

sexual harassment.

Although the primary goal of this study is to learn about the international differences in sexual harassment law and practices, another important contribution of this study will be in identifying how Canadian and U.S. employees 1) have encountered harassment in the workplace (what kind of harassment; how often; and who was the harasser) 2) how harassed employees actually responded to the harassment 3) how the harassed employees thought they should have responded to the harassment 4) what complaint channels were used 5) the perceived efficacy of those channels 6) how the organization responded to the employee's complaint 7) how the corporation responded to other complaints of employees 8) whether the employee suffered any direct or indirect retaliation 9) whether the employee experienced other adverse effects from the harassment.

There has been some research to suggest that those who experience harassment and who report their experience engage in a form of whistleblowing (Dandekar, 1990). In reporting the behavior, many employees may experience the same type of retaliation that other whistleblowers encounter - poor job ratings, threats, an uncomfortable work environment, etc (Gutek & Koss, 1993; Miceli & Near, 1988; Livingston, 1982). As a result, the victim of harassment may elect to engage in several coping strategies - exiting the organization, voicing a complaint; remaining loyal to the organization and hoping that the situation will correct itself, or coping through neglect of their work. Research has shown that many individuals display these possible responses when confronting organizational wrongdoing (Gutek, 1993; Withey &