**Title:** Forms and Factors of Sexual Harassment in STEM Test Questions

**Overview:** These test questions measure student learning around identifying the three forms of sexual harassment as well as asks students to recognize and respond to factors that contribute to the high rates of sexual harassment in STEM environments. Feel free to add these questions to any of your other test questions you already have. You do not need to use all of them, just use the ones that you see fit and that can be a good addition to your already crafted test questions and curriculum. These test questions are a measurement of the module 2 learning outcomes listed below.

**Module 2 Learning Outcomes:**

1. Identify and describe the three forms of sexual harassment and recognize them in examples. – Sexual Coercion, Unwanted Sexual Attention, Gender Harassment. ​

2. Recognize and respond to factors that foster sexual harassment in STEM​

1. STEM being male-dominated ​
2. Everyday sexism​
3. Blurry boundaries

**Case Study 1: [Sexual Coercion] and [Blurry boundaries]**

**For the next set of questions refer to the following hypothetical event:**

Jessica recently attended a Cell Biology conference with her lab mates and professor in Chicago. While at the conference, Jessica’s professor invited just her out to dinner and drinks after the conference ended for the day. Jessica accepted the invitation and while at dinner started discussing an internship opportunity she had been excited to apply for. Her professor, Dr. Duke is good friends with the director of the internship program and offers to put in a good word for Jessica if she agrees to sleep with him while they are in Chicago. Jessica displays disgust at the comment and Dr. Duke quickly takes it back and says he was “just joking.” Jessica is now unsure if she should stop working with the professor since he hasn’t mentioned anything further since they returned from Chicago.

1. What form of sexual harassment is Dr. Duke enacting?
2. Unwanted sexual attention
3. Sexual coercion
4. Gender harassment
5. Everyday sexism

2. What factor contributed to sexual harassment in this scenario?

1. Blurry boundaries
2. Everyday sexism
3. STEM being male-dominated
4. Unwanted sexual attention

**Case Study 2: [Unwanted sexual attention] and [Everyday sexism]**

**For the next set of questions refer to the following hypothetical event:**

Rhonda has recently joined a computer science research lab at her university. She is in the research lab with three male students and her friend Jamie and has recently noticed that one of her lab mates keeps making crude comments about her appearance. On Tuesday of last week, Rhonda came into the lab wearing a sundress. She thought it would be great to wear since the weather is getting warmer. When she came into the lab, one of her lab mates Chris started making comments about her body in the dress and wouldn’t stop asking her to go out with him later even though she rejected him many times. In addition to the unwanted comments and advances, her two other lab mates Kyle and Jacob always interrupt her when she is speaking and often take what she says and pass it off as their own ideas to their PI. Her friend Jamie hasn’t experienced the unwanted sexual comments or advances from Chris but does still constantly get interrupted and her ideas stolen by Kyle and Jacob. Rhonda is seriously considering changing labs but worries it’ll harm her relationship with her PI if she speaks up about it or decides to leave.

1. What form of sexual harassment is Chris enacting?
2. Everyday sexism
3. Gender harassment
4. Unwanted sexual attention
5. Sexual coercion

2. What factor that fosters sexual harassment in STEM can be attributed to the behavior of Kyle and Jacob?

1. Gender harassment
2. STEM being male-dominated
3. Blurry boundaries
4. Everyday sexism

**Case Study 3: [Gender harassment] and [STEM being male-dominated]**

**For the next set of questions refer to the following hypothetical event:**

Kacey has just finished her sophomore year of college. In the fall of this year she decided to declare her major as physics and was excited to start taking upper division physics courses. However, Kacey didn’t anticipate the environment being unwelcoming and full of mostly male students who constantly excluded her and male professors who constantly talked down to her. In her recent PHYS 340: Light and Optics class, she was subject to many “jokes” by her other male classmates. A group of her male classmates would tell her that she should “go back to the kitchen,” and that “women are too stupid to do physics.” The professor of her class Dr. Ashwole would constantly laugh at these comments and did nothing to address them or make the male students stop. Dr. Ashwole would also always belittle Kacey whenever she asked any questions in class and dumbed down his voice to explain basic physics concepts to her like she was a child. Kacey had no other female classmates and has no female friends who are physics majors so she has felt very alone this entire year. Kacey is considering changing her major to psychology since a lot of her female friends are in the major and don’t experience the same type of degrading environment she does.

1. What form of sexual harassment are the male students enacting?
2. STEM being male-dominated
3. Gender harassment
4. Sexual coercion
5. Unwanted sexual attention

2. What factor contributed to sexual harassment in this scenario?

1. STEM being-male dominated
2. Blurry boundaries
3. Everyday sexism
4. Unwanted sexual attention

**Case Study 4: Unwanted Sexual attention and Blurry Boundaries**

Lindsey is a third undergraduate who has his heart set on studying marine biology in hopes of receiving a Phd in marine biology specializing in Coral Reef preservation. Driven by his goal his is striving to get research experience early in hopes of going straight into a Phd program at his dream school, University California San Diego. Luckily there is a professor who studies reef sharks at Lindey’s university that is looking for an undergraduate research assistant. Dr. Marilyn Vargas meets and agrees to mentor Lindsey for the rest of time as an undergraduate and promise to write him a stellar letter of recommendation to her friend, Dr. Marie Lowry. As Lindey and Dr. Vargas continue to work together Lindsey notices that not only is Dr. Vargas spending a lot of her freetime with Lindsey and even takes him out to dinner. At the start of his fourth year Dr. Vargas takes Lindsey out for drinks to celebrate some important findings. While out at drinks Dr. Vargas keeps buying Lindsey drinks and getting touchy to the point of trying to kiss Lindsey while she pulled him to the dance floor. Lindsey feels gross by this and does not know what to do. He is scared that if he leaves the lab then he will not get into his dream program and that the last year of work will not amount to anything.

1. What form of sexual harassment is Dr. Vargas enacting?
   1. Unwanted sexual attention
   2. Sexual Coerion
   3. Gender Harassment
   4. STEM being male-dominated
2. What factor contributed to the sexual harrassment in this scenario?
   1. STEM being male-dominated
   2. Blurry Boundaries
   3. Everyday sexism
   4. Gender harassment

**Case Study 5: Everyday Sexism and Gender Harassment**

Eon is a non-binary individual who is just starting their first semester as a geology Ph.D student. When on a trip to a site where Eon and their cohort will staying for a week they run into issues when it comes to room assignment. Eon’s roommate, Javier, realized that Eon had top surgery because he saw the scars the night they got there while changing before bed. Starting from that next morning Javier would continuously mis-gender Eon by using she, her pronouns and will make comments like “oh, don’t you need to do your makeup before we leave” and even make comments on how Eon should not get dirty because it is not lady like. The instance that really bothered Eon was when Javier asked them to make lunch for the cohort instead of working on the site with the rest of their cohort.

1. What form of sexual harassment is Javier enacting?
   1. Sexual Coerion
   2. Unwanted seuxal attention
   3. Gender harassment
   4. STEM-being male dominated
2. What factor contributed to the sexual harassment in this scenario?
   1. Blurry Boundaries
   2. Sexual Coerion
   3. Everyday Sexism
   4. Unwanted sexual attention

**Case Study 6: Student Response**

Jacob is in his third year in undergrad as a computer science major. He recently got the opportunity to join a research lab and is excited to get to collaborate with other students who are passionate about computer science. However, Jacob’s first day in the lab didn’t exactly go how he thought it would, as his lab mates Chris and Jeremy were making him and his other lab mate Krista extremely uncomfortable. After their lab meeting with their professor had concluded and they were tasked with working all together in the lab, Chris and Jeremy began loudly discussing their recent sexual encounters at the bar last night. Chris and Jeremy were asking each other explicit details about the attractiveness of the girls and were talking about these women by focusing only on describing their body parts. Jacob and Krista were both uncomfortable listening to this conversation since the two men were having it very loudly in the lab once their professor had left. Jacob felt an urge to respond to the situation to alleviate the discomfort but wasn’t sure what exactly to say to Chris and Jeremy.

1. Please write in below. If you were in Jacob’s shoes how would you respond to the situation in a way that isn’t too confrontational? What are some strategies you could employ to turn the conversation away from the topic?