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Tellus – Sexual Harassment, Harassment and Victimization at Lund University

Results based on data from surveys, interviews and focus group discussions with employees, doctoral students and students

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The Vice-Chancellor has the floor

As a vice-chancellor, colleague and fellow human being, I want to see a University free from victimisation and sexual harassment. I want everyone to feel safe in their workplace and study environment – a creative and analytical environment centred on knowledge. But how do we achieve this?

In order to reinforce our preventive work against sexual harassment, we first needed to find out how prevalent sexual harassment is within the University and in what situations and relationships the risk arises. This is why, in spring 2018, Professor Anette Agardh was tasked with leading the three-year research-based Tellus project.

The final report from Tellus is now out. This is when perhaps the most important work begins: utilising the experiences shared by students and employees via the Tellus project.

Pursuant to the Tellus project's recommendations, we have set aside resources for a stronger support structure to work preventively against sexual harassment and to provide support to managers in the correct handling of sexual harassment cases.

I encourage all of you to read the conclusions of the Tellus report and to take these experiences and observations with you in your everyday work. A greater awareness of the problems contributes to better management when something happens.

I would like to thank Anette Agardh and her working group for their work on the Tellus project. My warmest thanks also to all the students and employees who took the time to participate in interviews and respond to the survey.

Torbjörn von Schantz

Vice-Chancellor

Table of content

The Vice-Chancellor has the floor.....	2
Table of content.....	3
Introduction.....	5
Briefly about Tellus.....	7
Abstract.....	9
Introduction/background.....	9
Method.....	9
Results.....	9
Prevalence.....	9
Witnesses of sexual harassment.....	10
Types.....	10
Who are the perpetrators?.....	10
Where does sexual harassment take place?.....	11
The presence of alcohol.....	11
The significance of power (positions of).....	11
Who do victims tell?.....	12
Confidence in the university's handling of cases.....	13
General and psychological health.....	13
Derogatory treatment and harassment.....	13
Method.....	15
The qualitative sub-studies – individual interviews and focus group discussions.....	15
Sampling.....	15
Data Collection.....	15
Analysis.....	15
The survey study.....	16
Results from qualitative studies.....	17
Forms of sexual harassment, and views thereof.....	17
Power structures and workplace culture in relation to sexual harassment	18
Settings where sexual harassment takes place.....	19
Obstacles preventing sexual harassment from being reported or told to others.....	21
The university's role and actions.....	22
Suggestions from participants for strengthening the work against sexual harassment at Lund University.....	24
Survey results.....	26
Employees and doctoral students.....	26
Description of survey respondents.....	26

Reported prevalence of perceived sexual harassment.....	27
Informing others and/or officially reporting sexual harassment.....	36
Witnessed sexual harassment	40
Utsatt andra för sexuella trakasserier.....	41
Reported prevalence of harassment	46
Confidence in Lund University's handling of cases of sexual harassment.....	47
Students.....	50
Description of survey respondents.....	50
Reported prevalence of perceived sexual harassment.....	50
Types of sexual harassment reported	52
Location where sexual harassment has taken place	54
Perpetrators (those indicated) of sexual harassment	58
Telling others and/or officially reporting sexual harassment	59
Reasons why incidents of sexual harassment were not reported	62
Witnessed sexual harassment	63
Perpetrators of sexual harassment	64
Sexual harassment and health.....	65
Reported prevalence of derogatory or insulting treatment.....	66
Reported prevalence of harassment	68
Confidence in Lund University's handling of cases of sexual harassment.....	69
Suggestions from participants for strengthening the work against sexual harassment at Lund University	71
Summary discussion.....	72
Prevalence, types and views on sexual harassment and sexual violence	72
Those indicated of sexual harassment- the perpetrator	74
Settings where sexual harassment takes place	75
Power structures and workplace culture in relation to sexual harassment	76
Telling others about or officially reporting sexual harassment.....	77
The university's role and actions, and confidence in the institution.	78
Sexual harassment and health	79
Harassment according to the Discrimination Act, and derogatory treatment.....	79
Reference List.....	81

Introduction

In the spring of 2018, Vice Chancellor Torbjörn von Schantz initiated the three-year research-based Tellus project, as a response to the #Metoo and #Akademikeruppropt movements, and the discussions that followed within and outside the Academic world.

These movements and their hashtags gave people from different branches in Sweden and globally the opportunity to anonymously share their experiences of various kinds of sexual harassment. Reactions to these movements were mixed: many reacted with shock, while others with recognition and a relief that these topics were finally being talked about. There were even those who reacted with disbelief and doubts as to the truth of the stories told, and even doubt over whether sexual harassment is that common. At the same time there were demands for an end to sexual harassment in work life as well as demands of facts and figures of how common sexual harassment really is. The same discussions were held within Lund University.

At the time of #Metoo in October 2017, the University had produced support materials for managers (published November 2016), with advice and a checklist, on how to handle harassment and sexual harassment in accordance with current legislation. Since the start of 2017, the University's HR section had regularly held a workshop for managers and HR on the handling of derogatory treatment, harassment and sexual harassment. The focus of the workshop was on the handling of harassment from the perspective of the labour legislation, whereas the handling of student-related harassment was referred to the Disciplinary Board.

Statistics over existing cases of sexual harassment within the University were lacking, with only a handful of cases registered for the last five years. At the same time, the HR section and the division of Law were aware of many more incidents where they had given advice.

The movements led to an increase in the demand for knowledge of rights, duties, and responsibilities for employees, managers and students within the University. They also led to demands for measures against sexual harassment, as well as questioning the need for preventive measures when the recorded cases were so few. The Discrimination Act (chapter 2 § 3 and §7 and chapter 3) does not take the frequency of incidents into consideration, the law states that the organisation should speedily investigate and resolve all incidents that could be suspected of being sexual harassment. The law also states that organisations must work preventively against sexual harassment, in relation to employees and students. There should not be any sexual harassment at Lund University.

The discussions within the University resulted in the decision made by the Vice-Chancellor to initiate a research-based project aimed at gathering knowledge on experiences and actual occurrence of sexual harassment at the University, as well as how the support for the organisations handling of cases and preventive work can be fortified and developed. Anette Agardh, professor of Global Health, was tasked with leading the project. The main emphasis of the project has been to listen to employees, students and doctoral students, hence the name Tellus (tell us).

This report summarises and presents results from the data that has been collected. The report also describes some of the suggestions by students and employees for new measures and ideas for the development of the preventive work against sexual harassment within Lund University. It is important to note that the results that are presented in the report are by and large descriptive and that the material will also be interrogated with qualitative and quantitative analysis to explore possible causal

connections within the realms of a research study financed by the Swedish Research Council. This continuing research will provide additional evidence to support the continuing work at Lund University.

Briefly about Tellus

The project leader, Anette Agardh, was tasked with forming a project group with researchers drawn from law, psychology, work environment and sexual health. The group was strengthened by administrative support from the university's central activities within HR and education, and a student representative jointly appointed by the student unions. The project group current includes Anette Agardh, professor in global health, Ulrika Andersson, professor in criminal law, Gisela Priebe, associate professor in psychology, Per-Olof Östergren, professor in social medicine, Lena Lindell Human Resources consultant, Hanna Björklund, coordinator at section Student Affairs, Einar Elén, student representative. Connected to Tellus is also the research project funded by the Swedish Research Council. The research group in this project consists of the researchers from the project group along with Maria Emmelin, professor in global health, and Jack Palmieri, doctoral student in public health.

The project plan developed in April 2018 builds upon a four-phase cycle. The first phase is the needs analysis, and this forms the foundation for phase 2, where a proposal for an action plan will be developed. This report is a summary of phase 1, and an introduction to phase 2 that is, to some degree, conducted parallel to phase 3, implementing and quality assurance. Phase 4 is comprised of an evaluation of the implemented measures and activities.



The needs analysis in phase 1 was made up of two steps. First, the qualitative elements of the project were conducted where, through interviews and focus group discussions, experiences of, and views on, sexual harassment were collected from employees and students. The aim of this was to get an overview of experiences of where, when and how sexual harassment can occur in the workplace, but also who can be subjected to sexual harassment and who are the ones harassing. Managers experiences of dealing with reports, their knowledge about the topic and what they see their own responsibility as being was another important finding. The focus group discussions dealt with sexual harassment on a more general level, discussing

sexual harassment as a phenomenon, and reflecting on the university's current organisation and activities in relation to sexual harassment.

The qualitative data collection occurred between autumn 2018 and spring 2019. The qualitative material was used to develop the questionnaire that was used to collect the quantitative data. The survey had a broader focus, encompassing harassment connected to the grounds of discrimination and even derogatory treatment according to AFS 2015:4. The questionnaire was prepared in two versions, one for employees and doctoral students, and one for students. Both were translated into English. The questionnaires were distributed via email and were available to be completed online between November 2019 and February 2020.

In the early spring of 2020, preliminary results from both the qualitative and quantitative material were presented at two events, one presentation for employees and doctoral students, and one for students. The presentations were conducted in both Swedish and English. In conjunction with the presentations, a press release and a debate article were launched. This was important for the project to ensure that we gave timely feedback to everyone who has participated in the project. The project group want to ensure that there is an open and active communication where everyone who is interested can follow the project. It was also important to mark that Tellus was now entering phase 2, where the plan of action was to be developed. In preparation for this, the project group invited representatives from all faculties in to dialogues about the project work with sexual harassment and their needs for support and suggestions for measures and actions that the university could take.

Abstract

Introduction/background

In the spring of 2018, Vice Chancellor Torbjörn von Schantz initiated the three-year research-based project, Tellus, as a response to the #Metoo and #Akademikeruppropet ('appeal from academia') movements and the discussions that followed both within and beyond the university world. The objective was to develop knowledge about the prevalence and experiences of sexual harassment at Lund University, and to deepen the understanding of sexual harassment with regards to workplace and study-related norms and attitudes. In order to answer these questions, the project conducted interviews, focus group discussions, and a survey. The aim is to provide knowledge-based proposals for measures that can strengthen and develop the preventative work against sexual harassment at the university, based on the analysis of this material.

Method

Study participants were recruited through advertisements and emails that were sent to all employees, doctoral students and students. The objective was for all faculties, categories of staff, students and doctoral students to be represented.

Approximately 30 focus group discussions and 50 interviews would be conducted in order to achieve both breadth and depth in the material. The focus group discussions were aimed at individuals interested in talking about norms and structures surrounding sexual harassment at Lund University, regardless of their own experiences regarding such harassment. The interviews were held with individuals who had experienced being subjected to sexual harassment in connection with their work or studies at Lund University, those who had experienced/witnessed others being sexually harassed, and those who had personally harassed others sexually.

The focus group discussions and interviews were conducted in parallel between the autumn of 2018 and spring 2019. In total, 61 interviews and 21 focus groups were completed.

Two versions of the survey were designed; one for employees/doctoral students, and one for all other students. The questions were based on a review of the scientific literature – with particular focus on sexual harassment and workplace-related health – and the results from the qualitative sub-studies. The survey was sent out by email in November 2019 to all employees, doctoral students and students who were registered for the autumn term that year. Responses could not be linked to individual email addresses and were thereby anonymised. The survey was made available for nine weeks, during which time two reminders were sent out by email. The response rate was 34% for employees and doctoral students, and 32% for students.

Results

Prevalence

Amongst employees and doctoral students, 25% of women and 7% of men state that they have been subjected to sexual harassment at some point during their employment at Lund University. 8% of female respondents stated that this had occurred in the last 12 months; the corresponding figure for men was 3%. The proportion who stated that the incident had occurred between one and three years ago was 9% for women and 3% for men. The greatest proportion of women – 16% – stated that it had happened more than three years ago; for men, this figure was 3%.

Amongst students, 27% of women and 11% of men state that they have been subjected to sexual harassment at some point during their time as students at Lund University. 19% of female respondents stated that this had occurred in the last 12 months; the corresponding figure for men was 8%. The proportion who stated that the incident had occurred between one and three years ago was 12% for women and 4% for men. 4% of women stated that it had happened more than three years ago; for men, this figure was 3%. Of all students who felt that they had been subjected to sexual harassment, more than 80% of both women and men state that the perpetrator was another student, whilst 8% of women and 6% of men specify that the one who harassed them was an employee or doctoral student at Lund University.

Witnesses of sexual harassment

Amongst employees and doctoral students, 26% of women and 20% of men state that they have witnessed sexual harassment at their place of work at Lund University. For students, 24% of women and 22% of men – more amongst younger students – state that they have witnessed sexual harassment at Lund University.

Types

The most common types of sexual harassment that employees and doctoral students say they have been subjected to are unwelcome suggestive looks or gestures, unwelcome comments, and ‘inadvertent’ brushing or touching. Students, too, primarily selected unwelcome suggestive looks or gestures, unwelcome comments, and ‘inadvertent’ brushing or touching.

Ten employees/doctoral students (eight women and two men) state that they have experienced attempted or completed rape. The corresponding figures for students were 125 women and 24 men. This means that 2.1% of female students and 0.7% of male students state that they have been subjected to rape or attempted rape in connection with their studies at Lund University or their student life. There is thus a significantly higher percentage amongst students than employees and doctoral students, which must also be considered in relation to the fact that students have often been at Lund University for a shorter length of time than employees and doctoral students.

Several interviewees tell about incidents of sexual harassment that occurred a long time ago but still left lasting emotional scars. According to the focus groups, sexual harassment in the form of suggestive looks/gestures or unwelcome comments are accepted in some workplace cultures and remain unchallenged by others who are present. These incidents are rarely one-off events; instead, they continue over a long period of time, making it difficult for employees to function in everyday life.

A larger proportion of women in managerial positions than women without such responsibility state that they have been subjected to sexual harassment.

Who are the perpetrators?

94% of female employees and doctoral students who state that they have been subjected to sexual harassment specify that the perpetrator was a man, 3% that it was a woman, and 4% that the harasser was a non-binary individual or one with an unknown gender identity. The corresponding figures for male employees and doctoral students are 15%, 71% and 13%, respectively. For certain questions, including this one, it was possible to choose more than one response, so the percentage does not add up to 100.

71% of female employees and doctoral students who state that they have been subjected to sexual harassment say that they had been subjected to this by an

employee, 9% by a doctoral student, 7% by a student, and 21% by another individual they had met through their work at Lund University. The corresponding figures for male employees and doctoral students are 54%, 15%, 14% and 15%, respectively.

Among the female students who state that they have been subjected to sexual harassment, 95% report that they have been subjected to this by a man, 4% by a woman and 1% by a person with a non-binary or unknown gender identity. The corresponding figures for male students are 34%, 67% and 7% respectively.

84% of female and 86% of male students who have been subjected to sexual harassment stated that the perpetrator was another student; 8% of women and 5% of men said it was an employee or doctoral student at Lund University; and 10% of women and 6% of men specified that it was an individual they had come in contact with in connection with work-placements or another external person they had met in connection with their studies.

It is important to note that sexual harassment connected with work or study at the university is not only committed by other employees, doctoral students or other students, but also by individuals who the victim meets in connection with work-placements, field studies and other similar activities.

In the questionnaire, 3% of male and 2% of female employees/doctoral students state that, within the scope of their employment at Lund University, they have at some point acted in a way that in retrospect does not feel appropriate, or was unwelcome and may have been perceived as sexual harassment. The corresponding figures for students are 7% for men and 2% for women.

Where does sexual harassment take place?

71% of employees and doctoral students who state that they have been subjected to sexual harassment specify that it happened within the premises of the university, 32% that it was during university-related activities but outside of the university's premises, and 10% that it was at another location. For students, the situation is reversed, with 23% who had experienced sexual harassment within the university premises, 11% outside of the university but in connection with their education, internship or similar, and 73% during student social activities.

The presence of alcohol

In interviews and focus groups with employees/doctoral students and students, alcohol is identified as a contributing factor to sexual harassment when it occurs in social contexts related to work or study, such as after-work activities, parties, or conferences. The students feel that alcohol plays an important role in student life and that it can often be used as an excuse by harassers and their friends. 20% of employees/doctoral students and 65% of students who participated in the survey and stated that they had been subjected to sexual harassment specify that they perceived the one who harassed them to be under the influence of alcohol.

The significance of power (positions of)

In interviews as well as focus groups, participants stress the importance of power and positions of power with respect to the risk of being subjected to sexual harassment. Employees and doctoral students are well aware of where they personally are in the hierarchy in relation to their harassers and of how it affects their ability to respond to the behaviour they are exposed to. This applies especially in research settings where an individual is reliant on a supervisor or researcher for their continued academic career, and yet that person is the one harassing them. According to participants, power structures – in particular, the collegial academic

one and the special position held by prominent researchers at the department – can also affect the way a report of sexual harassment is handled.

Students express an awareness of the clear position of power that teachers have over students and that sexual harassment on the part of a teacher should be unacceptable. Nevertheless, they often feel that it is difficult to speak up. As for harassment that occurs between students, they consider that it is 'social' rather than formal power that is significant, where students who are older or who have positions of authority in student life are considered to have more power than younger or newer students.

International students, doctoral students and employees appear in the qualitative material as a group that is at an increased risk of being subjected to various forms of misuse of power due in part to the fact that they often have a weak safety net in Sweden and possess limited knowledge of where to turn.

Of the students who state that the person who subjected them to sexual harassment was another student, 20% of women and 13% of men specify that this person had a position of power over them. This corresponds to the picture that emerges from the focus group discussions, where the risk of social or formal power being misused is highlighted. The surveys also reveal that a significant proportion of victims who are students state that the harassment took place during work placements and was committed by employees/doctoral students.

In several interviews, the boundary between private life and work is described as sometimes fluid. Private relationships between colleagues or students are commonplace and usually unproblematic, but they can lead to problems in the work environment if sexual harassment or other issues occur.

Who do victims tell?

More than half of employees and doctoral students who responded in the survey that they have been subjected to sexual harassment have not told anyone at the university about their experiences. Amongst those who had informed someone, it was most common for them to have told a colleague (27% of women and 16% of men). 17% of women and 15% of men have spoken to their supervisor or another person in a managerial position. We see a similar pattern for students, where a minority have told anyone within the university and where only 12% of women and 8% of men have informed someone in a responsible position at the university or in student life.

These results agree with the interviews that were held with employees/doctoral students and students who have been subjected to sexual harassment. The participants tell about how they primarily turned to a colleague on the same level in the hierarchy as themselves, or to a fellow student. They are often unsure about how their experiences will be viewed and they seek support and confirmation that what has happened to them can be considered as sexual harassment. This support is important and contributes to some not feeling the need to take the matter further.

Survey responses from employees and doctoral students show that 76% of women who have not informed anyone in a position of authority about their experiences of sexual harassment state that the reason for this is a perceived uncertainty regarding whether the sexual harassment they faced was sufficiently serious. One fifth of female victims who are employees or doctoral students did not report what had happened because they lacked confidence in how the matter would be handled. A larger proportion of students subjected to sexual harassment (79% of men and 83% of women) specify a lack of confidence in the way the matter would be handled as a reason why they have not formally reported the incident. This can mean that even

students feel uncertain about their assessment as to what can be considered to constitute sexual harassment.

These results, too, reflect what is said in the interviews with doctoral students and employees. In the interviews, they tell in more detail about their uncertainty and fear as to how a report is perceived and what it could mean for future work and career opportunities. For the students, it is also an issue of fear as to how reporting the matter will affect their grades and their relations with fellow students.

Confidence in the university's handling of cases

A large proportion of employees and doctoral students (84% of women and 90% of men) and other students (83% of women and 88% of men) respond in the survey that they have some or full confidence in the way that cases of sexual harassment are handled at Lund University. The employees, doctoral students and other students who have been subjected to or who have witnessed sexual harassment, or who have been subjected to derogatory/insulting treatment, have less confidence in how these matters are handled at Lund University. The lowest level of confidence is shown by employees, doctoral students and other students who state that they have been subjected to harassment connected with any of the grounds of discrimination.

The lower level of confidence amongst those who have personally been subjected to sexual harassment is reflected in the interviews, where individuals relate personal experiences of having reported the situation, perhaps to a person in authority. In these cases, victims often feel that they have had to personally take on much of the responsibility for the situation and that there has been a certain amount of helplessness on the part of university representatives.

General and psychological health

Participants in the survey were asked to assess their own general and psychological health, whether they have any problems with sleep, and their current working capacity. Employees, doctoral students and other students who have experienced sexual harassment consistently assess all aspects of their health to be poorer compared with participants who have not been subjected to sexual harassment. This applies to both women and men.

The effects of sexual harassment are also addressed in our interviews with victims. Several of them tell about how they become withdrawn, gone on sick leave, and had to seek psychotherapeutic help to deal with their experiences. Students also point out deficiencies in the help that is available and that the Student Health Centre's resources are insufficient.

Derogatory treatment and harassment

Amongst employees and doctoral students, 19% of women and 9% of men state that, in the last 12 months, they have experienced derogatory treatment in connection with their work at the university, according to the definition in the Swedish Work Environment Authority's Code of Statutes, (AFS) 2015:4. Students are not covered by AFS 2015:4, but we nevertheless chose to ask them about their experiences with derogatory treatment, defined in a similar way. Of the students who responded, 10% of women and 5% of men said that they have felt subjected to derogatory treatment.

10% of female employees and doctoral students, and 4% of men in these groups, state that, in the last 12 months and in connection with their work at the university, they have been subjected to harassment because of their sex, transgender identity

or expression, ethnicity, religion or other beliefs, disability, sexual orientation, or age. The corresponding figures for students were 8% for women and 4% for men.

These results will now form the basis for the university's proposals for new measures that can be taken and for its continued preventative work against sexual harassment.

Method

In order to gain a deeper understanding of the prevalence of sexual harassment and the way it is viewed at Lund University, a plan was formulated to collect both qualitative and quantitative data. The qualitative data collection was aimed at understanding more about the concept of sexual harassment in relation to workplace norms and attitudes, as well as in relation to personal experiences (Dahlgren et al, 2019).

Focus group discussions were deemed appropriate for examining the concept of sexual harassment and the norms and attitudes that exist at the university (Krueger & Casey, 2015), whilst qualitative in-depth individual interviews were considered best for highlighting personal experiences and perceptions of sexual harassment (Kvale & Brinkmann, 2009). Preliminary results from the qualitative material could then be used in designing a survey for employees and students in order to be able to more clearly quantify the prevalence, determinants and consequences of sexual harassment, as well as contributing towards interpreting these results.

The qualitative sub-studies – individual interviews and focus group discussions

Sampling

Study participants were recruited through advertisements and emails sent to all employees, doctoral students and other students at the university. Individuals interested in discussing norms and structures surrounding sexual harassment at Lund University were invited to the focus group discussions, regardless of their own experiences regarding such harassment. The invitation to participate in an interview was primarily aimed at individuals who felt that they had been subjected to sexual harassment within the scope of their work/studies at Lund University, those who had experienced/witnessed others being harassed or had personally harassed others. The objective was for all faculties, categories of staff, students and doctoral students to be represented, and that approximately 30 focus group discussions and 50 interviews should be conducted, in order to achieve both breadth and depth in the material.

Data Collection

The focus group discussions and interviews were conducted in parallel between autumn of 2018 and spring 2019. Individual interviews were conducted separately by two members of the project group who were experienced in conducting interviews and who had clinical experience in meeting people who had been subjected to sexual abuse and violence. The focus group discussions were jointly led by two members of the project group (moderator and observer) who had prior experience with this kind of data collection. In both the interviews and focus group discussions, interview guides were used that had been developed during discussions within the project group and tested before use. The interviews and group discussions were conducted in Swedish or English, according to the needs of the participants.

Analysis

The preliminary descriptive review of the material that is presented in this document is founded on a systematic reading of the transcripts from all interviews and focus group discussions. This analysis was carried out by several members of the project/research group who each individually summarised the most prominent and recurring aspects relating to sexual harassment at Lund University. The emphasis was on finding similarities and differences in the way sexual harassment

is viewed and experienced by employees and students. Following discussions as a group, these various aspects were gathered under six themes related to issues covered by the Tellus project. The material is extensive, and this review aimed mainly to serve as a guide for working on the survey and to support the interpretation of its data. In the future, the material will serve as a basis for a more scientific qualitative analysis of specific research questions.

The survey study

The survey was designed according to a review of the scientific literature with reference to sexual harassment and workplace-related health, in combination with results from the qualitative study. Two versions of the survey were designed; one for employees and doctoral students, and one for all other students. The surveys were sent by email to all employees and doctoral students in November 2019 according to lists received from Lund University, as well as to all students who were registered for the autumn term that year. Responses could not be linked to any individual email addresses and were thereby anonymised. The survey was made available for nine weeks, during which time two reminders were sent out by email. This resulted in a response rate of 34% for employees and doctoral students, and 32% for all other students, respectively. The survey responses were organised in a database, from which the results in this report could be generated. Results based on fewer than 20 observations in the denominator when performing percentage calculations have not been included in this report.

Results from qualitative studies

The material from the focus groups and interviews is extensive, and in this report only the most prominent and recurring aspects of sexual harassment at Lund University are discussed. The report begins with an overview of people's views about sexual harassment and types of sexual harassment that have been described by the participants. This is followed by sections on power structures and workplace culture at the university in relation to sexual harassment, the settings where sexual harassment occurs, obstacles to talking about or officially reporting sexual harassment, and the role and actions of the university. We conclude with suggestions from the participants for strengthening the work against sexual harassment at Lund University. The results from the interviews and focus groups involving employees and doctoral students, and those involving other students, are for the most part considered separately.

Forms of sexual harassment, and views thereof

The focus groups and interviews with employees show that there is considerable uncertainty regarding what sexual harassment really is. Many feel that there is a grey area between sexual harassment and other forms of harassment, and that these often occur together. Power and relationships of dependency are identified as breeding grounds for other types of harassment. Several describe harassment as a kind of invasion of privacy. In the focus groups, discussions included the differences between single and repeated events, whether harassment is deliberate or unintentional, and whether the harassment is verbal or includes some form of physical act. There is, however, agreement regarding the significance of an individual's own perception and that different individuals can perceive the same act in different ways.

It is clear that employees view sexual harassment as a matter of misuse of power that mainly affects women. But it is also mentioned that employees in managerial positions – women as well as men – can be sexually harassed themselves. There are also examples of both women and men in managerial positions who harass others sexually.

Sexual harassment and abuse as discussed in the interviews with employees ranges from glances, unwelcome comments, invitations and body contact, showing naked pictures or images of a sexual nature and sexual gestures to sexual acts and outright abuse. Sexual harassment can be individual events or repeat events over a long period of time. They can involve clearly separate events or a culture of behaviour and language that is collectively perceived as violations of a sexual nature. In several cases, especially those involving single events, alcohol was involved in connection with parties, conferences or after-work activities.

Several employees mention events and situations that occurred a long time ago when they were students or doctoral students at Lund University but that have affected them through the years and are still emotionally charged. In some cases, only those who were directly involved know what has happened, and the incident was never reported. In other cases, sexual harassment was witnessed by others or has otherwise become known to others nearby, and sometimes the entire workplace became involved, leading to complicated and inflamed situations as a result.

The same uncertainty seen amongst employees as to what is considered to constitute sexual harassment can be seen in the focus group discussions with students. However, the students state that it is easier to decide what should be considered sexual harassment when it occurs between teacher and student than when it happens between students themselves.

The types of sexual harassment that are highlighted by students who have been subjected to it do not differ significantly from those described by employees. Here, too, the entire range of acts can be seen, from unwelcome comments and body contact to rape. The incidents were often described as a product of sexualised language that deteriorates into something even worse. This was commonly discussed as happening during parties and linked to the consumption of alcohol.

A few individuals – employees as well as students, all of them men – participated in interviews with reflections on their own behaviour. Teachers at the university explained that they feel worried about having entered into relationships with a student, that they can be influenced during oral exams so as to give better grades to female students who wear revealing clothing, or, that during practical training or as a doctoral advisor, they keep a greater distance from female students than from males, which can result in the women receiving less support in their training. One employee reports having committed sexual harassment towards a colleague and participating in sexist comments in the work environment, behaviour that the employee now regrets after having been reprimanded by the leader of their research group. Students tell about how they have subjected fellow female students to sexual harassment in student social contexts in connection with the consumption of alcohol. Some feel that a combination of alcohol together with mental ill health was the cause of the behaviour. In some cases, the incident occurred at another university. One case at LU resulted in a reprimand from those in charge.

Power structures and workplace culture in relation to sexual harassment

It is clear from the interviews and focus group discussions with employees that Lund University is seen as a heavily hierarchical organisation, with both formal and informal power structures. The employees describe parallel structures, with a formal institutional hierarchy that coexists alongside a more informal power structure based on the success of individual employees and the size of their research funding. People adapt to unwritten rules in the workplace in order to survive in that environment. It becomes clear from the interviews that, regardless of position, employees are aware of their own formal and informal standing in the organisation. This standing is the deciding factor when it comes to an individual's perceived leeway to tell others about incidents of sexual harassment. For the most part, sexual harassment is carried out by seniors in relation to subordinates or colleagues at the same level in the power hierarchy. There are also examples of senior individuals being harassed by subordinate colleagues, and teachers who have received sexual advances from students. Several – including employees who have or used to have managerial positions themselves – feel that a position of power increases the risk of a person subjecting others to sexual harassment. Some employees express concern that the perceived increase in precarious working conditions within the university in turn increases the risk of misuse of power.

According to employees, negative norms rooted in masculinity and hierarchy work in conjunction with one another, and they believe that it is more common for men to harass women sexually – downwards or sideways across the hierarchy. This risk is exacerbated by the fact that attitudes are so deeply entrenched that men's perceived right to belittle women is allowed to pass. Interviewees also talk about a shift in power due to the increasing gender balance regarding higher positions, whilst there are also experiences showing female perpetrators who have positions of power.

There is a consensus amongst the employees with regards to the position of dependence that doctoral students have in relation to their supervisors. There are

examples both from the focus groups and interviews of doctoral students being subjected to belittling and sexual harassment by supervisors or senior researchers.

Regarding sexual harassment between the students, formal power is more clearly linked to social power. There is talk of older versus younger, and those with certain kinds of responsibility or positions (e.g., within the student unions/nations) against those without. Students who have advanced further in their education have a higher status than those who have not progressed as far. Students with social or more formal power may contribute to the acceptance of sexual harassment, but they can also help to limit it. Students mention the peer system designed for mentoring new students as an area that can be counterproductive when it comes to sexual harassment. There are examples where an individual serving as a mentor might be tempted to try and 'conquer someone' as part of a social game, despite bans and contracts to prevent this.

Students in the focus groups make a distinction between sexual harassment within the student group and that between teachers and students. There is an awareness of the clear position of power that teachers have, where sexual harassment should be obviously unacceptable. Despite this, students who have been subjected to sexual harassment feel great shame, and there is a danger that they do not tell anyone about what has happened. In courses where competition between students is great, or in small departments, individual teachers may gain a special position of power, for example when there are only a few teachers who can serve as supervisors for thesis work.

Something that employees and students have in common is that they have experienced a change in norms regarding sexual harassment in recent years. The #MeToo movement has been important for a person to be able to say 'No, this does not feel OK' when subjected to unwelcome advances in the workplace or study environment. This has also contributed to an increase in the tendency for a person to say 'Sorry' when they discover that their advances have been received unfavourably. This contrasts with the advice that 'You'll have to learn to deal with it', or 'You know what they [usually a person with power] are like', which were previously more common, but still occur.

In the qualitative data, international doctoral students, students and employees can be particularly vulnerable groups who run a higher risk of being subjected to the misuse of power. These groups often have a weak safety net and limited knowledge about who to turn to in order to report something or receive support. International students, doctoral students or postgraduates who are in Sweden on scholarships and who have been subjected to harassment are often worried about being able to complete their studies or projects as planned or are concerned about missing out on further projects. There are examples from the interviews where individuals have felt very bad about what has happened, taken sick leave or been excluded from ongoing collaborations and projects after having spoken out or reporting an incident.

Settings where sexual harassment takes place

In both the focus groups and interviews, employees say that sexual harassment is not limited to the physical workplace at Lund University. There are also incidents that occur at conferences, during after-work activities or parties connected to work. It is stated that alcohol increases the risk of sexual harassment, and employees who have been subjected to such treatment mention that they can feel forced to avoid participating in such activities. The price for not participating is to risk being left out and being disadvantaged both socially and academically. For researchers, this can involve not only being excluded from the local research group but also from

national and international networks. When harassment occurs outside the premises of the university, such as during field work, participants describe how the person who is subjected to harassment is in an even more defenceless position, with limited opportunities to avoid unwelcome advances from colleagues or outsiders.

In the interviews, both employees and doctoral students, tell of the worry of the uncertain risk involved when the person who has subjected them to harassment comes uninvited into the office or makes advances in common areas. For the person subjected to the harassment, this results in a constant state of readiness and attempts to control the situation. They feel that they have to avoid common areas such as the lunch/coffee room, need a supportive colleague to accompany them when visiting such areas, and are afraid to remain at the workplace when others have gone home. In workplaces where researchers and managers do most of their work from home, there is a risk that sexual harassment may not be noticed or can be allowed to continue without anyone intervening. Several employees – teachers, researchers and technical administrative (T/A) staff – explain that the person who mistreated them is no longer at their place of work, but that they sometimes meet in other work-related settings such as conferences.

Some employed teachers describe situations where they have personally felt uncomfortable or mistreated by students in educational settings. This may involve students wearing provocative clothing during oral exams, showing private pictures where they seem to be scantily clad, or making direct invitations to start an intimate relationship.

Employed doctoral students who are working with their dissertations also describe sexual harassment and advances from their supervisors, which can result in them avoiding supervision sessions. These incidents can occur during tutoring as well as in more private settings that the doctoral student initially agreed to or did not dare to refuse. In some cases, the supervisor tried to persuade the doctoral student to have private meetings by making contact a large number of times.

It is clear from the focus group discussions with students that sexual harassment is perceived to be more common in the student social life than it is in the study environment. Many feel insecure when starting at university, and their desire is merely to try and fit in. This makes it difficult to notice and take action against sexual harassment in study environments and in student life. Seeking confirmation increases the risk of subjecting others to and being subjected to sexual harassment. Sexual harassment or outright abuse in student life or in other private settings can affect the study environment when it involves classmates who need to continue working together during their education. This is particularly noticeable in programmes that have small numbers of students or when students need to collaborate closely with each other. There are examples of thesis supervisors making advances and wishing to meet students outside of the study environment. A supervisor wishing to meet for refreshments, lunch or dinner at a restaurant for the purpose of providing guidance or for private meetings is a grey area that can make some feel very uncomfortable. This can result in a student changing their supervisor or subject, or that they never finish writing their thesis.

According to the students, there are still some traditions during student meals and other gatherings that increase the risk of sexual harassment. Initiation ceremonies are considered by some to have improved, whilst others still highlight the prevalence of sexual harassment in these settings.

Alcohol plays an important role in student life and is often used as an excuse. There are accounts of individuals protecting and defending their friends when they harass someone sexually whilst intoxicated. Awareness of the risk of sexual

harassment is high, and warnings are passed between female students when certain student nations are considered riskier.

Obstacles preventing sexual harassment from being reported or told to others

Interviews and focus group discussions with employees both show that it is a fear of the consequences for oneself or others, and an uncertainty regarding what to do, that constitute the largest obstacles to a person telling about or reporting sexual harassment. There is considerable uncertainty about what qualifies as sexual harassment and what can therefore be reported, especially when no physical contact is involved. Although some feel doubtful about reporting verbal sexual harassment, employees discuss how this can harm the work environment and that measures need to be taken. There is a desire for others who are present and who see or hear the sexual harassment to speak up, whilst those subjected to sexual harassment may not always dare to do so.

Employees find it difficult to talk about experiencing sexual harassment at their own department for fear of being viewed by workmates as oversensitive. It can sometimes feel bad to 'mess things up' for the perpetrator. This may involve loyalty as well as a debt of gratitude, especially if the guilty party is a successful colleague who has previously been supportive and opened up opportunities for the victim.

Collegiality between the perpetrator and the one who should investigate a report is also mentioned as a considerable obstacle. Turning to the head of department to report a colleague feels difficult because the department head is suspected of having dual loyalty. Other types of relationships of dependency existing within the university are also described: Within departments/research groups, the main position of dependence is towards managers or research colleagues who have large allocations along with the associated power. Amongst doctoral students, the main dependency is towards the supervisors. Being close to these individuals in power can provide a certain amount of protection but also generates major dilemmas when it comes to reporting e.g. sexual harassment, since the consequences appear to be unforeseeable. For those with temporary employment contracts, doctoral students and postgraduates, the main concern is related to opportunities for continued employment and being able to continue working together and completing doctoral work. Some doctoral students who are towards the end of their education may therefore choose to hold back from reporting harassment because they are prepared to put up with it for the limited time they have remaining of their studies.

The perceived obstacles to reporting violations mean that, in many cases, individuals who are being or who have been subjected to sexual harassment do not tell anyone about their experiences or feel that they are directed to a small circle of co-workers for support. This also means that they try to solve problems that arise themselves. Amongst both employees and doctoral students, there are examples of how this has resulted in employees choosing to resign.

Just like the employees, students, too, can view collegiality between teachers and other workers as an obstacle to reporting sexual harassment from employees. Students feel that the department may want to protect its teachers/workers if they are reported for committing sexual harassment. Students also talk about dependency relationships with teachers who will award their degree or supervise their thesis. For students, it can be difficult to continue a course or programme when it is not possible to avoid teachers or thesis supervisors who possess specific

skills. There are examples where students have gone on sick leave or who feel forced to drop out of their studies.

As for sexual harassment perpetrated by other students – particularly when it has occurred outside of university activities – students often do not feel that the university (that is, the teacher, department head etc.) is the proper authority to turn to, even though the harassment may have significant consequences for the victim's study environment and achievement. Representatives of student organisations who are experienced in handling reports of sexual harassment received from students, confirm that students often prefer to approach them. The student representatives would like to see more support and presence from the university and its representatives.

The university's role and actions

Several students and employees who have experienced sexual harassment describe first turning to one of their equals, that is, a fellow student or colleague on the same level as themselves. They are often unsure of how they should view what has happened and seek support and confirmation that what has happened really can be considered sexual harassment.

It is evident from the focus groups as well as interviews that even when a decision has been made to report the matter there is a large degree of uncertainty as to where to turn. Those employees and doctoral students who chose to approach someone in a managerial position at the university to talk about it stress the importance of having confidence in that person. They emphasise that, in order to have the courage to report a matter or request support, an individual needs to feel secure with the one they talk to. They ask themselves whether that person will listen to and understand their situation, or if there is a danger that personal relations might affect their reaction and continued actions.

There are several examples where university employees who have been subjected to sexual harassment have received good support from their managers and others involved and that their cases have been handled in a professional manner. But there are also stories that demonstrate that recurring verbal sexual harassment and sexual advances are not taken seriously and that individuals may feel that nobody is prepared to act unless physical advances are involved. Several participants describe a complacency amongst colleagues who do not wish to see, and managers who are not able to take responsibility for the necessary measures. Sexually harassed individuals can also feel that they are not taken seriously if, for example, they felt pressured to consent to a sexual relationship and others fail to see the power that was involved in them giving their consent. Some also mention the difficulty in getting managers or those in positions of authority to intervene when a person tells them that they have witnessed sexual harassment taking place towards others.

The interviews also highlight a certain level of helplessness on the part of the university when employees who feel that they have been sexually harassed do not wish to report serious cases to the police, or when an internal investigation shows that the matter does not concern sexual harassment according to the Discrimination Act. In such cases, they felt that the university has argued that they are unable to do anything and thus left them to find a solution themselves. By that stage, cooperation between the sexually harassed individual and the colleague in question may have developed into a problem in the work environment that needs to be dealt with.

Employees who have been sexually harassed often perceive that they personally need to take a great deal of responsibility to affect a change and to seek help. Several say that they felt they had been referred to their own social network. It can

happen that individuals who contact the university to find out about the regulations and policies for support are presented with strict interpretations of the rules. If, for example, the case involves sexual abuse, the employer might claim that they are not able to offer support apart from managerial support for handling harassment and sexual harassment.

Amongst the employees interviewed are administrators at various levels who talk about the difficult dilemma they can face when making decisions regarding sexual harassment between colleagues – who should they believe? They are well aware that any action taken can have personal consequences for both those involved as well as other colleagues. Administrators at the faculty or research group level tell about the loneliness and uncertainty they feel when forced to handle difficult situations that may arise in the workplace. A sometimes self-imposed duty of confidentiality or respect for the privacy of those involved makes it impossible to discuss problems with colleagues, and they lack support from other levels. They also bring up the dilemma of anonymised work environment surveys where they as managers are not able to address problems that emerge because they do not know who has been subjected to sexual harassment. In some cases, they try to find external consultants, which can contribute to the handling of reports being perceived as a protracted process. The participants highlight a desire for increased professionalism and skills that are difficult to achieve when a person only handles cases sporadically.

The students relate difficulties that can arise when a student is subjected to sexual harassment by a fellow student outside of class and both are then forced to meet each other in the study environment, and perhaps even work together. This can result in a high level of class absenteeism and individuals taking leave of absence or leaving the course/programme. There are examples where teachers have made changes in group composition or in some other way restructured the education to make it possible for students to continue their studies. However, it is difficult to make such solutions work in the long term over a multi-year course of education or in smaller study environments. There is also a reluctance on the part of some departments when it comes to acknowledging the existence of sexual harassment out of a fear of damaging their reputation.

Students view the Student Health Centre as an important body that offers support to those who have been subjected to sexual harassment. However, the participants are aware that resources are sparse, and they are also apprehensive about the Student Health Centre's capability of handling sexual harassment. The Student Health Centre is perceived as 'far away', and the long waiting times risk causing people who have experienced sexual harassment to give up, thereby missing out on receiving the support they need. Rather, it is often student unions at the faculties that are contacted, but they are not always equipped to handle cases of sexual harassment.

The interviews with administrators as well as students and employees who have been sexually harassed show that there are shortcomings with regards to documenting and monitoring cases. The procedure is often described as a very drawn out one, where the roles of the personnel department, management and various support resources are unclear. Transparency in the process is often poor. For example, a report can be made to an individual on one level, but the response may come from someone else on another level without the person who made the report being informed that the matter had been forwarded. The often-protracted procedure puts a great deal of pressure on everyone involved, and the work environment problems that can arise are often neglected.

Something that those who chose to tell about or report someone for sexual harassment have in common is that they feel that they themselves have paid a high price, whilst the perpetrators get off lightly. They feel that they have often been seen as problem makers with have difficulties in cooperating. Students and doctoral students tell about how theses or dissertations have been delayed. Researchers testify as to losing social and professional contact networks and continued research funding. Others take sick leave or isolate themselves and choose to work from home. Some go into therapy, lose self-confidence regarding their own research (doctoral students in particular), feel shame, or change to a different subject or career path. Even in cases where there are no obvious consequences, the experience can linger with a victim for a long time.

Suggestions from participants for strengthening the work against sexual harassment at Lund University

Employees and students who participated in the focus groups and interviews have high hopes that their contributions will result in definite improvements in Lund University's work against sexual harassment. The students feel that Lund University is a strong social actor in which students are shaped for the future during their education. The participants have provided a number of suggestions for strengthening the work against sexual harassment at Lund University.

Employees highlight the need to create more options within the organisation for a person to be able to tell someone if they feel that they have been subjected to sexual harassment. This is considered especially important because even individuals in management positions can subject people to sexual harassment and they are the individuals you should currently report to.

The employees would also like the way that sexual harassment is handled to be done more professionally, so that victims should be able to have the courage to report incidents. An external entity is also requested (outside the faculty) for handling these cases. This is mainly justified by the fact that there are too many loyalties amongst those who currently handle such matters – from department heads up to the level of the dean – but also because these individuals themselves feel that they lack the specialist skills that are needed. There are some who believe that this could be managed by introducing an organisation for handling cases of sexual harassment in a similar way to that which is available when there are suspicions of scientific fraud.

As for preventative work, the employees stress the need for continuous information regarding what sexual harassment is and what rules apply for handling such matters at the university. New employees should be given information about sexual harassment already during their introduction before employment. It is also pointed out that managerial training should include handling positions of power in relation to subordinates. It would be desirable for there to be workshops for doctoral students and advisors that provide opportunity to reflect on the dilemmas involved in the relationship between doctoral students and supervisors in connection with gender and sexual harassment.

Many also talk about a more general need for change in the norms surrounding sexual harassment. This could be done by means of compulsory ongoing training/workshops on gender/power relationships for both employees and students in the workplace/study environment.

In the focus groups, students express a need to be able to report sexual harassment by teachers anonymously so that documentation exists if it happens again. They also talk about the importance of those individuals to whom you are supposed to report showing up in person to give them a human face. After making a report,

greater transparency is desired regarding what is done, when it is done, and by whom. There is dissatisfaction with the Student Health Centre's current lack of capacity and training for taking care of those who have been subjected to sexual harassment, and it is recommended that this body should be given increased responsibility and adequate resources. Some point out that male students are also subjected to sexual harassment, but that negative norms rooted in masculinity can prevent them from both seeking and receiving the support they need.

Just like the employees, students also feel that it is important that information is continuously provided about sexual harassment and that it is repeated at the start of each programme or course. For international students, information about sexual harassment should be included already from the introductory course.

Survey results

Employees and doctoral students

Description of survey respondents

Table 1. Participants – employees and doctoral students

Categories*		Women		Men		Total	
		No.	%	No.	%	No.	%
Age	< 30 years	187	12	144	12	331	12
	31-40	374	24	253	22	627	23
	41-49	467	30	299	26	766	28
	50-59	357	23	316	27	673	25
	> 60 years	151	10	148	13	299	11
	Total	1536	100	1160	100	2696	100
Country of birth	Sweden/Nordic country	1265	82	923	80	2188	81
	Other	274	18	235	20	509	19
Occupational group	Professor	79	5	204	18	283	10
	Senior lecturer	191	12	189	16	380	14
	Lecturer	59	4	48	4	107	4
	Career-development position	89	6	71	6	160	6
	Researcher/Associate researcher	97	6	111	10	208	8
	Doctoral student	223	14	171	15	394	15
	Administrative staff/Library staff	597	39	178	15	775	29
	Technical staff	150	10	154	13	304	11
	Other	56	4	35	3	91	3
Employee/ doctoral student	Employees	1318	86	990	85	2308	85
	Doctoral students	223	14	171	15	394	15
Type of employment	Permanent	1103	72	818	71	1921	71
	Temporary employment	437	28	340	29	777	29
Managerial responsibilities	Yes	175	11	189	16	364	14
	No	1360	89	962	84	2322	86

* Number of incomplete responses = 4 – 46, so the total number shown for each category does not amount to 2,750

Table 1 shows that, of those who responded to the survey, 77% were between 31 and 59 years of age, and 19% were born in a non-Nordic country. Teachers at the university (professors, senior lecturers or teaching assistant) accounted for 28% of respondents, 8% were researchers or associate researchers, 15% were doctoral students and 40% were employed in technical/administrative positions. The proportion who stated that they had managerial responsibilities was 14%, and those who stated that they had temporary employment amounted to 29%. The description of survey respondents largely agrees with a general description of employees and doctoral students at Lund University.

Reported prevalence of perceived sexual harassment

The following text introduced this section in the survey: Sexual harassment is defined as conduct of a sexual nature that violates someone's dignity. This can be, for example, through comments or words, groping or indiscreet looks. It can also include unwelcome compliments, invitations or suggestive acts. Sexual violence is defined in this study as attempts to conduct, or the conduct of sexual acts in which the person did not participate voluntarily.

The question asked in the survey was as follows: Have you experienced any of the following situations in connection with your employment at Lund University? Various situations were then outlined one by one.

In total, 17% of respondents stated that they had experienced at least one of the situations described, which, in this report, is thus defined as having been subjected to sexual harassment. The difference between men and women was significant: 7% vs 25%, respectively. The majority of female respondents stated that they had experienced the specified events more than three years ago, 9% cited experiences from between one and three years ago, and 8% responded that they had experiences from the past year. Amongst men, distribution between the three defined periods of time was even at 3%.

Table 2. Experiences of sexual harassment at LU; employees and doctoral students

Period	Women		Men		Total	
	No.	%	No.	%	No.	%
Any time at LU	386	25	80	7	466	17
In the last 12 months	120	8	34	3	154	6
Between one and three years ago	143	9	29	3	172	6
More than three years ago	245	16	34	3	279	10

The age distribution of those who stated that they had been subjected to sexual harassment was also different between men and women. Amongst men, it was individuals in the oldest age group (60 years and older) who reported the highest proportion (12%), whilst it was in the 41-49 age group that the highest incidence in women was noted (28%). In general, variation between the age groups was smaller for women. Amongst female employees and doctoral students, the proportion who stated that they had been subjected to sexual harassment was higher for those born in Sweden or another Nordic country (26%) compared with those born in a non-Nordic country (22%). The percentage stating that they had experience of sexual harassment was larger amongst employees (18%) compared with doctoral students (13%). Amongst women who stated that their employment situation was uncertain (not permanent), the proportion was lower compared with women in permanent employment – 20% and 27%, respectively. Amongst female respondents in managerial positions, the proportion was somewhat higher compared with

women without such positions – 29% and 25%, respectively. The difference with regards to these factors was generally smaller amongst the male respondents.

Figure 1 a–e. Reported prevalence of perceived sexual harassment – employees and doctoral students.



Notes

The picture that emerges from the survey responses largely confirms the volume and pattern found in previous comparable studies of sexual harassment in the workplace. For example, women are three to four times more likely than men to state that they have been subjected to sexual harassment. Previous studies show that women in the younger age groups are significantly more vulnerable, but since the question in this study was formulated so as to learn how many had been subjected to sexual harassment at any time during their employment at Lund University, the results are affected by the respondents' employment time and their age; that is, there is a cumulative effect. This provides a picture of the entirety of experiences regarding sexual harassment amongst employees and doctoral students at Lund University.

The picture that sexual harassment is reported to a greater extent by women born in Sweden and other Nordic countries is consistent with studies conducted in EU countries, where Swedish and other Nordic women reported the highest frequency, and women in south-east Europe reported the lowest. This has been interpreted as an expression of lower tolerance for the phenomenon amongst women in the Nordic countries rather than differences in actual prevalence. Previous studies have also shown that women in 'middle-management' positions are more exposed to sexual harassment than women in higher positions and women who do not have a managerial position, which is consistent with the findings of this study.

The results regarding the timing of cases of sexual harassment show a clear difference between men and women. There was a relatively larger proportion of women in the study who stated that they had been subjected to sexual harassment further back in time than the previous 12 months, and especially more than three years back in time. This can be partly interpreted as a cumulative effect. Since this pattern is not observed in men, it could indicate that sexual harassment against men has increased over time.

Types of sexual harassment reported

Those who responded to the survey were able to indicate one or more of the following types of sexual harassment: Unwelcome suggestive looks or gestures, unwelcome soliciting or pressure for "dates", unwelcome 'inadvertent' brushing or touching, unwelcome bodily contact such as grabbing or fondling, unwelcome gifts, unwelcome comments, unwelcome contact by post or telephone, unwelcome contact online for example social media or email, stalking, and attempts to conduct or the conduct of oral, vaginal or anal sex or other equivalent sexual activity to which you did not participate voluntarily.

Three of these types of sexual harassment dominated the responses: 17% of women and 4% of men stated that they had been subjected to unwelcome comments; 15% of women and 3% of men to suggestive looks and gestures; and 9% of women and 2% of men stated that they had been subjected to unwelcome 'inadvertent' brushing or touching.

Individuals in the 41-49 age group reported the highest proportion of the first two types of sexual harassment, whilst the third (unwelcome 'unintentional' body contact) was, for women, highest in the oldest age group (60 years and older). These three types were also reported to a higher degree by women born in Sweden or another Nordic country compared with those born in a non-Nordic country, but this pattern was reversed for men. The proportion who reported these types of sexual harassment was, with few exceptions, lower amongst doctoral students compared with other employees. Individuals of both sexes with permanent

employment and managerial positions reported a higher share of these types of sexual harassment.

A total of 10 individuals (eight women and two men) who responded to the survey reported that they had been subjected to attempted or completed sexual intercourse without voluntary participation; that is, attempted rape or completed rape according to the legal definition.

Figure 2. Types of sexual harassment experienced, as reported by employees and doctoral students.

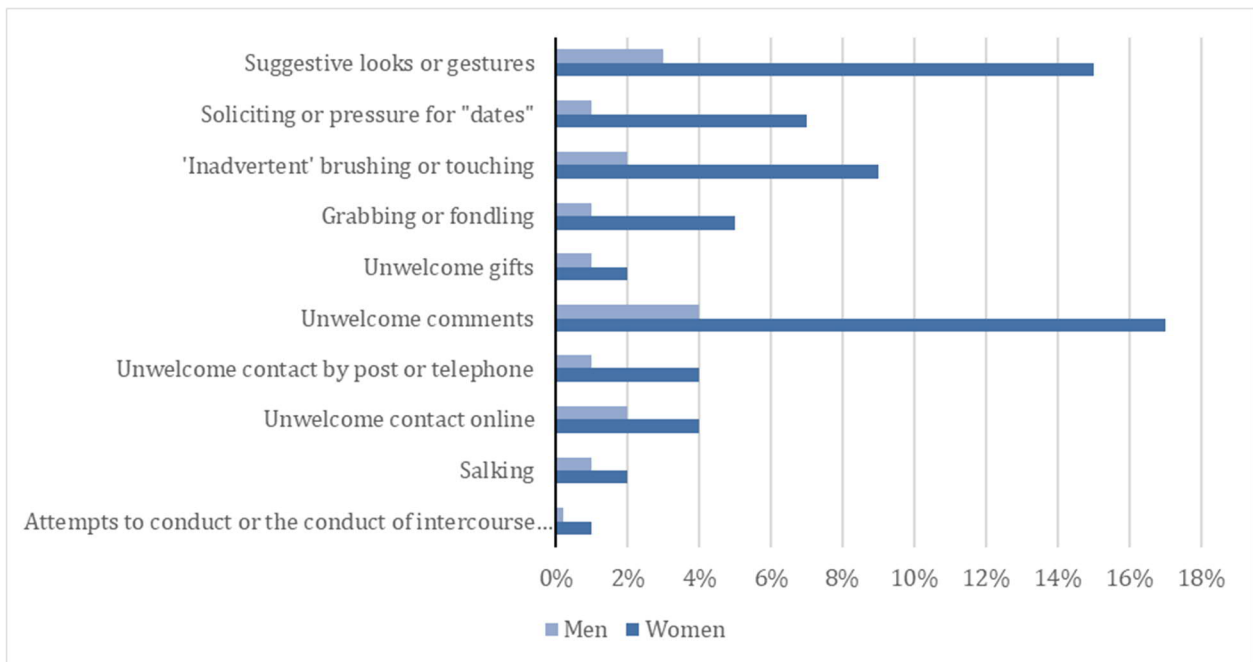
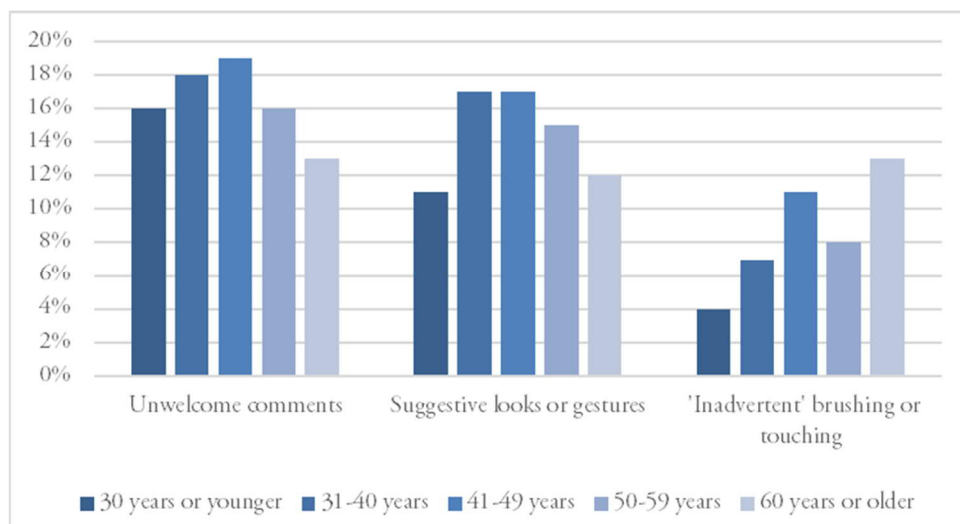


Figure 3 a-e The three most common types of sexual harassment reported by female employees and doctoral students, in various categories.



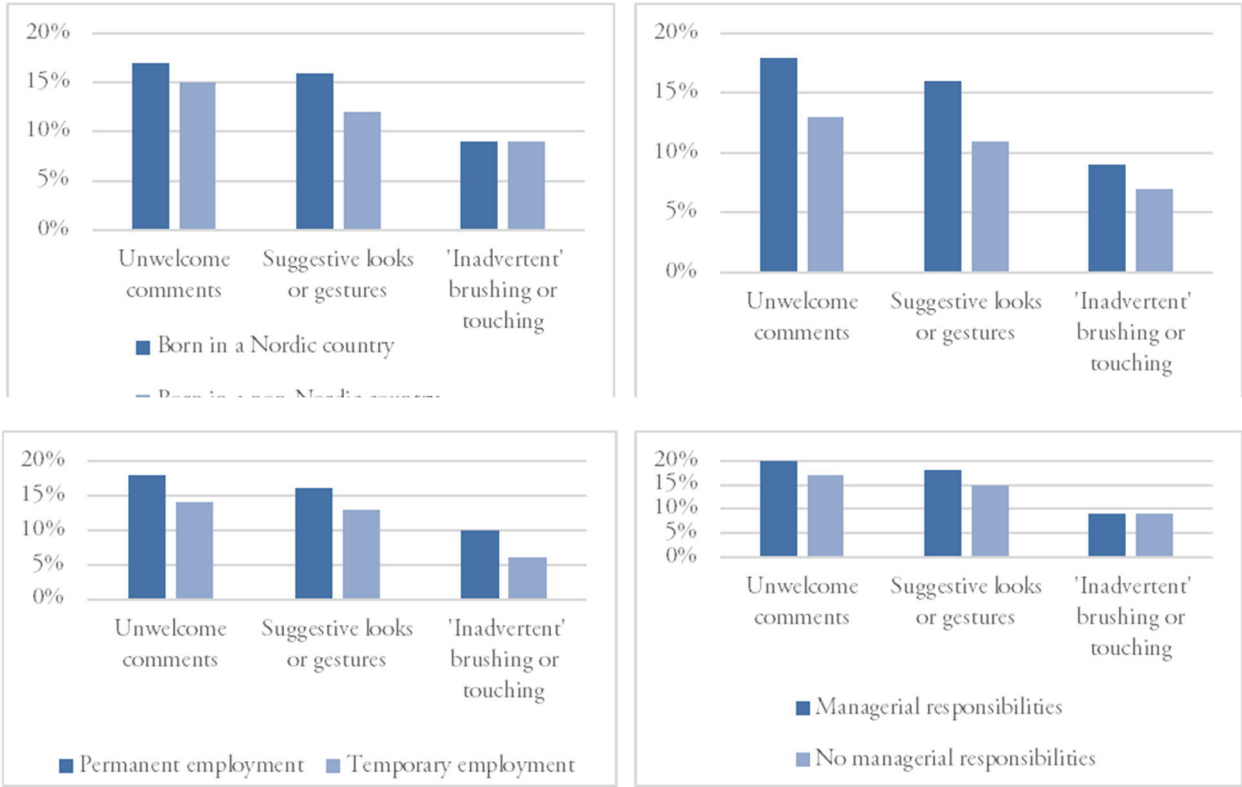
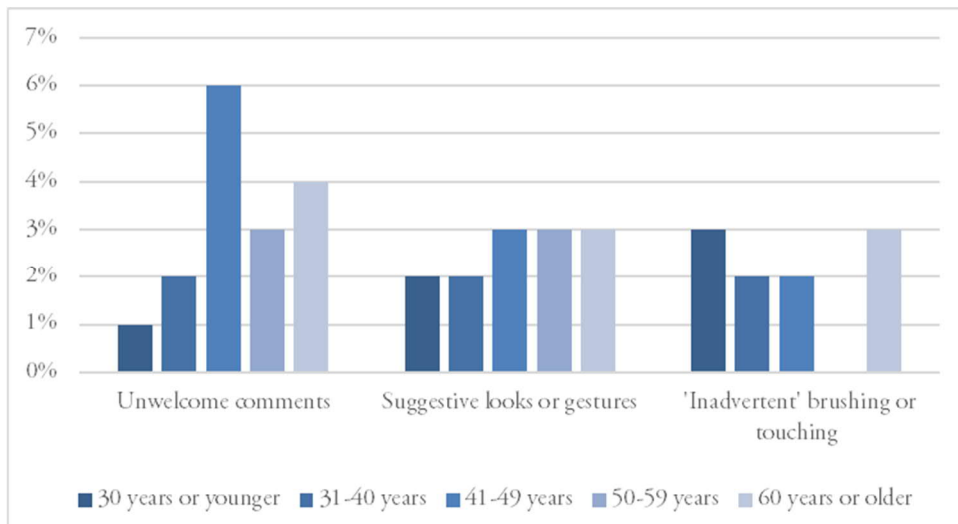
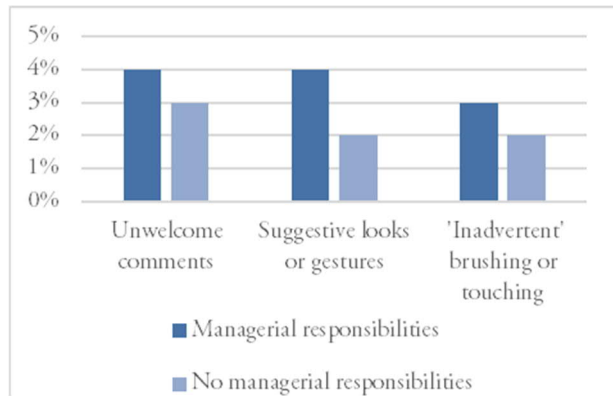
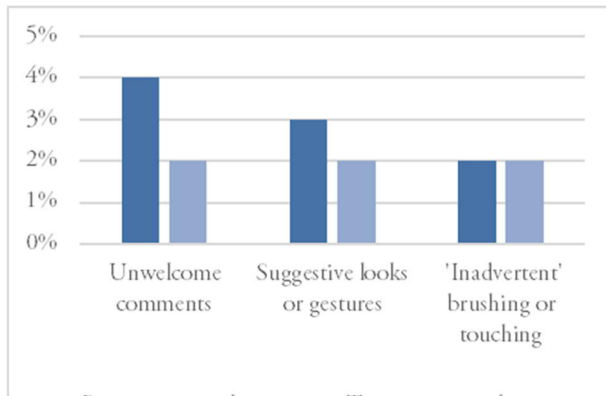
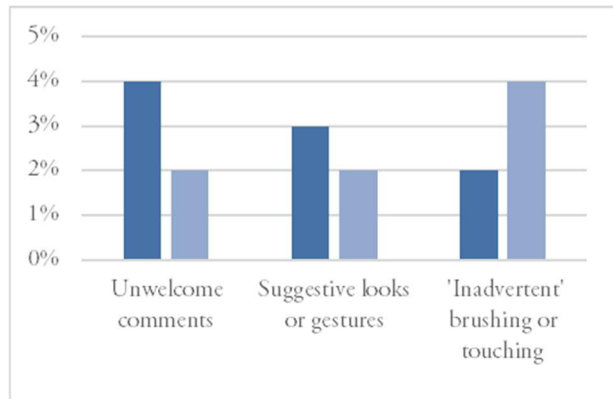
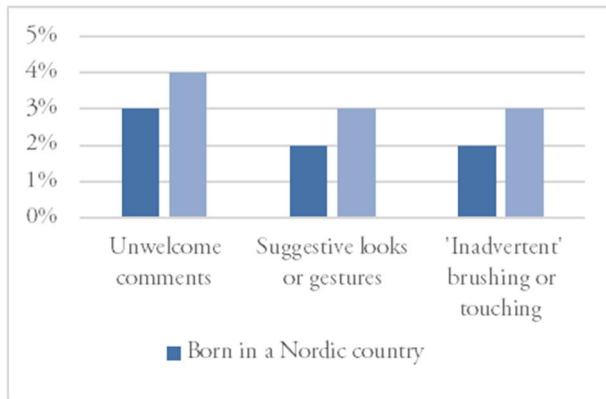


Figure 3 f-j. The three most common types of sexual harassment reported by male employees and doctoral students, in various categories.





Notes

Studies that allow direct comparisons with this one are lacking. We can note that the overall proportion of reported sexual harassment prominently consists of three types: unwelcome comments, unwelcome looks and gestures, and unwelcome 'inadvertent' brushing or touching, which largely agrees with earlier studies. This could possibly be interpreted as meaning that most occurrences of sexual harassment reported in this study consist of behaviour associated with a certain kind of workplace 'culture' rather than being isolated incidents. The frequency of 'attempts to conduct or the conduct of oral, vaginal or anal sex or other equivalent sexual activity to which you did not participate voluntarily' that constitute sexual offences according to the law was low in this study but indicates that these do occur.

Location where sexual harassment has taken place

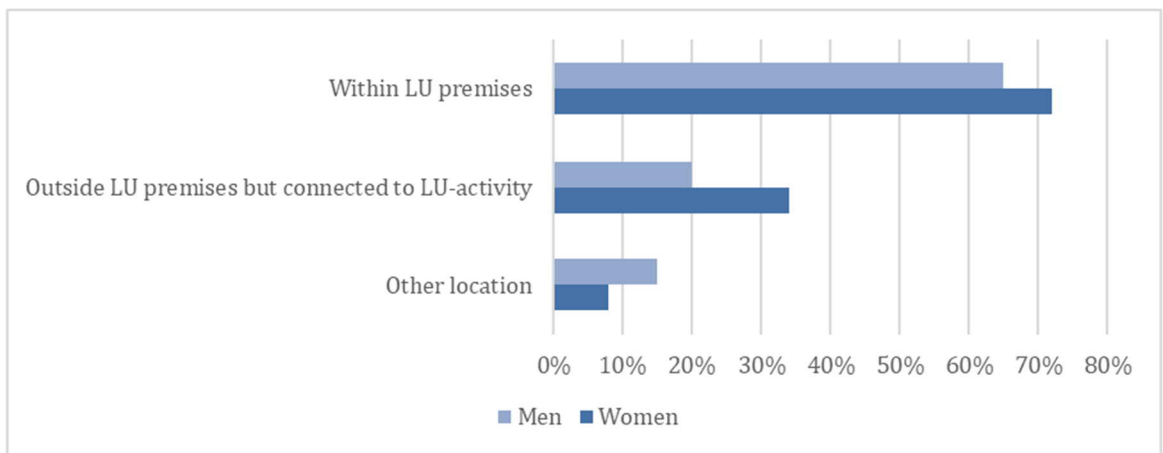
Amongst the employees and doctoral students who responded that they had been subjected to sexual harassment, 72% of women and 65% of men state that it occurred within the university premises in connection with their work at Lund University, and 34% of women and 20% of men stated that it occurred 'outside the university's premises in connection with activities associated with their work at Lund University (further education, business trips, conferences, lunch/dinner/after-work activities, parties, working from home, field work etc.)'. 8% of women and 15% of men stated that sexual harassment took place at 'another location'.

Respondents could select one or several responses, so the total sum amounts to more than 100%. However, it can be noted that, for women in the youngest age group (30 years or younger), half of respondents state that they have been harassed during a work-related activity but outside of Lund University's premises. Amongst women born in a non-Nordic country, a larger proportion (40%) stated that they had been sexually harassed somewhere outside the university premises compared with women born in a Nordic country (33%). Similarly, it was relatively more common for female doctoral students to say that they had been sexually harassed

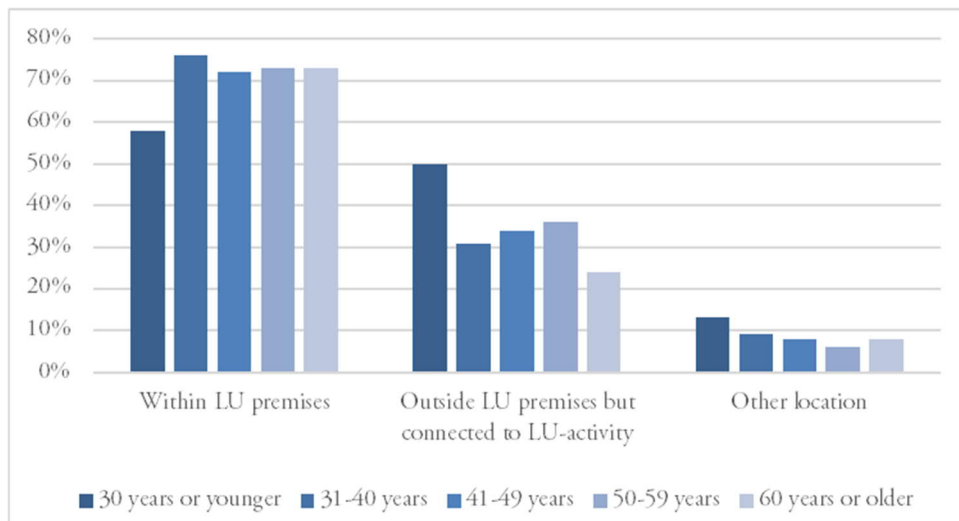
outside of their normal work compared with other employees: 49% vs 32%, respectively.

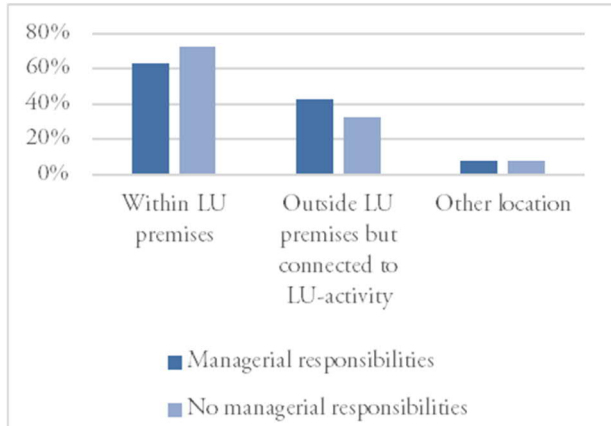
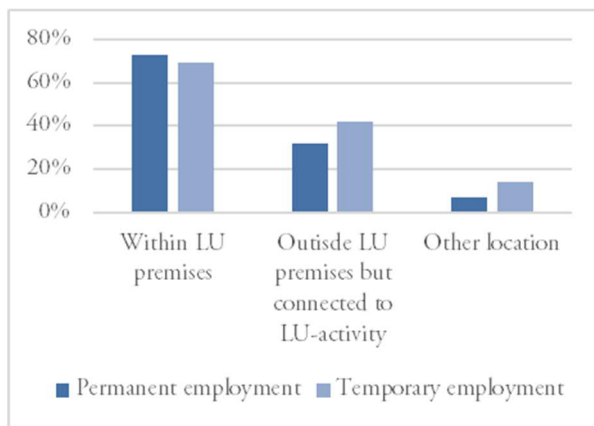
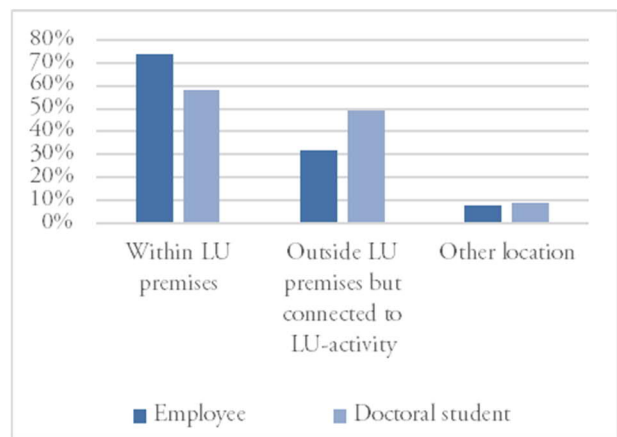
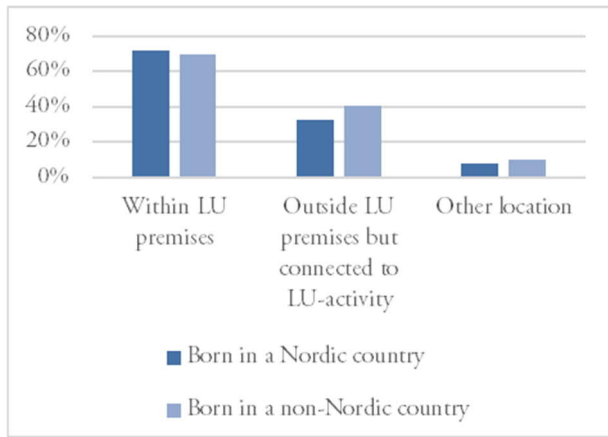
Compared with those in other types of employment, women with permanent employment reported being subjected to sexual harassment outside the university premises to a lesser extent. In contrast with others, women who responded that they have a managerial position were more likely to state that they had been subjected to sexual harassment during activities outside of their normal work. The total number of men who answered that they had been exposed to sexual harassment was too low (80) to be able to perform analyses at the group level.

Figure 4. Location of sexual harassment; proportion of employees and doctoral students who reported sexual harassment



Figur 5a–e. Locations where sexual harassment occurred; proportion of female employees and doctoral students who reported the occurrence of sexual harassment in various categories.





Notes

Here, too, there are no previous studies that allow direct comparisons with this study. Although the majority of reported details about the location of sexual harassment refer to the university’s premises, it should be remembered that employees and doctoral students are likely to spend significantly more of their working hours within the premises of the university than elsewhere. The fact that there is still a considerable number of reports regarding sexual harassment that has occurred during LU-related activities outside the university’s premises could indicate that there is an increased risk in these settings, especially for younger employees and doctoral students.

Perpetrators (those indicated) of sexual harassment

As with Location of sexual harassment, more than one survey response could be selected regarding who the perpetrator was, so the total amount may differ from 100%. 91% of women stated that they had been sexually harassed by a man, 3% by a woman and 4% by a non-binary individual or one with, to them, an unknown gender identity. The corresponding figures for men were 9%, 70% and 13%, respectively.

For those women who has been harassed, the role of the perpetrator was given as employed by 71%, doctoral student by 9%, student at Lund University by 7% and another person I met through my work at Lund University by 21%. The corresponding figures for men were 54%, 15%, 14% and 15%, respectively. Compared with the figures for women, therefore, it was almost twice as common for male employees and doctoral students to state that the perpetrator was a doctoral student or other student.

53% of women who were sexually harassed by an employee stated that it was a person who they were dependent on, and 4% said that it was someone they themselves have or have had formal or informal power over. The corresponding figures for men were 37% and 16%, respectively. 42% of women and 40% of men who have been sexually harassed by an employee stated that it was another person, that is, an individual who they were neither dependent on nor had any power over.

Of the 35 women who stated that they had been sexually harassed by a doctoral student, 77% said that the individual was another person (without a power relation). 12 men stated that the perpetrator was a doctoral student, and here too, it was other person that was predominant.

22% of women and 18% of men who had been sexually harassed stated that they considered the perpetrator to have been under the influence of alcohol at the time (not shown in the figures below).

Figure 6a–b. Characteristics of perpetrators, as reported by employees and doctoral students who have been subjected to sexual harassment

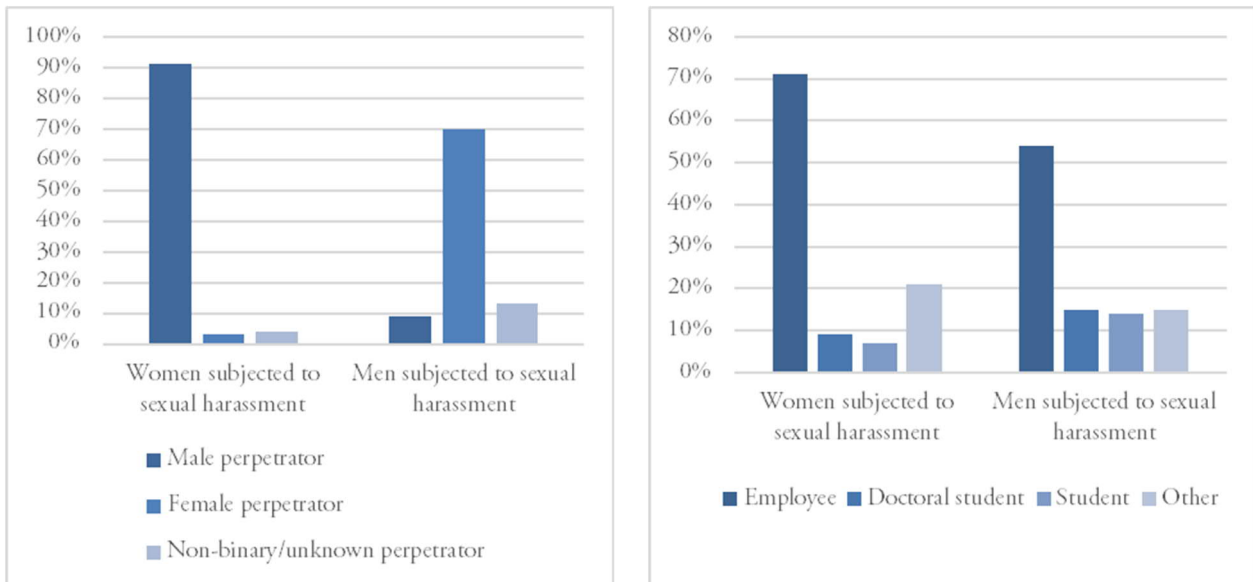
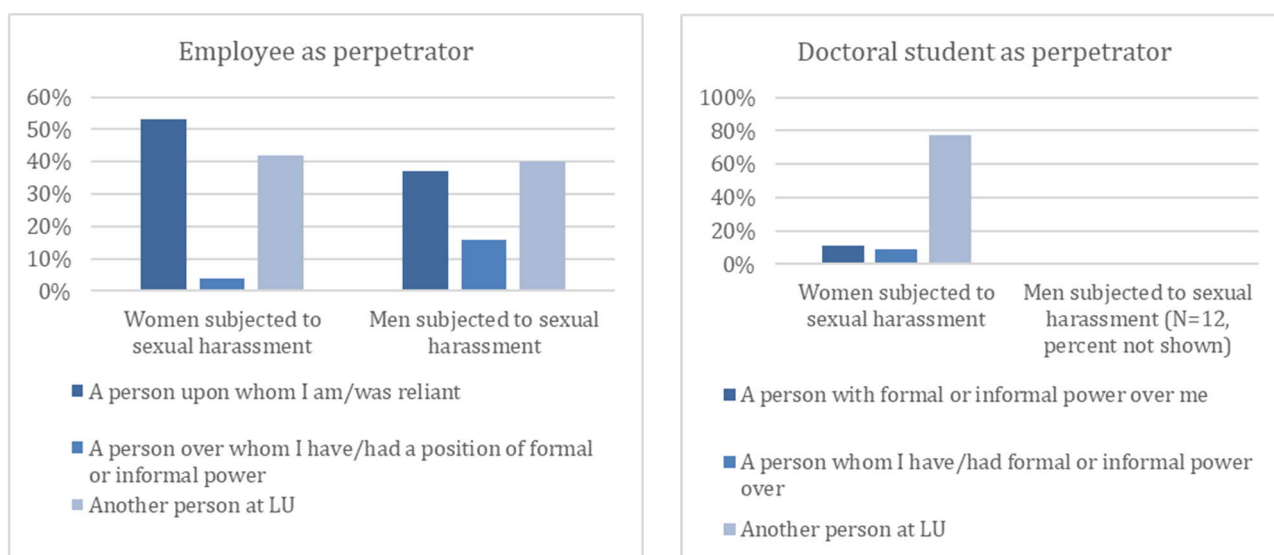


Figure 6 c-d Power/dependency relationship with the perpetrator



Notes

It can be established that a clear majority of individuals who are accused in this study of having committed sexual harassment were of the opposite sex to the individual subjected to sexual harassment, whilst a great majority of those accused (perpetrators) were men, since it was much more common for women to be harassed sexually. The proportion of accused having a non-binary or unknown gender was small, but there was a tendency that the individual subjected to sexual harassment in these cases was relatively more often male. For women subjected to sexual harassment, it was more common for the accused (perpetrator) to be another employee at Lund University, whilst, for men, it was more common for the perpetrator to be a doctoral student or other student.

It was more common for women to state that the perpetrator was another employee at Lund University who they were dependent on, which agrees with previous research. Where the perpetrator was a doctoral student and the person being harassed was female, it was most common that the perpetrator was another individual at Lund University, which may indicate that most sexual harassment in this setting occurred externally to the regular power structures.

Informing others and/or officially reporting sexual harassment

Employed doctoral students who responded to the survey and stated that they had been subjected to sexual harassment were also asked whether they had told anyone about the incident(s). It was most common to tell a colleague about what had happened; 16% of men and 27% of women had done so. Second most common was that the person subjected to sexual harassment had informed someone in a managerial position; 15% of men and 16% of women stated as much. The proportion who had reported having been subjected to sexual harassment to HR, their union or occupational health services was relatively low at 5%, 1% and 0% for men and 3%, 2% and 2% for women. Since the number of men who had been subjected to sexual harassment was considerably lower than it was for women, further analysis in this study could only be carried out for women.

It could be confirmed that there was a much higher proportion of younger women who had informed someone in a managerial position about what had happened – 32% in the youngest age group compared with 8% in the oldest. There were no

clear differences that emerged in this pattern between women born in a Nordic country and those who were not. However, it was more common for female doctoral students to have informed someone in a managerial position compared with other employed women. This choice was selected to a lesser extent by women who stated that they were in permanent employment or served in a managerial position; 14% and 15%, respectively.

It could also be noted that there was a much lower proportion of women in managerial positions who were subjected to sexual harassment and reported it to workmates or someone else in a managerial position.

Figure 7. Individual/body informed by those (employees and doctoral students) who had been sexually harassed.

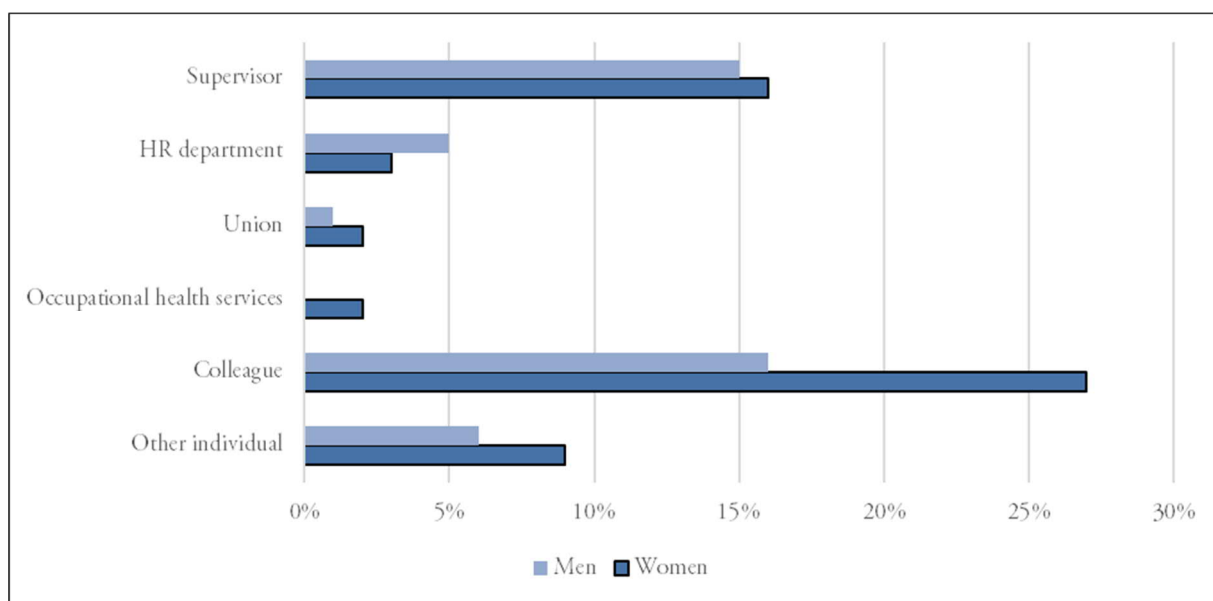
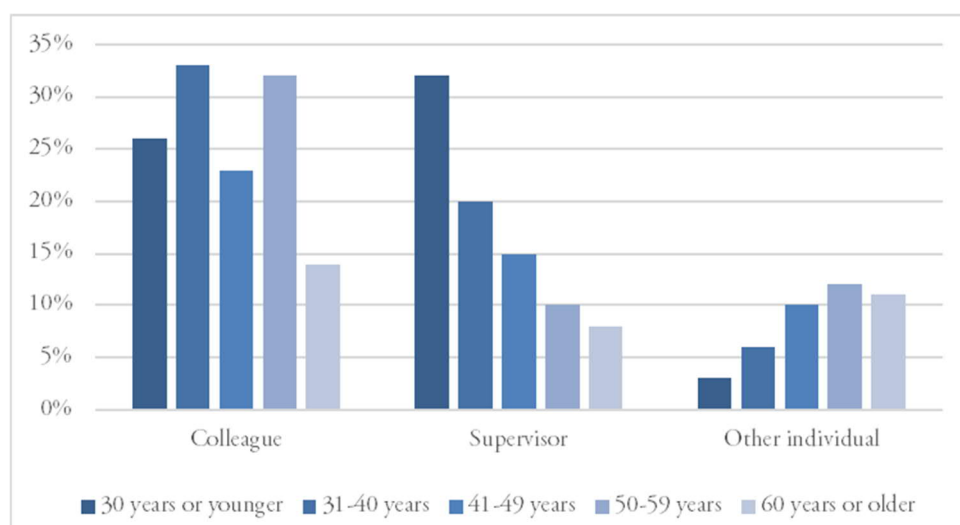
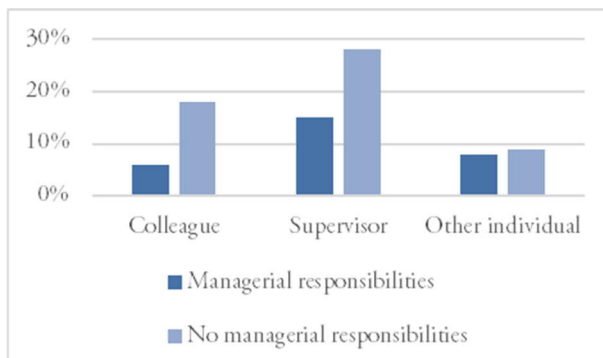
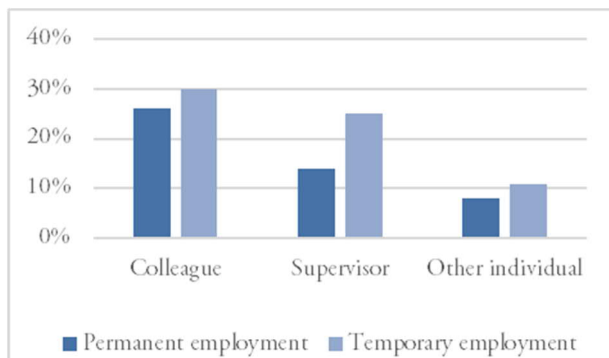
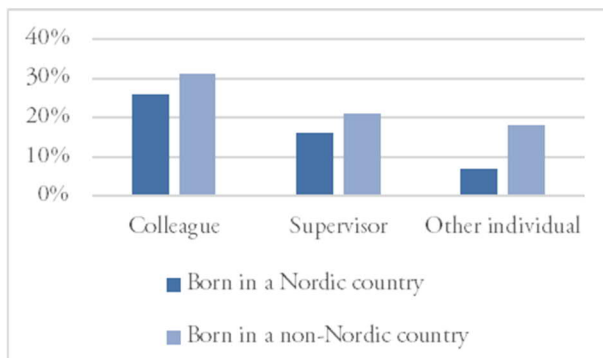
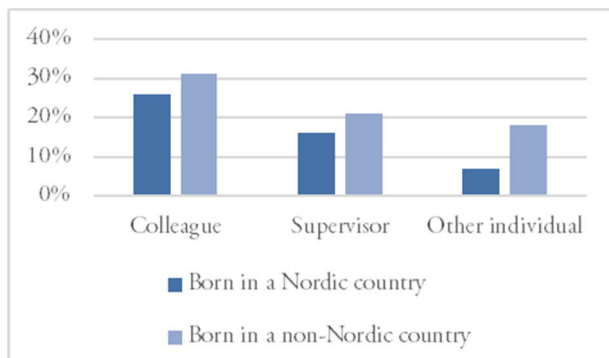


Figure 8 a–e The three most common individuals/bodies that female victims informed, in different categories (employees and doctoral students)





Notes

A minority of those who reported having been subjected to sexual harassment informed anyone about it and, if they did, it was usually to a colleague.

Amongst women, the inclination to tell a colleague was relatively independent of the background factors included in the analysis, except for a lower proportion amongst women in managerial positions.

Quite a large proportion also stated that they had informed their supervisor and/or other person in a position of responsibility. The proportion of women who picked this response was higher among the women in the younger age groups and amongst doctoral students, which may indicate a transition to a greater tendency over time to report this kind of incident, a change between generations, or both. However, women in managerial positions were much less likely than other groups to state that they had reported their experience to their supervisor. This, combined with the observation that this particular group was the one with the lowest tendency to tell a workmate, could indicate that it is generally perceived as more difficult to inform others about sexual harassment – and especially to use the formal avenues for reporting it – for female middle managers in the hierarchy at Lund University. This agrees with results from previous studies that showed that female middle managers are particularly vulnerable in this respect.

Overall, this study shows that the so-called culture of silence amongst employees and doctoral students at Lund University with regards to sexual harassment is not a total silence – a little less than half of those who had been sexually harassed had informed someone else at the university about the incident. The fact that more decided to primarily talk to a workmate, which is not likely to result in any further measures being taken or any investigation taking place, is of course a matter of note. Likewise, the fact that a relatively small proportion elected to inform the personnel department, occupational health services or their union about their experience is also worth noting ahead of reviewing the procedures for reporting sexual harassment at Lund University.

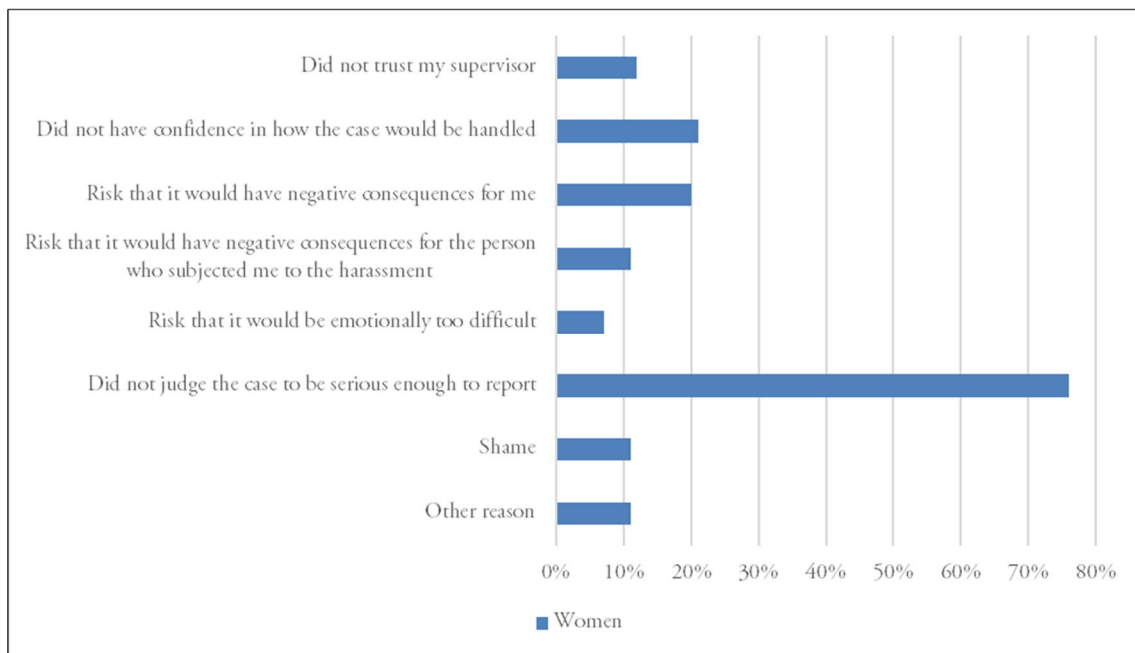
Reasons why incidents of sexual harassment were not reported

Employees and doctoral students who disclosed having experienced sexual harassment but who had nevertheless not formally reported the incident were asked about the reason why they had refrained from doing so. This could only be analysed with regards to the women who responded to the survey, because the number of men in this category was too small for this kind of evaluation.

The predominant reason given by the women was that they were not sure that the incident was sufficiently serious to report; 76% chose this option.

The next most common reason given for not reporting what had happened was a lack of confidence regarding how the matter would be handled; this option was chosen by 21% of the women. Approximately the same proportion stated that their reason for refraining from making an official report was the risk of negative consequences for themselves; 20%. Other reasons were given by a much smaller proportion of female respondents as reasons for refraining from reporting; the risk of negative consequences for the perpetrator (11%), a lack of confidence in the supervisor (12%), shame (11%) and the risk that it would be too emotionally difficult (7%).

Figure 9. Reasons why incidents of sexual harassment were not reported (female employees and doctoral students)



Notes

In studies on other situations where individuals have been subjected to sexual harassment or sexual violence, a person's own shame and the emotional cost of reporting an incident are considered to be the predominant reason why a tiny proportion of such incidents actually result in some kind of report being made. However, such is not the case in this study amongst the women who have been subjected to sexual harassment but refrained from reporting it. Here, the predominant reasons given are a fear that the incident was not sufficiently serious to justify reporting it, or that there was a general mistrust regarding how this kind of report is handled at Lund University. This may be due to an environment where it is less likely for a person to expect being blamed for having experienced this type

of incident, or that the types of harassment most common amongst experiences in this study are not single, well-defined actions.

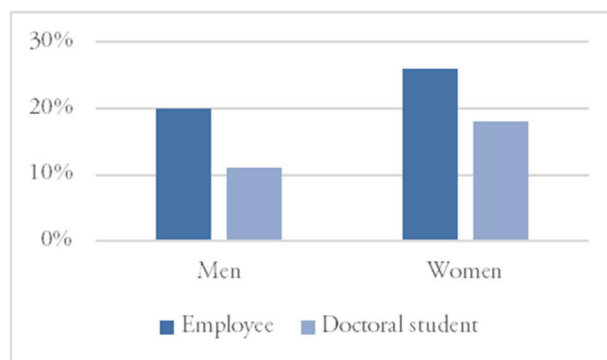
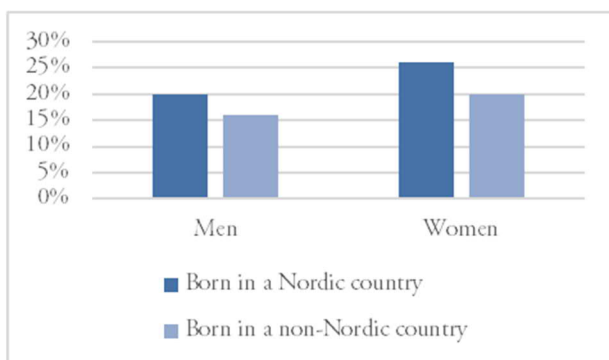
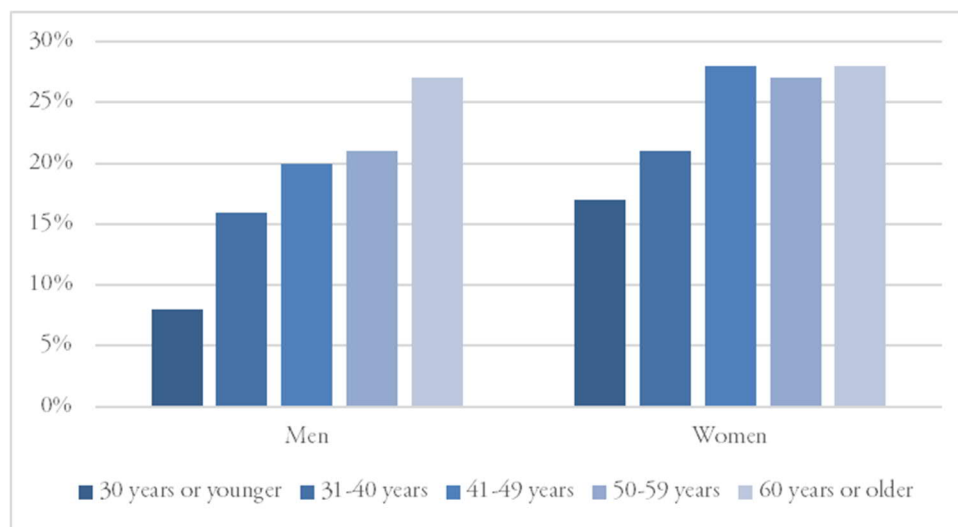
Witnessed sexual harassment

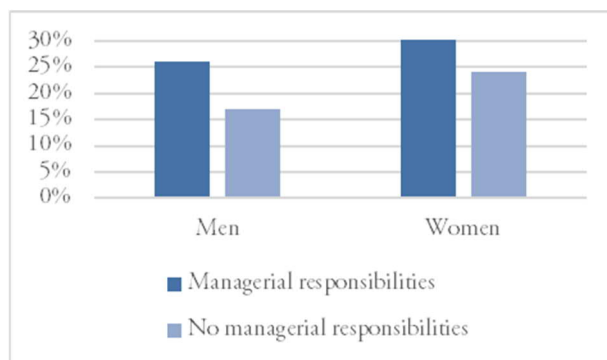
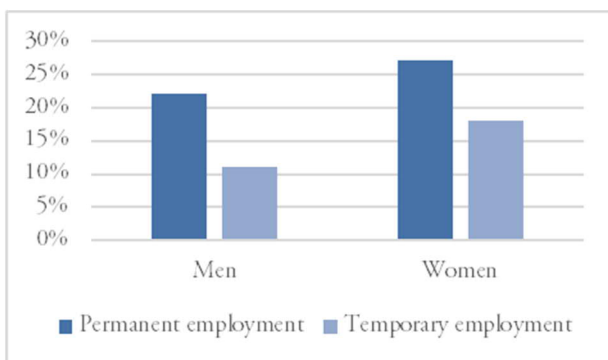
Among the employees and doctoral students who responded to the survey, 26% of women and 20% of men reveal that they have witnessed sexual harassment at their place of work during the course of their employment. Furthermore, it was noted that the proportion was higher the older the respondent was – 27% of men and 28% of women in the oldest age group compared with 8% of men and 17% of women in the youngest one.

The proportion who stated that they had witnessed sexual harassment was higher for individuals born in Sweden or another Nordic country compared with those born in a Non-Nordic country. It was significantly more common for employees to state that they had witnessed harassment (20% of men and 26% of women) compared with doctoral students (11% of men and 18% of women).

A higher proportion of respondents in permanent employment (22% of men and 27% of women) stated that they had witnessed harassment, compared with individuals in other types of employment (11% of men and 18% of women). Those in managerial positions were more likely than others to state that they had witnessed sexual harassment – 26% of men and 31% of women, compared with 17% of men and 24% of women, respectively.

Figure 10 a–e. Proportion of employees and doctoral students in different categories who have witnessed sexual harassment





Notes

Just under a quarter (22%) of employees and doctoral students at Lund University reported that they had witnessed sexual harassment in connection with their work. This proportion was considerably lower for men than it was for women, which may be connected with the fact that experiences of sexual harassment and the risk of personally being subjected to it is lower for men, therefore affecting their awareness of the prevalence of this phenomenon. The same person can also have been subjected to sexual harassment by several other individuals. The difference could also be due to men defining the phenomenon differently to women. The difference between ages – that more older respondents reported having witnessed sexual harassment than younger ones – may at least partly be due to a cumulative effect from their length of time spent at Lund University. This may also be the reason behind the higher reporting frequency for individuals who were employed permanently or in managerial positions. As regards the latter group, however, their work assignments themselves may be linked to them being more likely to notice incidences of sexual harassment in their staff group.

Utsatt andra för sexuella trakasserier

Amongst those who responded to the survey, 2% of women and 3% of men revealed that they feel they may have acted in a way that, in retrospect, did not feel so proper or welcome and that may have been perceived as sexual harassment.

Table 3. Perpetrators of sexual harassment at LU; employees and doctoral students

	Women		Men		Total	
	No.	%	No.	%	No.	%
Subjected others to sexual harassment at LU	27	2	39	3	66	2

Notes

The proportion of those who consider that they may have subjected other employees to sexual harassment is low, especially in relation to the number of women who reported that they had personally been subjected to such incidents where the perpetrator was male. This may be due to several factors, such as the selection of those who responded in the survey being under-representative of those who have exposed others to sexual harassment, or that men who have subjected others to sexual harassment have not personally defined their actions accordingly. The observation that the proportion was higher for men who were born in non-Nordic countries may indicate an adaptation to a more expanded definition of what constitutes unacceptable actions in workplace relationships

Sexual harassment and health

Employees and doctoral students who participated in the survey were also asked to answer questions used in international research in order to evaluate their own general and mental health and working capacity. This makes it possible to draw comparisons between those who stated that they had been subjected to sexual harassment and those who did not report as much in their survey responses.

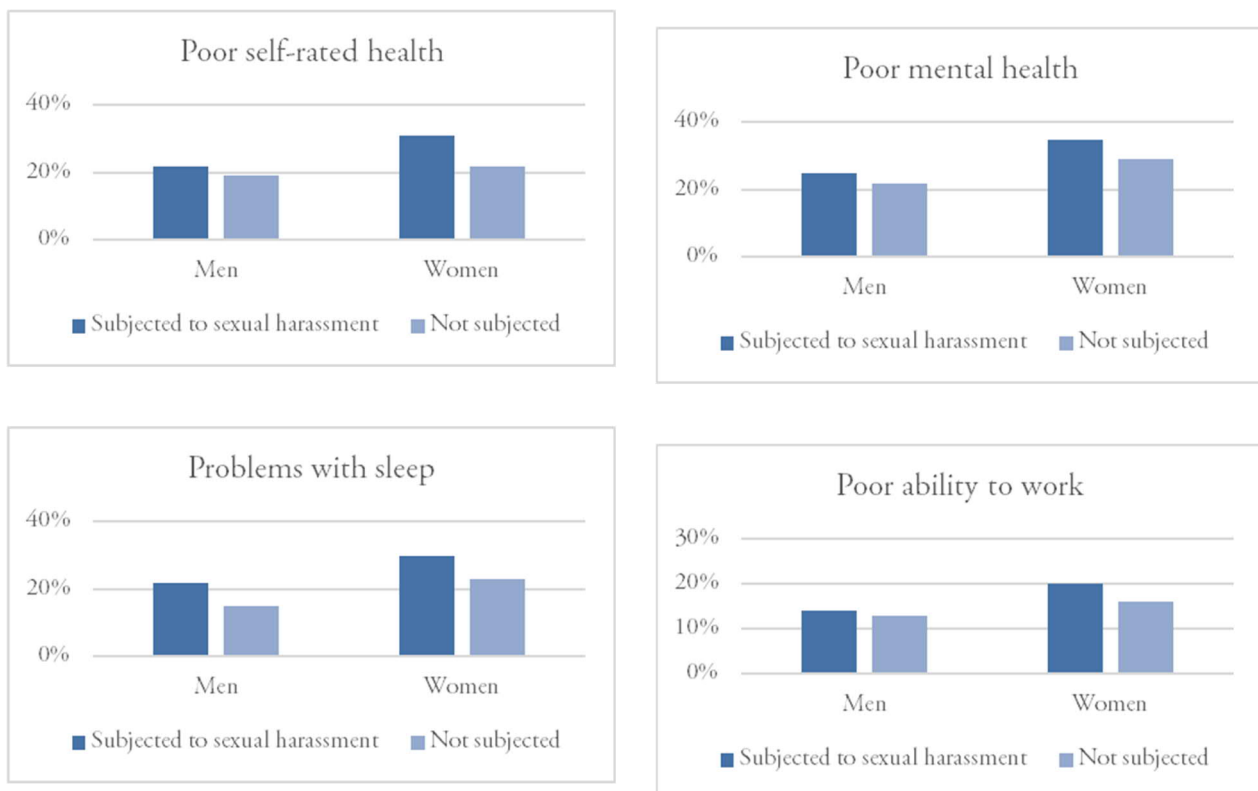
For general health, 22% of men and 31% of women who stated that they had been subjected to sexual harassment said that they assessed their health to be poor, compared with 19% of men and 22% of women amongst those who did not have that experience. As regards mental health, the corresponding proportions were 25% of men and 35% of women compared with 22% of men and 29% of women, respectively.

The survey also asked whether respondents had trouble sleeping, which is considered an important risk factor for psychological health problems, including so-called burnout. Amongst employees and doctoral students who responded to the survey and who had experienced sexual harassment, 22% of men and 30% of women said that they had problems sleeping, whilst the corresponding proportions for those without such experiences were 15% for men and 23% for women.

14% of men and 20% of women who had experienced sexual harassment responded that they did not consider their current work fitness in relation to the requirements of their employment as good, whilst the corresponding proportion for those without such experiences was 13% for men and 16% for women.

All of these patterns were very similar for men and women, though the women generally assessed their health to be poorer than men did in this study.

Figure 11a–d. Connection between sexual harassment and health (employees and doctoral students)



Kommentarer

In comparison with other studies on health in an adult population, we could confirm in this study the same level and pattern of ill health that was already well known. For example, women generally assess their health to be poorer than men do, and the proportion who consider their psychological health to be impaired is 20-30%. Of course, general and psychological health depend on many different factors, some involving the individuals themselves and others on their surrounding environment.

Therefore, when comparing groups regarding individual factors – in this case, experiences of having been subjected to sexual harassment – importance must be attached even to small differences in the proportion that reports impaired health. An increase of one fifth in the proportion of those who report impaired psychological health, and a quarter in those with sleeping problems and poor fitness for work amongst individuals who have experienced sexual harassment therefore gives quite considerable support to there being a connection between this and impaired health in this group.

Reported prevalence of derogatory or insulting treatment

The following text introduced this section in the survey: This refers to derogatory or insulting acts directed at one or more employees. Examples of such acts include withholding information, derogatory comments and exclusion. The Swedish Work Environment Authority includes other examples such as the use of derogatory nicknames, shutting out, exclusion from meetings, unfair accusations, public personal attacks, and referring to someone in offensive terms in front of others.

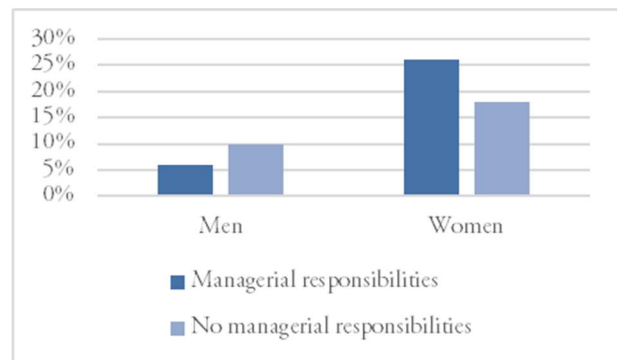
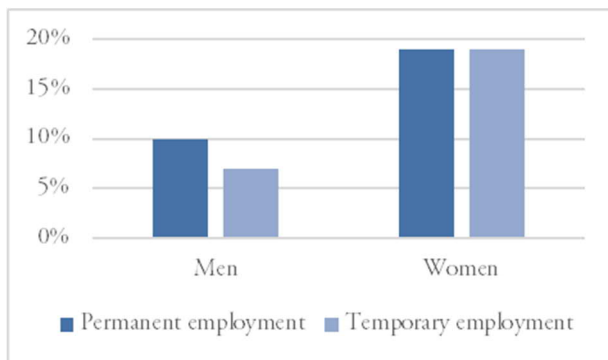
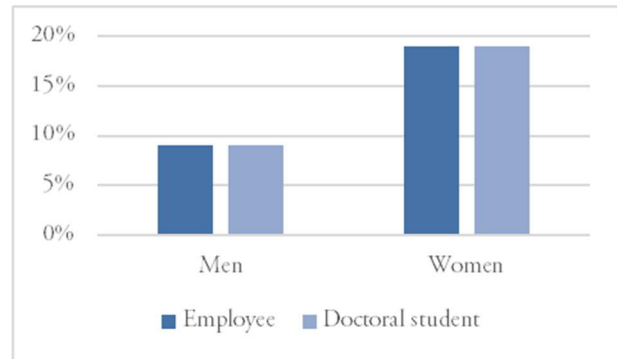
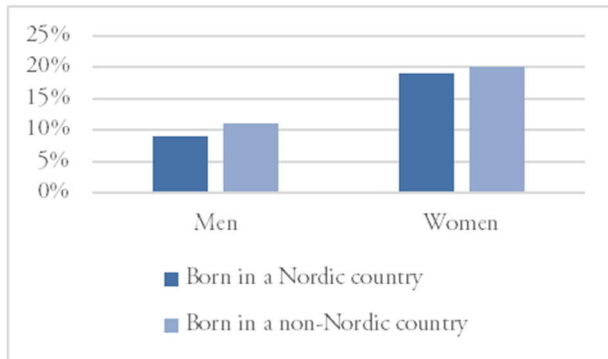
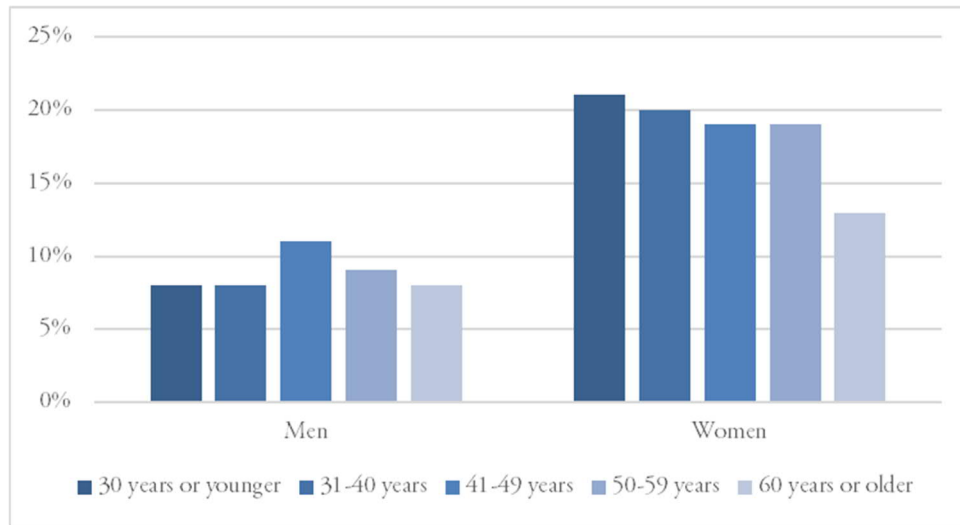
The question posed in the questionnaire was as follows: Have you experienced or been subjected to derogatory treatment in conjunction with your work at Lund University in the last 12 months?

15% of respondents stated that they had been subjected to derogatory treatment in connection with their employment at Lund University in the last 12 months. The proportion was higher for women than it was for men, with 19% and 9%, respectively. For women, there was a tendency towards a higher proportion in the younger age groups. There was no clear distinction between different countries of origin with regards to the proportion who had experienced derogatory treatment. The proportion was also at the same level in a comparison between doctoral students and other employees.

Men in permanent employment reported having more experience of derogatory treatment compared with men in other types of employment (10% vs. 7%), but the type of employment did not have any connection with such experiences for women who responded to the survey.

In the group who stated that they were in managerial positions, the proportion of reported derogatory treatment was lower for men compared with male employees who did not have managerial positions, but higher for women (6% vs. 10% and 26% vs. 18%, respectively).

Figure 12a–e. Proportion who experienced being subjected to derogatory treatment – employees and doctoral students in different categories



Notes

The proportion of women who reported having been treated in a derogatory manner was twice as high as for men; that is, this difference was smaller than the one noted for sexual harassment.

A slightly higher proportion was noted for individuals born in a non-Nordic country, a difference that contrasted with what was noted regarding sexual harassment. It could also be established that there was a significant difference between men and women with regards to whether respondents were currently employed in a managerial position or not; the proportion who stated that they had been treated in a derogatory manner was lower for men in managerial positions,

whilst the opposite was true for women. This is in line with the pattern seen regarding sexual harassment and supports the hypothesis that women in ‘middle-management’ positions are a particularly vulnerable groups with regards to various kinds of degrading treatment, which is also supported in the scientific literature.

Reported prevalence of harassment

The following text introduced this section in the survey:

The simplified definition of harassment provided in the Discrimination Act is that harassment occurs when someone is subjected to an act that violates their dignity and that this violation is associated with one of the seven grounds for discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

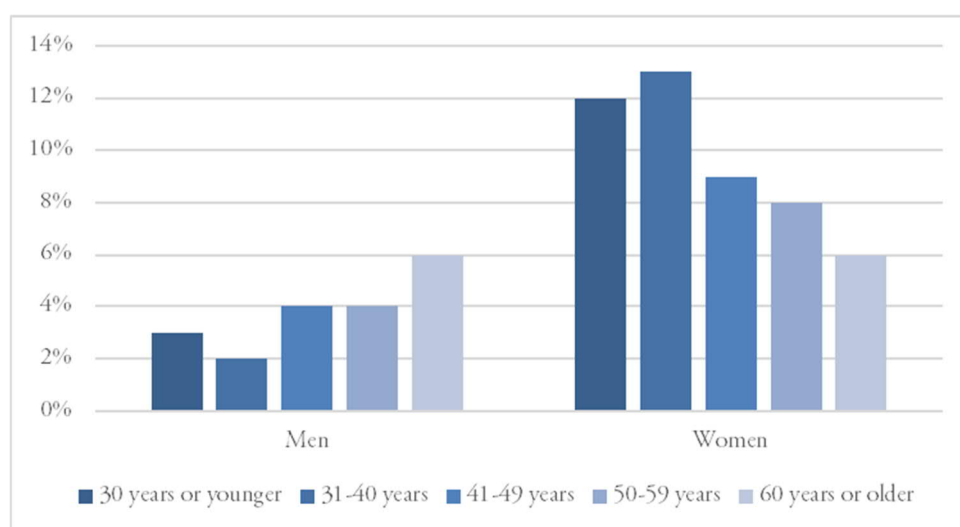
Harassment can be both individual and isolated events as well as subtle, almost imperceptible events that continue over time, so-called Microaggressions. It can also be a process that is ongoing and permeates the entire working life.

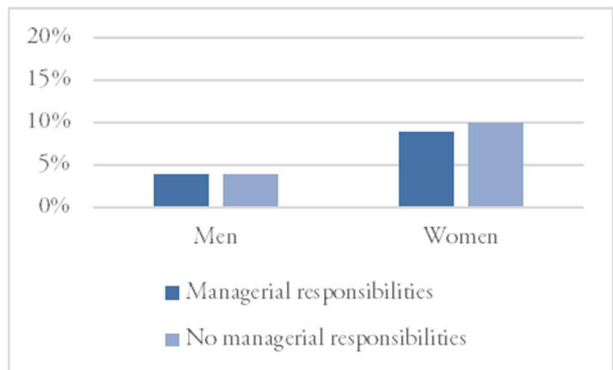
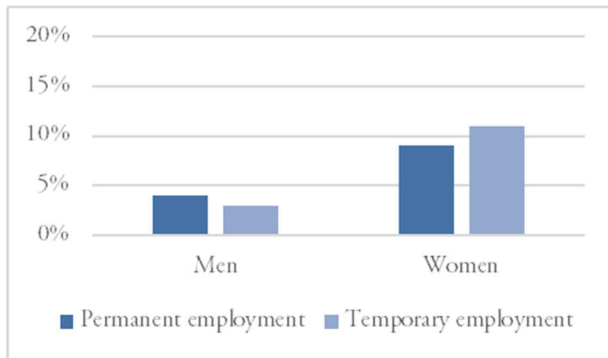
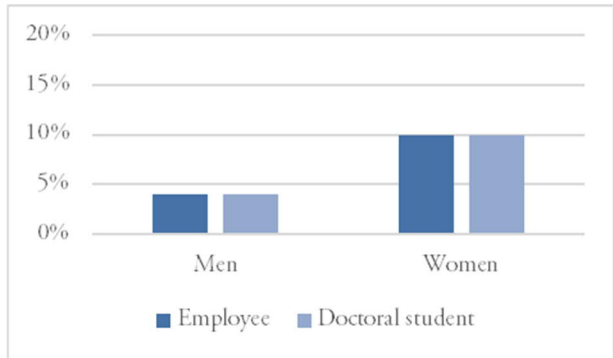
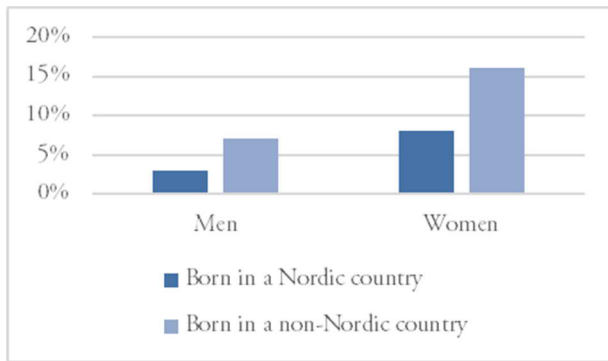
The question posed in the questionnaire was as follows: Have you experienced harassment as described in the Discrimination Act (above) in connection with your work at Lund University in the last 12 months?

In total, 7% responded that they had been subjected to harassment according to one of the grounds of discrimination and the legal definition. In this case, too, the proportion of female respondents was higher compared with men: 10% and 4%, respectively. There was a tendency for men to report harassment to a higher degree as ages increased, but the opposite was noted for women. The proportion of those who reported harassment was just over twice as high for employees at Lund University who were born in a non-European country, and the same pattern was seen for both sexes. There were no differences noted between doctoral students and other employees.

Weak associations, or none at all, were noted with regards to harassment and managerial positions or type of employment.

Figure 13a–e. Proportion who experienced being subjected to harassment - employees and doctoral students in different categories





Notes

There are both similarities and differences regarding harassment on the one hand and unequal treatment and sexual harassment on the other. The reported level of harassment in connection with employment at Lund University is comparable with both other types of derogatory treatment.

There were, however, two differences that were noted; firstly, that there was a clear age gradient amongst the men – that is, an increased reporting with increasing age – and, secondly, that there was a more pronounced difference between employees who were born in a Nordic country and employees born in non-Nordic counties. The reporting frequency was twice as high in the latter group, and the same pattern could be seen for both sexes. This supports the idea that harassment should be considered intersectionally; that is, that different grounds of discrimination, such as sex, age or ethnicity, combine with one other.

Confidence in Lund University’s handling of cases of sexual harassment

Trust and confidence in various social institutions has been recently discussed as an important factor in both being able to manage problems at the workplace and perhaps also in relieving the effects of various kinds of strain in an individual in the form of diminished health. In our study, therefore, all individuals were asked whether they had confidence in the way that sexual harassment is handled at Lund University. 87% of employees and doctoral students who responded to the survey stated that they have some or complete confidence in the way Lund University handles this type of case.

Of those who stated that they had been subjected to sexual harassment, this proportion was lower – 81% of men and 69% of women stated that they had some or complete confidence in the way these matters are handled. The location of or kind of sexual harassment, or the type of perpetrator appeared to play a lesser role

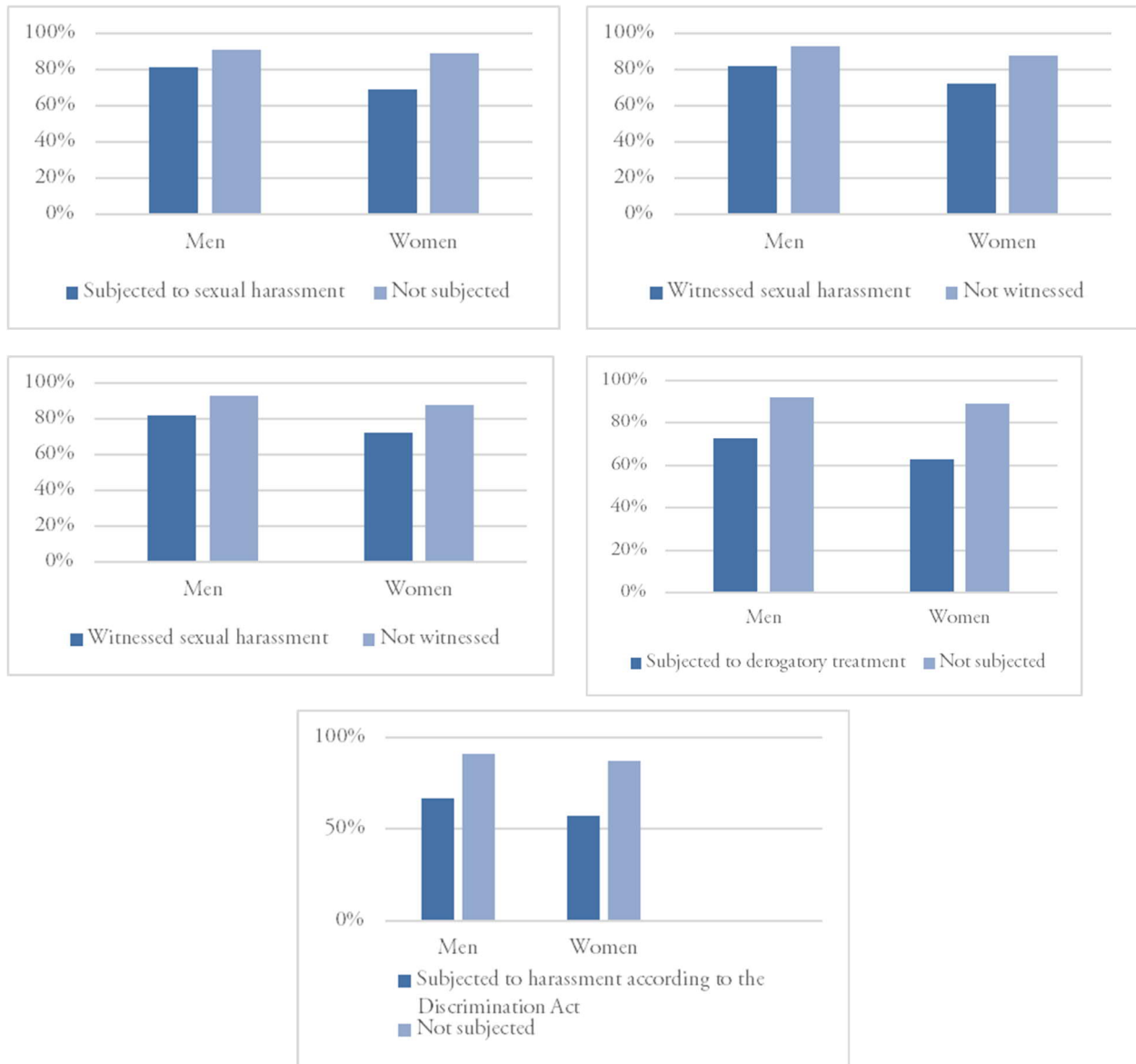
for the proportion who stated that they had some confidence in Lund University regarding these matters.

Of those who had witnessed sexual harassment, 82% of men and 72% of women stated that they had some or complete confidence in the handling of this sort of issue. Of those who stated that they had personally subjected others to sexual harassment, 87% of men and 59% of women stated that they had some or complete confidence in the way these matters are handled.

The proportion who stated that they had some or complete confidence in the handling of cases of sexual harassment at Lund University was relatively low amongst those who stated that they had been subjected to unequal treatment: 73% of men and 63% of women. It was even lower amongst employees and doctoral students who stated that they had been subjected to harassment related to any of the grounds of discrimination: 67% of men and 57% of women.

Tillit och förtroende för olika samhälleliga institutioner har på senare tid diskuterats som en viktig faktor, både för att kunna hantera problem på en arbetsplats och som en faktor som eventuellt kan lindra effekten i form av sämre hälsa hos individen vid olika påfrestningar. Därför tillfrågades alla individer i vår undersökning om de hade förtroende för hanteringen av sexuella trakasserier vid Lunds universitet. Bland anställda och doktorander angav 87% av dem som svarade på enkäten att de har visst eller fullt förtroende för hur Lunds universitet hanterar denna typ av ärenden.

Figure 14 a–f. Proportion of employees and doctoral students in different categories who stated that they have a high level of confidence in Lund University



Notes

It is notable that the proportion who stated that they had some or complete confidence in the way that Lund University handles sexual harassment is high – consistently more than half, even for those who had been subjected to sexual harassment, unequal treatment or harassment connected with any of the grounds of discrimination. A possible interpretation of this is that the offences they have been subjected to were mainly viewed as having been perpetrated by individuals or in environments that are not considered to be representative of the general values or behaviour at Lund University.

Students

Description of survey respondents

A total of 9,656 (6,090 women and 3566 men) students at Lund University responded to the survey, which was accessible via a web link that was simultaneously sent out to all students, and those who did not respond were then reminded twice between 2019-11-18 and 2020-02-03. Respondents could choose between a Swedish and English version of the questionnaire. The number of respondents represents a response rate of 32%.

An initial email was sent out, and those who did not respond were sent reminders

Of those who responded, 78% were 18-25 years old, 13% were 26-30 years of age, and 9% were older than 30 years of age. 82% were born in Sweden or another Nordic country. International students (foreign students who paid the applicable tuition fee) accounted for 13% of respondents.

Table 4. Participants - students

Categories*		Women		Men		Total	
		No.	%	No.	%	No.	%
Age	18–25	4719	77	2765	78	7484	78
	26–30	797	13	479	13	1276	13
	31–40	354	6	207	6	561	6
	≥ 41	220	4	115	3	335	3
	Total	6090	100	3566	100	9656	100
Country of birth	Sweden/ Other Nordic	4944	81	2935	82	7879	82
	Elsewhere in Europe	566	9	294	8	860	9
	Outside of Europe	576	9	334	9	910	9
International student	Yes	796	13	409	11	1205	13
	No	5283	87	3148	89	8431	87

* Number of incomplete responses = 7 – 20, so the total number shown for each category does not amount to 9,656

Reported prevalence of perceived sexual harassment

The following text introduced this section in the survey: Sexual harassment is defined as conduct of a sexual nature that violates someone's dignity. This can be for example through comments or words, groping or indiscreet looks. It can also occur through unwelcome compliments, invitations or suggestive acts.

Sexual violence is defined in this study as attempts to conduct, or the conduct of sexual acts in which the person did not participate voluntarily. Have you experienced any of the following situations during your time as a student at Lund University? Various situations were then outlined one by one.

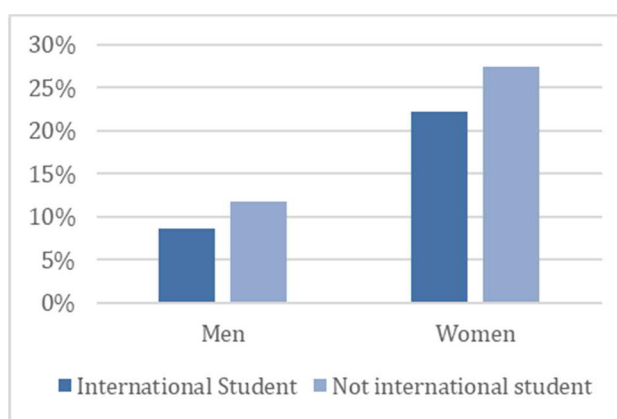
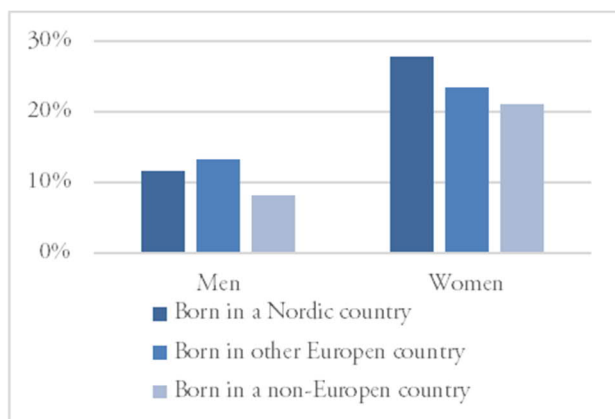
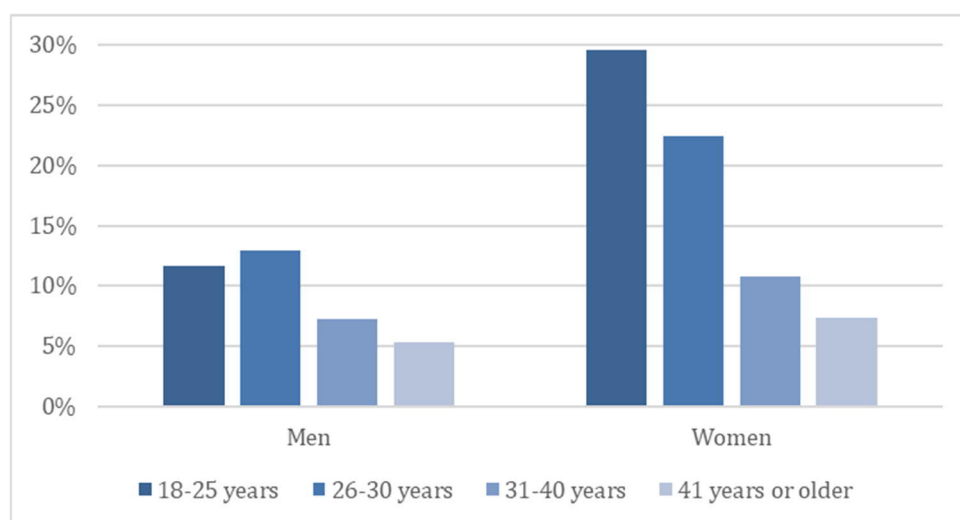
In total, 21% of (n=2035) of respondents replied that such was the case. The difference between male and female students was significant: 11% and 27%, respectively. The proportion who had been subjected to sexual harassment was higher in the lower age groups for both men and women – the highest proportion (30%) was noted for female students aged between 18 and 25.

Tabell 5. Experiences of sexual harassment at Lund University; students

Period	Women		Men		Total	
	No.	%	No.	%	No.	%
Any time at Lund University	1628	27	407	11	2035	21
In the last 12 months	1163	19	278	8	1441	15
Between one and three years ago	749	12	159	4	908	9
More than three years ago	241	4	59	3	300	3

For female students, the proportion who responded that they had been subjected to sexual harassment was highest amongst those who had been born in Sweden or another Nordic country, at 28%. For male students, the proportion was slightly higher amongst those born in a European country (13%) compared with those born in Sweden or another Nordic country (12%). The proportion who responded that they had been subjected to sexual harassment was lowest for students born in a country outside of Europe – 16% in total; 8% of men and 21% of women. The proportion was lower for international students, at 18%.

Figure 15 a-c. Reported prevalence of sexual harassment – students in different categories



Notes

The picture that emerges from the survey responses largely confirms the levels and patterns found in previous comparable studies of sexual harassment in student populations. For example, women are much more likely than men to report having been subjected to sexual harassment. Similarly to this one, previous studies show that female students in the younger age groups are more vulnerable, but since the question in this study was formulated so as to learn how many had been subjected to sexual harassment at any time during their stay as a student at Lund University, the results may show an underestimation of the risk of the younger age groups being subjected to sexual harassment, since, on average, they have been students at Lund University for a shorter period of time.

The picture that sexual harassment is reported to a greater extent by female students born in Sweden and other Nordic countries is consistent with studies conducted in EU countries, where Swedish and other Nordic women reported the highest frequencies of sexual harassment, and women in south-east Europe reported the lowest. This has been interpreted as an expression of lower tolerance for the phenomenon amongst women in the Nordic countries rather than differences in actual prevalence. It is therefore risky to assume that students – especially women – who were born in non-Nordic countries are less exposed to sexual harassment than other students at Lund University.

Types of sexual harassment reported

Those who responded to the survey were able to indicate one or more of the following types of sexual harassment: Unwelcome suggestive looks or gestures, unwelcome soliciting or pressure for “dates”, unwelcome ‘inadvertent’ brushing or touching, unwelcome bodily contact such as grabbing or fondling, unwelcome gifts, unwelcome comments, unwelcome contact by post or telephone, unwelcome contact online for example social media or email, stalking, and attempts to conduct or the conduct of oral, vaginal or anal sex or other equivalent sexual activity to which you did not participate voluntarily.

Of the four most common types of sexual harassment, both male and female students had often experienced unwelcome suggestive looks or gestures (17% of women and 5% of men) and unwelcome ‘inadvertent’ body contact (13% of women and 5% of men). For women, unwelcome comments were much more common at 15%, whilst 4% of men had specified this type. Unwelcome bodily contact, such as grabbing or fondling, was relatively common for men (6%), and it was also specified by 11% of women. Female students in the youngest age group indicated the highest proportion regarding the three first types of sexual harassment.

All four types were also reported to a higher degree by female students born in Sweden or another Nordic country compared with those born in a non-Nordic country. With few exceptions, a lower proportion of international students of both sexes reported having been subjected to any of the three most common types of sexual harassment. The reported frequency of other kinds of sexual harassment that were included as response options (see above) was lower – less than 10% for both sexes.

A total of 149 students (125 women and 24 men) who responded to the survey stated that they had been subjected to attempted or completed sexual acts without consent; that is, attempted or completed rape according to the legal definition. The vast majority of these – 116 individuals – were between 18 and 25 years of age.

Figure 16 Types of sexual harassment reported in the survey

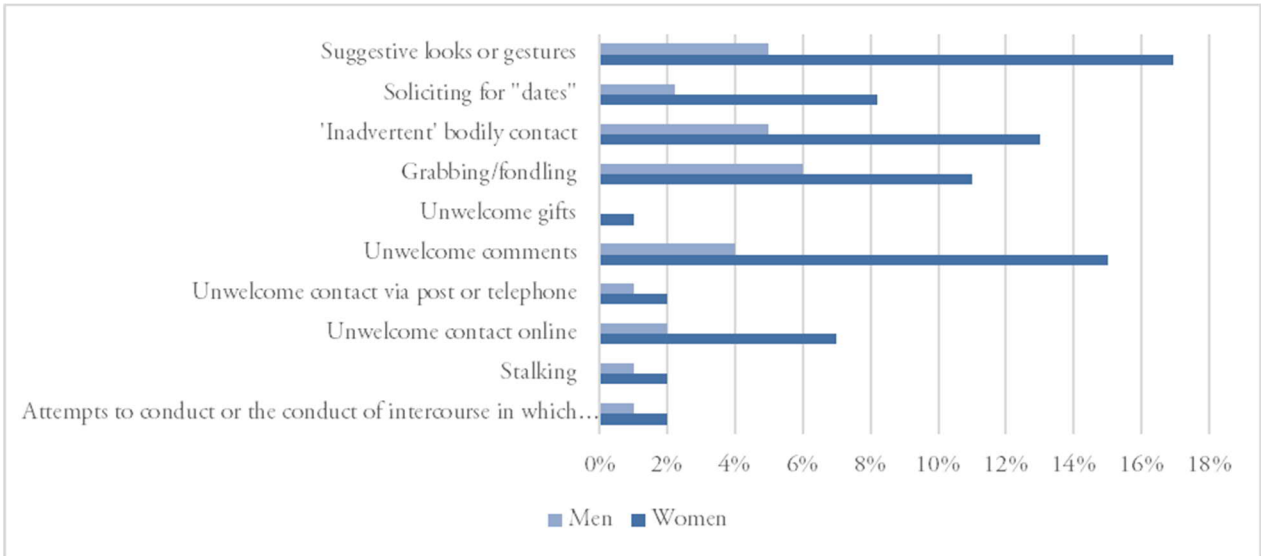


Figure 17 a-c. The three most common types of sexual harassment reported by women in different categories

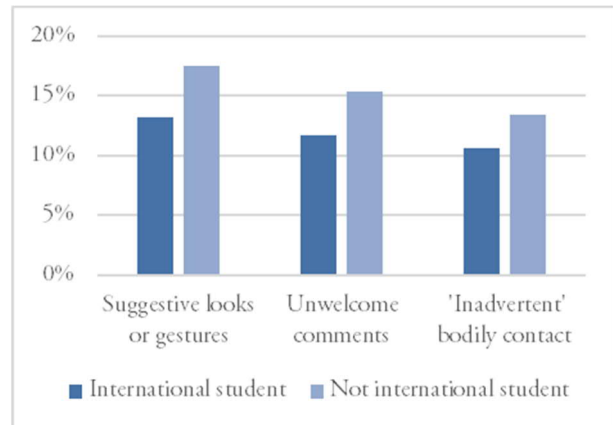
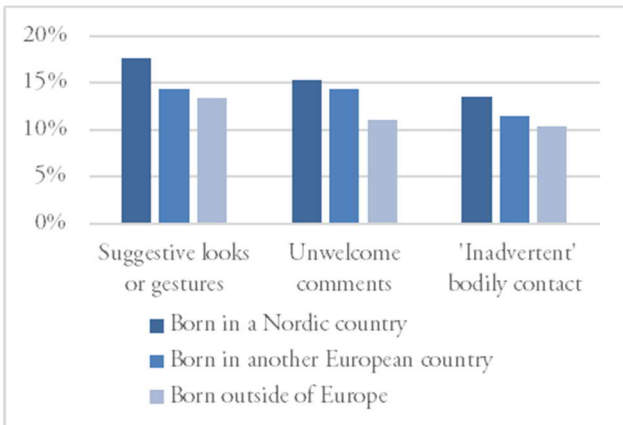
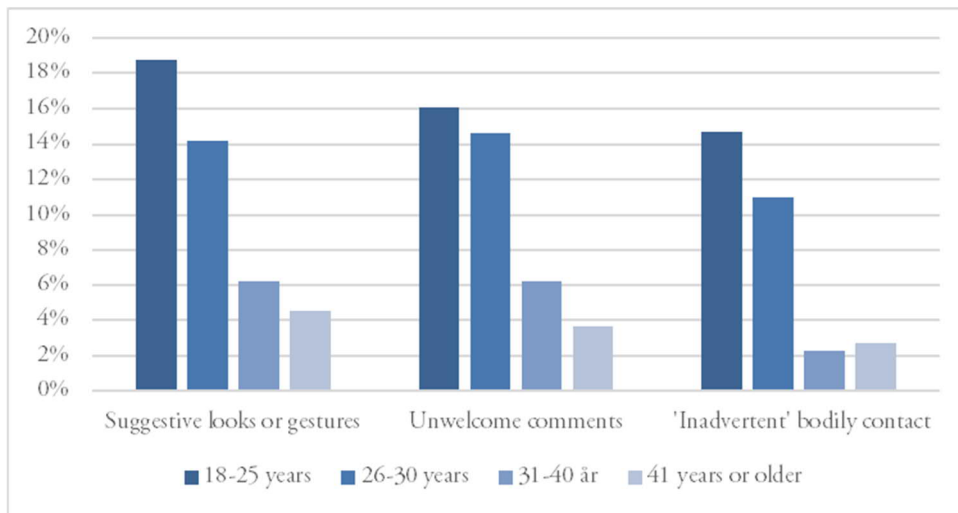
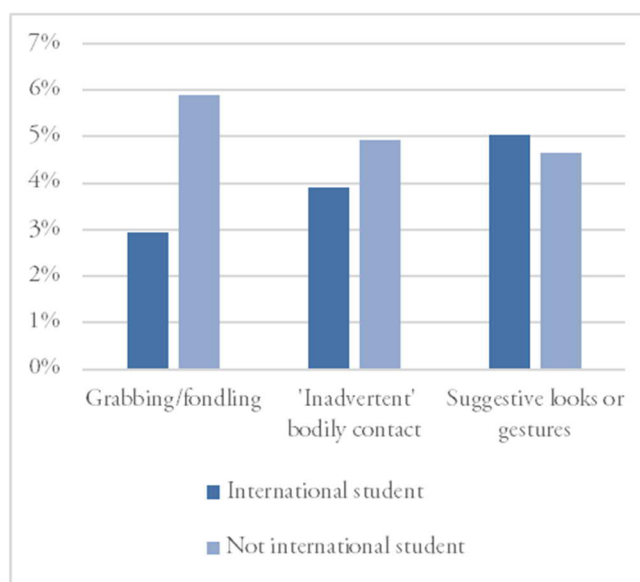
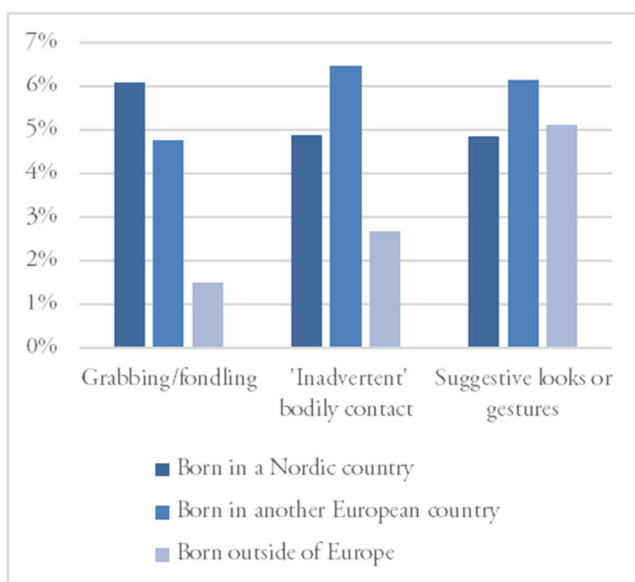
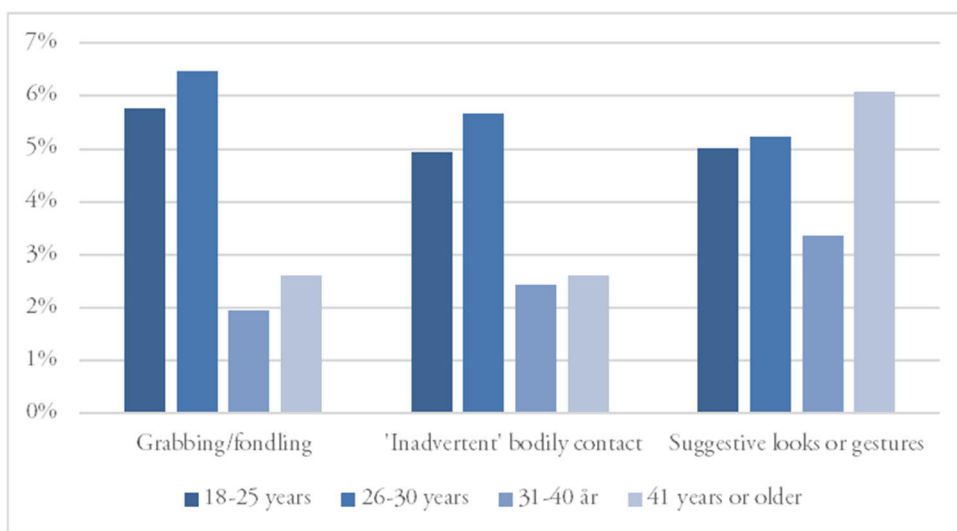


Figure 17 d-f. The three most common types of sexual harassment reported by men in different categories



Notes

Similar studies that allow direct comparisons with this study are lacking. It can be noted that several different types of sexual harassment were represented at a higher reported proportion compared with employees and doctoral students in this study. However, the frequency of those forms of sexual harassment/abuse that constitute sexual offences according to the law amounted to a low proportion of reported experiences in this study, at 2% for women and 0.7% for men. The number is nevertheless high in relation to a target that such incidents should not occur at all in the students' study environment. Additionally, these can be assumed to be 'the tip of the iceberg', and any efforts need to be aimed at the 'iceberg' in its entirety in order to reduce the incidence of the most serious types of sexual harassment.

Location where sexual harassment has taken place

One or several responses could be chosen regarding the location where sexual harassment had occurred, so the total sum differs from 100%. Amongst students who responded that they had been subjected to sexual harassment, 73% stated that it had occurred in connection with some kind of student social activity, 24% that it had occurred within the actual study environment at Lund University, and 11% that

it had happened outside of Lund University's premises but in connection with their education, work experience, exchange, supervision or similar. For students in the older age groups, though, it is comparatively more common to be subjected to sexual harassment during their activities as students at Lund University. This pattern is the same for male and female students.

Students who were born in a non-Nordic country were relatively more likely to state that they had been subjected to sexual harassment in their normal study environment at Lund University – 29% of women born in another European country, and 31% of women born in a non-European country, with the corresponding figures for men being 33% and 41%, respectively. The same pattern is noted for international students, where 31% of women and 40% of men who had been subjected to sexual harassment specify that it occurred during their regular activities as students at Lund University, compared with 23% of women and 20% of men amongst other students.

Figure 18 Locations where sexual harassment occurred; proportion of students who reported the occurrence of such

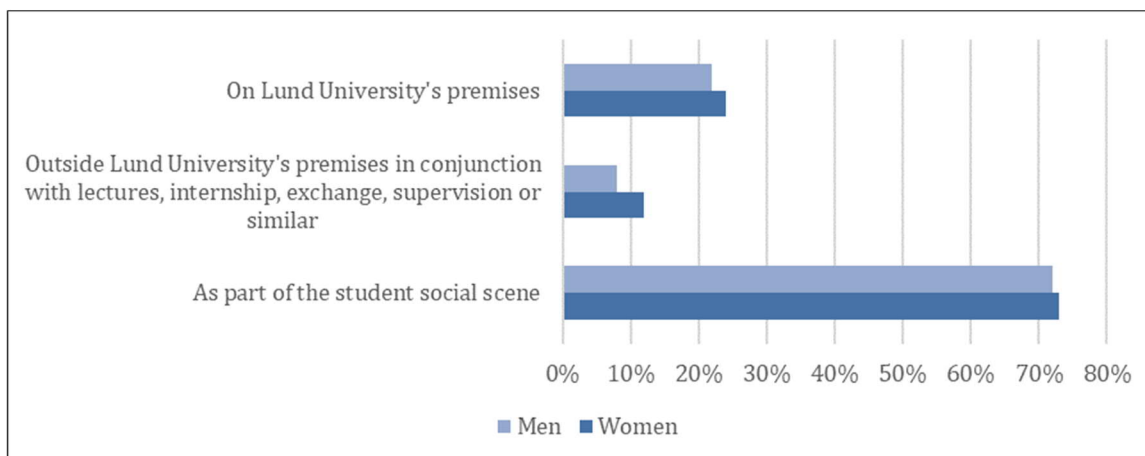


Figure 19 a-c. Locations where sexual harassment occurred; proportion of women who reported the occurrence of such, in various categories

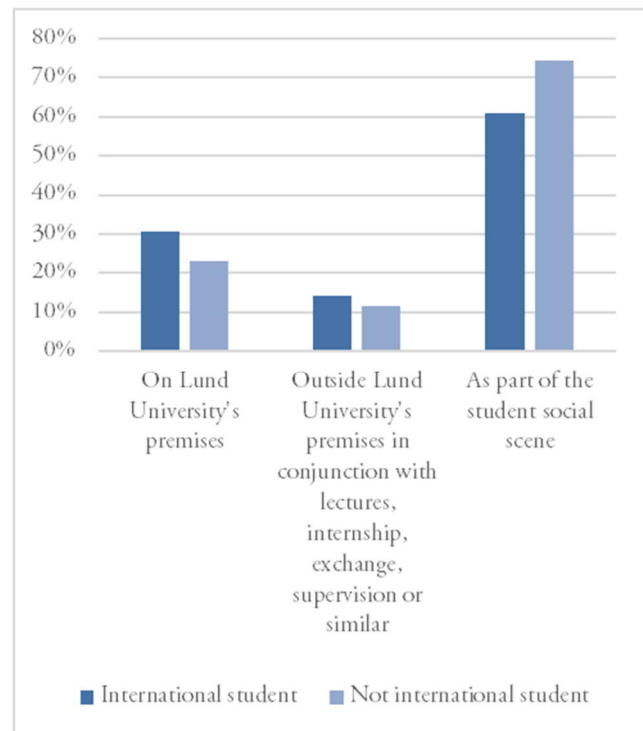
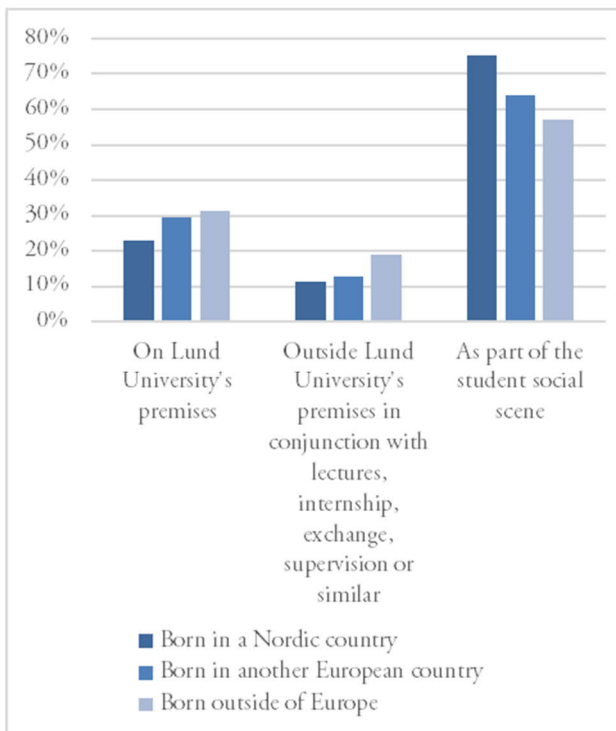
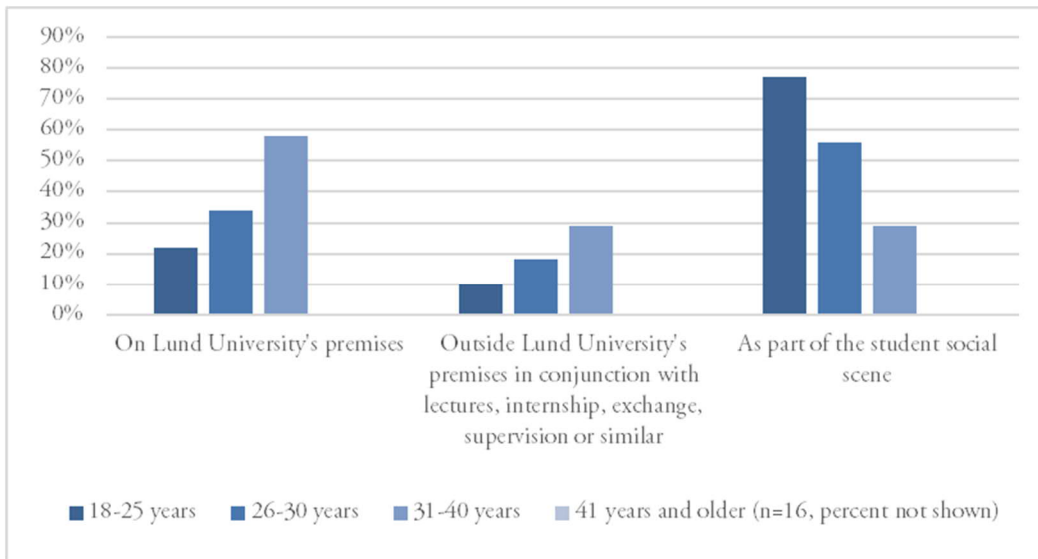
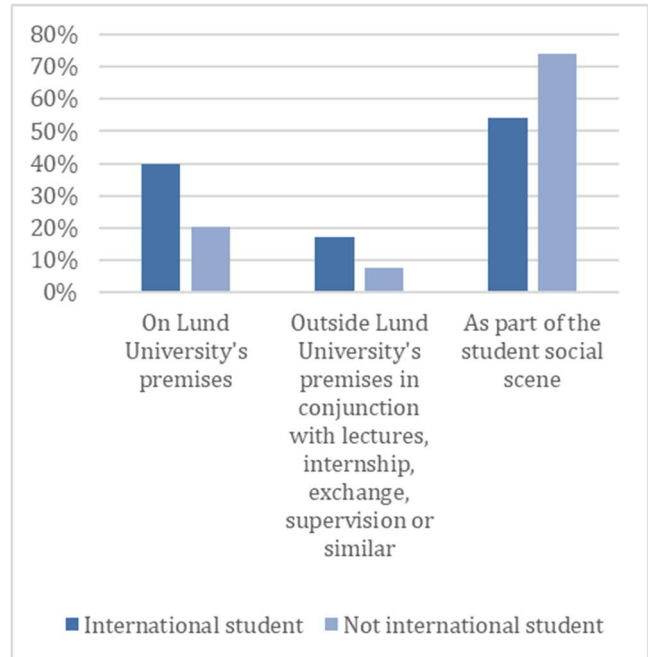
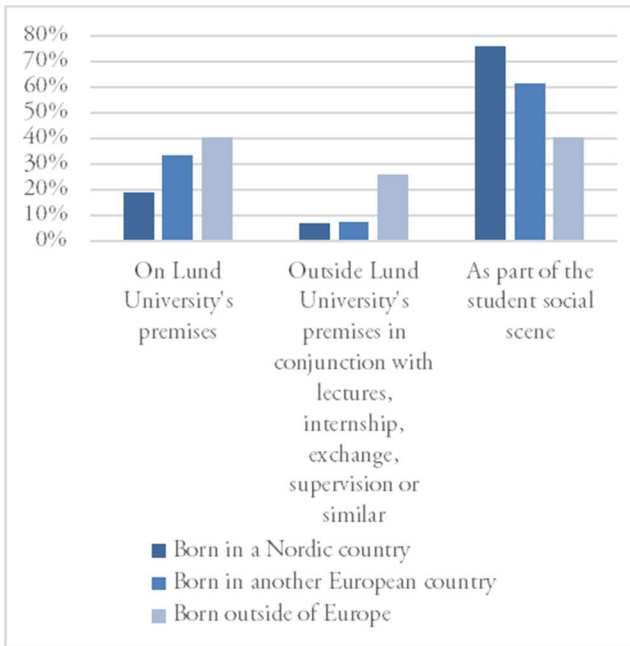
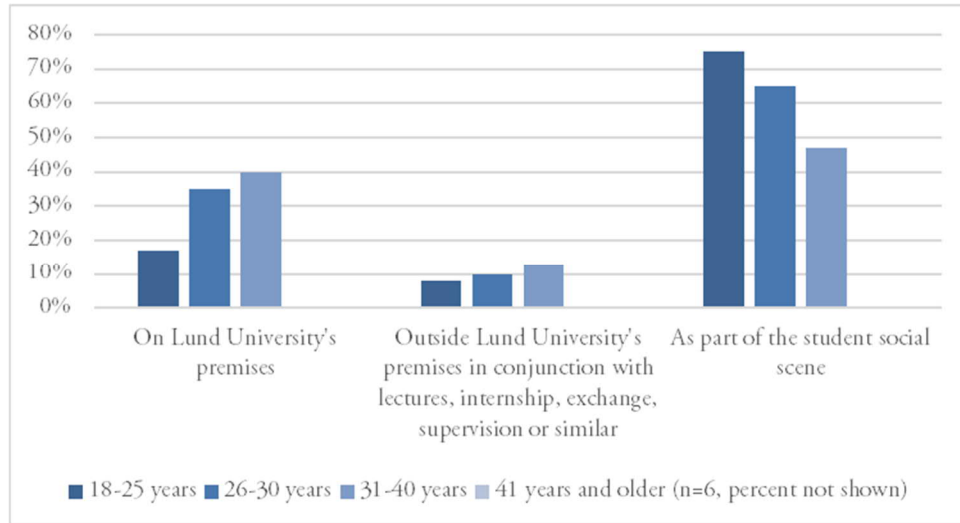


Figure 19 d-f. . Locations where sexual harassment occurred; proportion men who reported the occurrence of such, in various categories



Notes

There are no previous studies that allow direct comparisons with this one. However, the tendency for sexual harassment to be more common in student-related activities (arranged by student unions, student nations etc.) agrees well with studies that have been conducted earlier. The reason usually given for this is that these activities are connected with social situations that lower the threshold for potential sexual advances/contact, and where the consumption of alcohol is an important factor. That older students who were born in a non-Nordic country report that they are relatively more often subjected to sexual harassment in their normal activities as students at Lund University may be partially explained by the fact that they participate to a lesser degree in student activities outside of their studies.

Perpetrators (those indicated) of sexual harassment

As with Location of sexual harassment, more than one survey response could be selected regarding who the accused was, so the total amount differs from 100%. Among women who reported that they had been sexually harassed, 95% stated that the perpetrator was a man, 4% a woman and 1% by a non-binary individual or one with an unknown gender identity. The corresponding figures for men who were subjected to sexual harassment were 34%, 67% and 7%, respectively.

The role of the perpetrator was given as another student by 84% of women and 87% of men; an employee or doctoral student at Lund University by 8% of women and 6% of men; and as an individual they had come into contact with in connection with work-based learning or another external person they had met in connection with their studies by 4% of women and 3% of men.

In cases where the person indicated for sexual harassment was an employee at Lund University, half of men as well as women specified that it involved a responsible teacher/examiner. Where another student had been identified as perpetrator, 20% of women and 13% of men stated that it had been someone in a position of power over them.

Figure 20 a-b. Characteristics of perpetrators

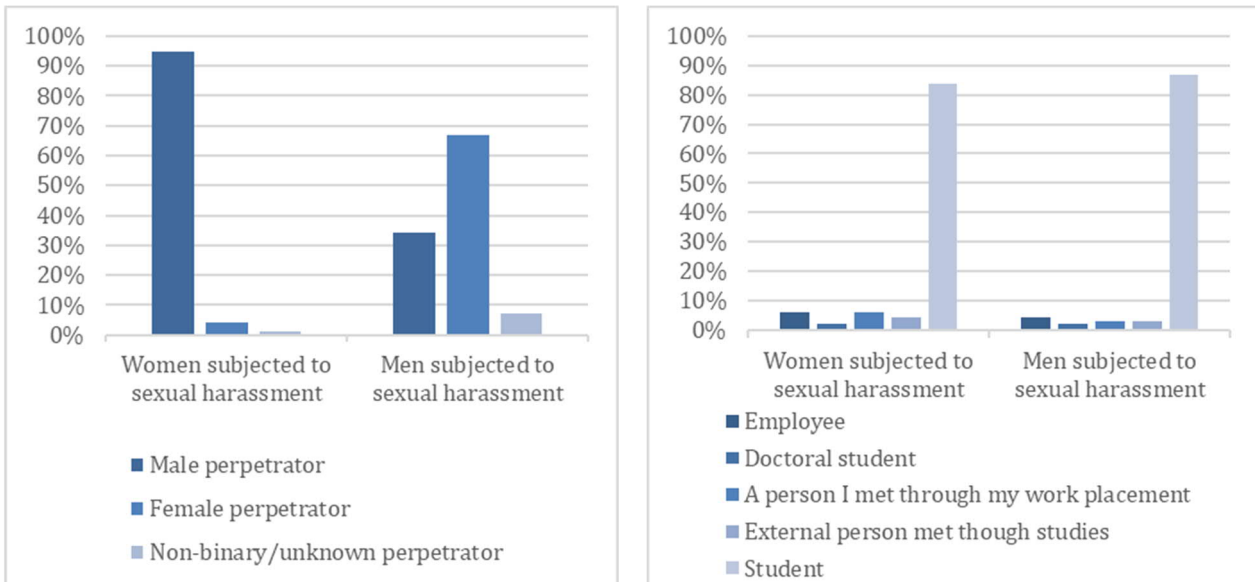
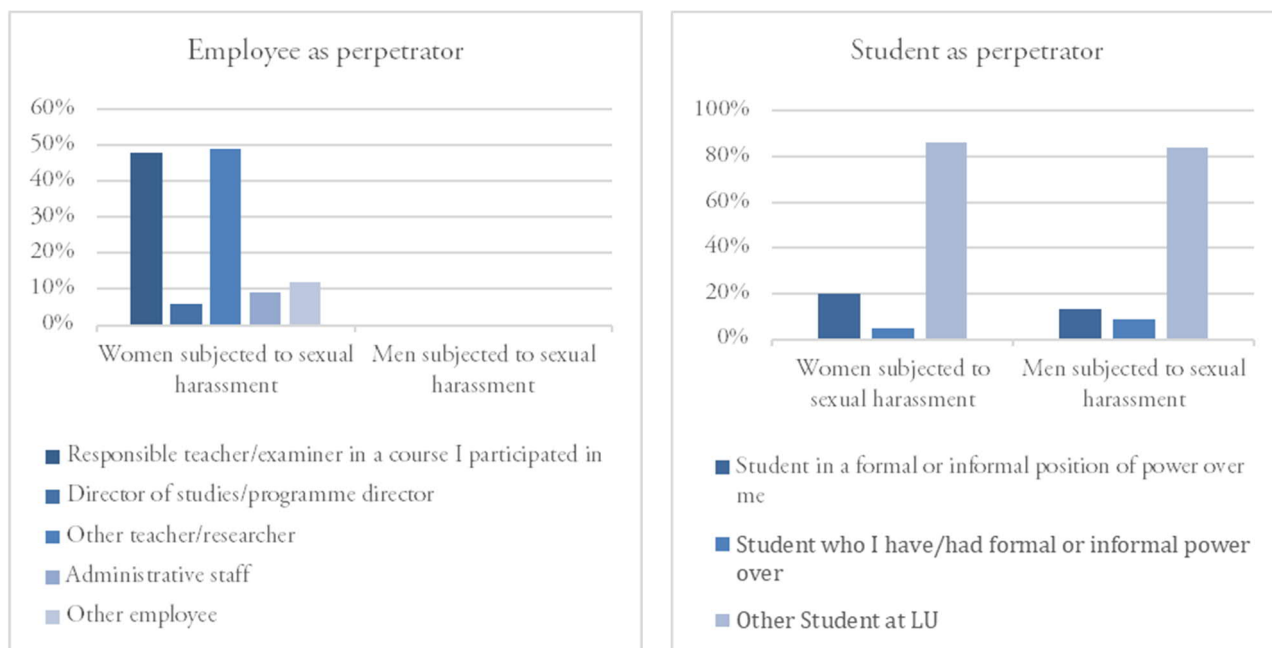


Figure 20 c-d. Power/dependency relationship with the perpetrator



Notes

The results indicate that it was much more common for students to be subjected to sexual harassment by another student, usually one of the opposite sex. What is clear from this study is that it was common for there to have been asymmetric power relations between perpetrator and victim, especially amongst the female students. This asymmetry was noted both when the accused was another student or an employee at Lund University. In the case of the latter, the results of this study indicate that the accused had often been a responsible teacher or examiner, which amounts to a very significant position of power over a student.

It could also be noted that the perpetrator in some cases was another individual with whom the victim had come into contact due to their studies (such as through a work placement), which can also be considered to represent individuals with a position of power over the student, such as individuals in key positions in relation to potential employers or professional networks. Asymmetric power relationships therefore emerge as a clear risk factor regarding sexual harassment for students, something that is apparently reinforced by the current gender order in society.

Telling others and/or officially reporting sexual harassment

Students who responded to the survey and who stated that they had been subjected to sexual harassment were also asked whether they had told anyone at the university about the incident(s). Only 2% of women and 1% of men amongst all the individuals who had stated that they had been subjected to sexual harassment said that they had told anyone in a responsible position at LU about it. It emerged that it was more common for victims to talk about such incidents with someone involved in student life – 7% of women and 4% of men.

Other responses that could be chosen were: Employee in a position of authority, Student guidance counsellor, Other employee, My Student union, The student ombudsperson (both of these included accompanying text that read, who helped me to report it to the university), and To the student ombudsperson and/or student union, but asked them not to pass the matter on to the university. All of these options were selected by a small proportion (1-2%) of students who had been subjected to sexual harassment.

It was more common for the oldest age group of both female and male students to report their experiences to a person in a position of authority at LU – 13% and 7%, respectively. The proportion who reported their experiences to responsible individuals at LU was higher for students who were born in a non-Nordic country and for international students; this was the same for men and women.

Figure 21. Individual/body informed by the victim

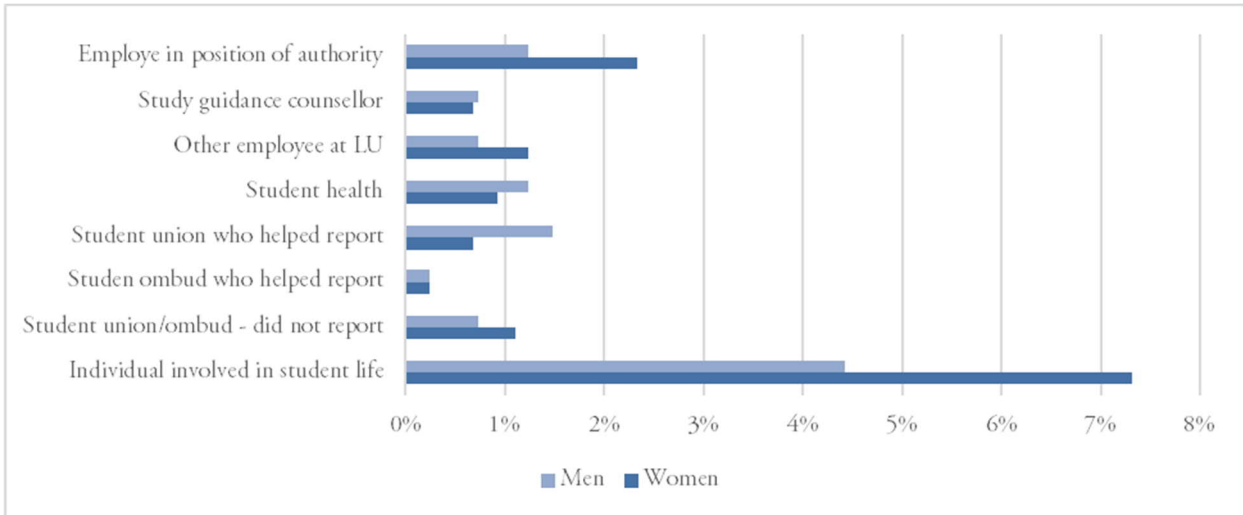
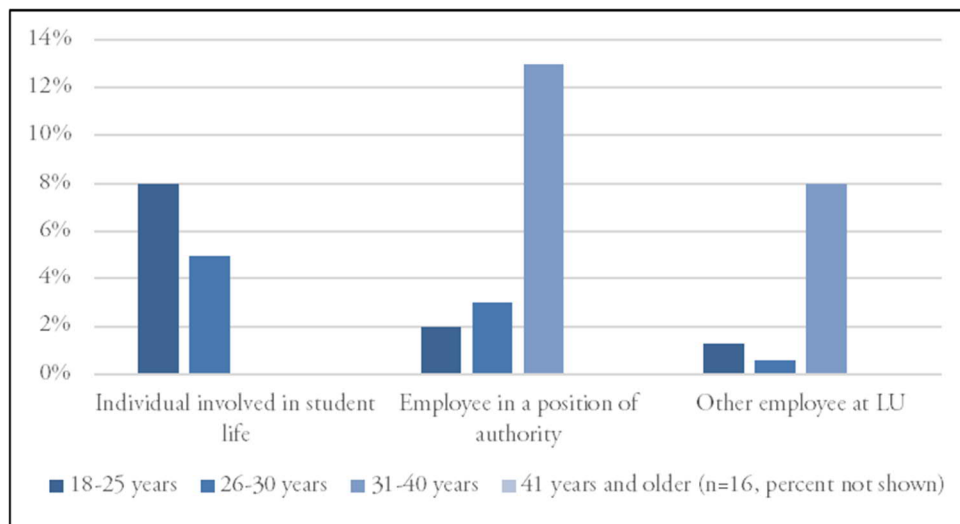


Figure 22 a-c. The three most common individuals/bodies that women subjected to sexual harassment informed, in different categories



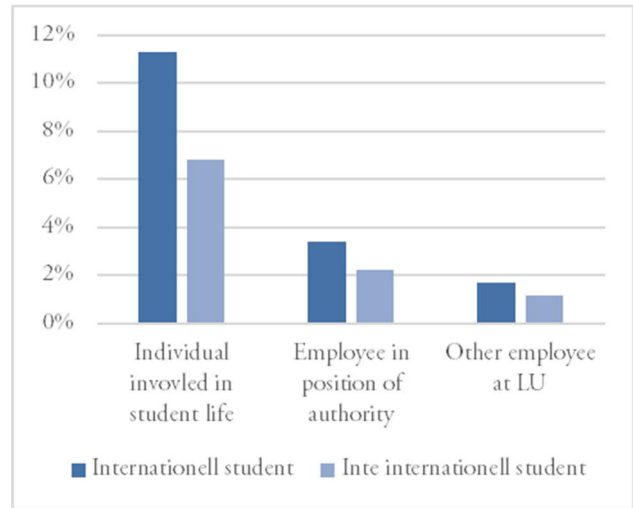
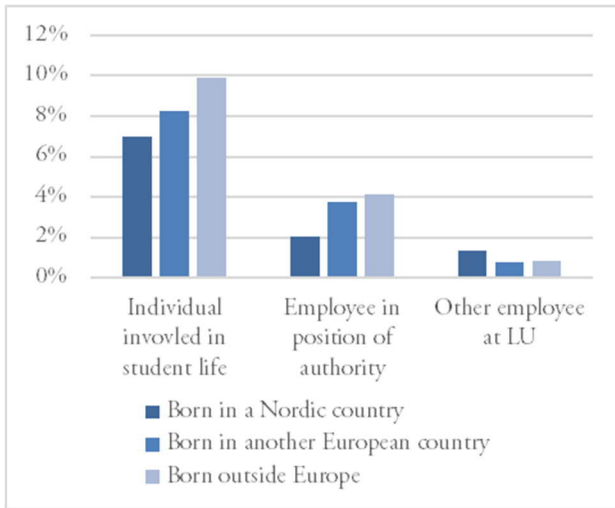
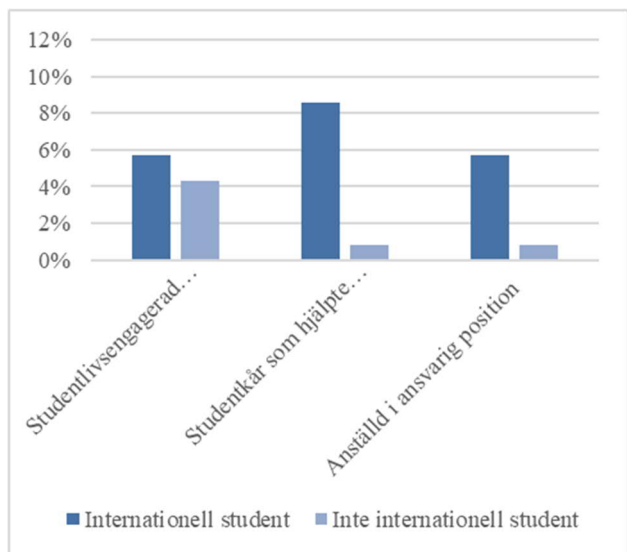
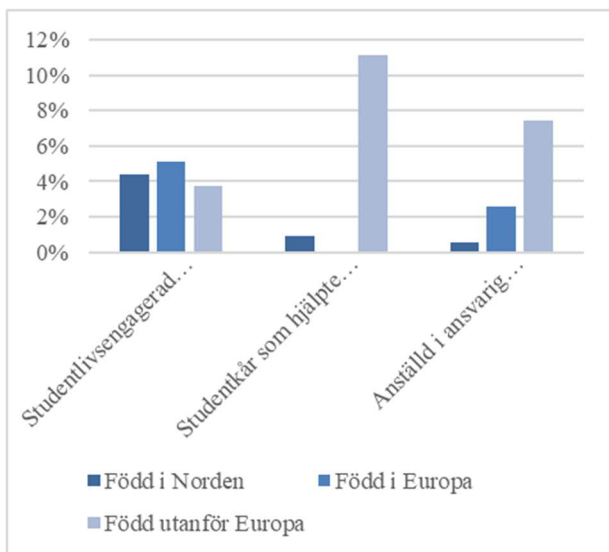
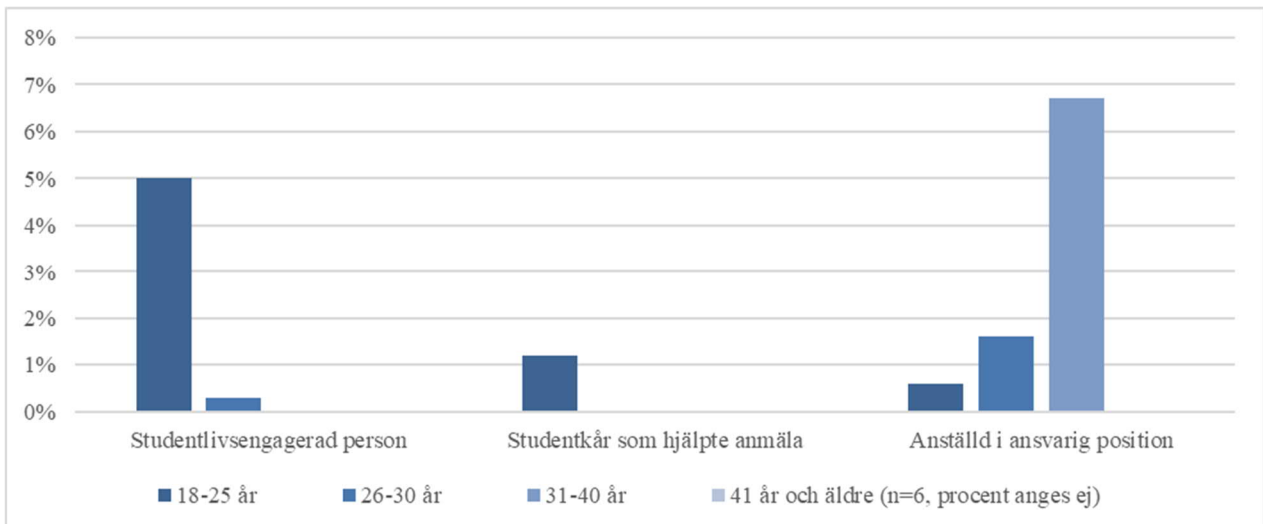


Figure 22 d-f. The three most common individuals/bodies that men subjected to sexual harassment informed, in different categories



Notes

A minority of students who reported having been subjected to sexual harassment informed a person in a position of authority at Lund University about it. Compared with older male students, female students, students born in a non-European country and international students, seem to be slightly more inclined to inform someone or officially report their experiences to a responsible person at LU.

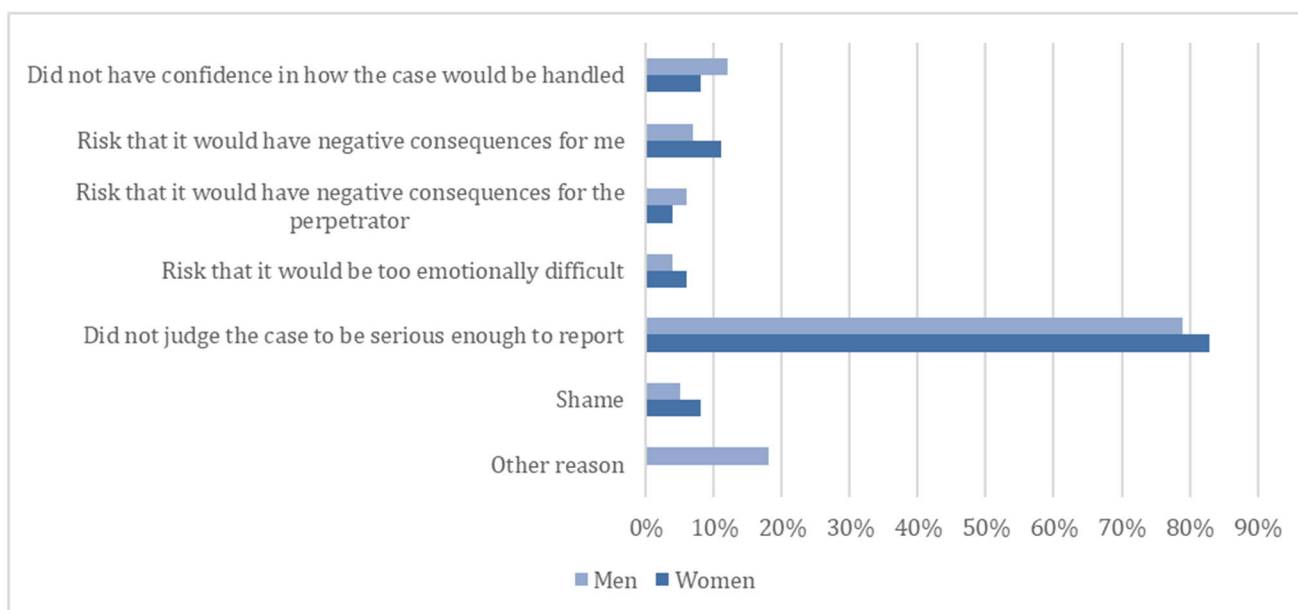
Overall, this study shows that the so-called culture of silence amongst students at Lund University with regards to sexual harassment is considerable – most participants did not report such incidents to anyone in a position of authority, either at Lund University or the student union. The inclination to report this kind of incident was higher for foreign-born students and international students. One of many possible reasons for this could be that their own future career is not as threatened if they do not think that they will be at Lund University or in Sweden. It was also notable that male students were less inclined to tell others about or officially report their experiences.

Reasons why incidents of sexual harassment were not reported

Students who said that they had experienced sexual harassment but who had nevertheless not formally reported the incident were asked about the reason why they had refrained from doing so. The predominant reason given was that they were not sure that what had happened was sufficiently serious to justify reporting it; 79% of men and 83% of women specified this reason.

Of the other reasons listed for refraining from reporting perceived sexual harassment, A lack of confidence in how such matters are handled was specified by 12% of men and 8% of women, Negative consequences for me was chosen by 7% of men and 11% of women, Negative consequences for the perpetrator was selected by 6% of men and 4% of women, Feelings of shame was specified by 5% of men and 8% of women, and that it felt emotionally difficult was selected by 4% of men and 6% of women.

Figure 23. Reasons why incidents of sexual harassment were not reported (students)



Notes

In studies performed in other situations where individuals have been subjected to sexual harassment/violence, a person's own shame and the emotional cost of

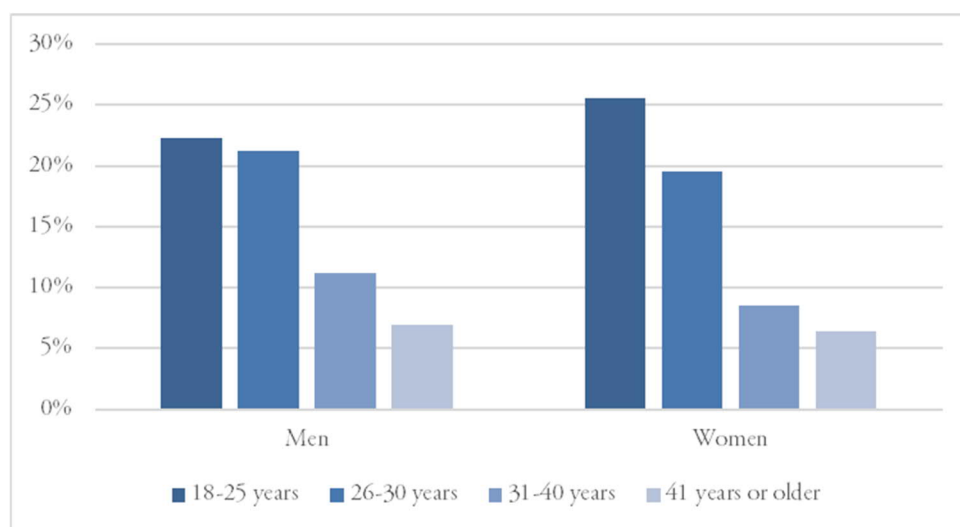
reporting an incident are considered to be the predominant reasons why a tiny proportion of such incidents actually result in some kind of report being made.

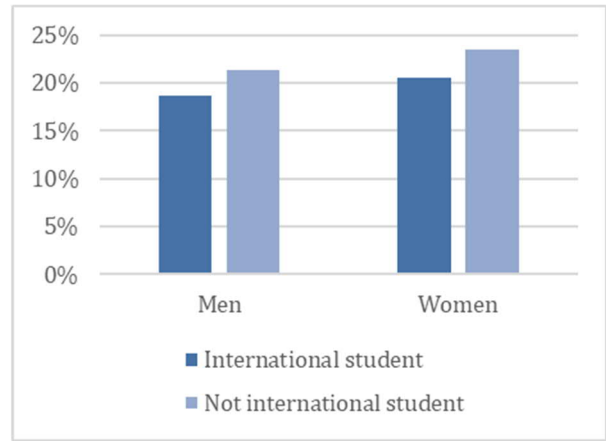
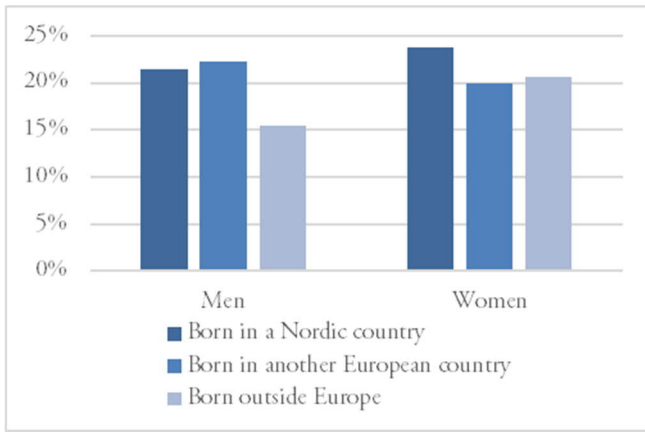
However, for students in this study, this is not the case; instead, the dominating reason is a concern that the incident was not sufficiently serious to warrant reporting it. This is no different from the results seen from employees and doctoral students, which suggests that students do not have a clearer understanding of what kinds of actions and situations can be defined as sexual harassment. It is also notable that a lack of confidence in how the incident would be handled, or a fear of negative consequences for the victim themselves or for the perpetrator were specified to a relatively small extent in responses from male and female students as reasons why they refrained from officially reporting the matter.

Witnessed sexual harassment

22% of male students and 24% of female students who responded to the survey said that they had witnessed sexual harassment during their time at Lund University. Furthermore, it was noted that the proportion was higher the younger the respondent was – 22% of men and 26% of women in the youngest age group compared with 7% of men and 6% of women in the oldest one. For women, the proportion who responded that they had witnessed harassment was higher for individuals born in Sweden or another Nordic country compared with those born in a Non-Nordic country. It was somewhat lower for international students.

Figure 24 a-c. Proportion who had witnessed sexual harassment, in different categories





Notes

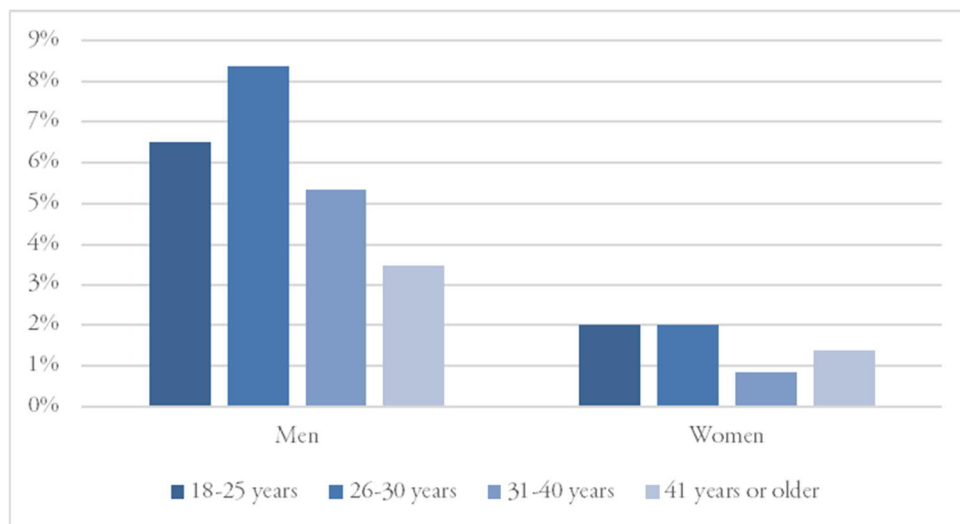
Just under a quarter of students at Lund University responded that they had witnessed sexual harassment in connection with their studies or student social activities. This proportion was approximately the same for men and women.

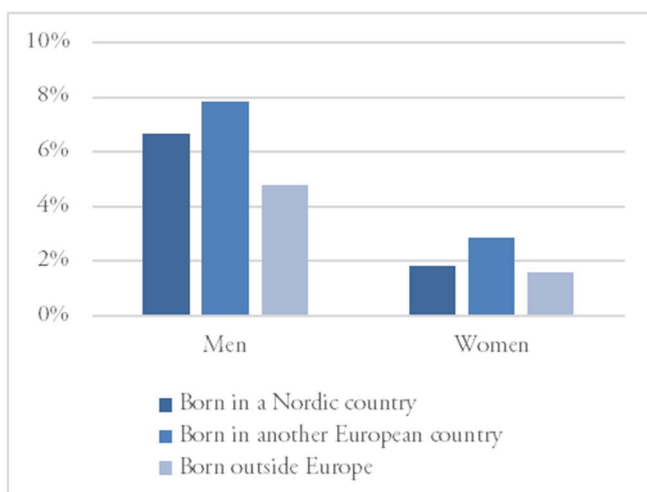
The difference between the age groups – that is, that more younger students responded that they had witnessed harassment compared with older ones, may be at least in part because younger students are likely more active in student social activities outside of their studies.

Perpetrators of sexual harassment

Amongst students who responded to the survey, a total of 7% of men and 2% of women answered that they felt, through their behaviour, that they may have subjected other students at Lund University to sexual harassment. Amongst men, it was the 26-30 age group that reported the highest proportion (8%), and it was the 41 and older age group that noted the lowest share (3%).

Figure 25 a-c. Proportion who stated that they had personally subjected others at Lund University to sexual harassment, in different categories





Notes

The proportion of students who feel that they may have subjected other students to sexual harassment is relatively low. In the same way as the results in this study for employees and doctoral students, this represents a disconnect to the number of individuals reporting sexual harassment at the university. In comparison to the level of sexual harassment accounted for amongst women – especially considering that the great majority of perpetrators were men – the proportion of men answering that they may have sexually harassed someone indicates a significant underreporting (unless each man who reported the possibility of having subjected others to sexual harassment did so in several different cases). This may be due to several factors, such as a selection of those who responded in the survey that they suspect that they have personally subjected others to sexual harassment being under-represented, or that men who have subjected others to sexual harassment have not personally defined their actions in that way.

Sexual harassment and health

Students who participated in the survey were asked to answer questions used in international research in order to evaluate their own general and mental health and working capacity. This makes it possible to draw comparisons between those who stated that they had been subjected to sexual harassment and those who did not report as much in their survey responses.

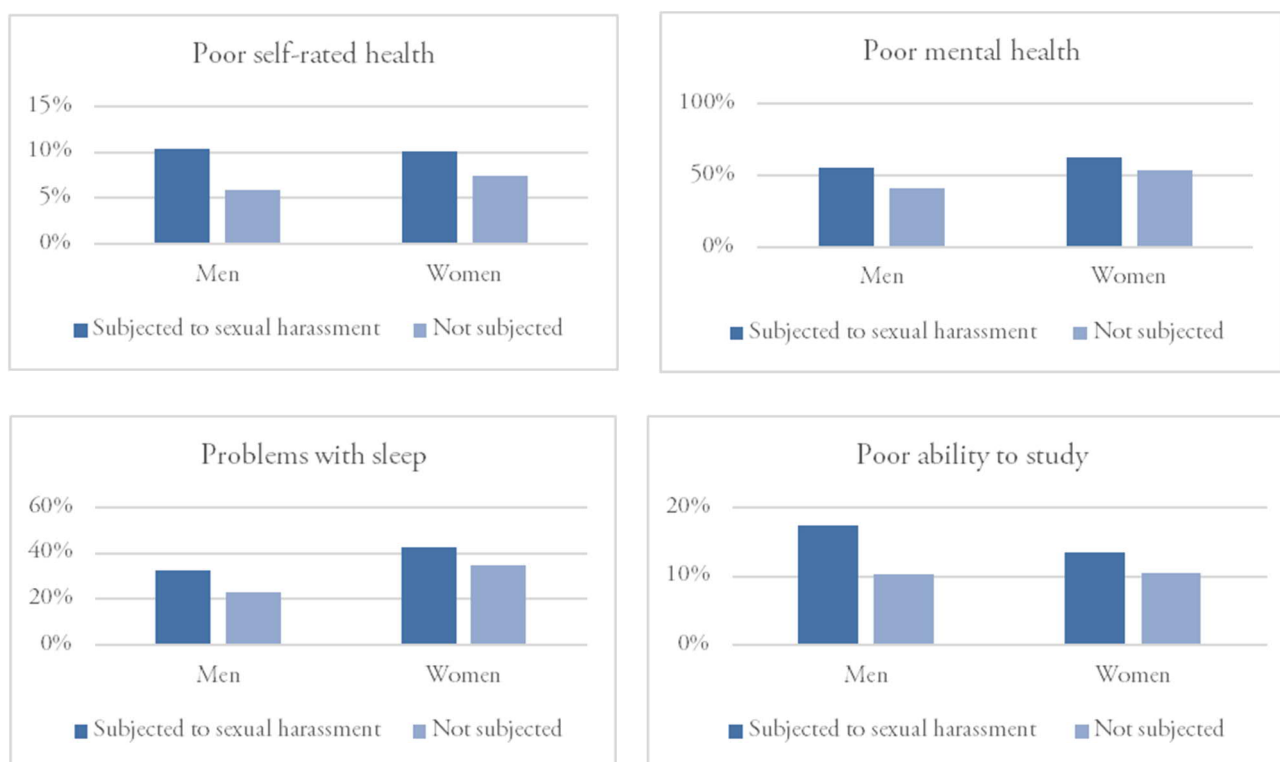
As for general health, 10% of men and 10% of women who stated that they had been subjected to sexual harassment said that they assessed their health to be poor, compared with 6% and 7%, respectively, amongst those who did not have that experience.

As regards psychological health, 55% of men and 62% of women amongst those who had been subjected to sexual harassment stated that their psychological health was poor. The corresponding proportions for men and women who had not been sexually harassed were 41% and 54%, respectively.

The survey also asked whether respondents had trouble sleeping, which is considered an important risk factor for psychological health problems, including so-called burnout. Amongst students who responded to the survey and who had experienced sexual harassment, 32% of men and 43% of women said that they had problems sleeping, whilst the corresponding numbers for those without such experiences were 23% of men and 34% of women. 17% of men and 13% of women who had experienced sexual harassment responded that they assessed their current study ability to be poor or very poor, whilst the corresponding proportion amongst those lacking such an experience was 10% for both men and women.

These patterns were thus similar for both men and women, though women generally assessed their health to be poorer than men did in this study.

Figure 26 a-d. Connection between sexual harassment and health



Notes

In comparison with other studies on health in an adult population, in this study, we could confirm a somewhat higher level of poor psychological health than in a general population of the same age. This could, however, be consistent with high stress levels that have been reported in several studies on student health.

General and psychological health both depend on many different factors, some involving the individuals themselves and others on their surrounding environment. Therefore, when comparing groups regarding individual factors – in this case, the experience of having been subjected to sexual harassment – importance must be attached even to small differences in the proportion that reports impaired health.

The consistent pattern that emerges regarding experiences of sexual harassment and diminished health and poorer study ability therefore gives quite strong support to the idea that there is a connection between sexual harassment and impaired health in this group. This connection is seen more clearly amongst men in this study.

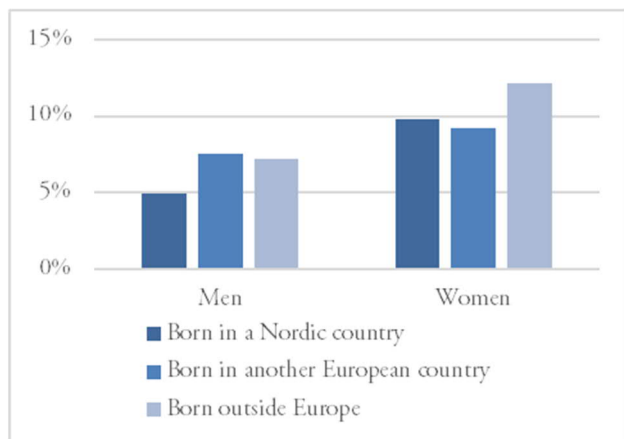
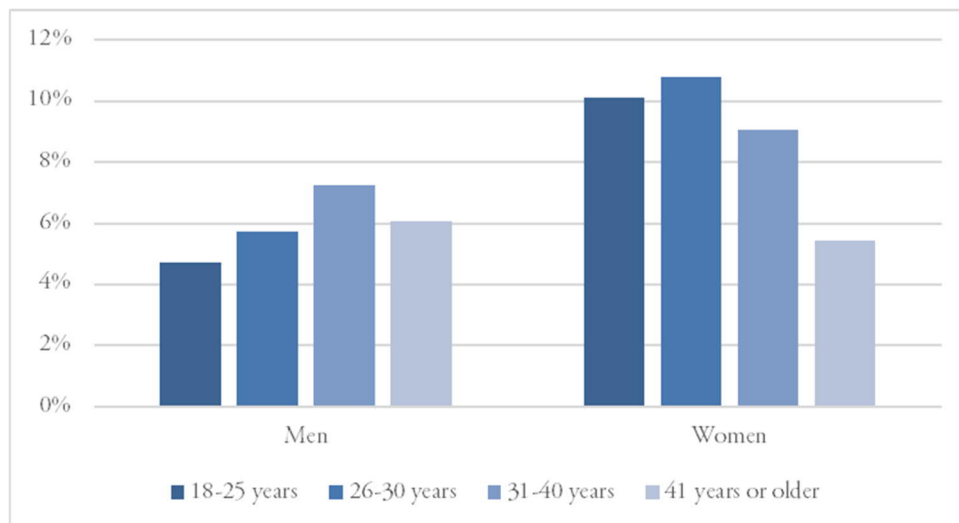
Reported prevalence of derogatory or insulting treatment

The following text introduced this section in the survey: Derogatory or insulting treatment refers to treatment intended to attack a person's honour with words or through actions. Offensive treatment can be, for example, derogatory words, ridiculing or ostracising behaviours.

The question asked in the survey was as follows: During the past 12 months, have you experienced derogatory or insulting treatment at Lund University?

Out of all students who responded to the survey, 5% of men and 10% of women stated that they had been subjected to derogatory treatment in connection with their studies at Lund University in the last 12 months. There tended to be a higher proportion amongst men in the older age groups, whilst the pattern was reversed for women. A larger proportion of students who were born in non-European countries stated that they had been subjected to abusive treatment, but this number was somewhat lower for international students compared with other students.

Figure 27 a-c. Proportion who experienced being subjected to derogatory treatment in different categories



Notes

The proportion who state that they, as students at Lund University, have been subjected to abusive treatment as defined in the survey question is considerably lower than the proportion who said that they had been subjected to sexual harassment in the last 12 months, indicating that respondents evidently do not equate these two types of experience with each other. The proportion of female students who experienced abusive treatment was twice that of men; that is, this difference was comparable with the one noted for sexual harassment. A slightly higher proportion was noted for individuals born in a non-European country, a difference that contrasted with what was noted regarding sexual harassment. The patterns that emerge for students are almost identical to those seen for employees and doctoral students in this study, but the levels are somewhat lower for students,

which may be partly explained by the fact that their time spent at Lund University is on average much shorter.

Reported prevalence of harassment

The following text introduced this section in the survey: A simplified description of harassment provided in the Discrimination Act is subjecting someone to an act that violates their dignity and that this violation is associated with one of the seven grounds for discrimination: sex, transgender identity or expression, ethnicity, religion or other belief, disability, sexual orientation or age.

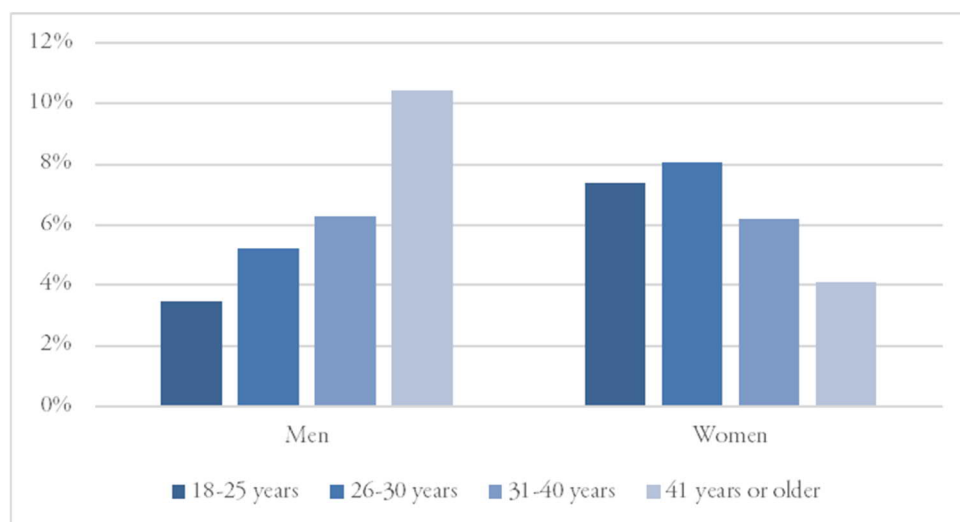
Harassment can be both individual and isolated events as well as subtle, almost imperceptible events that continue over time, called micro aggressions. It can also be a process that is ongoing and permeates the entire student life.

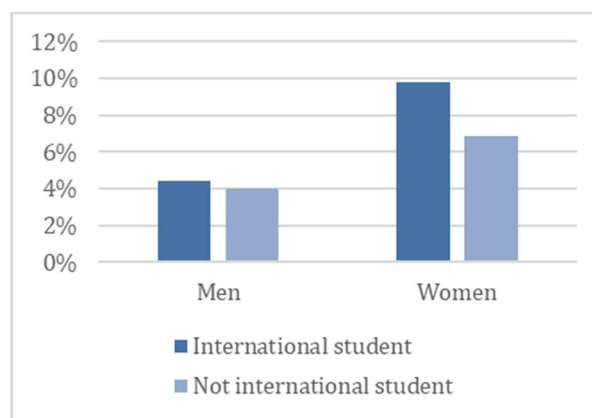
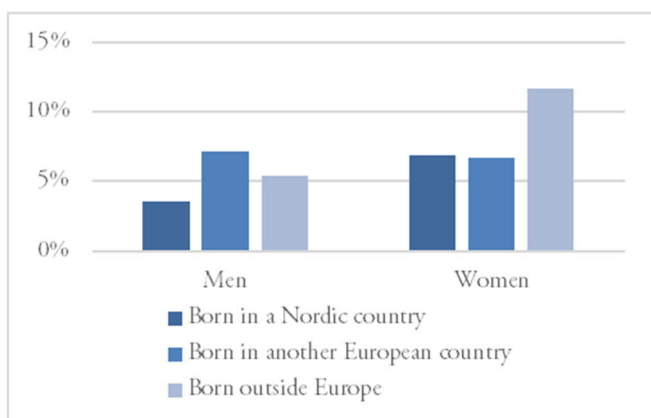
The question asked in the survey was as follows: During the past 12 months have you experienced harassment as described by the Discrimination Act (above) at Lund University?

4% of male and 7% of female students in this study responded that they had been subjected to harassment related to the grounds of discrimination during the last 12 months. There was a tendency for men to report harassment to a higher degree as age increased, but this pattern was reversed for women.

The proportion who responded that they had been harassed was significantly higher for female students who were born in a non-European country (12%) and female international students (10%), but these differences were smaller for male students.

Figure 28 a-c. Proportion who experienced being subjected to harassment in different categories.





Notes

There are both similarities and differences regarding reported harassment related to the grounds of discrimination on the one hand and abusive treatment and sexual harassment on the other. The reported level of harassment in connection with studying at Lund University in the last 12 months is lower compared with both other types of offensive treatment, but the pattern regarding the distribution between sexes and age is relatively similar.

There were, however, two differences that were noted; firstly, that there was a clear age gradient amongst the men – that is, an increased reporting with increasing age – and, secondly, that there were more pronounced differences between female students who were born in Sweden or another European countries, and female students who were born in non-European countries and female international students.

In a similar manner to the results for employees and doctoral students in this study, this provides support for the idea that harassment should be considered intersectionally; that is, that different grounds of discrimination, such as sex, age or ethnicity, combine with each other.

Confidence in Lund University's handling of cases of sexual harassment

Trust and confidence in various social institutions has been recently discussed as an important factor in both being able to manage problems at the workplace and perhaps also in relieving the effects of various kinds of strain in an individual in the form of diminished health. In our study, therefore, all individuals were asked specifically whether they had confidence in the way that sexual harassment is handled at Lund University. 84% of students who responded to the survey stated that they have some or complete confidence in the way Lund University handles this type of case.

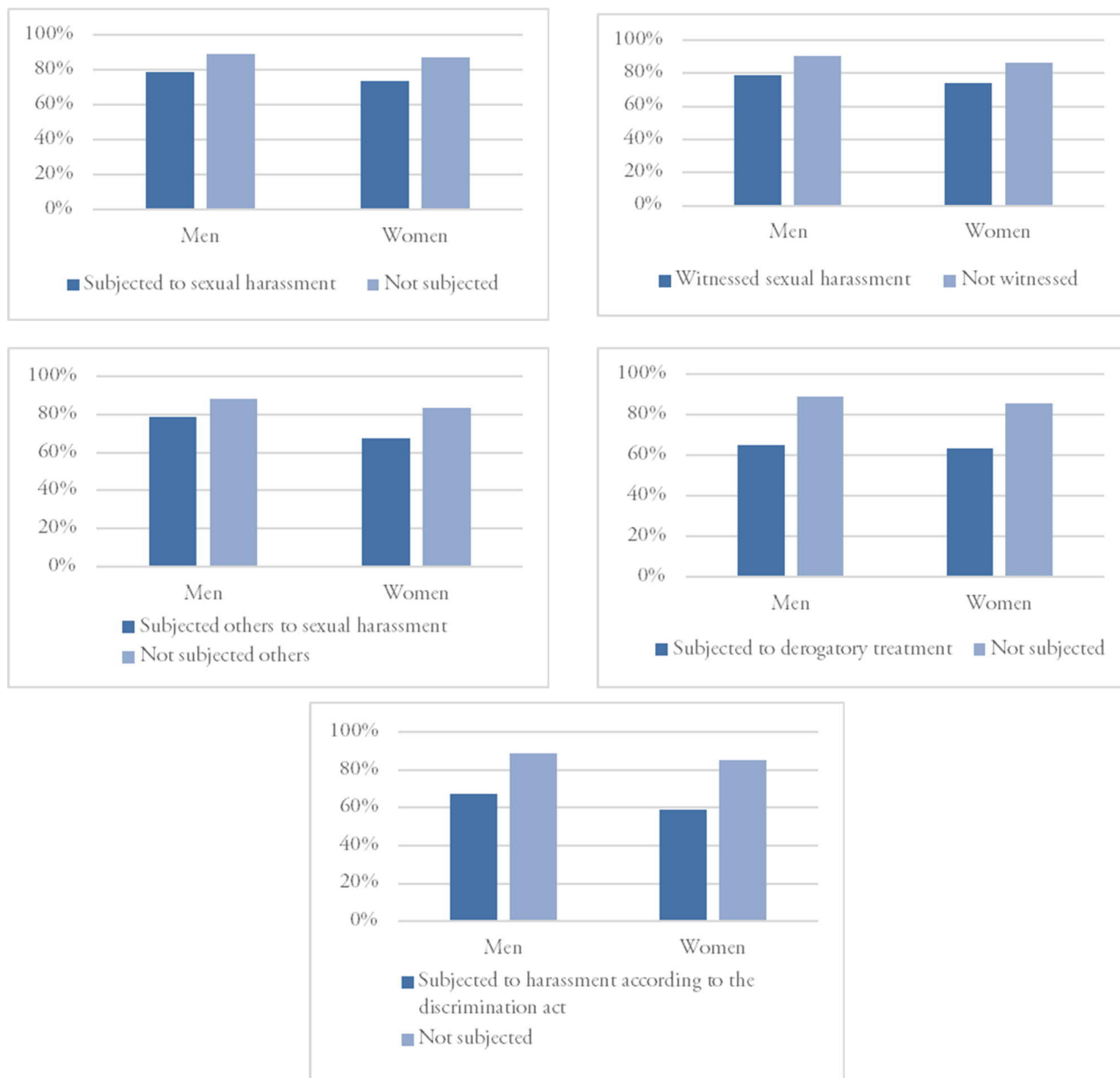
Of those who stated that they had been subjected to sexual harassment, this proportion was lower – 79% of men and 74% of women stated that they had some or complete confidence in the way Lund University handles these matters.

Amongst students who had witnessed sexual harassment, 79% of men and 74% of women stated that they had some or complete confidence in the handling of this sort of issue. Of those who stated that they had personally subjected others to sexual harassment, 79% of men and 67% of women stated that they had confidence in the way these matters are handled.

The proportion of students in this study who stated that they had some or complete confidence in the handling of cases of sexual harassment at Lund University was relatively lower amongst those who stated that they had been subjected to abusive

treatment: 65% of men and 64% of women. It was even lower amongst students who stated that they had been subjected to harassment related to the grounds of discrimination: 68% of men and 59% of women.

Figure 29 a-e Proportion who indicated some or complete confidence in Lund University, in different categories (students)



Notes

The proportion of students who state that they have some or complete confidence in how cases involving sexual harassment are handled at Lund University is high – more than half, even for those who had been subjected to sexual harassment, abusive treatment or harassment related to the grounds of discrimination according to the definition of the Discrimination Act. A possible interpretation of this is that the harassment they have been subjected to was mainly viewed as having been perpetrated by individuals or in environments that are not considered to be representative of Lund University’s guiding principles and regulations regarding various types of abusive treatment.

Suggestions from participants for strengthening the work against sexual harassment at Lund University

Survey respondents were also given an opportunity to submit comments in free text on how Lund University's preventative work against sexual harassment works and how the way that the university handles such cases can be improved. Below are some reflections on the suggestions that were received.

Do you have any suggestions for measures which can be taken to prevent sexual harassment at Lund University?

Employees, doctoral students and other students all raise a request for compulsory lectures and workshops for everyone active in the university. Additionally, there is a desire to discuss the issues more regularly and on a decentralised level. The students also highlight a need to for increased visibility by means of notices on campus as well as online.

Employees, doctoral students and other students all mention the importance of the role that management plays in preventative work. They desire clear centralised positions, policies and guidelines. The employees also talk about the need of having local equal-opportunity groups and networks.

Many students bring up measures within student life as prerequisites for preventing sexual harassment. For example, it is mentioned that the university should assist student nations, unions and academic associations with training and management, that the student organisations should arrange more alcohol-free events and that certain traditions in connection with initiation activities and parties should be reviewed.

Do you have any suggestions for measures which can be taken to improve the way Lund University deals with cases of sexual harassment?

Here, too, employees, doctoral students and the other students highlight the need for training and ongoing information about how the process works. There are also requests for simplifying the process, such as by being able to report an incident online or anonymously.

Employees raise requests for more thorough centralised regulations, that managers should receive training in how to handle these cases, and that more channels of communication should be created within the organisation for those who feel that they have been treated badly. Additionally, the need of having centralised professional support made available was raised.

The students request clear and easily accessible procedures for each step in the process and information on who is responsible for which steps. Several are concerned that their case will 'fall between two stools' as a result of ambiguity in the issue of responsibility or that those responsible lack the necessary competence. Furthermore, they wish for greater support and a more apparent presence from the Student Health Centre.

Summary discussion

This summary discussion will focus on some of the key results that are of importance for the future work on preventative measures against sexual harassment at Lund University. This discussion will be based on the areas highlighted in the presentation of the qualitative results and the related variables from the quantitative results for employees/doctoral students and other students.

Prevalence, types and views on sexual harassment and sexual violence

Amongst employees and doctoral students, 25% of women and 7% of men state that they have been subjected to sexual harassment at some point during their employment at Lund University. An international research review of sexual harassment in academia concluded that there is considerable variation in prevalence – from 2% to 93%, depending, amongst other things, on methodological factors in the research (Bondestam & Lundqvist, 2018). The same review shows that the prevalence in Swedish studies lies between 4% and 26% for women and 2% to 6% for men. There were more employees than doctoral students, more women born in Nordic countries than women born in non-European ones, and more permanently employed women than women with temporary employment who stated that they had been sexually harassed. It is probable that doctoral students and those in fixed-term employment have been at the university for a shorter length of time than other employees and that there is a cumulative effect, where a longer length of service and higher age corresponds to a greater collected experience.

Amongst students, 27% of women and 11% of men state that they have been subjected to sexual harassment at some point during their time as students at Lund University. These figures closely correlate to the results released in a recently published Norwegian study. That particular study however, refers to sexual harassment that has occurred at any point in life – that is, both during the individual's studies as well as in other settings (Sivertsen et al., 2019). More female students who were born in a Nordic country state that they have been subjected to sexual harassment compared with female students who were born in a non-Nordic country. Amongst international students, 18% of women state that they have been subjected to sexual harassment – that is, a lower proportion than other female students. Students who have been subjected to sexual harassment by an employee more often specified that the accused perpetrator was a responsible teacher or another teacher – that is, an individual to whom they were in a relationship of dependency. In comparison, it was less common for students who had been subjected to sexual harassment by another student to specify that the perpetrator was in individual who had a power relationship over them.

According to previous research, more women in the Nordic countries state that they have been subjected to violence in close relationships than women in other countries, while at the same time the Nordic countries are considered to be among the most gender-equal countries in the world. This has sometimes been termed 'The Nordic paradox', and there are various ways of interpreting this (Gracia & Merlo, 2016; Wemrell, Lila, Gracia & Ivert, 2020). If these ideas are applied to our study about sexual harassment at Lund University, it could be interpreted as a lower tolerance for sexual harassment in women born in more gender-equal countries than amongst women born in countries that are less gender equal. This leads to the assumption that women born in more gender-equal countries are more inclined to perceive and thus report more situations and behaviours as sexual harassment compared with women born in less gender-equal countries. One caveat

is that, in this study, we compare individuals born in different countries, but not the countries themselves. More detailed studies of the material needs to be done in order to see how long those born in a non-European country have lived in Sweden or in another Nordic country, and what effect that may have. As regards to the international students, it can be assumed that many have lived in Sweden for a relatively short length of time.

Amongst the various types of sexual harassment that employees and doctoral students experienced, the most common were Unwelcome suggestive looks or gestures, Unwelcome comments, and Unwelcome 'inadvertent' body contact. This is consistent with previous research (Schneider, Swan & Fitzgerald, 1997). Students, too, most often selected Unwelcome suggestive looks or gestures, Unwelcome comments, and Unwelcome 'inadvertent' body contact. These results also confirm earlier research (Philips et al., 2019; Sivertsen et al., 2019).

Experience of Attempted or completed rape was specified by 10 employees/doctoral students, as well as by 125 female and 24 male students. This means that 2,1% of female students and 0.7% of male students in this study have been subjected to this in connection with their studies or student life at Lund University. There is thus a significantly higher percentage amongst students than employees and doctoral students, which must also be considered in relation to the fact that students have often been at Lund University for a shorter length of time than employees and doctoral students. The proportion of students subjected to attempted or completed rape is lower in our study than in a comparable study involving students in Norway, where 3.4% of women and 2.1% of men stated that they had experienced such an incident; but that study refers to experience of sexual harassment at any point in the students' lives rather than only in connection with their studies (Sivertsen et al., 2019).

Attempts have been made to rate sexual harassment from less serious to more severe, such as the 'sexual harassment ladder' (Swedish: sextrakasseritrappan – Hagman, 1988); however, it has been questioned whether objective criteria for rating seriousness exist. Such criteria may even result in the 'less serious', everyday incidents being trivialised, and the conclusion that such matters need not be addressed (Carstensen, 2016). It may also result in uncertainty regarding whether 'less serious' incidents should even be considered as sexual harassment, something that was also highlighted in our focus group discussions. Meanwhile, several interviewees tell about sexual harassment that occurred a long time ago that did not involve rape or attempted rape, but still left lasting emotional scars. Such sexual harassment as suggestive looks/gestures or unwelcome comments are described in the focus groups as possible indications of a workplace culture where this kind of behaviour remains unchallenged by others present. These incidents affect the victims and can cause difficulties for them functioning in everyday life. This has been discussed and problematized in previous research as part of gender-based discrimination that can result in a 'normalisation' of sexual harassment that makes it difficult for victims to have their experiences heard (Thornton, 2002; Cleveland, Vescio & Barnes-Farrell, 2005).

A larger proportion of women in managerial positions stated that they had been subjected to sexual harassment compared with women who were not in managerial positions. This agrees with a study from the US on sexual harassment involving women in employment, which was conducted in September 2016 and repeated in September 2018. It found lower levels of unwanted sexual attention and sexual coercion, but higher levels of sexual harassment in the second measurement compared with the first one. Senior posts were positively linked to all three types of sexual harassment (Keplinger, Johnson, Kirk & Barnes, 2019).

Those indicated of sexual harassment- the perpetrator

Amongst those subjected to sexual harassment, 94% of female employees and doctoral students stated that they had been sexually harassed by a man, 3% by a woman and 4% by a non-binary individual or one with an unknown gender identity. The corresponding figures for male employees and doctoral students were 15%, 71% and 13%, respectively. As for students, the gender distribution amongst perpetrators is similar to that of employees and doctoral students. The fact that perpetrators are usually men and that both men and women are subjected to sexual harassment but that women are much more frequently sexually harassed than men is in complete agreement with the Swedish Research Council's international research review of sexual harassment in academia (Bondestam & Lundqvist, 2018).

71% of female employees and doctoral students who have been subjected to sexual harassment stated that they had been treated in this way by an employee, 9% by a doctoral student, 7% by a student, and 21% by another individual whom they had met through their work at Lund University. The corresponding figures for male employees and doctoral students were 54%, 15%, 14% and 15%, respectively. 84% of female and 86% of male students who had been sexually harassed stated that the perpetrator was another student, whilst 2–6% of female and 2–3% of the male victims were sexually harassed by another individual whom they had come in contact with in connection with their activities at Lund University. Sivertsen and his colleagues' study (2019) also shows that it is much more common for the perpetrator to be another student than a university employee.

In a Canadian study involving medical students, it was found that the majority of perpetrators of sexual harassment are patients (40%) and other students (40%), and that (university) employees account for 20% of incidents of sexual harassment (Philips et al., 2019). It is therefore important to keep in mind that sexual harassment connected with work or study at a university is committed, not only by other employees, doctoral students or other students, but also by individuals whom the victims meet in connection with work placements, field studies and the like.

In the questionnaire, 3% of male and 2% of female employees/doctoral students state that they have acted in a way that in retrospect did not feel appropriate or welcomed and that may have been perceived as sexual harassment. The corresponding figures for students were similar: 7% for men and 2% for women. The fact that there are considerably fewer who state that they have subjected another person to sexual harassment than those who stated that they themselves had been victims of sexual harassment may be due to several reasons. It may be because many who have harassed others sexually do not define their actions as such, that the same perpetrator has harassed several individuals, or that some of those who may have subjected others to sexual harassment have chosen not to participate in the survey. A few interviews – all of them with men – touch on experiences and reflections about the interviewee's own behaviour in relation to sexual harassment. This may indicate that there is a need for these to reflect on their behaviour in their professional roles, such as within the scope of university education courses, but that there is also a need for psychological support for those who wish to change their behaviour, which may also be related to a personal problem.

In this report, we present only the experiences that survey participants have had of sexual harassment and sexual violence at some point during their time at Lund University. Those who indicated that they had such experiences were asked follow-up questions about when it had occurred. This means that, in future analyses, it will

be possible to differentiate between situations that occurred in the last 12 months, between one and three years ago, and for more than three years ago.

Settings where sexual harassment takes place

70% of employees and doctoral students who had been subjected to sexual harassment stated that it had happened within the premises of the university; 32% stated that it has happened during university-related activities but outside of the premises; and 10% stated that it had happened at another location. For students, the situation was reversed, with 23% who had experienced sexual harassment within the university premises; 11% outside of the university but in connection with their education, internship etc.; and 73% during student social activities. Considering doctoral students alone, 32% of those who had been subjected to sexual harassment state that it happened separately from their regular work.

The situation for students is the opposite – 73% of those who responded that they had been subjected to sexual harassment state that it happened during student activities arranged by student unions, nations, etc.; and 35% specify that it occurred in the study environment, including during work-based learning or field work.

In interviews and focus groups with employees/doctoral students and other students, alcohol is singled out as a contributing factor to sexual harassment in social contexts related to work, such as after-work activities, parties or conferences. The students believe that alcohol plays an important role in student life and that it can often be used as an excuse by those who harass them and their friends. 20% of employees/doctoral students and 65% of other students who participated in the survey who stated that they had been subjected to sexual harassment specify that the one who harassed them was under the influence of alcohol. This corresponds to the fact that employees/doctoral students are more often harassed in connection with their regular work, but it usually happens to students outside of their regular study environment. The research review by the Swedish Research Council shows that alcohol is used both as a partial explanation for a person committing sexual harassment as well as a way for victims to deal with the situation (Bondestam & Lundqvist, 2018). That alcohol is such an important risk factor in the student environment is touched on in several studies (Fedina, Holmes & Backes, 2018; Fnais et al., 2014).

The fact that sexual harassment occurs in social life or during student events outside of the university premises is sometimes used in the reasoning that handling the problem lies outside the university's area of responsibility. However, if sexual harassment results in difficulties at work or during studies this can result in work and study environment problems that must be handled at the university.

Interviewees who have been subjected to sexual harassment describe how they avoid the workplace or study areas where they risk meeting the person who had harassed them. If harassment has been officially reported and the investigation takes an extended length of time without solving the working environment problem, it may lead to the individual going on sick leave and falling behind on their research, studies or other work whilst the person who harassed them is able to continue their work or studies according to schedule. Similar experiences are described in a Swedish study and follow-up interviews with female employees who had participated in #akademiuppropet ('appeal from academia' – Salmonsson, 2019). In a study from the United States, 83% of female victims of sexual harassment (I presume) employed in academia stated that they were soon forced to engage with the perpetrator within the scope of their current employment (Schneider, Swan & Fitzgerald, 1997).

Amongst employees and doctoral students, 25% of women and 19% of men state that they have witnessed sexual harassment at their place of work at Lund University. The percentage is a little lower for men than it is for women amongst both employees/doctoral students and other students. This may be due to the fact that the experience and risk of personally being subjected to sexual harassment is lower for men, thus also reducing their awareness of the phenomenon. It could also be the case that men define sexual harassment differently to women. For students, 23% of women and 21% of men – more amongst younger students – state that they have witnessed sexual harassment at Lund University. Thus, just over a fifth of the participants in our study have witnessed sexual harassment. Previous research has sought answers to the question of whether witnesses could intervene to a greater extent than they have thus far, thereby helping to prevent sexual harassment from occurring. A systematic overview and meta-analysis of campus-based training programmes for witnesses of sexual violence showed that students who participated in such programmes had more positive attitudes towards intervening, and actually did intervene more often when they witnessed sexual violence compared with those who had not participated (Jouriles, Krauss, Vu, Banyard & McDonald, 2018).

Power structures and workplace culture in relation to sexual harassment

In the qualitative material, participants highlight the importance of power and positions of power with respect to the risk of being subjected to sexual harassment. Employees and doctoral students are well aware of where they are in the hierarchy in relation to their harassers and of how it affects their ability to act. This applies especially in research settings where an individual is reliant on supervisors or researchers for their continued academic career, yet these might be the persons harassing them. According to participants in the interviews and focus groups, power structures – in particular, the collegial academic one and the special position of prominent researchers – can also affect the way a report of sexual harassment is handled.

Students have an awareness of the clear position of power that teachers have over them and that sexual harassment on the part of a teacher should be unacceptable. Nevertheless, it is often felt that it is difficult to speak up. As for harassment that occurs between students, they consider that it is ‘social’ rather than formal power that is significant, where students who are older or who have positions of authority in student life are viewed as having more power than younger students, especially new ones.

International students, doctoral students and employees appear in the qualitative material as a group that is at an increased risk of being subjected to a misuse of power, due in part to the fact that they often have a weak safety net in Sweden and possess limited knowledge of where to turn. Research on the situation of international students and employees in relation to vulnerability to sexual harassment is limited, but one study from Canada and the United States (Hutcheson & Lewington, 2017) shows that international students who wish to report sexual abuse can find themselves in complicated situations where regulations and policies are to be applied.

The link between power and gender is brought up in the focus group discussions, and is also clear from the survey responses, where a larger proportion of female employees, doctoral students and other students state that they have been subjected to sexual harassment, whilst the majority of perpetrators are identified as men. Amongst employees/doctoral students and other students, the proportion who had been subjected to sexual harassment was higher for those who were born in

Sweden and other Nordic countries than it was for those born in other countries. This agrees with other studies conducted in other EU countries and can be understood as an indication of a lower tolerance for harassment in Sweden and other Nordic countries (Gracia & Merlo, 2016; Wemrell, Lila, Gracia & Ivert, 2020). Of the students who state that the person who subjected them to sexual harassment was another student, 20% of women and 13% of men specify that this person had a position of power over them. This corresponds to the picture that emerges from the focus group discussions, where the risk of social or formal power being misused is highlighted. The surveys also reveal that a significant proportion of the students subjected to sexual harassment stated that the harassment had taken place during work placements (as part of a course/programme) and was committed by employees/doctoral students.

In several interviews, the boundary between private life and work is described as being sometimes fluid. Private relationships between colleagues or students are common and usually unproblematic, but they can lead to work environment problems, and sexual harassment or other issues do occur. When there is an imbalance of power in the relationship, the situation can become extra problematic. Those who find themselves in a subordinate position may at first be positive about social contact, feeling that the contact is beneficial to their work or studies. When they later no longer feel comfortable, it becomes more difficult to say something. Some feel uncomfortable right from the start, but do not dare to say no. There are many reflections in the interviews regarding places and settings that feel right for meeting up when there is an imbalance of power in the relationship, and it is clear that different individuals can have different boundaries.

Collectively, the results show that the university is a complex environment characterised by hierarchical power structures and a gender-based workplace culture that affects the existence and handling of sexual harassment. This is something that is also addressed by the Swedish Research Council (Bondestam & Lundqvist, 2018). A study in a Swedish context (Muhonen, 2016) problematises particularly the gender aspects, and calls for further studies with an intersectional perspective, where gender, power and ethnicity are taken into account.

Telling others about or officially reporting sexual harassment

The survey responses from employees and doctoral students who have been subjected to sexual harassment show that more than half have not told anyone at Lund University about their experiences. Amongst those who had informed someone, it was most common for them to have told a colleague (27% of women and 16% of men). 17% of women and 15% of men have talked to their manager or someone else in a position of authority. We see the same pattern in students, where a minority have told anyone at the university and where only 12% of women and 8% of men have informed someone in a position of authority at the university or in student life about their experience of having been sexually harassed.

These results are reflective of the findings from the interviews with employees/doctoral students and other students who have been subjected to sexual harassment. The participants tell about how they primarily turned to a colleague on the same level in the hierarchy as themselves or to a fellow student. They are often unsure of how their experience is viewed and they seek support and confirmation that what has happened can truly be considered as sexual harassment. This support is important and contributes to some not feeling the need to take the matter further.

In the survey responses from employees and doctoral students, 76% of women state that the reason they did not officially report the matter to someone in a position of authority was that they feel uncertain about whether the sexual

harassment was sufficiently serious to be reported. One fifth of victims who are employed or work as doctoral students did not report what had happened because they lacked confidence in how the matter would be handled. A similar pattern was noted amongst the students, where 79% of the men and 83% of women gave the same reason for not formally reporting the incident, which could be interpreted as meaning that the students, too, feel unsure of their assessment as to what constitutes sexual harassment. The percentage who stated that they had not officially reported their experiences because they lacked confidence in how the case would be handled was smaller for employees and doctoral students.

These results, too, reflect what was said in the interviews with doctoral students and employees. In the interviews, they tell in more detail about their uncertainty and fear as to how a report is perceived and what it could mean for future work and career opportunities. For the students, it is also an issue of fear as to how reporting the matter will affect their grades as well as their relations with fellow students. It is well known from previous studies that these misgivings are often substantiated (McDonald, 2012).

The fact that many employees/doctoral students and other students choose to refrain from telling anyone at the university about the experiences of sexual harassment is, of course, a serious matter and indicates that a culture of silence persists. The consequence of not telling someone who could help or support them, or of not daring to report the matter to someone in a responsible position is that a great deal of responsibility is placed onto the individual who must personally find strategies to solve the problems that arise, which is well known from previous research (McDonald, 2012).

The Swedish Research Council's research review (Bondestam & Lundqvist, 2018) discusses the problem of encouraging persons subjected to sexual harassment to report sexual harassment. The authors of the paper believe that this can result in an overemphasis on individual responsibility, a reduced focus on organisational improvements, and requires a high price from the individual in question. They also emphasise the importance of workplaces striving to handle cases of sexual harassment in a safe manner, regardless of the number of formal reports that are received.

The university's role and actions, and confidence in the institution.

A large share of those who responded to the survey (84% of female and 90% of male employees/doctoral students, and 83% of female and 88% of male students) have some or full confidence in the way sexual harassment is handled at Lund University. Employees, doctoral students and other students who have been subjected to or who have witnessed sexual harassment, or who have been subjected to derogatory/insulting treatment have less confidence in how these matters are handled at Lund University. The lowest level of confidence is shown by employees, doctoral students and other students who have experienced harassment connected with any of the grounds of discrimination. Overall, however, it can be established that Lund University possesses a significant mutual trust amongst employees, doctoral students and other students, which constitutes a favourable starting position for the university's continued efforts against sexual harassment, other forms of harassment and unequal treatment.

At the same time, there are accounts in the interviews with those who have experienced sexual harassment and abuse of those who nurture a lack of confidence in the way these matters are handled due to personal experience of having reported the situation to those responsible. In these cases, the individuals often feel that they have had to personally take on a lot of responsibility for the

situation and that there has been a certain amount of helplessness on the part of university representatives. There are also examples where representatives of the university have handled reports of sexual harassment well. In these cases, the victim has felt confidence in the manager or the one they chose to talk to, and sensed that they were taken seriously, and that management has taken action.

Students and student representatives would like the university to get engaged in student social settings, participate in training regarding sexual harassment and to allocate sufficient resources to those who are in need of support so that they are able to complete their studies. This is also seen in other compilations (The Swedish Council for Higher Education, 2019).

Efforts to improve the preventative work of universities against sexual harassment is under way at all institutions and is monitored by the Swedish Council for Higher Education. Good examples include taking a cohesive approach to sexual harassment, other forms of harassment and gender equality, and keeping employees who are in managerial positions and responsible for handling cases of sexual harassment continuously up to date and regularly trained (The Swedish Council for Higher Education, 2019).

Sexual harassment and health

The participants were asked to assess their own general and psychological health, their sleep and their working capacity. Employees, doctoral students and other students who have experienced sexual harassment consistently assess all aspects of their health to be poorer than participants who had not been subjected to sexual harassment. This applies to both women and men. It is important to note that these links need to be analysed in more detail, taking into account other factors as well. However, it is clear in other studies that sexual harassment does have a considerable impact on health. In their reviews of workplace-related sexual harassment, McDonald (2012) and Williness (2007) both show that those subjected to sexual harassment experience negative health effects mentally as well as physically. The negative mental effects range from anxiety and depression to symptoms of post-traumatic stress. One study on teachers and researchers at a Swedish university shows a clear connection between having been subjected to sexual harassment and ill health, particularly for women (Muhonen, 2016). Carey et al (2018) conducted a longitudinal study of the effects of college students in the US having been subjected to some kind of sexual violence (assault), and found a strong link to both anxiety and depression. The effects of sexual harassment are also addressed in our interviews with those subjected to sexual harassment. Several of them tell about how they become withdrawn, have gone on sick leave, and had to seek psychotherapeutic help to deal with their experiences. Students also point out deficiencies in the help that is available and that the Student Health Centre's resources are insufficient. This can also be considered in relation to the fact that there is a remarkably high percentage of students who do not state that they have been subjected to sexual harassment – men as well as women – but who do say that they have impaired psychological health – 41% of men and 48% of women.

Harassment according to the Discrimination Act, and derogatory treatment

Amongst employees and doctoral students, 19% of women and 9% of men stated that, in the last 12 months, they have experienced derogatory treatment in connection with their work at the university, according to the definition in the Swedish Work Environment Authority's Code of Statutes, (AFS) 2015:4. Students are not covered by AFS 2015:4, but we nevertheless chose to ask them about their experiences regarding abusive treatment, defined in a similar way to unequal

treatment. Of the students, 10% of women and 5% of men responded that they have felt subjected to derogatory treatment.

10% of female employees and doctoral students, and 4% of men in these groups, stated that, in the last 12 months and in connection with their work at the university, they had been subjected to harassment because of their sex, gender identity or expression, ethnicity, religious or other beliefs, impairment, sexual orientation, or age. The corresponding figures for students were 8% for women and 4% for men.

It is difficult to discern any clear difference between participants born within or outside of the Nordic countries. This suggests that any increased risk of unequal treatment or harassment cannot be explained only on the basis of country of birth; instead, it involves an intersectional phenomenon, where factors such as sex, age or ethnicity combine.

The figures regarding harassment and abusive treatment involve the last 12 months, whilst the details on sexual harassment presented in this report involve incidents that occurred at any time during the employee's/doctoral student's/student's time at Lund University. It is therefore difficult to make comparisons and determine what is most common.

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