

(cluster of behaviors that reflect attempts to avoid one's work tasks - absenteeism, tardiness, etc.) and job withdrawal (turnover intentions, retirement intentions, etc.)

Psychological outcomes such as job stress, dissatisfaction along with Health

Outcomes - the physical manifestations of stress - illness, sleeplessness etc.

Fitzgerald and her associates seem to indicate that any study of sexual harassment must be comprehensive in nature.

By looking at all of these variables, Canadian and U.S. firms can begin to understand whether sexual harassment is a common phenomena in the workplace and what companies are (or should be) doing to eradicate such practices. This study can provide guidance to Canadian and U.S. firms in terms improving complaint channels and may also provide some guidance on what behaviors would or would not violate the law. A primary antecedent of sexual harassment is the legal environment and regulations that are present in each country. It is the legal environment which defines what behaviors constitute sexual harassment and what the organization is legally bound to address - i.e., policies forbidding sexual harassment, grievance procedures, and other remedies.

Legal Definitions of Sexual Harassment. The Canadian definition of sexual harassment is very similar to the U.S. version. According to the Canada Labour Code, sexual harassment constitutes "...any conduct, comment, gesture, or contact of a sexual nature that is (a) likely to cause offense or humiliation to any employee, or (b) that might on reasonable grounds be perceived by that employee as placing a condition of a sexual nature on employment or on any opportunity for training or promotion.