐ I was ashamed
- ☐ I had a sense of guilt
- ☐ I felt angry
- ☐ I felt sad
- ☐ I felt nothing

- ☐ I can't name my feelings
- ☐ I felt revolted
- ☐ Other – please specify

9.3. What did you do in this situation? How did you react?

You can choose more than one answer.

- ☐ I was standing still doing nothing – it chilled me
- ☐ I had an impression that I was standing beside and it did not concern me
- ☐ I was waiting for somebody to intervene and stop this situation
- ☐ I was trying to talk/explain
- ☐ I was explaining/defending myself
- ☐ I responded showing my anger
- ☐ I said that I resented this situation
- ☐ I was trying to make fun of the situation/turn it into a joke
- ☐ I downplayed this event
- ☐ I left
- ☐ I told a person I am close to about this event
- ☐ I reported this event to a person from AMU

9.4. What was the physical response of your body in this situation

You can choose more than one answer.

- ☐ "I was petrified", I couldn't move
- ☐ I felt anxiety throughout my body
- ☐ I had problems breathing, I couldn't breathe
- ☐ I felt faint
- ☐ I felt pain (stomachache, headache...)
- ☐ my hands were shaking
- ☐ my voice was breaking
- ☐ I couldn't say a word
- ☐ Other – please specify

9.5.1. What happened after you reported this event to somebody from AMU? What course did events take?

.....

9.5.2. If you reported the event to somebody from AMU, please indicate on a scale from 0 to 5 to what extent the assistance, support or intervention offered by AMU complied with your needs and expectations.

- ☐ 0 -- complete lack of compliance with my needs and expectations
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 -- complete compliance with my needs and expectations

10. The questions below (from 10.1 to 10.4) continue to refer to the situation you have found most difficult. The possible long-term consequences of an experience of sexual harassment are outlined below.

Please select those you have experienced after at least six months from the occurrence of this situation.

10.1. Thoughts:

You can choose more than one answer.

- ☐ I kept thinking about this situation and analyzing it all the time
- ☐ I was planning to take revenge
- ☐ I was wondering what other people were thinking about this
- ☐ I had suicidal thoughts
- ☐ I was thinking what I could do if a situation like that occurred again
- ☐ I wasn't thinking about this event
- ☐ I kept blaming myself
- ☐ Other – please specify

10.2. Emotions:

You can choose more than one answer.

- ☐ I feared this person/these persons
- ☐ I was ashamed
- ☐ I had a sense of guilt
- ☐ I felt angry
- ☐ I felt sad
- ☐ I felt humiliated
- ☐ I felt nothing
- ☐ I was in a low mood
- ☐ Other – please specify

10.3. Behavior:

You can choose more than one answer.

- ☐ I reported this situation to the University authorities, a male/female employee of the University
- ☐ I did not tell a person I am close to about this situation until later
- ☐ I was avoiding people
- ☐ I started drinking, smoking, using drugs
- ☐ I had eating disorders
- ☐ I avoided this person
- ☐ I avoided being at the University and persons associated with it
- ☐ I decided to learn more about this situation, I read materials and online forums
- ☐ I applied for professional help (psychotherapy, pharmacotherapy)
- ☐ I decided to act, to help others who may experience such situations
- ☐ I gave up my job/studies
- ☐ I found it harder to concentrate, my work/studies became less effective

- ☐ I have lost my motivation to act
- ☐ Other – please specify

10.4. Health

You can choose more than one answer.

- ☐ I had problems sleeping
- ☐ I felt pain throughout my body (stomachache, headache...)
- ☐ I did not have strength to do anything
- ☐ I thought I was losing my mind
- ☐ Other – please specify

10.5.1. What happened after you reported this event to the University authorities, a male/female employee of the University? What course did events take?

.....

10.5.2. If you reported the event to the University authorities, a male/female employee of the University, please indicate on a scale from 0 to 5 to what extent the assistance, support or intervention offered by AMU complied with your needs and expectations.

- ☐ 0 -- complete lack of compliance with my needs and expectations
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 -- complete compliance with my needs and expectations

11. Who was this person you told about the event?

You can choose more than one answer.

- ☐ friend
- ☐ acquaintance
- ☐ family member
- ☐ therapist
- ☐ member of clergy
- ☐ my partner
- ☐ other – please specify?

11.1. Why haven't you told anybody about the event?

You can choose more than one answer.

- ☐ At the time, what happened didn't seem to me bad enough to have to tell somebody about it
- ☐ I didn't know who I could talk to about it
- ☐ I didn't know how to talk about it
- ☐ I blamed myself for my poor judgment and believed that I had a part in what happened
- ☐ I wanted to be left in peace and forget the incident

- ☐ I was ashamed and couldn't find the right words to describe the incident
- ☐ It was too personal for me. I reckoned I should keep it to myself
- ☐ It happened once. "Let bygones be bygones"
- ☐ I didn't think that anyone could help me
- ☐ I was afraid that this person would take revenge, hurt me, or bring negative consequences for my future work/education – because I told someone
- ☐ I was afraid of unpleasant questions
- ☐ I didn't want to jeopardize my relationship with this person
- ☐ I was afraid that they would not take me seriously or believe me
- ☐ I thought that I didn't have enough evidence anyway
- ☐ I was afraid that I would be treated inappropriately during the proceedings (by representatives of the AMU Disciplinary Committee, etc.).
- ☐ I felt I didn't have enough strength to deal with all the consequences of disclosing the situation
- ☐ I feared negative reactions from people around me
- ☐ For other reasons, please specify

DESCRIPTION WHEN A GIVEN BEHAVIOR WAS TARGETED AT ANOTHER PERSON AND THE RESPONDENT WITNESSED IT

'YES, I have witnessed such a situation' was indicated in questions 1.1/1.2/1/3. Please answer the questions below.

2. Please indicate your age at the time of an incident in the text box:

3. How many times has this happened:

- ☐ once
- ☐ 2-5 times
- ☐ more than 5 times

4.1. What was the gender of the person/s who engaged in this kind of behavior?

You can choose more than one answer.

- ☐ female/s only
- ☐ male/s only
- ☐ only nonbinary person/s
- ☐ persons of various genders

4.2. What was the gender of the person/s this behavior was addressed at?

You can choose more than one answer.

- ☐ female/s only
- ☐ male/s only
- ☐ only nonbinary person/s
- ☐ persons of various genders

5. What was the position of the person/s who engaged in this kind of behavior in the AMU structure?

You can choose more than one answer.

- ☐ male faculty member
- ☐ female faculty member
- ☐ male (under)graduate student
- ☐ female (under)graduate student
- ☐ male doctoral student
- ☐ female doctoral student
- ☐ other male university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ other female university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ person outside the AMU academic community (another research center)
- ☐ I don't know

5.1. What was the position of the person this behavior was addressed at in the AMU structure?

You can choose more than one answer.

- ☐ male faculty member
- ☐ female faculty member
- ☐ male (under)graduate student
- ☐ female (under)graduate student
- ☐ male doctoral student
- ☐ female doctoral student
- ☐ other male university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ other female university employee (e.g. administrative, technical, librarian, security officer, etc.)
- ☐ person outside the AMU academic community (another research center)
- ☐ I don't know

5.3. How many persons do you know who have experienced such an event?

- ☐ one
- ☐ 2-5
- ☐ 6-9
- ☐ 10 and more
- ☐ none

12. What would you expect from AMU when reporting events of this type:

You can choose more than one answer.

- ☐ to be listened to
- ☐ action to be taken against the person who has committed such an act

- ☐ to be advised
- ☐ to receive psychological counselling
- ☐ to receive legal counselling
- ☐ educating and raising awareness of the academic community on this subject
- ☐ other response, please specify

13. In your opinion, what is the level of the AMU community's readiness to officially report cases of sexual harassment (e.g. to faculty authorities)?

- ☐ very low
- ☐ low
- ☐ difficult to say
- ☐ high
- ☐ very high
- ☐ I don't want to answer this question

14. Who would you be willing to turn to having experienced and/or witnessed sexual harassment?

You can choose more than one answer.

- ☐ Male superior
- ☐ Female superior
- ☐ Male representative of the anti-discrimination committee (or a similar entity)
- ☐ Female representative of the anti-discrimination committee (or a similar entity)
- ☐ Male of a higher rank other than your superior
- ☐ Female of a higher rank other than your superior
- ☐ Male representative of a trade union
- ☐ Female representative of a trade union
- ☐ Designated male HR employee
- ☐ Designated female HR employee
- ☐ Other person, please specify

15. If you are willing to share your experience of sexually harassing situations within the AMU community, please do so here:

.....

16. Please indicate on a scale from 0 to 5 how important you believe sexual harassment is for the academic community:

- ☐ 0 – not important
- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5 – very important

17. In your opinion, how often do situations of sexual harassment occur in the AMU academic community:

- ☐ never
- ☐ rarely
- ☐ often
- ☐ very often
- ☐ difficult to say

18. If you have any comments regarding this questionnaire, please put them here:

.....

COULD YOU PLEASE PROVIDE SOME ADDITIONAL INFORMATION

M5. Year of birth

M6. Sexual orientation:

- ☐ heterosexual
- ☐ homosexual
- ☐ bisexual
- ☐ asexual
- ☐ I identify differently – please specify

M7. Place of origin:

- ☐ Poland
- ☐ An EU member state other than Poland
- ☐ A non-EU member state

This questionnaire is based on a questionnaire taken from the study entitled *The experience of harassment among male and female students*, commissioned by the Polish Ombudsman in 2017 and carried out by PBS Spółka z o.o. The Polish Ombudsman's questionnaire is available under the open Creative Commons license – Attribution - On the same terms 3.0 Unported (CC BY-SA 3.0).

Thank you very much for taking the time to answer the questions.

[...] most drastic form [unequal treatment], namely sexual harassment. Recognizing the risks, we conducted a comprehensive survey on sexual harassment among the AMU academic community. Thanks to the survey, we obtained valuable information about the extent of this phenomenon, which will subsequently help us develop better support and assistance programs for people who have experienced sexual harassment. The data collected will also contribute to developing and implementing programs that eliminate this type of pathological behavior in our environment.

This is the first comprehensive study of sexual harassment in a higher education institution in Poland. Each report is a complete study and focuses on a separate group within the AMU community: undergraduate and graduate students, doctoral students, academic staff, and administrative and technical support personnel.

From the Foreword

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