

Center at Ohio University programmed the scanning equipment to process the questionnaires. After the questionnaires were scanned into the computer, the data was analyzed using SPSS statistical package. Two principle analysis were performed - frequency data and Chi-Square Analysis (X^2). Given that much of the data was nominal, the X^2 is most appropriate to demonstrate whether the obtained frequencies were significantly different from the expected frequencies. However, some questions were not analyzed since cells with 5 or less observances do not lend themselves to analysis (Wood, 1977).

Once the data was analyzed, a frequency count was done for each question. It should be noted that the number of returned questionnaires is small for some companies and may not be representative of the firm's views of sexual harassment as a whole.

In order to clarify the findings of this study, each section of the questionnaire will be examined. All of the frequency results are presented in Appendix 1.

Uninvited Behaviors and Actions. All of the behaviors (Questions 1 through 6. Many employees may see these behaviors as being sexually harassing if a supervisor commits these acts. Fewer employees may identify these behaviors as being examples of sexual harassment if an employee displays these behaviors. The results of the survey seem to indicate that a majority of respondents do find these behaviors to be harassing no matter if a supervisor or a co-worker is the source. Both Canadian and U.S. firms indicated that these behaviors did constitute harassment, but there seems to be greater agreement that the source of the harassment made a difference -