



Work Fatigue Among Victims of Street Harassment

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Abstract

This study examines the impact of unwanted sexual experiences outside of the workplace on work fatigue and how a target's demographics interact in that relationship. Specifically, individual differences such as marital status, race, and age will be used as moderators in regression analyses to examine effects on the interaction between street harassment experiences and work fatigue. This study contributes to the existing literature on sexual harassment while expanding our knowledge on street harassment and its impact on workplace outcomes for women.

Introduction

- **Street harassment**, similar to sexual harassment, occurs outside of the workplace, such as during employees' commute, and consists of events such as unwanted sexual verbal and/or physical acts by *strangers* (RAINN, Stop Street Harassment).
- Previous IO research has focused primarily on **sexual harassment**, unwanted sexual acts from *familiar individuals* such as *coworkers, managers, or supervisors*
- Few studies have investigated how street harassment outcomes differ from sexual harassment
 - Jenkins et al., 2020 established the negative impact of street harassment on work fatigue
- Studies have found individual differences such as gender, race, and marital status in sexual harassment frequencies and outcomes (Adikaram, 2018; Buchanan et al., 2018; Cassino & Besen-Cassino, 2019; Crenshaw, 1992; Minnotte & Legerski, 2019; Siddiqi, 2003; Taniguchi et al., 2016).
- Individual Differences Moderations
 - Marital Status
 - Race
 - Age



Results

Moderated regression analyses were performed to test the hypotheses via PROCESS (Hayes, 2018)

Marital Status

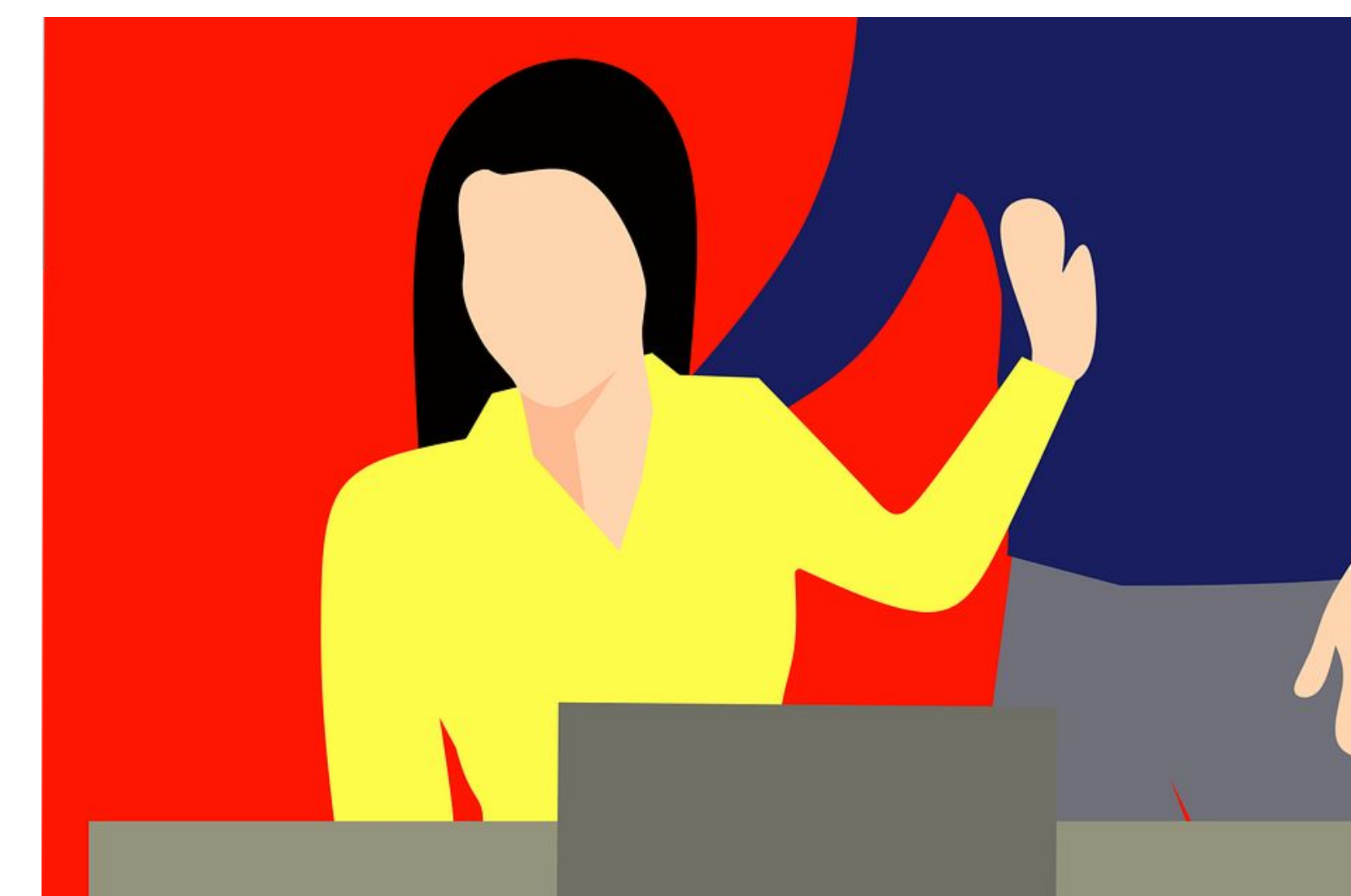
Marital status did not act as a predictor in the model.
 $\beta=.06, t(351)=.62, p>.05$
 $R^2=.00, F(1,351)=1.22, p=.269$

Race

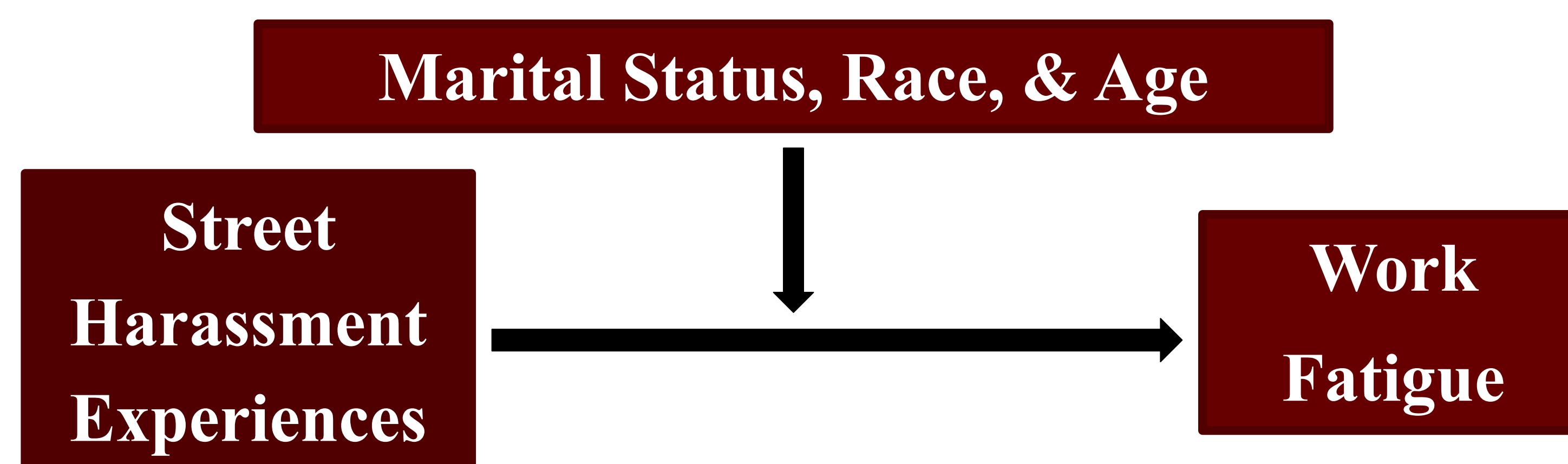
Race did not predict the interaction between street harassment experiences and work fatigue.
 $\beta=.05, t(351)=.53, p>.05$
 $R^2=.00, F(1,351)=.92, p=.339$

Age

Age did not act as a predictor between the interaction in the model.
 $\beta=.00, t(343)=.25, p>.05$
 $R^2=.00, F(1,343)=.40, p=.527$



Hypothesized Model



Method

- Participants
 - 355 employed women
 - Ages ranged from 19-63 ($M=32, SD=7.53$).
- Measures (Jenkins et al., 2020)
 - Street harassment experiences (Fairchild & Rudman, 2008)
 - Work fatigue inventory (Frone & Tidwell, 2015)
 - Moderators:
 - Marital status
 - Race
 - Age

Discussion

- The current study does not provide support for the role of marital status, race, and age as moderators in the interaction between street harassment experiences and work fatigue.
- While there are many studies on sexual harassment, street harassment should be further investigated to examine how harassment from *strangers* impacts work outcomes.
- Additional work is needed to also examine how individual differences impact this relationship.