



SAINT PAUL'S HOSPITAL MILLENNIUM MEDICAL COLLEGE

Assessment of Prevalence and Attitude of Sexual
Harassment among SPHMMC Female Interns, 2017
Addis Ababa, Ethiopia

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Abbreviations

FDRE: Federal Democratic Republic of Ethiopia

MDG: Millennium Development Goal

SEQ: Sexual Experience Questionnaire

SPHMMC-Saint Paul's Hospital Millennium Medical College

SPSS: Statistical Package for the Social Sciences

UNDG: United Nations Development Group

UNHCR: United Nations High Commissions for Refugees

Abstract

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other visual or verbal or physical conducts of a sexual nature whereby such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic status as will be explained further in this paper. The aim of this research is to find out the prevalence and attitude about sexual harassment by female interns of SPHMMC, Addis Ababa Ethiopia. An institutional based cross sectional study design was implemented on female interns of SPHMMC 2016/2017 batch. Data was collected with self administered questionnaire. A convenient sampling method was used to select the respondents. Results were measured based on the manual for Sexual Experiences Questionnaire and Sexual Harassment Attitude Scale . Results: Prevalence of perceived Sexual harassment was 21(70%), with verbal harassment of 30(100%), physical harassment and Non verbal harassment both 27(90%). Gender harassment and unwanted sexual attention was recorded at 30(100%), and sexual coercion was 19(63.3%). Perpetrators of harassment were found to be Residents 90.4%, Colleagues 52.3%, interns 23.8%, and seniors 9.5%. Department implicated as the worst regarding sexual harassment was Gynecology and Obstetrics at 42.8% followed by internal medicine 23.8%, surgery 14.2%, pediatrics 9.5%, and surgery 4.7%. Sexual harassment was reported 5(23.8%) of which action was taken in 4(80%). Attitude regarding sexual harassment was 25(83.3%) having negative attitude. Based on the current findings, we can conclude that there is a significant and rampant rate of sexual harassments on interns, which in turn leads to hostile and unfavorable work environment. Therefore there is a need to do further research on this area as well as to develop strict and specific ethical guidelines and awareness about the problem from human resources and other relevant administrative bodies.

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1.0 Introduction

1.1 Background

In the past few decades, the participation of women in education, administration and roles of leadership in Ethiopia has steadily increased. The Ethiopian constitution also affirms the equality of men and women and has put criminal codes against sexual abuse under article 35 of FDRE constitution.

It is estimated through various researches around the world that approximately half of women in the workplace and higher learning institutions receive some form of sexual harassment. These forms usually are either unnoticed or unreported and eventually prevents female workers or students from reaching their true potential [1].

Sexual harassment can be defined in many ways and according to Rice, the scope is determined mainly on where it occurs and how it is perceived by the victim and the laws that govern it. [2]

Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other visual or verbal or physical conducts of a sexual nature whereby such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic status as will be explained further in this paper.[3]

1.2 Statement of the Problem

Education plays a key role in the growth of the country and individuals especially in a developing country like Ethiopia. As such, institutions like SPHMMC play a vital role in the upbringing of professionals in this rapidly changing and developing country and the world in general. For this to happen, there is a need to improve the quality of education and the need to make sure that school environments are free from different kinds of incidents that disturb students' concentration from their studies or that could seriously damage the students' perception of safety or peace.

While most colleges including SPHMMC have made good strides in improving educational environment with regards to the above statement, little has been done regarding sexual harassment and its impacts. As a result, quality of education would not be able to reach its full impact.

Sexual harassment, according to various researches around the world reaches from thirty percent to more than fifty percent depending on

mainly cultural background. In such rampant scales, sexual harassment creates an unsafe work environment which leads to physical and psychological traumas to victims and reduces productivity. [4]

1.3 Significance of the Study

Sexual harassment is a form of sexual discrimination that affects not only the victims but also the harasser and the institution as a whole. Although there are regulations and laws to prevent such occurrences, most harassments go unnoticed or unpunished and sets precedence to other ill advised behaviors.

This study helps to illustrate the extent and nature of the problem which is instrumental in improving conditions in the college by guiding to particular areas of focus. This will in turn improve educational quality, safe working environment.

2. Literature Review

Sexual harassment is a big problem in colleges and universities. This problem has been attributed partially to the "systematically" sexist climate of many universities, where harassing behaviors are neither questioned nor countered [5]. Within such systems, young adult women may be at risk for experiencing such behaviors with scant knowledge of how to speak out against offensive behavior or meager desire to question authority [6]. Cultural stereotypes may further exacerbate this problem by implying that women desire sexual attention, are less sure of themselves, and are less powerful because of their minority status [7]. Similar research done in this county regarding sexual harassment prevalence in high school girls showed that 35.5% of females were harassed which found significant relationship with having peer problem, parental separation, and chat chewing. [8]

Sexual Harassment Definition

Different sources sight slightly differentiated definitions of "Sexual Harassment". While most of the terminologies are the same, the difference lies on the where the context of this definition lies and perceptions of different individuals as well as communities attached to it. [9]

Rice states that sexual harassment consists of an instrumental relationship through the introduction or imposition of sexist or sexual remarks, requests or requirements, in the context of a formal power differential. It further states that it can also occur where no such power differential exists, if the behavior is unwanted by or offensive to the woman [10].

Riggs, Murrell and Cutting define sexual harassment as unwelcome sexual advances, requests for sexual favors and other visual, verbal or physical conducts of a sexual nature where 1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic status; 2) submission to or rejection of the conduct is used as a basis for academic or employment decisions or evaluations, or permission to participate in an activity; or 3) The conduct has the purpose or effect of substantially interfering with an individual's academic or work performance or of creating an intimidating, hostile or offensive environment to work or to learn is considered as sexual harassment [11].

Fitzwater argues that sexual harassment is a form of sex discrimination that involves unwanted or unwelcome conduct and although most cases

involve and allege that a male has harassed a female, harassment may also involve persons of the same sex or female to male [12].

Internationally UNDG under UNHCR defines it as: Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offence or humiliation to another. Sexual harassment may occur when it interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive environment. It can include a one-off incident or a series of incidents. Sexual harassment may be deliberate, unsolicited and coercive. Both male and female colleagues can either be the victim or offender. Sexual harassment may also occur outside the workplace and/or outside working hours. [13]

Nan Stein defines sexual harassment in schools and universities as: “unwanted and unwelcome behavior of a sexual nature that interferes with the right to receive an equal educational opportunity” [14].

Forms of Sexual Harassment

Sexual Harassment can be categorized as verbal, non verbal, physical or a combination of all three. [15]

Verbal sexual harassment: is a form of harassment which includes sexual innuendo or other suggestive comments; humor and jokes about sex or gender specific traits; sexual advances or propositions; insults and threats.

Non-verbal sexual harassment: these forms of harassment are defined as leering; whistling; suggestive or insulting looks, sounds, gestures, pictures, cartoons, or calendars; and the display or distribution of offensive or derogatory written materials.

Physical sexual harassment: this is defined as the intentional of another's body (e.g. pinching, brushing, patting), kissing, the inappropriate display of a part of one's body, coerced acts of a sexual nature, demeaning actions or activities (e.g. pushing, blocking a pathway) based on sex.

Theories of Sexual Harassment

There are two widely used theoretical models that best explain sexual harassment- power theory and sex-role spillover theory.

Power Theory

Power models suggest that harassment exists because of power differentials between men and women, employers and employees, or faculty and students. According to this theory, sexual harassment is the result of the abuse of that power. The theory is the most accepted theory about sexual harassment and it can be further sub classified as *Gender and Power* and *Culture and Power*.

According to the concept of gender and power by MacKinnon, power and sexual harassment are implicitly intertwined as explained by sex stratification in society which fosters male power and the discrimination against women through sexual harassment [16]. Because inequalities exist between the sexes, it causes men, in accordance with the power afforded them in a patriarchal society, to exhibit their power through engaging in sexually harassing behaviors [17].

Power differential not only occurs due to sex but also culture. Power and Culture theory states Because of racial stereotypes and power differences, minorities are often patronized and degraded in our society [18].

Sex-role spillover theory

Sex-role spillover theory states that harassment occurs because of cultural and social norms regarding sex roles which spill over into the workplace, thereby leading to sexual harassment [19]. This theory exemplified when the ratio of men-to-women in a particular work setting is highly skewed like engineering, construction, medicine where women are more likely to get harassed according to Paludi [20]. This theory is also an accepted hypothesis in studies which have found that women in non-traditional areas experience higher rates of harassment [21]. However, harassment may also occur when women are in positions reflective of traditional gender roles like secretary or receptionist.

Sexual Harassment in Educational facilities

Due to power differences that exist between students and administrators, sexual harassment is still prevalent. The researcher couldn't find any particular article pertaining to sexual harassment in schools in the Ethiopian Constitution. However, The U.S. Department of Education has defined two types of sexual harassment in their Guidance under title 9 these are:

Quid Pro Quo Harassment-A school employee explicitly or implicitly conditions a student's participation in an education program or activity or bases an educational decision on the student's submission to unwelcome sexual advances, requests for sexual favors, or other verbal, nonverbal, or physical conduct of a sexual nature.

Hostile Environment Sexual Harassment-Sexually harassing conduct (which can include unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature) by an employee, by another student, or by a third party that is sufficiently severe, persistent, or pervasive to limit a student's ability to participate in or benefit from an education program or activity, or to create a hostile or abusive educational environment.

Consequences of Sexual Harassment

Sexual harassment leads to either psychological trauma or physical trauma or both. Psychologist Linda Manning broadly classifies the effects of sexual harassment into three.

1. Effect on the victim: It is important to note that regardless of whether or not individuals label their experiences as sexual harassment, they nevertheless experience psychological, professional, and health consequences [22]. These include PTSD symptomatology, decreased self esteem, depression, feelings of betrayal and powerlessness. And as consequence of those, victims may drop a course, change a major, quit a job, or perform poorly academically [23].
2. Effect on the harasser: harasser may face embarrassment, Loss of professional credibility, Possible termination, Lawsuits
3. Effect on the School Community: public or rampant sexual harassment in any educational institution could cause Public relations problems, possible loss of students, Lawsuits.

3.0 Objectives

3.1 General Objective

The general objective of this research is to indentify prevalence of sexual harassment and attitude about sexual harassment amongst female interns of SPHMMC.

3.2 Specific objective

- Assess prevalence of sexual harassment of Verbal Sexual harassment, Non verbal sexual harassment, Physical sexual harassment
- Assess the prevalence of sexual harassment perpetrators
- Assess the departments worst implicated in sexual harassment
- Assess the prevalence of reporting of sexual harassment by female interns
- Assess the prevalence of negative attitude about sexual harassment

4.0 Research Methodology

4.1 Setting

The study is set in Saint Paul's Hospital Millennium Medical College. The study was conducted at SPHMMC school grounds in the month of December 2017.

4.2 Study Design

The study design was a facility-based cross-sectional design.

4.3 Study Population

The study population for this study was the female intern population of SPHMMC, 2016/17 which were a total of 30 of a total of 95 interns.

4.4 Study Unit

The study unit was any female intern that was present during the time of data collection and the ones who fulfilled the inclusion criteria.

4.5 Inclusion and Exclusion Criteria

The inclusion criteria was any female intern that had attached to all the departments placed under intern rotation.

The exclusion criteria was any intern who did not meet the inclusion criteria, not willing to participate in the study.

4.6 Sample Size Determination

The sample size is calculated with

$$n = Z^2 p (1-p) / w^2$$

Where n= the required sample size

Z= 95% confidence interval (1.96)

P= 51% with similar research done in sexual harassment prevalence by registered nurses in Malaysia.[24]

W= width of the study population

Therefore; sample size is $(1.96^2 * 0.51 * 0.49) / 0.05^2 = 384$

Adjusted sample size is $n / (1 + (n/N)) = 384 / (1 + 384/30) = 27.8$

Adjusting for the non response by 10 percent was **30**

4.7 Sampling method

The sampling method that was employed in this research was survey type due to the smallness of the study population. All 30 of the female interns were involved in the research.

4.8 Data Collection Procedure

Data was collected from study subjects via self administered questioner which is adopted from *Sexual Experiences Questionnaire (SEQ)*[25] and *Sexual Harassment Attitude Scale* [26].

The questionnaire had four parts: part one was socio-demographic question, part two contained questions assessing sexual harassment and forms of sexual harassment, part three contained questions regarding sexual harassment perpetrator and reporting of sexual harassment, and part four contained questions regarding attitude towards sexual harassment. The questionnaire was written in English.

Due to the small size of the study population a survey was taken from all female interns. Data was collected by the researcher.

4.9 Operational Definition

Attitude towards sexual harassment was collected with Sexual harassment scale which will be scored on a 5 point Likert scale from 1(Strongly agree) to 5(Strongly Disagree). The mean scores of all respondents were taken. Individual score above the mean was defined as negative attitude towards sexual harassment. Sexual harassment was defined as anyone who answered yes to “Have you been sexually harassed?” SEQ (see annex) questions.

4.10 Data Management

Questioners filled out by participating students was collected by the researcher then carefully reviewed for completeness

4.11 Data Analysis

The collected data was checked for any inconsistencies, and was fed into SPSS version 20 for windows. Frequencies, percentages and means with SD were computed to describe the key variables of the study.

4.12 Dissemination of Results

Results of this study are planned to be disseminated to Public Health department, and Saint Paul's Hospital Millennium Medical College Human Recourses Department.

4.13 Ethical Considerations

The research kept to the confines of ethical guidelines set forth by the college. Verbal consent was obtained from respondents and anonymity was maintained by the researcher.

5. Results

This research is conducted on the female intern batch of 2016/2017 which according to information gathered from registrar was a total of 30. Self administered questionnaire was handed to those interns and along with their verbal consent, information was collected. All female interns who were asked to participate in the study agreed to do so, and the researcher made sure to the completeness of the questionnaires distributed as well as answering any questions or misunderstandings that arose during time of data collection.

As per the following, this research included all female interns of SPHMMC's 2016/2017 batch. This included majority of the respondents of age 24 specifically 19(63.3%) as shown in table 1 below. Respondents at the age of 23 were 9(30.0%) and 1(3.3%) at the ages both 22 and 25.

The research has found that almost all respondents-29(96.7%) were originally from urban areas where as only 1(3.3%) was from rural area. The distribution of respondents on state of origin as shown on Table 1 below reveals that 24(80.0%) of them are from Addis Ababa. 2(6.7%) of the respondents were found to be originally from Oromia state, and 1(3.3%) were originally from Tigray, Hararri, and Amhara each.

In regards to relationship status, this research ascertained that 17(56.7%) of the respondents are single. Table 1 below shows the distribution of respondents based on their relationship status of which 12(40.0%) are in a relationship and 1(3.3%) is married.

Table 1 below also shows the frequency and distribution of Female interns in the study with regards to Religion. The study showed that 23(76.7%) of the respondents were of Orthodox religion, whereas 5(16.7%) were Protestant and 1(3.3%) was of Muslim religion.

Table 1: Socio-demographic Characteristics amongst female interns of SPHMMC, Addis Ababa, 2017

Variable		Frequency	Percentage
Age	22	1	3.3
	23	9	30.0
	24	19	63.3
	25	1	3.3
Residency	Urban*	29	96.7
	Rural	1	3.3
State of Origin	Addis Ababa	24	80.0
	Oromia	2	6.7
	SNNP	1	3.3
	Tigray	1	3.3
	Harrari	1	3.3
	Amhara	1	3.3
Relationship Status	Single	17	56.7
	Married	1	3.3
	In a Relationship	12	40.0
Religion	Orthodox	23	76.7
	Protestant	5	16.7
	Muslim	1	3.3
	Other	1	3.3

**urban area in this study refers to big cities like Addis Ababa, Hawassa, Adama, Mekele, Harar, Bahir Dar, Gondor, Dire Dawa and few similar towns in the country*

In this study, sexual harassment is defined as those that answered “Yes” to the question “Have you been sexually Harassed” And in that regard, this research has found that 21(70.0%) of the respondents believe that they have been sexually harassed.

Despite the figure above, all the respondents were found to have been sexually harassed in one form or more. Gender Harassment-which is one of the subscales used to assess the forms of sexual harassment- was found to have been prevalent in all respondents. Items in the questionnaire(see *annex*) that were used to assess Gender Harassment were questions asking “have you been habitually told suggestive stories or offensive jokes?”, “have you been treated differently because of your sex (mistreated, slighted or ignored” to which all respondents responded has happened to them at least once.

The same result is true of Unwanted Sexual Attention. This was assessed in the questionnaire with questions like “Has any individual gave you unwanted sexual attention?” “Has any individual attempted to establish a romantic relationship with you despite your efforts to discourage this person?” All the respondents have answered that they have experienced this sort of behavior at least once.

The third subscale used in this research to assess sexual harassment prevalence is sexual coercion. This item was assessed with questions like “Has any individual made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?”, “Has any individual made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming evaluation, review, etc.)?”. According to the statement above it was found that 19(63.3%) of the respondents said that they were sexually coerced at least once and 11(36.6%) said that they have not.

This study also tried to categorize the forms of sexual harassment in to three categories; verbal harassment, non-verbal harassment, and physical sexual harassment.

Verbal Harassment was assessed in this research with questions like “Has any individual made crude and offensive sexual remarks, either Publically (eg in the hospital), or to you privately?”, “Has any individual frequently made sexist remarks (e.g., suggesting that women are too emotional to be scientists or that men should not be the primary caretakers of children because they are not nurturing?)”. All the respondents have stated that they have experienced such harassment at least once.

Non-verbal harassment was assessed in this research with questions like “Has any individual displayed, used or distributed sexist or suggestive materials (eg pictures, stories, or pornography)?” From the respondents 27(90%) stated that they have experienced non verbal harassment at least once. However, 3(10%) of the respondents have not been verbally harassed.

The third and final category that was used to assess prevalence of sexual harassment is prevalence of Physical form of sexual harassment. Physical harassment was assessed with questions like “Has any individual made unwanted attempts to stroke or fondle you (e.g., stroking your leg or neck, etc.)?”, “Has any individual made unwanted attempts to have sex with you that resulted in you pleading, crying, or physically struggling?” The prevalence of physical harassment was found to be similar to the prevalence of verbal harassment where 27(90%) of the respondents state that they have experienced such type of harassment at least once. On the other hand, 3(10%) of the respondents state that they have not experienced such things.

Table 2: Sexual harassment categories and subscales of female interns of SPHMMC, Addis Ababa, Ethiopia, 2017

Sexual Harassment		Yes	NO
Harassment Subscale	Gender Harassment	30(100%)	0
	Unwanted Sexual Attention	30(100%)	0
	Sexual Coercion	19(63.3%)	11(36.6%)
Harassment Categories	Verbal Harassment	30(100%)	0
	Non-Verbal Harassment	27(90%)	3(10%)
	Physical Harassment	27(90%)	3(10%)

Specifically, one of the intentions of this research was to identify the perpetrator of sexual harassment. In that line the respondents identified the harassers with 5(23.8%) being interns, 11(52.3%) being colleagues (Nurses, Custodians, Guards), 19(90.4%) being residents and 2(9.5%) being seniors/specialists.

When asked to identify the departments which they believe they perceived the worst when it comes to sexual harassment, 5(23.8%) was Internal Medicine department, 3(14.2%) was Surgical Department, 9(42.8%) was Department of Gynecology and Obstetrics, 2(9.5%) was Department of Pediatrics and Child Health, and 1(4.7%) was Department of Emergency.

Table 3: Sexual harassment prevalence with regards to perpetrator and Department in SPHMMC, Addis Ababa, Ethiopia, 2017.

Regarding Perpetrator		Frequency	Percentage
Nature of Perpetrator	Interns	5	23.8
	Colleagues	11	52.3
	Resident	19	90.4
	Seniors	2	9.5
Implicated Department	Internal Medicine	5	23.8
	Surgery	3	14.2
	Gynecology and Obstetrics	9	42.8
	Pediatrics and Child Health	2	9.5
	Emergency Medicine	1	4.7

One of the specific objectives of this research is overview of reporting of sexual harassment by female interns in SPHMMC. With that particular goal of the 21(70%) of the respondents having claimed to have been sexually harassed, 5(23.8%) of the perceived harassment were reported. And from those that were reported, action was taken in 4(80%) of the cases and 1(20%) was left without any action.

The research revealed that Attitude about sexual harassment with female interns of SPHMMC to be mostly negative with 25(83.3%) of the respondents and 5(16.7%) revealing that they didn't have negative attitude.

6.0 Discussion

According to the finds of this study, of the total number female interns asked to participate in this survey 21(70.0%) of them believe they have been sexually harassed. This finding is more pronounced in this college as opposed to a similar research conducted in High School Students in Ambo Region.[27] The research conducted on Ambo region high school students shows that only 35.5% of students experienced sexual harassment. In comparison with another study conducted in three universities in south and central Texas, the results of this study are comparable with Texan Universities reporting three-fourth of their participants(79.8%) have experienced some form of sexual harassment.[28]

Despite only 21(70%) of the respondents believed they were sexually harassed, the data collected showed that all female interns experienced some form of harassment-which is beyond any similar researches read by the researcher. This means that there is a discrepancy with knowledge of sexual harassment amongst female interns of SPHMMC.

In this research prevalence of sexual harassment was studied with three subscales and three categories with questions pertaining to said groupings. The subscales used were gender harassment, unwanted sexual attention and sexual coercion. Findings in these subscales for prevalence of sexual harassment were 30(100%), 30(100%), and 19(63.3%) respectively as stated in Table 2 above. Similarly, in comparison with the research done in south Texas above, results are much higher.[28]

Sexual harassment was categorized as Verbal, Non-verbal and physical harassment here. Results in all these categories showed that 30(100%), 27(90%), and 27(90%) respectively (*see table 2*). In comparison to similar researches conducted in Malaysia with registered female nurses [29], and Philosophy& Sociology departments of Addis Ababa University [30], verbal harassment was the most common form reported with 46.6% in Malaysia and 74% in Addis Ababa University. This clearly shows that there is a rampant form of verbal abuse in SPHMMC. Needless to say that the other forms of harassment are still slightly beyond in the other institutions mentioned above.

Finally, as per the intention of this research the attitude that female interns of SPHMMC were indentified. 25(83.3%) of the respondents had a negative attitude about sexual harassment in the college. In comparison with similar research done in Egypt about attitude of sexual harassment by nurses in Obstetrics and Gynecology-revealed a similar out come with 87.2% of their respondents asserting the same notion.[31]

7.0 Conclusion and Recommendation

7.1 Conclusion

In the road to progress, education plays a key role in a society. And this journey begins by providing equal opportunity for education for both male and female population. And with advancing times, the role of women in education, including health is steadily increasing. As such, learning institution must do their part in brining this aim to reality by providing a safe space for education.

Many sources reveal that sexual harassmt can be defined in many ways, its scope is determined based on where it occurs and how it is perceived by the victim and the laws that govern it. For the proposes of this study, sexual harassmt is defined as unwelcome sexual advances, requests for sexual favors, and other visual or verbal or physical conducts of a sexual nature where by such conduct is made either explicitly or implicitly as a term or condition of an individual's employment or academic status.

While it is true that sexual harassmt does occur on many levels of any institution, this study focuses on the interns of SPHMMC and tries to provide first hand information about the status of this problem. Findings of this research conclude that a significant amount of harassmt takes place on female interns, as well as a huge proportion of said harassments goes unreported.

7.2 Recommendation

This researcher, based on the findings, would like to suggest the following recommendation to Human Resources, Academic committee, and Department heads of all Medical Attachments:

- Include a detailed set of moral guidelines specifically pertaining to sexual harassment including actions that should be taken to perpetrators by the Academic Committee or by setting up a special hearing.
- Provide assertiveness classes and self defense courses to female staff
- Strict implementation of currently existing codes of moral conduct
- Promote Reporting of sexual harassment by Human Resources
- Further research should be done regarding sexual harassment with other bodies of the college.

8.0 Strengths and Limitations

The strength of the of this research are

- The research assesses all aspects of the parameter of sexual harassment from two different groupings
- The study subjects all participated willingly to this study, making the survey more reliable
- It serves as reliable first hand information for both obtaining useful data to serving as starting place for possible intervention
- The research addresses a vital and never before spoken issues in this college

The Limitations of this research are

- Sample size was small due to the size of female intern population
- Research did not include male interns as they too are liable to harassment due to perceived ethical and psychological issue.
- There wasn't adequate data to attain correlations with factors for harassment

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11.0 Annex

Saint Paul's Hospital Millennium Medical College

Research Questionnaire on Assessment of Prevalence and Attitude of Sexual Harassment of Female Interns of Saint Paul's Hospital Millennium Medical College

This is a study on the assessment of prevalence and attitude of sexual harassment of female interns of Saint Paul's Hospital Millennium Medical College carried out by the grant of PUBLIC HEALTH DEPARTMENT in partial fulfillment of the requirement of the degree of doctor of medicine. I would appreciate it immensely if you can participate in my research by filling out this questionnaire. I promise total anonymity of the information you provide.

Questionnaire Number _____

Please complete the questionnaire honestly and properly.

No	Questions	Classification	Skip
101	Age of care giver	-----	
102	Place of residence	1.Urban 2.Rural	
104	State of Origin	-----	
105	Relationship Status	1.Single 2 Married 3.in relationship	
106	Religion	1.Orthodox 2.Muslim 3.Protestant 4.Catholic 5.Other (specify)	

Read each of the situations listed and then check the box that matches how often you have had this experience. Some questions may appear repetitive, but please answer them despite this.

How often did this happen?					
While at the university, have you ever been in a situation where any individuals...	Never	Once	Sometimes	Often	Very Often
1. Habitually told suggestive stories or offensive jokes?					
2. made unwanted attempts to draw you into a discussion of personal or sexual matters (e.g., attempted to discuss or comment on your sex life)?					
3. made crude and offensive sexual remarks, either publicly (e.g., in the office), or to you privately?					
4. treated you "differently" because of your sex (e.g., mistreated, slighted, or ignored you)?					
5. gave you unwanted sexual attention?					
6. displayed, used, or distributed sexist or suggestive materials (e.g., pictures, stories, or pornography)?					
7. frequently made sexist remarks (e.g., suggesting that women are too emotional to be scientists or that men should not be the primary caretakers of children because they are not nurturing?)					

	Never	Once	Sometimes	Often	Very Often
8. attempted to establish a romantic relationship with you despite your efforts to discourage this person?					
9. “put you down” or was condescending to you because of your sex?					
10. has continued to ask you for a date, drinks, dinner, etc., even though you have said “no”?					
11. made you feel like you were being subtly bribed with some sort of reward or special treatment to engage in sexual behavior?					
12. made you feel subtly threatened with some sort of retaliation for not being sexually cooperative (e.g., the mention of an upcoming evaluation, review, etc.)?					
13. touched you (e.g., laid a hand on your bare arm, put an arm around your shoulders) in a way that made you feel uncomfortable?					
14. made unwanted attempts to stroke or fondle you (e.g., stroking your leg or neck, etc.)?					
15. made unwanted attempts to have sex with you that resulted in you pleading, crying, or physically struggling?					
16. implied faster promotions or better treatment if you were sexually cooperative?					
17. made it necessary for you to respond positively to sexual or social invitations in order to be well-treated on the job or at school?					
18. made you afraid you would be treated poorly if you didn’t cooperate sexually?					
19. treated you badly for refusing to have sex?					

- Have you ever been sexually Harassed ☐ Yes ☐ No
- If your answer “Yes” to the question above, Who was the perpetrator(**You can choose more than one**)
☐ Fellow Intern ☐ Collogue (Nurse, Custodian, Guard) ☐ Administrative Staff
☐ Resident ☐ GP ☐ Specialist (senior)
- If your answer “Yes” to the question above, what is the department?(**You Can list from the worst to the least if you have more than one answer**)
A. _____ B. _____ C. _____ D. _____
- Have you reported the harassment to concerned authority? ☐ Yes ☐ No
- If you answer “Yes” to the above question, what was done about it?
☐ Action was taken ☐ No action was taken

Check the box which best represents how much you agree or disagree with the statement.

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. An attractive woman has to expect sexual advances and should learn how to handle them					
2. Most men are sexually teased by many of the women with whom they interact on the job or at school.					
3. Most women who are sexually insulted by a man provoke his behavior by the way they talk, act, or dress.					
4. <i>A man must learn to understand that a woman's "no" to his sexual advances really means "no."</i>					
5. It is only natural for a woman to use her sexuality as a way of getting ahead in school or at work.					
6. An attractive man has to expect sexual advances and should learn how to handle them					
7. I believe that sexual intimidation is a serious problem.					
8. It is only natural for a man to make sexual advances to a woman he finds attractive.					
9. Innocent flirtations make the workday or school day interesting					
10. Encouraging a professor's or a supervisor's sexual interest is frequently used by women to get better grades or to improve their work situation					
11. One of the problems with sexual harassment is that women can't take a joke.					
12. The notion that what a professor does in class may be sexual harassment is taking the idea of sexual harassment too far					
13. Many charges of sexual harassment are frivolous and vindictive					
14. A lot of what people call sexual harassment is just normal flirtation between men and women.					
15. Sexual harassment refers to those incidents of unwanted sexual attention that aren't too serious.					
16. Sexual harassment has little to do with power					
17. Sexism and sexual harassment are two completely different things					
18. All this concern about sexual harassment makes it harder for men and women to have normal relationships.					

