

Summary. It is clear from the preceding information that Canadian and U.S. employers must be aware of and concerned with the legal responsibilities not only of their own firms, but those of their host countries. This understanding will lead to policies which will make the workplace a more satisfactory place to be as well as reducing costly litigation.

Procedure. A total of 300 firms from the U.S. and 250 firms from Canada were contacted either by phone or by mail. Out of those firms, a total of 6 firms agreed to participate in the U.S. study and a total of 8 Canadian firms elected to participate. All firms were sent a minimum of 50 questionnaires and one firm was sent 150 questionnaires. The average return rate was around 10% with a high return rate of approximately 50% in another firm. Questionnaires were returned over a three-month period of time (most surveys were collected towards the end of November, 1996 for the U.S. firms and January 20 for the Canadian firms).

The questionnaire was modeled after the U.S. Merit System Protection Board's Survey on Sexual Harassment in the Workplace (1981). Permission was given by the MSPB to use and modify their instrument. The instrument was chosen because it measured various aspects of sexual harassment: employee definitions and perceptions as to what constitutes sexual harassment; personal experiences with sexual harassment; perceptions of organizational efforts at preventing sexual harassment; perceptions of the effectiveness of those prevention strategies; and organizational and personal characteristics of the respondent. (MSPB, 1981).

Once the surveys had been collected, the staff at the Computing Services