

Gender Differences in Reporting of Harassment and Microaggressions in the Workforce

Sampling: 6 men, 6 women, minimum 3 years in the workforce

Men reported:

- Feeling as if spouse preferred their father to their husband when it came to handiness skills.
- Being asked if they were “babysitting” their own kid.
- Being told they type fast for a man.
- When asked what they considered as sexism, many men reported that it was *only or mostly* against women.
- “You should toughen up and be a better man.”
- In a female-dominated workforce, less sexism was reported.
- Were expected to know less in stereotypical roles of women.

Methodology: two gendered focus groups

Women reported:

- Before a work presentation, “you’re not just going to like what she has to say, she’s great to look at too.”
- “Why go to college if you are going to marry?”
- Feeling as if their workplace was a “boys’ club.”
- “You’re a female so we don’t think you’d work as effectively,” in technical projects.
- Filing for sexual harassment within the first three months of employment.
- Had to remind bosses they are there to work, not to be ogled at.
- Being told they need to wear tighter clothing.
- Asked to pull off strange requests because they could be “cute.”
- Being told they were “overly confident” for a woman.

While men reported more microaggressions as asked, the women reported far more *macroaggressions* or outright harassment. Men also reported far less workplace harassment, but more microaggressions related towards parenting skills. The gender differences noticed reflected that of a wide-gap between levels of harassment between these two genders.