

## Unchanging Introductory Section

**Note:** The introductory section on this page remains the same across all 12 condition sets. The following 12 pages pertain to each of the vignettes for each of the condition sets. The condition set is identified in the header on each page.

### **The Research Job Interview**

Male and female research assistants (RAs) greeted each participant individually when she came to the lab. The female research assistant obtained informed consent and then explained to the participant that the purpose of this study was to examine people's abilities to perform different types of jobs. The male research assistant told the participant there would be 10 questions about her skills and interests, some additional questionnaires, and then a job to complete. One job required the participants to read abstracts, title pages, and short summaries for 200 research articles about cognitive processes. They would file the articles according to the subtopic of the paper (e.g., attention, perception, recall and recognition tasks, visual-spatial ability, and executive function) and alphabetize the papers by the authors' names and dates of publication. The other job required the participants to create a colorful poster illustrating some new research findings from the experimenter's lab on the relationship between personality factors and career aspirations. The participant would later complete one job or the other as part of the experiment.

At this time, the female research assistant showed the participant the two workstations where each of the two task assignments was arranged. She explained that she (the research assistant) would need to need to finish getting the work stations ready for the second tasks while the first experimenter (the male research assistant) continued the data collection process with the participant in the first room.

The male research assistant told the participant that he would decide which job the participant was to work on based upon the participant's answers to the 10 skills and interest questions. The research assistant said that he had studied these questions and would be able to assign the participant to the task best suited for her based upon her responses. Specifically, the male research assistant said, "First, I will interview you. I will then decide which task you will do, based on your answers to the questions in the interview and your answers to the questions on the survey that I will give to you."

After introducing the interview and its purpose, the male research assistant asked the participant to sit in a chair that was situated approximately 2 feet away from the research assistant. The research assistant then said "Ready?" and proceeded to ask the 10 interview questions with yes or no answers including: (Have you ever taken an art or design class before? Have you ever had a job working in an office as a secretary or assistant? Is having a job that allows you to be creative and artistic important to you? Is having structure and organization in your work important to you?).

## Severe Objectification, Negative Subjective Harassment, Endorse Enjoyment of Sexual Attention

After the participant answered each question, the research assistant said “Okay” and moved on to the next question. After asking the fourth, seventh, ninth and last question, the research assistant gazed at the participant’s chest and nodded. Specifically, he asked the question while making eye contact, nodded and gazed down to the participant’s chest, and then regained eye contact with the participant. The gaze was prolonged lasting about 5 or 6 seconds. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, “That’s a really unexpected answer for a woman who looks like you.” After the participant had answered the 10 questions, the research assistant said “You’re looking okay”. Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey he gazed at her chest for a long time (5 to 6 seconds).

Next, the male researcher told the participant that there would not be enough time for her to complete either the article-sorting task or the poster task. Instead, she would perform shortened versions of both tasks. At this point, the male RA again gazed down at the participant’s chest for 5 to 6 seconds. Then, he told her that she was going to sort 25 short research abstracts and not the full set of 200 articles into 5 folders. The male RA placed 5 folders labeled attention, perception, recall and recognition tasks, visual-spatial ability, and executive function on a table next to the participant and left the room to allow her to complete the task after telling her that she had to do so in 8 minutes.

When the time (8 minutes) allotted for this task ran out, the male RA reentered the room and told the participant that time was up. He handed her another clipboard with a piece of paper and explained the poster-brainstorming task. Again, because time was short, the participant would not complete the full poster-making task. Instead, the RA told her that he needed her to help the lab think of ways to make the posters. He explained that the participant needed to think creatively and list as many ideas, solutions, or suggestions as she could think of for the lab to use to create posters in ways that would stand out in a conference where many other posters were on display. He told the participant that because they were short on time, we would like her to do this as quickly as possible (5 minutes). At this point, the male RA again gazed at the participant’s chest for 5 to 6 seconds. He left the room and let the participant complete her list on the clipboard. When the time was up, the male RA came back into the room and collected the clipboard. Finally, the male RA left the room and the female RA came in to ask some additional questions.

The female RA told the participant that some prior participants had complained that they were subjected to unwelcome sexual conduct which resulted in a hostile or abusive environment. The female RA asked the participant if she had experienced such conduct. The participant said that she had in fact not experienced unwelcome sexual conduct and did not perceive the environment as hostile. The female RA then asked the participant if she normally enjoyed sexual attention from men. That is, did she want men to look at her, did she feel proud when men complimented the way she looked, and did she love to feel sexy when men were around. The participant answered yes she does normally enjoy sexual attention from men in that way. She did feel proud when she received compliments and did love to feel sexy when men were around. The female RA administered several other surveys to the participant to end the session.

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## Severe Objectification, Positive Subjective Harassment, Endorse Enjoyment of Sexual Attention

After the participant answered each question, the research assistant said “Okay” and moved on to the next question. After asking the fourth, seventh, ninth and last question, the research assistant gazed at the participant’s chest and nodded. Specifically, he asked the question while making eye contact, nodded and gazed down to the participant’s chest, and then regained eye contact with the participant. The gaze was prolonged lasting about 5 or 6 seconds. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, “That’s a really unexpected answer for a woman who looks like you.” After the participant had answered the 10 questions, the research assistant said “You’re looking okay”. Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey he gazed at her chest for a long time (5 to 6 seconds).

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## No Objectification, Negative Subjective Harassment, Endorse Enjoyment of Sexual Attention

The research assistant made eye contact with the participant from the time that she walked into the room and maintained eye contact before and after asking each of the questions. After the participant answered each question, the research assistant said "Okay." After asking the fourth, seventh, ninth, and last question the research assistant nodded. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, "That's a really unexpected answer." After the participant had answered the 10 questions, the research assistant said "You're doing okay! Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey, he made eye contact.

Next, the male researcher told the participant that there would not be enough time for her to complete either the article-sorting task or the poster task. Instead, she would perform shortened versions of both tasks. At this point, the male RA again made eye contact with the participant. Then, he told her that she was going to sort 25 short research abstracts and not the full set of 200 articles into 5 folders. The male RA placed 5 folders labeled attention, perception, recall and recognition tasks, visual-spatial ability, and executive function on a table next to the participant and left the room to allow her to complete the task after telling her that she had to do so in 8 minutes.

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The research assistant made eye contact with the participant from the time that she walked into the room and maintained eye contact before and after asking each of the questions. After the participant answered each question, the research assistant said "Okay." After asking the fourth, seventh, ninth, and last question the research assistant nodded. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, "That's a really unexpected answer." After the participant had answered the 10 questions, the research assistant said "You're doing okay! Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey, he made eye contact.

Next, the male researcher told the participant that there would not be enough time for her to complete either the article-sorting task or the poster task. Instead, she would perform shortened versions of both tasks. At this point, the male RA again made eye contact with the participant. Then, he told her that she was going to sort 25 short research abstracts and not the full set of 200 articles into 5 folders. The male RA placed 5 folders labeled attention, perception, recall and recognition tasks, visual-spatial ability, and executive function on a table next to the participant and left the room to allow her to complete the task after telling her that she had to do so in 8 minutes.

When the time (8 minutes) allotted for this task ran out, the male RA reentered the room and told the participant that time was up. He handed her another clipboard with a piece of paper and explained the poster-brainstorming task. Again, because time was short, the participant would not complete the full poster-making task. Instead, the RA told her that he needed her to help the lab think of ways to make the posters. He explained that the participant needed to think creatively and list as many ideas, solutions, or suggestions as she could think of for the lab to use to create posters in ways that would stand out in a conference where many other posters were on display. He told the participant that because they were short on time, we would like her to do this as quickly as possible (5 minutes). During these instructions, the male RA maintained eye contact with the participant. He left the room and let the participant complete her list on the clipboard. When the time was up, the male RA came back into the room and collected the clipboard. Finally, the male RA left the room and the female RA came in to ask some additional questions.

The female RA told the participant that some prior participants had complained that they were subjected to unwelcome sexual conduct which resulted in a hostile or abusive environment. The female RA asked the participant if she had experienced such conduct. The participant said that she had in fact not experienced unwelcome sexual conduct and did not perceive the environment as hostile. The female RA then asked the participant if she normally enjoyed sexual attention from men. That is, did she want men to look at her, did she feel proud when men complemented the way she looked, and did she love to feel sexy when men were around. The participant answered no she does not normally enjoy sexual attention from men in that way. She did not feel proud when she received compliments and did not love to feel sexy when men were around. The female RA administered several other surveys to the participant to end the session.

## No Objectification, Positive Subjective Harassment, Endorse Enjoyment of Sexual Attention

The research assistant made eye contact with the participant from the time that she walked into the room and maintained eye contact before and after asking each of the questions. After the participant answered each question, the research assistant said "Okay." After asking the fourth, seventh, ninth, and last question the research assistant nodded. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, "That's a really unexpected answer." After the participant had answered the 10 questions, the research assistant said "You're doing okay! Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey, he made eye contact.

Next, the male researcher told the participant that there would not be enough time for her to complete either the article-sorting task or the poster task. Instead, she would perform shortened versions of both tasks. At this point, the male RA again made eye contact with the participant. Then, he told her that she was going to sort 25 short research abstracts and not the full set of 200 articles into 5 folders. The male RA placed 5 folders labeled attention, perception, recall and recognition tasks, visual-spatial ability, and executive function on a table next to the participant and left the room to allow her to complete the task after telling her that she had to do so in 8 minutes.

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The female RA told the participant that some prior participants had complained that they were subjected to unwelcome sexual conduct which resulted in a hostile or abusive environment. The female RA asked the participant if she had experienced such conduct. The participant said that she had in fact experienced unwelcome sexual conduct that resulted in a hostile environment. The female RA then asked the participant if she normally enjoyed sexual attention from men. That is, did she want men to look at her, did she feel proud when men complemented the way she looked, and did she love to feel sexy when men were around. The participant answered yes she does normally enjoy sexual attention from men in that way. She did feel proud when she received complements and did love to feel sexy when men were around. The female RA administered several other surveys to the participant to end the session.

## No Objectification, Positive Subjective Harassment, Reject Enjoyment of Sexual Attention

The research assistant made eye contact with the participant from the time that she walked into the room and maintained eye contact before and after asking each of the questions. After the participant answered each question, the research assistant said "Okay." After asking the fourth, seventh, ninth, and last question the research assistant nodded. The research assistant wrote down the answer to each question after he asked it. When the participant answered the ninth question, the research assistant asked for further clarification and then said, "That's a really unexpected answer." After the participant had answered the 10 questions, the research assistant said "You're doing okay! Next, the male researcher handed her another questionnaire on a clipboard, which consisted of some complex cognitive problem solving questions. As he handed her the survey, he made eye contact.

Next, the male researcher told the participant that there would not be enough time for her to complete either the article-sorting task or the poster task. Instead, she would perform shortened versions of both tasks. At this point, the male RA again made eye contact with the participant. Then, he told her that she was going to sort 25 short research abstracts and not the full set of 200 articles into 5 folders. The male RA placed 5 folders labeled attention, perception, recall and recognition tasks, visual-spatial ability, and executive function on a table next to the participant and left the room to allow her to complete the task after telling her that she had to do so in 8 minutes.

When the time (8 minutes) allotted for this task ran out, the male RA reentered the room and told the participant that time was up. He handed her another clipboard with a piece of paper and explained the poster-brainstorming task. Again, because time was short, the participant would not complete the full poster-making task. Instead, the RA told her that he needed her to help the lab think of ways to make the posters. He explained that the participant needed to think creatively and list as many ideas, solutions, or suggestions as she could think of for the lab to use to create posters in ways that would stand out in a conference where many other posters were on display. He told the participant that because they were short on time, we would like her to do this as quickly as possible (5 minutes). During these instructions, the male RA maintained eye contact with the participant. He left the room and let the participant complete her list on the clipboard. When the time was up, the male RA came back into the room and collected the clipboard. Finally, the male RA left the room and the female RA came in to ask some additional questions.

The female RA told the participant that some prior participants had complained that they were subjected to unwelcome sexual conduct which resulted in a hostile or abusive environment. The female RA asked the participant if she had experienced such conduct. The participant said that she had in fact experienced unwelcome sexual conduct that resulted in a hostile environment. The female RA then asked the participant if she normally enjoyed sexual attention from men. That is, did she want men to look at her, did she feel proud when men complemented the way she looked, and did she love to feel sexy when men were around. The participant answered no she does not normally enjoy sexual attention from men in that way. She did not feel proud when she received compliments and did not love to feel sexy when men were around. The female RA administered several other surveys to the participant to end the session.