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**JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION
IN THE WORKPLACE**

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INDEX

INTRODUCTION	5
CHAPTER 1: Theoretical premises	8
1.1 Previous studies	8
1.2 State of art.....	10
CHAPTER 2: The present research	19
2.1 Aim of the study	19
2.2 Hypoteses.....	20
CHAPTER 3: Method	22
3.1 Participants	22
3.2 Tools	23
3.3 Procedure	25
CHAPTER 4: Results	27
4.1 Data analysis.....	27
4.2 Emotions of the receiver.....	28
4.3 Liking of the comment.....	29
4.4 Harassment perception.....	30
4.5 Situation as harassment.....	31
4.6 Evaluation of the event as sexual harassment.....	31
4.7 Work climate	32
4.8 Gender identity and age of participants	34
CHAPTER 5: Conclusions	35
5.1 Discussion.....	35
5.2 Applications	38

5.3 Research limits.....	38
5.4 Future developments.....	38
REFERENCES	40
APENDIX A	
APENDIX B	

INTRODUCTION

Was it just a compliment? With this question we want to introduce the topic of benevolent sexism that will be the subject of the present study. Specifically, we focused on the phenomenon of benevolent objectification in the workplace to investigate if the quantity of pleasant comments changes the perception of a compliments to perceive harassment.

We focused on explicit compliments made by a male worker to female colleague. Explicit comments we include all that compliments concerning physical aspect, and the consequences on work climate. We started to analyse the previous studies by Suitner, Johnson, Sturaro and Padrin (2018) and Suitner and Nuti (2020). Then we analyse the definitions of compliment and harassment and phenomena of benevolent sexism, objectification, and sexual harassment.

In a study by Riemer, Chaudoir and Earnshaw (2014), it was shown that women are very often exposed to sexist interaction. These interactions have an impact on physical and mental health, we analysed in present work starting with the definition by World Health Organisation (WHO). However, benevolent sexism is more difficult to identify than hostile sexism, especially when it's about comments. Benevolent sexism is associated with sexual objectification, where women are perceived as objects without human characteristics (Bernard, Gervais, Allen, Campomizzi, & Klein, 2012; Gervais, Bernard, Klein, & Allen, 2013). Additionally benevolent sexism is less proven than hostile sexism and is like objectification (Reimer et al., 2014). Benevolent sexism and objectification serve to maintain inequality and status differences between the sexes (Calogero, 2013; Jost & Kay, 2005).

In the study by Becker and Wagner (2008), it was evidenced that women who identify themselves more as "women" reject hostile and benevolent sexism. In the study by Jha, and Mamidi (2017) it was evidenced that the tweet based on benevolent sexism was considered more positive than hostile sexism. The study also considered ambivalent sexism for the classification of tweets (Glick & Fiske, 2018).

We analysed the different parts that make up ambivalent sexism, which are not only hostile sexism, benevolent sexism, but other components are protective paternalism, complementary gender differentiation and heterosexual intimacy (Glick & Fiske, 2018).

Firstly, we hypothesised a compliment focused on the body of a female worker made by a male colleague in the workplace is not perceived as problematic (sexually harassing, undesired, unpleasant).

Secondly, we hypothesised the number of compliments affects their perception: the higher the number of compliments focused on the body of a female worker made by a male colleague in the workplace the more likely they are perceived as problematic and creating a negative job climate.

Thirdly, we hypothesised a positive evaluation of compliments is related to general attitudes toward sexual harassment, gender role beliefs and feminist identity.

We assumed the potential moderators could be general attitude toward sexual harassment, gender role beliefs and feminist identity.

On the first chapter we will analyse the previous study, the definitions of harassment, objectification, sexism and well-being.

On the second chapter we will expose our objective explored in the study and our hypothesis.

On the third chapter we will describe our sample, tools we used the procedure.

On the fourth chapter we will expose our data and the analysis.

On the fifth chapter we will discuss our results, application, limitations of the research, and future developments.

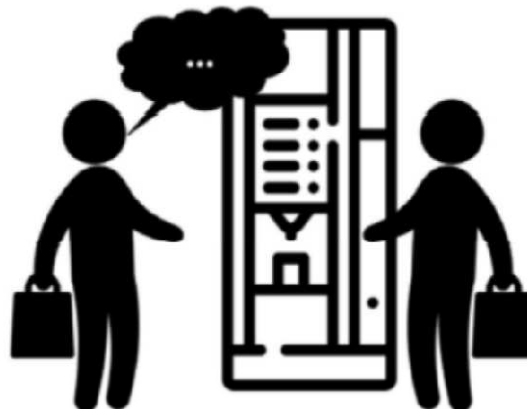
JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

CHAPTER 1

Theoretical premises

1.1 PREVIOUS STUDIES

Suitner, Johnson, Sturaro and Padrin (2018) investigated the perception of comments made by a manager to an employee during a work week. The sample consisted of 1015 participants from the Italian population in a 3x3 experimental design with 9 possible conditions: the gender of the manager and the gender of the employee could be female, male, or non-binary in combination. The vignette was the same each time, but the gender of the target changed, see Figure 1 for an example of the scenario participants could see. Before the vignette, participants read some information about the two characters.



Alex è con Andrea alla macchinetta del caffè.
Alex si avvicina ad Andrea dicendo:
“Caspita, ti trovo proprio in forma, si vede proprio che vai in palestra! Questa camicia un po' stretta ti sta molto bene!”

Figure 1. Example of vignette participants could see in study by Suitner, Johnson, Sturaro and Padrin (2018). *“Alex is with Andrea at the coffee machine. Alex approaches Andrea saying: “Wow, you look really fit, I can really tell you go to the gym! This slightly tight shirt looks really good on you!”.*

A follow-up study by Suitner and Nuti (2020) examined the relationship between the frequency of pleasant comments and perceptions of sexual harassment. In the study, the

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

recipient could be male or female and the commenter were always of the opposite gender (hetero interaction). It examined the frequency of comments over a working week and perceptions of the working climate. The sample consisted of 196 participants from the Italian population.

In the study were manipulated the frequency of the comments and the gender of the receiver and the commenters. The numbers of compliments could vary from 1 to 7 comments, in an experimental design 2x7 and every participant saw only one condition.

The gender of the commenter was always the opposite of the gender of the recipient, only female or male were examined. In figure 2 we report an example of the vignette.



Matteo e Stefania erano in pausa pranzo.
Matteo si è avvicinato a Stefania e le ha detto:
“Si vede che la dieta sta funzionando”.

Figure 2. Example of vignette participants could see in study by Suitner and Nuti (2020).
“Matteo and Stefania were on their lunch break. Matteo approached Stefania and said to her: “You can see that the diet is working”.

In the first case, when the recipient was a male, more tolerance was shown, as evidenced by higher levels of positive emotions. The first hypothesis of the study was then supported by the data. The data collected also showed a perceived deterioration in the business climate as the frequency of compliments increased, which is also in line with the Sexual Equal Employment Opportunity Commission (EEOC) (2023) guidelines that affirmed: “Harassment does not have to be of a sexual nature, however, and can include offensive

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

remarks about a person's sex” and also “harassment is illegal when it is so frequent or severe that it creates a hostile or offensive work environment or when it results in an adverse employment decision” (Equal Employment Opportunity Commission (EEOC), 2023. [Sexual Harassment | U.S. Equal Employment Opportunity Commission \(eoc.gov\)](#)), because the perception of a hostile work climate increases as the number of compliments in the workplace increases.

In sum, the study revealed that so “*the number of comments matter*” in the perception of the organization as a whole, more than in the evaluation of each single instance (Suitner & Nuti, 2020). According to Ipsos (2018) compliments on physical aspect without consent could be consider as sexual harassment (Rotundo, Nguyen, & Sackett, 2001). According to Fitzgerald, Gelfand, and Drasgow (1995) “sexual harassment can be defined as a spectrum of behaviors, including relatively subtle ones, which are harder to recognize as such”, in some cases, the recipient may not feel entitled to file a complaint (Woodzicka and LaFrance, 2005).

In study 1 by Thomae and Viki (2013), they found that people exposed to sexist humour reported higher levels of rape propensity than people exposed to non-sexist humour. According to the study, exposure to sexist humour also increased the risk of negative behaviour by men towards women. The results of this study support the belief that exposure to sexist humour normalises an environment in which men express high levels of rape propensity.

1.2 STATE OF ART

What is a compliment? When we talk about compliments, in this study we refer to the definition of Treccani dictionary: “*Compliments are linguistic acts by which the speaker express admiration and praise for the addressee, positively appraising the addressee's physical appearance, character, talents, possessions*” (Treccani, 2010. [complimenti in "Enciclopedia dell'Italiano" - Treccani - Treccani](#)). The Oxford English Dictionary define a compliment as: “A ceremonial act or expression as a tribute of courtesy, ‘usually understood to mean less than it declares’ (Johnson); now, esp. a neatly-turned remark addressed to a person, implying or involving praise; but, also applied to a polite expression of praise or commendation in speaking of a person” (Oxford English

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

Dictionary, 2023. [compliment, n. meanings, etymology and more | Oxford English Dictionary \(oed.com\)](https://www.oed.com/dictionary/compliment_n)).

In the present work we'll analyse the changing of work climate when workers are exposed to benevolent objectification and sexual harassment in the workplace.

Firstly, we analysed the phenomenon of benevolent objectification and sexual harassment and observe the consequences on the workplace. Objectifying is defined as “when a person, typically a woman, is reduced to her sex appeal or sexuality for the use and pleasure of others. When people are perceived as sex objects, they are not seen as fully human, deserving of dignity and respect. Sexual objectification can be directed at anyone, but relative to men, objectification is disproportionately directed at women” (Gervais & Eagan, 2017).

Bartky (1990) defined objectification as: “[...] when a woman’s sexual parts or functions are separated out from her person, reduced to status of mere instruments, or else regarded as if they were capable of representing her. To be dealt with in this way is to have one’s entire being identified with the body...”.

Representation of women by media is an example of objectification could take place also in form of sexual objectification (Fredrickson & Roberts, 1997; Goffman, 1979; Kilbourne & Jhally, 2000). Sexual objectification is an example of how we can experience sexism, it is more common in women (Swim, Hyers, Cohen, & Ferguson, 2001). Internalising objectifying gaze could take a phenomenon named self-objectification (Fredrickson & Roberts, 1997), the schema (figure 3) below explains the objectification, self-objectification and the consequences for health (Moradi & Huang, 2008).

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

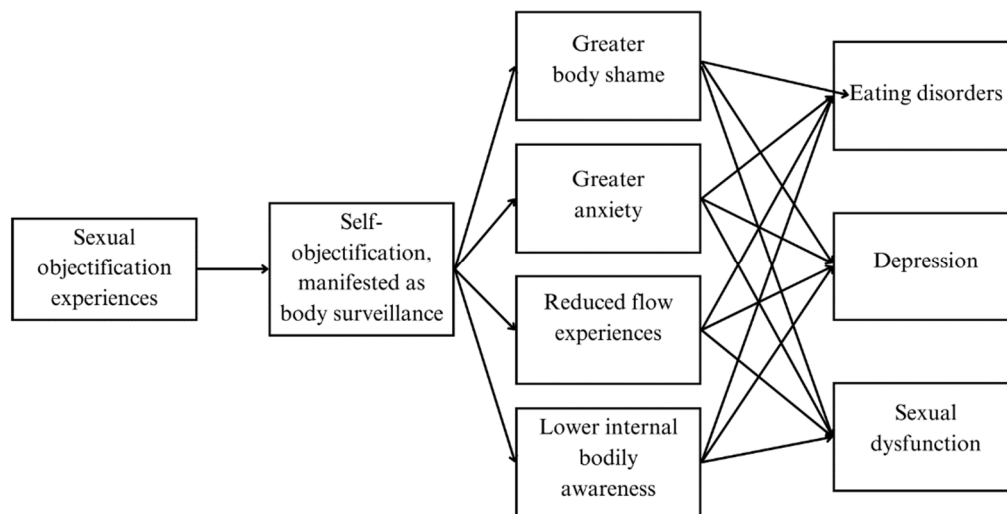


Figure 3. Objectification, self-objectification, and the consequences for health, reproduced from study by Moradi and Huang (2008).

There are different types of sexism the hostile sexism and the benevolent sexism. According to Glick and Fiske (2018) benevolent sexism is defined as: “a set of interrelated attitudes toward women that are sexist in terms of viewing women stereotypically and in restricted roles but that are subjectively positive in feeling tone (for the perceiver) and also tend to elicit behaviors typically categorized as prosocial (e.g., helping) or intimacy-seeking (e.g., self-disclosure)”. In the same study Glick and Fiske (2018) refer to the study by Allport (1954) that defined the concept of hostile sexism as: “it may be felt or expressed, and it is directed toward a group as a whole or toward an individual because he or she is a member of that group” (Allport, 1954).

According to Calogero and Jost (2011) “the combination of hostile and benevolent sexism is a potent ideological force that should function as insidiously as benevolent sexism when it comes to women’s self-objectification”. In the society refers to gender roles as traditional in the division of household tasks and daily life and are more legitimised by society (Jost & Kay, 2005). Also, Glick and Fiske (1996) define hostile and benevolent sexism; hostile sexism justifies traditional gender role and unfair treatment against women. Benevolent sexism is a “kinder and gentler justification of male dominance and prescribed gender role” (Glick & Fiske, 1996) and “as a set of interrelated attitudes toward

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

women that are sexist in terms of viewing women stereotypically and in restricted roles but that are subjectively positive in feeling tone (for the perceiver) and also tend to elicit behaviors typically categorized as prosocial (e.g., helping) or intimacy-seeking (e.g., self-disclosure) (Glick & Fiske, 2018). Paternalism is treating other people as a father treats his children. Protective paternalism is the habit of seeing and perceiving someone as someone to love, protect and care for because of their 'weakness'. Protective paternalism sometimes corresponds to dominance paternalism, which sees the male figure as superior and justifies patriarchy (Glick & Fiske, 2018). Complementary gender differentiation is based on "differences between the sexes as a basis for social distinction" (Harris, 1991; Stockard & Johnson, 1992). According to Tajfel (1981), people tend to exacerbate social differences when it is related to their status, reasserting the belief that only men have the competence to lead important social institutions (Glick & Fiske, 2018). Heterosexual intimacy begins with heterosexual romance and relationships (Berscheid & Peplau, 1983; Brehm, 1992) and is based on "men's sexual motivation towards women may be linked to a genuine desire for psychological closeness" (Glick & Fiske, 2018). According to Zillmann and Weaver (1989), the interdependence of men and women in heterosexual relationships creates a situation in which women are perceived as 'gatekeepers'. Hostility towards women is linked to the belief that they "use their sexual attractiveness to gain dominance over men" (Malamuth, Elias, & Barton, 1985). According to Bargh and Raymond (1995) and Pryor, Giedd, and Williams (1995), for some men sexual attraction and desire to dominance women are not distinct.

Sexist ambivalence consist in hostile and benevolent sexism are positively correlated (Cacioppo & Bernston, 1994; Thompson, Zanna, & Griffin, 1995), but according to Eagly and Chaiken (1993) and Thompson, Zanna, and Griffin (1995) it was "suggested that many different forms of ambivalence are possible because of the multidimensional nature of attitudes" (Eagly & Chaiken, 1993; & Thompson et al., 1995). Women are divided in polarised categories who embrace the "traditional gender roles" and who fight "traditional gender roles"; but women can insert in two opposite categories and from this ambivalence start the ambivalent sexism (Glick & Fiske, 2018). In the schema below we report the schema Glick and Fiske (2018) to expose the components of ambivalent sexism (Figure 4).

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

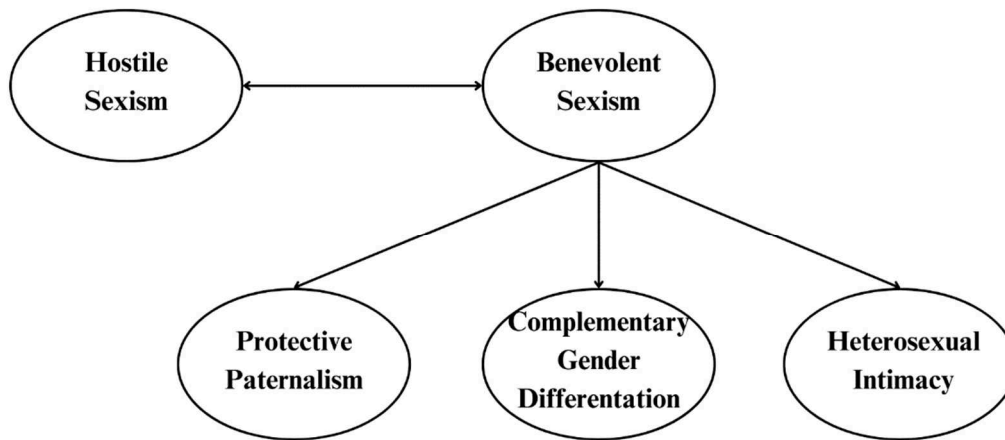


Figure 4. Ambivalent sexism and its components by Glick and Fiske (2018).

The World Health Organisation describe the violence against women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual, or mental harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life” (World Health Organisation (WHO), 2024. [Violence against women \(who.int\)](https://www.who.int)). With the expression of gender-based violence we define “*all forms of violence, from psychological and physical to sexual violence, from so-called stalking to rape, up to femicide, which affect a large number of people discriminated against on the basis of their sex*” (Governo Italiano. Ministero dell’Interno, 2020. [Violenza di genere | Ministero dell’Interno](https://www.ministero-dell-interno.it)). According to ISTAT data (Istituto Nazionale di Statistica (ISTAT), 2014. [Istat.it - Violenza sulle donne](https://www.istat.it)) the non-physical consequences are:

- loss of trust and self-esteem (52,7%)
- anxiety, phobia, and panic attacks (46,8%)
- despair and feelings of helplessness (46.4%)
- sleep and eating disorders (46.3%)
- depression (40.3%)
- difficulties in concentrating and memory loss (24.9%)

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

- recurring pains in the body (21.8%)
- difficulties in coping with children (14.8%)
- self-harm or suicidal ideas (12.1%).

Secondly, we proceed with analysing the phenomenon of sexual harassment. It is defined as “unwelcome sexual advances, requests for sexual favours, and other verbal or physical harassment of a sexual nature”, it “can include offensive remarks about a person’s sex” according with the website of EEOC (EEOC, 2023. [Sexual Harassment | U.S. Equal Employment Opportunity Commission \(eeoc.gov\)](https://www.eeoc.gov/what-we-do/sexual-harassment)). The EEOC also reports that the 75% of workplace harassment incidents go are unreported (Golshan, 2017). All types of sexual harassment, including workplace harassment, are included in Title VII of the Civil Rights Act of 1964 (EEOC, 2023. [Molestie | Commissione statunitense per le pari opportunità di lavoro \(www-eeoc-gov.translate.google\)](https://www.eeoc.gov/what-we-do/molestation)).

In a study of Spiliopoulou and Witcomb (2023) the results evidenced three macro themes that can describe sexual harassment. The first one is the “harassment endemic”, women in the study described as “The sentiment” [...] “was that sexual harassment had become normal within the workplace because it happened so regularly and because men condoned sexually harassing behavior”. The second one is “(im)balance of power”, in this case was emphasised “the perpetrator held a position of dominance over the victim which made it difficult for the victim to challenge them”. Finally, third macro theme “it’s in the culture”, evidenced that “the significant impact which ineffective organizational responses had on women’s experiences of sexual harassment”.

The EEOC defined two types of sexual harassment in the workplace: “quid pro quo” and “hostile environment”. The “quid pro quo” come when “submission to or rejection of [unwelcome sexual] conduct by an individual is used as the basis for employment decisions affecting such individual”; instead, the “hostile environment” occurs when “unreasonably interfere[s] with an individual’s job performance or creates an intimidating, hostile or offensive working environment”.

From a study by Fitzgerald and Cortina (2018), they have found three categories of sexual harassment. The first one is the “gender harassment” defined as “the most common experience and refers to hostile or degrading attitudes about women” (“woman-bashing”, jokes, insults about their competence, the irrelevance or sexual unattractiveness of older

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

women and comments that women have no place in certain kinds of job”). The second one is the “unwanted sexual attention” defined as “encompassed any unwelcome or uninvited sexual advances” (“verbal and physical behaviors, like sexually suggestive comments and compliments, attempts to establish sexual or romantic relationships, and unwanted touching”). The third one is the “sexual coercion” defined as “referred to sexual advances made specifically in exchange for some benefit or threat of negative consequence”, all these three categories threaten the health of woman in all its facets (i.g. “offering or implying a promotion in exchange for sexual favors, threatening termination unless sexual demands are met”) (Fitzgerald & Cortina, 2018).

According to Fitzgerald, Schneider, and Swan (1997) sexual harassment could have consequences on mental health (i.g. “depression, anxiety, and sleepness”) and physical health (i.g. “headaches, gastrointestinal upset, and raised blood pressure”). According to McLaughlin, Uggen and Blackstone (2017) the harassment on workplace can influence the career progression and job exit of the victim. Hart (2019) reported that woman who reported harassment had less probability of a job promotion.

The culture of silence is another issue surrounding the sexual harassment in the workplace, that to perpetuated across the generations, according with Baum (2019). The consequence of this behaviour is that many cases of sexual harassment go unreported (Karami, Swan, White & Ford, 2019). Researchers have faced difficulties for this reason, but more recently the #MeToo movement is challenging the taboo around sexual harassment (ibidem).

The gender-based harassment is not every time considered as sexual harassment; sometimes it could take some form like bullying, sabotage... which are not related to a specific gender but generally targeted at a specific gender (Berdahl, 2007a; Cortina, 2008; Schultz, 1998).

For the gender identity perspective, sexual harassment is interpreted as an intergroup phenomenon, this is an important factor to evaluate when the gender becomes salient to specific category, it can happen from three ways: “explicit reference to gender differences” (Dall’Ara & Maass, 2000), for “minority status of women” (Levorato & Savani, 2000; Rosenberg, Perlstadt, & Phillips, 1993; Pryor & Whalen, 1997), also for the “unbalanced numerical distribution with males” (Gruber, 1998). Gender becomes a

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

salient element to distinguish the members of the group at workplace, this change from interpersonal to intergroup could increase the probability of discriminatory behaviour and harassment (Maass, Cadinu, Guarnieri & Grasselli, 2003). Another important point in the Maass et al. (2003) study is the threat to social identity, particularly when male supremacy is threatened, harassment is used to restore gender identity (ibidem).

The World Health Organization reports: “health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity” (WHO, 2024. [Health and Well-Being \(who.int\)](https://www.who.int/health-topics/well-being)).

Sexual harassment is probably quite common, according to American statistics a percentage of women between 40% and 75% and a percentage of men between 13% and 31% have experienced a form of sexual harassment at the workplace (Willness, Steel & Lee (2007)). Sexual harassment is common in a variety of reality.

Sexual harassment in the workplace is a threat to health, according to the model by Glomb, Richman, Hulin, Drasgow, Schneider and Fitzgerald (1997), which are divided into three categories. The first category is “job-related outcomes include employees’ affective attitudes [...] employees’ behaviors [...] and job performance/productivity”. The second category is “psychological put comes include such variables as stress-inducing strains [...], life satisfaction/well-being, and symptoms related to post-traumatic stress disorder (PTSD)”. The third category is “health-related outcomes primarily include symptoms indicative of general physical health as well as subjective attitudes toward one’s health” (Fitzgerald, Drasgow et al.’s (1997)). These categories can be explained by the schema (figure 5) presented below by Willness, Steel and Lee (2007).

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

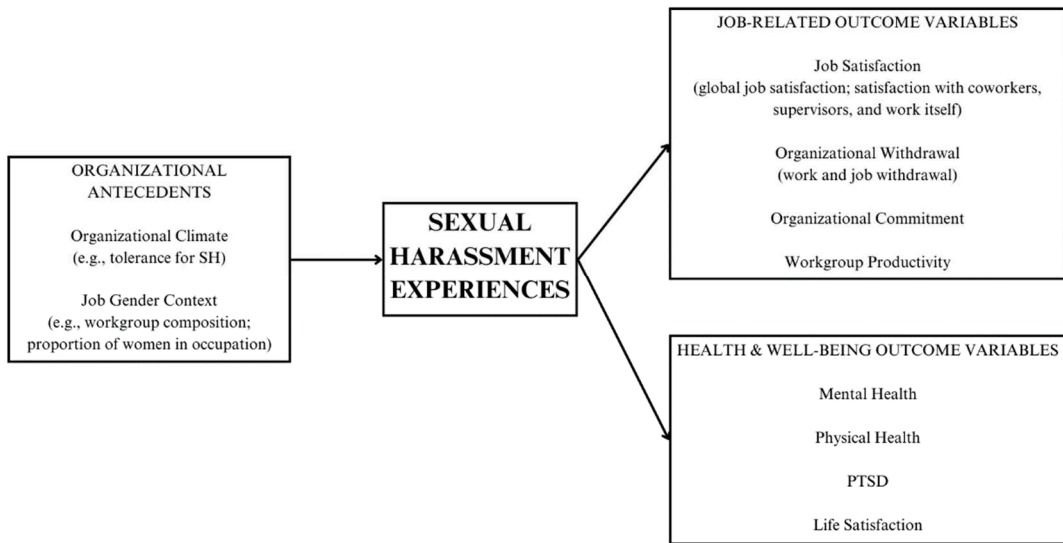


Figure 5. Consequences of sexual harassment experiences on workplace by Willness, Steel and Lee (2007).

CHAPTER 2

The present research

2.1 AIM OF THE STUDY

According to Calogero and Jost (2011), they found “sexism increased women’s self-objectification, self-surveillance, and body shame” (Calogero & Jost, 2011); also in a second study by Calogero and Jost (2011) they found that reminder to women “system justifying sexist stereotypes directly increases their body monitoring and appearance-related concerns” (ibidem). In general, the dichotomous view of women generated from ambivalent and complementary sexism makes women perceive as extremely positive and pure or negative and needy of a man’s help (ibidem). However, the gender stereotype comes out in a variety of forms. For example, the concept of “pink-collar” describes and underlines work typically viewed as for females in contrast with blue or white collar that are underlined as work typically for males (Howe, 1977). In legal academia there are two systems for lawyers: the higher and more paid level is composed principally of men, and the lower and less paid level is principally occupied by women (Stanchi & Levine, 2001). Discrimination produces anxiety on victims of that discrimination. According to Delgado and Prieto (2008) the threat of stereotype reveals more effect on women who had high math anxiety levels (Delgado & Prieto, 2008). Along the same line, in study 1 by Kahalon, Shnabel and Becker (2018) was evidenced how the performance of women worsened with a high Trait Self Objectification after a compliment about their physical appearance. So, by making the TSO salient the performance decreased.

These discriminations increase the distance between people, and those who perpetuate discrimination dehumanise others (Volpato, 2011). In a study by Domínguez, Torregrosa, Cuevas, Peña, Sánchez, Pedraza and Sanabria (2023), was found that 14.9% of Columbia’s residents experienced sexual harassment in 2020, victims were frequently female, and their superiors were perpetrators. From the study emerged that “unwanted sexual attention and gender harassment were the most frequent form of sexual harassment” and “the most common form of sexual harassment” (Domínguez et al., 2023). Along the same line, in a study by Altamirano, Himmler, Cabrera Ordoñez, Olmedo Abril, Biondi, and Di Saverio

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

(2021), was found that the 55.2% of the sample experienced sexual harassment and the 48.6% experienced discriminations (Altamirano et al., 2021).

In the previous study by Suitner et al., (2018) firstly was found that participants perceived the scenario more acceptable and positive and not as harassment. Secondly was found people was more sensitive when the comments were made by a male to a female, but it wasn't perceived as harassment. Thirdly non-binary people perceived the comments as less appropriate then other participants (Suitner, Johnson, Sturaro & Padrin, 2018).

From follow up study by Suitner and Nuti (2020) emerged that the situation wasn't a harassment and the more tolerance shown when the recipient was a male than a female. Also was found the worsening of job climate increasing the comments and also it was perceived as more hostile.

2.2 HYPOTHESES

In light of the findings, the present study aims to investigate the relationship between the number of compliments received at work and perceptions of the work climate. In the study, only female was considered as the target gender. In our experimental design we randomised the number of vignettes presented and the order of presentation. In each scenario, a pleasant comment was made about the body. Our fictitious worker was called Stefania, who received a variable number of positive comments during one working week. We used five scales to measure individual vignettes and four scales to measure the work climate in general.

Firstly, we hypothesised a compliment focused on the body of a female worker made by a male colleague in the workplace in sot perceived as problematic (sexually harassing, undesired, unpleasant).

Secondly, we hypothesised the number of compliments affects their perception: the higher the number of compliments focused on the body of a female worker made by a male colleague in the workplace the more likely they are perceived as problematic and creating a negative job climate.

Thirdly, we hypothesised a positive evaluation of compliments I related to general attitudes toward sexual harassment, gender role beliefs and feminist identity.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

We assumed the potential moderators could be general attitude toward sexual harassment, gender role beliefs and feminist identity.

CHAPTER 3

Method

3.1 PARTICIPANTS

Our sample was composed of 834 participants. We proceed to delete all people don't gave us the consent or was underage.

In the study participants were recruited with a snowball sampling. The questionnaire link was shared on social media i.e. WhatsApp, Facebook, Instagram, and Telegram. In order to reach people from all parts of Italy, participants were found on Facebook by sharing the link of the questionnaire with a brief introduction, in groups from different parts of the country (i.g. "sei di Dego se..."). Flyers with a Qr code were placed in different locations on the territories of Savona, Padua and Rome and sent on social media groups.

In table 1 we report the socio-demographic data of participants. Our sample was composed of 81% of people who identify them self as female, 18% of people who identify them self as male and the 1% people who identify them self as "other". Our participants had an average age of 43 years and identify them self as heterosexual. The political orientation of our sample was predominantly. Prevalence of our sample completed high school and was a worker.

	Identità di genere	Età	Titolo di studio	Occupazione	Politica	Or. sessuale
Valid	834	834	834	834	834	834
Missing	0	0	0	0	0	0
Mean	1.195	43.012	3.755	2.147	3.371	2.945
Std. Deviation	0.409	12.792	1.075	0.742	1.658	0.472
Minimum	1.000	18.000	1.000	1.000	0.000	1.000
Maximum	3.000	84.000	6.000	4.000	6.000	6.000

Table 1. Socio-demographic data of participants.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

Participants were evenly distributed across the different experimental conditions (see table 2).

Frequencies for Condition				
Condition	Frequency	Percent	Valid Percent	Cumulative Percent
1	145	17.386	17.386	17.386
2	143	17.146	17.146	34.532
3	114	13.669	13.669	48.201
4	113	13.549	13.549	61.751
5	117	14.029	14.029	75.779
6	108	12.950	12.950	88.729
7	94	11.271	11.271	100.000
Missing	0	0.000		
Total	834	100.000		

Table 2. Distribution of the condition.

3.2 TOOLS

The questionnaire was structured on the Qualtrics online platform. Participants could complete the survey from smartphone, tablet, PC, and computer.

In our survey we talk about a Stefania working's week. Stefania was a fictitious worker, created by us for the questionnaire, who received between 1 to 7 explicit compliments on her appearance in the course of a working week. Each participant was therefore presented with a variable number of situations, between from 1 to 7, that Stefania had to face. In each vignette Stefania is interacting with one male colleague in a workplace. When participants were assigned to more than one vignette, the colleagues with whom Stefania interacted were different people.

After each vignette, participants responded to questions related to the event in the vignette. All items have been evaluated on a Likert scale from 1 to 7 points:

- Emotion of the receiver scale by Suitner, Johnson, Padrin, Sturaro, 2018. Translated by Suitner, Johnson, Nuti, Padrin, Sturaro. Scale consisted of 11 items: 5 positive emotions and 6 negative emotions (i.g. "*come potrebbe essersi sentita dopo questa interazione Stefania? Arrabbiata*").

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

- Liking of the comment scale by Suitner and Nuti, 2020. Scale consisted of one item (“Su una scala da 1 a 7 (*dove 1 indica per niente e 7 indica totalmente*) quanto può aver apprezzato questa situazione Stefania?”).
- Harassment perception scale. Suitner and Nuti (2020). Scale consisted of one item (i.g. “*Stefania potrebbe avere la percezione di aver subito una molestia?*”).
- *Situation as harassment* scale by Suitner and Nuti (2020). Scale consisted of one item (*Stefania potrebbe avere la percezione di aver subito una molestia?*).
- Evaluation of the event as Sexual Harassment scale by Suitner, Johnson, Padrin, Sturaro (2018). Translation by Suitner, Johnson, Padrin, Sturaro. In our survey we used a reduced number of items and our final scale consisted in two items (i.g. “*Stefania dovrebbe denunciare l’evento come molestia verbale*”).

After the presentation of every single vignette, to evaluate the work climate in general we presented to participants 4 scales:

- Evaluation of business climate in relation to presented events scale by Suitner and Nuti (2020). Scale consisted of 6 items (i.g. “*nel clima aziendale di Stefania le persone si fanno molti complimenti*”).
- Sexist attitudes toward Sexual Harassment scale by Suitner, Johnson, Padrin, Sturaro (2018). Translation by Suitner, Johnson, Padrin, Sturaro. Scale (ibidem) consisted in 3 items (i.g. “*Se continuiamo di questo passo, gli esseri umani si estingueranno visto che il corteggiamento ora è diventato una molestia!*”).
- Gender Role Beliefs scale by Brown and Gladstone (2012). Translation by Bettinsoli, Carraro, Cervone, Filippi, Nuti, Suitner, Tumino (2024). Scale consisted of 10 items (i.g. “*È ridicolo che una donna faccia il capo-treno e che un uomo cucia vestiti*”).
- Self-Identification as a Feminist by Szymanski (2004). Translation by Costanza Padova. Scale consisted of 4 items (i.g. “*Mi considero un/una femminista*”).

At the end of the questionnaire, we asked to participants socio-demographic information as: gender identity, age, qualification, or occupation, with the possibility to specify what they are studying, their political orientation and sexual orientation. In conclusion, at the end of the survey people could add a comment about the questionnaire.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

3.3 PROCEDURE

We presented the informed consent before the compilation. In case participants selected the option “non acconsento” the questionnaire ended. If participants selected the option “acconsento” they saw the text of our introduction to the survey, reported below:

“In un’indagine, volta a valutare il clima aziendale, sono state individuate alcune interazioni rivolte ad alcune dipendenti nell’arco di una settimana; sono state poi riportate a titolo d’esempio le situazioni che ha dovuto affrontare Stefania, una delle intervistate. Si indichi per ogni situazione come sono state percepite tali interazioni da Stefania.”.

We introduced the questions to our participants with a little introduction where we explained that in a survey about the work climate there have been identified some interactions between a female and a male worker in typical working week. The number of vignettes on the questionnaire and their order were randomized between participants. The previous study (Suitner & Nuti, 2020) showed that the situation in which the recipient was a woman was less acceptable, which is also in line with Swim, et al. (2001) who state that sexual objectification is more common in women. Also, according to ISTAT data (2023), women are more likely to be victims of verbal harassment at work (24% of women compared to 8.2% of men). In the case of harassment involving physical contact, 15.9% of women were found to have experienced it, compared with 3.6% of men (ISTAT, 2018. <https://www.istat.it/it/archivio/209107>), we choose male commenters and a female receiver because according to data is the more common situations on workplace and in general in daily life.

During the compilation of the survey participants saw the questions about the single situation of the vignette. The questions investigated the emotions of Stefania, Stefania’s appreciation of the interaction, one question to investigate if Stefania could have perceived a sexual harassment and one about if the situation represents a harassment. In conclusion we asked participants if Stefania should report the episode as verbal harassment and sexual harassment.

In the final part of the questionnaire, at the end of the presentations of the vignettes, we asked participants the degree of agreement (using a Likert scale from 1 to 7 points) of 6 statements about Stefania’s work climate. We then asked the degree of agreement (using

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

a Likert scale from 1 to 7 points) of 3 statements about the sexist attitudes. Participants were presented the short version about the Gender Role Beliefs Scale (Brown & Gladstone, 2012) and the Self-Identification as a Feminist Items from Szymanski (2004). To conclude the questionnaire participants answered some sociodemographic questions.

The average time taken to complete the questionnaire was around 23 minutes. All material we used is available on Appendix B.

CHAPTER 4

Results

4.1 DATA ANALYSIS

Data analysis was carried out using JMP and JASP softwares. To examine our hypothesis, we used linear regression prediction participants' perception of events, of the target's attributions, and of the job climate in relation to the number of the present compliments. We will also conduct some regression exploring the potential moderating variables.

We run a linear mix model for each outcome variables: emotions of the receiver, liking of the comment, harassment perception, if the situation was harassment for the participant, evaluation of the event as Sexual Harassment.

In the model we included the vignette as random factor, and we included condition as main predictor. In the investigation of moderators (sexist attitude, gender role beliefs, and feminist identity) each moderator was added to the model as both main effect and in traction with condition.

We started to check the reliability of the scales, which we reported in Appendix A. We started to analyse the emotions through a factor analysis that explained 70% of the variance, we saw that the emotions map in two main factors, one that can be interpreted as positive emotions and the other as negative emotions (please see Appendix A). We tested the reliability of both positive emotions, showing a Cronbach's alpha of .92, and negative emotions, showing a Cronbach's alpha of .89. Evaluation of the event as Sexual Harassment scale correlated as .80. Also, we test the reliability for other scales, work climate scale showing a Cronbach's alpha of .86. The sexist attitude scale showing a Cronbach's alpha of .78. The gender role beliefs scale showing a reliability of .68. The feminist identity scales showing a Cronbach's alpha of .91. We then looked at how the scales correlated with each other, we went on to examine the correlation between the scales (please see Appendix A). Then we continue the analysis with potential moderators, analysed individually because of the direct correlation between moderators.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

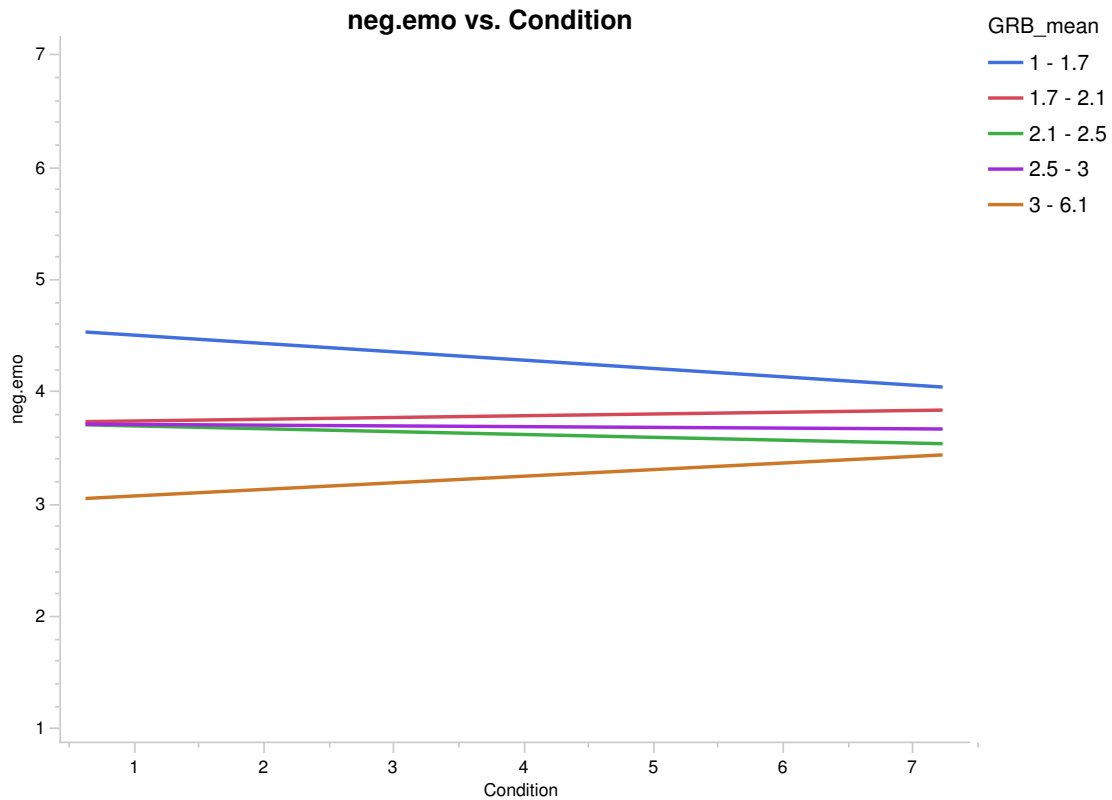
4.2 EMOTIONS OF THE RECEIVER

We can observe on the single event that emotions of the receiver, , liking the comment, harassment perception and about situation as harassment, and evaluation of event as sexual harassment have an effect on single event as we had observed in the previous study (Suitner & Nuti, 2020) but there is an impact on the work climate, that there is a perception that the work climate is getting worse. ($R = -.90, p < .0001$).

Negative emotions do not have a significant effect $F(1, 3108.0) = 0.13, p < 0.72$ as the positive emotions $F(1, 3108.0) = 0.47, p < 0.49$ (please see Appendix A). There is no main effect on emotions, evaluation of the situation, target's perception of sexual harassment, participant's opinion whether the event is sexual harassment, participant's opinion whether the target should press charges for sexual harassment, participant's opinion whether the target should press charges for verbal harassment.

The first moderator we analysed was sexist attitudes, there is a main effect of sexism $F(1, 3106) = 254.16, p < .0001$. The more sexist the participants are, the less negative emotions they attribute to Stefania, but these perceptions are independent of the number of compliments. Positive emotions have the same opposite effects, independent of the number of comments $F(1, 3106) = 516.12, p < .0001$. The second moderator we analysed was gender role beliefs, there is a main effect of beliefs, the more beliefs the participants had, the less negative emotions they ascribe to Stefania $F(1, 3106) = 140.21, p < .0001$, also there is an interaction $F(1, 9.74) = 516.12, p = .0018$. Positive emotions have the same opposite effects, independent to the count $F(1, 3106) = 274.78, p < .0001$. Only negative emotions are moderated by gender role beliefs (graph 1). Those with high levels of GRB deactivate negative emotions in the few vignette conditions. The more participants endorse gender role beliefs, the less they attribute negative emotions to the victim, but as we can see in the graph 1, the difference in attributions of negative emotions between those who endorse gender role beliefs and those who don't is very strong when participants see only one event, because the more vignettes participants see, the more they also attribute negative emotions when they endorse high gender role beliefs. There is habituation and normalisation on the part of the participants.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE



Graph 1. Negative emotions are moderated by gender role beliefs.

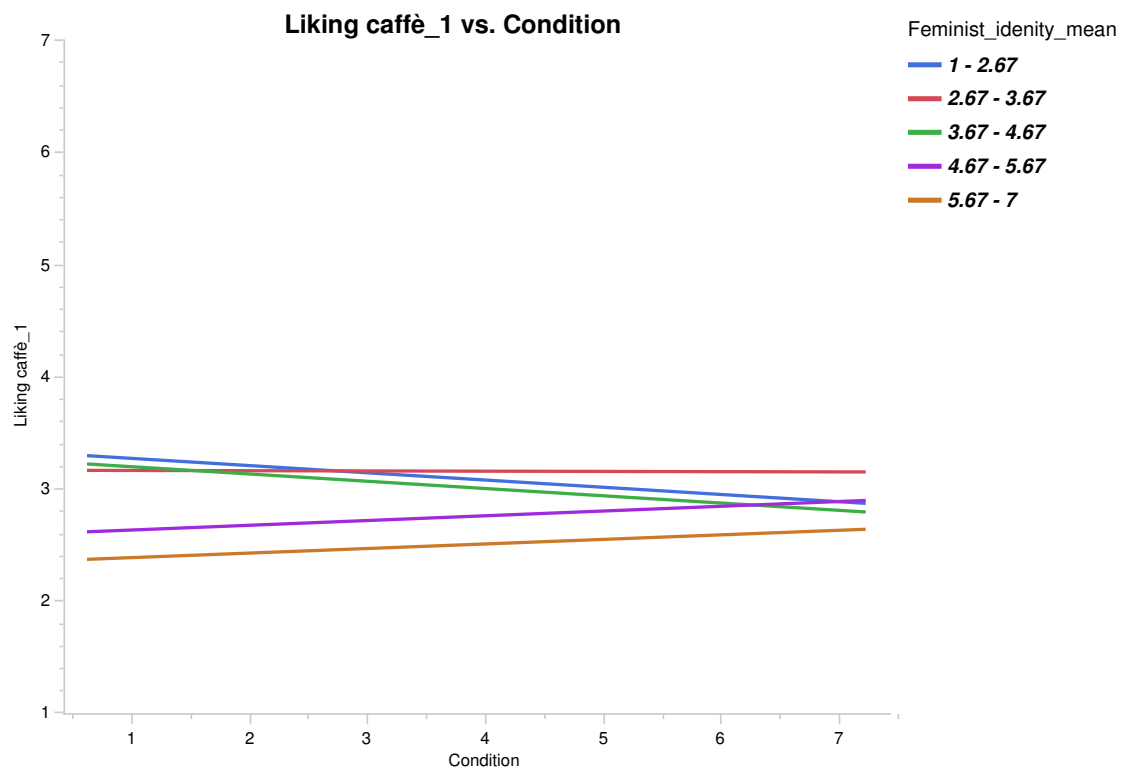
The third moderator we analysed was feminist identity, there is a main effect of feminist identity. The more feminist the participants are, the less negative emotions they attribute to Stefania, but these perceptions are independent of the number $F(1, 3106) = 268.40, p < .0001$. Positive emotions have the same opposite effects, independent of the number $F(1, 3106) = 44.30, p < .0001$.

4.3 LIKING OF THE COMMENT

On sexist attitude as the liking the comment has a main effect of sexism, but independent of the number of comments $F(1, 3106) = 344.29, p < .0001$. For our second moderator, gender role beliefs, liking of the comment have a main effect of sexism but independent from number of comments $F(1, 3106) = 193.01, p < .0001$. For our third moderator, feminist identity, liking the comments have a main effect of feminist identity, but independent of the number of comments $F(1, 3106) = 50.04, p < .0001$, there is an interaction when participants view a few vignettes who has low feminist identity attribute more similarity to Stefania as compared to who has high feminist identity; this difference

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

goes flattering, but those with low feminist identity give lower liking scores as the number of comments increases instead $F(1, 3106) = 4.70, p = .0303$ (graph 2).



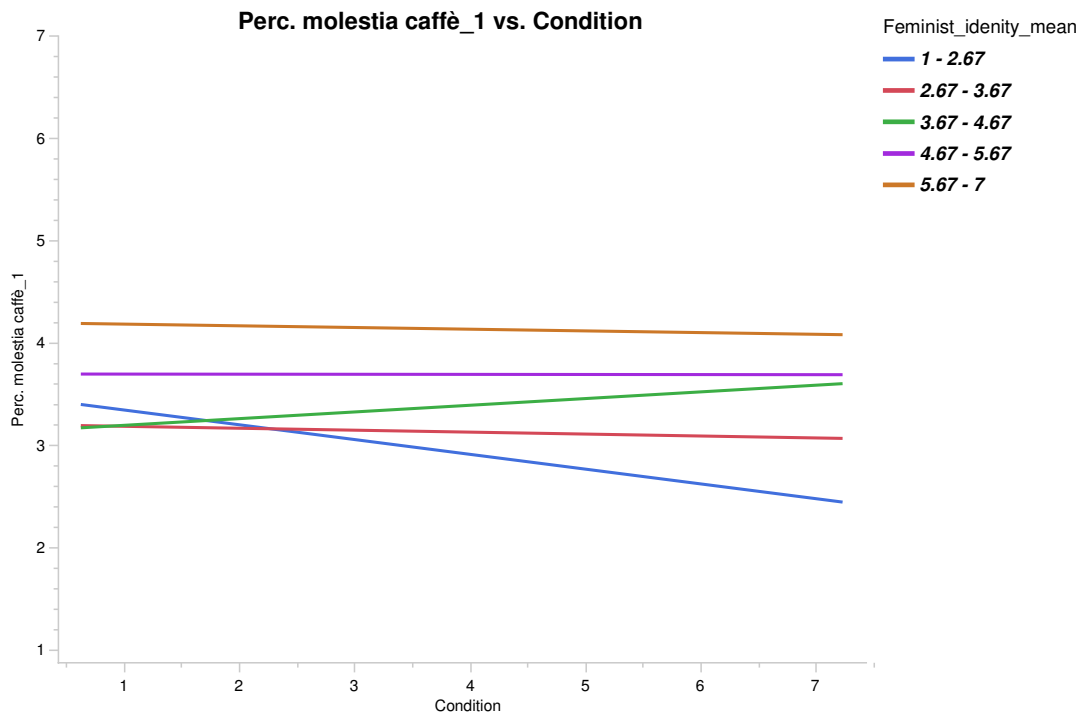
Graph 2. Interaction when participants view a few vignettes.

There is a marginal effect of condition on the perception of harassment $F(1, 3108.0) = 33.29, p < .07$.

4.4 HARASSMENT PERCEPTION

For our first moderator, sexist attitude, the perception of harassment has the main effects independent of the number $F(1, 3106) = 285.05, p < .0001$. For our second moderator, gender role beliefs, harassment perception have the main effects independent to the count $F(1, 3106) = 101.66, p < .0001$. For our third moderator, feminist identity, the harassment perception have a main effect on people with low feminist identities $F(1, 3106) = 216.89, p < .0001$, has a paradoxical effect of the condition with normalised comments in the workplace $F(1, 3106) = 5.34, p = .0209$ (graph 3).

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE



Graph 3. Who has a low feminist identity has a paradoxical effect that normalises the comments on the workplace.

4.5 SITUATION AS HARASSMENT

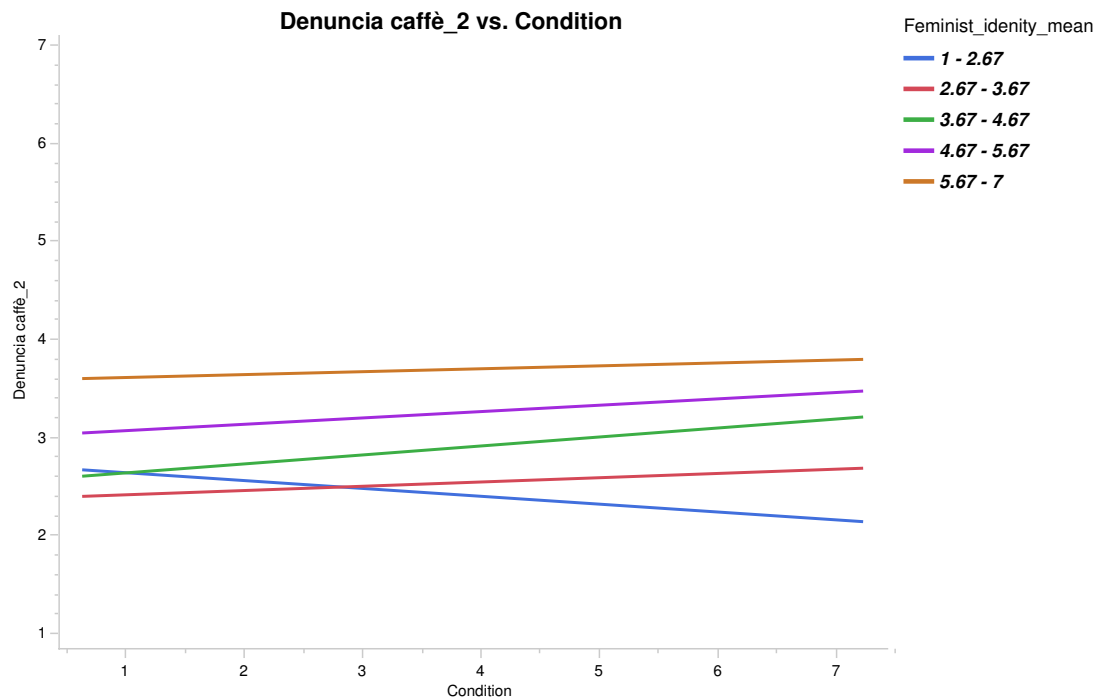
For our first moderator, sexist attitude, situation as harassment have the main effect independent of the number $F(1, 3106) = 206.71, p < .0001$. For our second moderator, gender role beliefs, situation as harassment have the main effect independent to the count $F(1, 3106) = 103.93, p < .0001$. For our third moderator, feminist identity, situation as harassment have the main effect independent to the count $F(1, 3106) = 208.23, p < .0001$.

4.6 EVALUATION OF THE EVENT AS SEXUAL HARASSMENT

For our first moderator, sexist attitude, evaluation of the event as Sexual Harassment have the main effect independent to the count $F(1, 3106) = 199.65, p < .0001$ and $F(1, 3106) = 323.64, p < .0001$. For all this variable emerged sexist attitudes as a covariate nothing changes it does not interact with the condition. For our second moderator, gender role beliefs, evaluation of the event as Sexual Harassment have the main effect independent to the count $F(1, 3106) = 47.79, p < .0001$ and $F(1, 3106) = 128.63, p < .0001$. For our

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

third moderator, feminist identity, evaluation of the event as Sexual Harassment have a main effect $F(1, 3106) = 191.57, p < .0001$ and $F(1, 3106) = 244.27, p < .0001$; also, the reporting of events as verbal harassment as the main effect that evidence people who have low feminist identity the more are exposed to these compliments the less they would denounce there is almost a normalizing effect $F(1, 3106) = 4.28, p = .0386$ (graph 4).

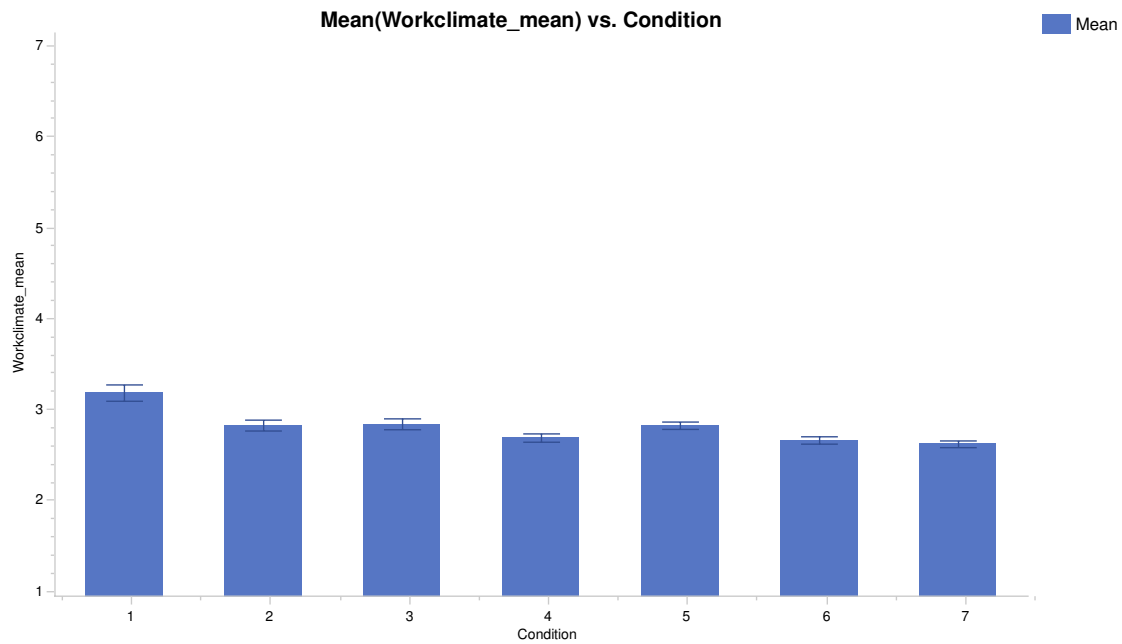


Graph 4. Reporting situation as verbal harassment.

4.7 WORK CLIMATE

We executed a mix model where condition is predictor where climate mean is the outcome variable, and the random effect is the vignettes. There is the effect, of the conditions are negatively associated to the perception of work climate with positive values means the higher is the values the more participants endorse the ideas there is a positive work climate in that organisation $F(1, 3109.1) = 34.41, p < .0001$. In the graph 5 we can observe that the more participants see compliment the less they perceived the places as positive, because it is reducing.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE



Graph 5. Perception of work climate.

Now we can further see whether this is moderated by our variables our moderators being. Sexist attitude there is a main effect of sexist attitude but on work climate so the more you think you have a sexist attitude the more you think the work climate is positive, but we have any interaction there.

We analysed GRB as a moderator, we can again see the main effect but not the interaction but it is interesting that the effect holds even when you control for these variables, so even if you control for how much sexist the participants are and how much they endorse gender role beliefs the effect of condition is still there for everyone this is the take on message: it is not just for sexist or no sexist people it is still there for everyone.

We do the same analysis with feminist identity, and we can see that the more they are feminist the less they think is nice work climate $F(1, 3106.6) = -8.41, p < .0001$ and the more they see compliments the lower is the attributed work climate, two effects are independent again.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

4.8 GENDER IDENTITY AND AGE OF PARTICIPANTS

We made some correlation between gender identity and age of participants. Older people attributed less negative emotion they attributed to Stefania, also the age has an effect on the harassment perception more people were aged less perceived the event as harassment and less you report the event as harassment, the effects are very little, and more participants think the work climate is positive more sexist attitude they have.

In our sample, females are more sensitive about worsening of work climate in line with literature, also they tend to attribute more negative emotions and less positive emotions but only positive emotions are significant $F(1, -0.023)_{\eta^2} = 1.25, p < .0001$, also the comments are less pleasant according to liking are significant $F(1, -0.160)_{\eta^2} = -4.04, p < .0001$ of the comment and is more harassment perceived by Stefania are marginal significant $F(1, 0.080)_{\eta^2} = .080, p < .079$ and also for participant are significant $F(1, 0.091)_{\eta^2} = 1.75, p < .0442$, female are also more lean to report and work climate is more negatively are significant to denounce the events as sexual harassment $F(1, 0.134)_{\eta^2} = .134, p < .0009$ and are significant to denounce the events as verbal harassment $F(1, 0.093)_{\eta^2} = 2.01, p < .0447$. So, we can say that female is more sensitive than male according with literature. The effect goes in the same direction so we can observe that the difference between gender is solid. There is a big difference on work climate $F(1, -0.221)_{\eta^2} = -9.76, p < .0001$.

CHAPTER 5

Conclusions

5.1 DISCUSSION

Considering the results, an effect of positive and negative emotions, the evaluation of the event as Sexual Harassment, the liking of the comment, the perception of harassment and the situation as harassment emerge, we can note that all these variables observed have an effect on the deterioration of the work climate, as we also saw in the previous study (Suitner & Nuti, 2020).

Our results show a marginal effect on positive emotions and a non-significant effect on negative emotions. Perceived harassment also has a marginal effect. None of our other single variables interacted with condition. We called 'condition' the number of vignettes presented to the participants. We can see that the effects are independent of the number of vignettes.

By analysing the moderators, we see some effects.

The first moderator we analysed was the sexist attitudes, where we note that positive emotions with the moderator had the same opposite effects. We can see that more participants are sexist as less negative emotions they attributed to Stefania, but this was independent of the condition. The liking of the comment was also moderated by how sexist our participant was, but it was independent of the condition. Also, the other variables we analysed: perception of harassment, situation as harassment and evaluation of the event as Sexual Harassment didn't interact with the condition. We can conclude that regardless of the conditions, the more the participants have sexist attitudes, the less they perceive a worsening work climate, consistent with the findings of study 1 Thomae and Viki (2013).

Gender role beliefs were our second moderator that only interacted with negative emotions (see graph 1, chapter 4). We can observe a reduced attribution of negative emotions to Stefania for people who have a high level of GRB, but we can observe that the attribution of negative emotions is different between people when they see only a few vignettes, because as the number of events increases, both people who have a high level

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

of GRB and people who have a low level of GRB attribute more negative emotions to Stefania. As the number of vignettes increases, people get used to normalising. We can conclude that people tend to normalise compliments in the workplace, but regardless of whether people have high level of GRB tend to appreciate increasingly less the compliments, and who has low level of GRB tend to normalise the compliments. This is very interesting when compared to study 1 Thomae and Viki (2013).

Feminist identity was our third moderator, again we didn't have any interaction with emotions. The liking of comments interacted with the condition moderated by feminist identity, in this case we observed why had low feminist identity tend to assign higher rating than people who has high feminist identity, but these differences go flatten increasing the viewing of the vignettes. Feminist identity also moderated perceptions of harassment, where we observed the paradoxical effect of normalising comments about the workplace, it is in line with study 1 by Thomae and Viki (2013) observed there was a normalization of the compliments on the workplace. It can be noted that those with a low feminist identity state that Stefania should not denounce, in line with Baum's theory of the culture of silence (2019).

It was an interesting effect of moderation. We saw an interaction when we asked people whether Stefania should report the events as verbal harassment, and we found that people who reported low feminist identity normalised the events increasing the number of vignettes, in line with Baum (2019).

On work climate we saw that the condition had an effect, participants perceived a decrease in job climate as the number of compliments increased. The more people are sexist, the more they think that the work climate is positive when the number of compliments increases. Gender role beliefs have an effect, but it is important to note that regardless of whether people are sexist or not, there is an effect. Finally, people with a high feminist identity perceived the workplace as less positive, which increased the number of compliments, this was EEOC (2023) compliant.

We can conclude that people perceived the compliments as less pleasant when they were more and we saw that is where moderated by sexist attitudes, gender role beliefs and feminist identity.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

We observed that comments about the workplace tended to mitigate their effect as the frequency increased, so that people who started to perceive the behaviour as problematic tended to normalise and people who started to see the comments as positive tended to perceive the compliments as less pleasant.

We observed that compliments have an impact on work climate especially when people have a high feminist identity and low levels of gender role beliefs and sexist attitudes.

In conclusion, we can assume that the effect is to influence and change the work climate. However, according to Riemer et al. (2014), benevolent sexist comments are more difficult to detect than hostile sexist comments.

Considering the literature, we can conclude the comments on workplace create a progressively worsening of work climate to the point to perceive it as hostile according to EEOC (2023) or as harassment according to Fitzgerald and Cortina (2018) as the “gender harassment”. Our moderators noted that those with more sexist attitudes tended to describe events as less negative and more pleasant for Stefania, but this did not interact with condition. Those with higher levels of GRB, on the other hand, tended to ascribe less negative emotion, but this increased as the condition, and therefore the number of comments, increased. In this case, those with a low feminist identity tended to attribute more pleasantness to the comment, which decreased as the condition increased. Those with a low feminist identity also tend to normalise compliments in the workplace by perceiving them less and less as harassment and by decreasing the idea that Stefania should report the events as verbal harassment.

Considering the effects highlighted by the moderators, we can observe a work climate that is perceived as less pleasant, especially for those with a high feminist identity and low sexist and GRB attitudes. This is in line with EEOC (2023) guidelines.

The business climate is found to worsen and become more hostile as the condition increases, in line with the EEOC guidelines (2023) and Fitzgerald and Cortina's (2018) study, which states the "hostile environment: occurring 'because of' the victim's (female) gender".

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

5.2 APPLICATIONS

Considering the results, we can conclude that people who are exposed to compliments in the workplace over time perceive a gradual deterioration of the climate, in line with the literature. This study could be used to strengthen the existing literature on workplace harassment and what type of behaviour people might perceive as less pleasant and what are the appropriate ones.

It can be used to define a guideline in the workplace about what behaviour is allowed and what is prohibited, it can be useful in creating a plan to prevent harassment in the workplace by stopping unwanted behaviour before it escalates into more serious attitudes.

5.3 RESEARCH LIMITS

The study used a convenience sample mixed with a snowball sample and it wasn't conducted in a laboratory, so people could be influenced by some bias.

In addition, not every vignette had the same valence (please see Appendix A), this was another limit of the study, because not every participants saw every vignette, therefore, the perception of each situation might be different and in some cases one vignette might have been perceived worse by the participants than others.

Also, there was no group to test the effect of compliments about ability and competence at work, and we didn't test sexual objectification, which could be an important factor in the perception of the compliment that might moderate the perception of harassment.

The impact on workers' performance and health are two other aspects that we did not investigate in order to focus on the impact of the comments on the working climate, by trying to eliminate any response bias.

5.4 FUTURE DEVELOPMENTS

In a future study could be investigate the role of compliments on workplace versus compliment about the physical aspect on workplace, additional investigating the objectification as moderator of the performance. In a future study could be investigate the consequences on person and the results on wellness in line with the definition by WHO.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

We hope that this study will help people to understand the fine line between a compliment and harassment, because a compliment is always based on the interpretation and feelings of the recipient, as Watzlawick also says in his feedback model (D'Isa & Foschini, 2015).

Raising people's awareness of this issue through education can be the first step towards a change at a social level, which can be a factor that promotes well-being by preventing psychophysical stress for both those who receive comments and those who give them. We hope that this will be a step towards such awareness, which will promote well-being for the whole company.

JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN THE WORKPLACE

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JUST A COMPLIMENT? THE ROLE OF BENEVOLENT OBJECTIFICATION IN
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APENDIX A

Emotions main factors

Final Communalities Estimates

happy	0.74723
uncomfortable	0.69706
embarrassed	0.65602
appreciated	0.80510
flattered	0.81390
angry	0.60279
amused	0.52910
humiliated	0.61647
ashamed	0.58530
proud	0.63861
scared	0.34394

Variance Explained by Each Factor

Factor	Variance	Percent	Cum Percent
Factor 1	3.7293	33.903	33.903
Factor 2	3.3062	30.056	63.959

Significance Test

Test	DF	ChiSquare	Prob>ChiSq
H0: no common factors.	55	24285.61	<.0001*
HA: at least one common factor.			

Test	DF	Criterion	ChiSquare	Prob>ChiSq
H0: 2 factors are sufficient.	34	0.534	1659.080	<.0001*
HA: more factors are needed.				

Measures of Fit

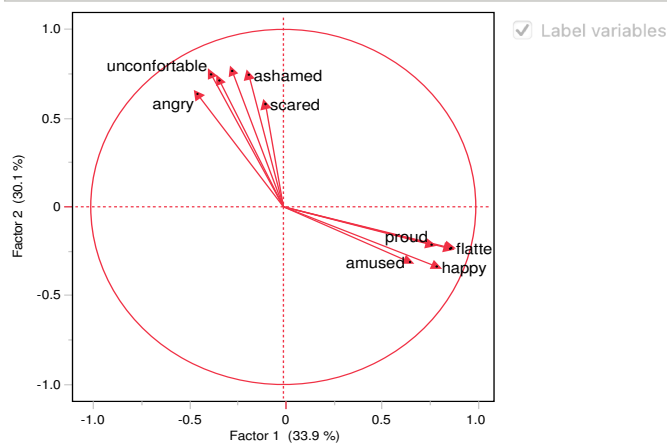
Measures of Fit	Fit Index
Chi-Square without Bartlett's Correction	1662.193
AIC	1594.193
BIC	1388.686
Tucker and Lewis's Index	0.892
Root Mean Square Error of Approximation	0.124

Rotated Factor Loading

	Factor 1	Factor 2
flattered	0.871787	-0.232147
appreciated	0.865626	-0.236191
happy	0.796262	-0.336440
proud	0.770128	-0.213332
amused	0.657653	-0.310796
embarrassed	-0.265712	0.765126
uncomfortable	-0.375019	0.745935
ashamed	-0.178816	0.743860
humiliated	-0.331372	0.711800
angry	-0.445692	0.635727
scared	-0.093219	0.579008

Suppress Absolute Loading Value Less Than 0.3
Dim Text 0.4

Factor Loading Plot



Correlation between scales

Mixed Model for neg.emo

Fit Statistics

-2 Residual Log Likelihood	10934.647
-2 Log Likelihood	10927.18
AICc	10935.192
BIC	10959.357

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.26549	0.5130609	0.2986779	-0.072337	1.0984589	0.0858	20.979
Residual		1.9325164	0.0490227	1.8399211	2.0323168		79.021
Total		2.4455773	0.3026571	1.9459932	3.1667954		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.7570461	0.2800649	6.8	13.41	<.0001*	3.0899705	4.4241217
Condition	-0.004983	0.0139936	3108.0	-0.36	0.7218	-0.032421	0.0224543

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.1268198	0.7218

Mixed Model for pos.emotion

Fit Statistics

-2 Residual Log Likelihood	10880.306
-2 Log Likelihood	10872.971
AICc	10880.984
BIC	10905.148

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.31441	0.5968916	0.3470142	-0.083244	1.2770271	0.0854	23.920
Residual		1.8984716	0.0481591	1.8075076	1.9965139		76.080
Total		2.4953633	0.3503259	1.9294122	3.3541882		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.0031416	0.3005355	6.6	9.99	<.0001*	2.2845823	3.721701
Condition	-0.009473	0.0138698	3108.0	-0.68	0.4947	-0.036668	0.0177219

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.4664849	0.4947

Mixed Model for Liking caffè_1

Fit Statistics

-2 Residual Log Likelihood	11567.333
-2 Log Likelihood	11560.41
AICc	11568.423
BIC	11592.587

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.30536	0.7228536	0.4203481	-0.101014	1.5467208	0.0855	23.393
Residual		2.367253	0.0600508	2.2538276	2.4895044		76.607
Total		3.0901065	0.4245975	2.4015313	4.1256831		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.9284584	0.3310037	6.7	8.85	<.0001*	2.1375316	3.7193851
Condition	-0.005723	0.0154878	3108.0	-0.37	0.7118	-0.03609	0.0246445

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.136538	0.7118

Mixed Model for Perc. molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12557.347
-2 Log Likelihood	12550.87
AICc	12558.883
BIC	12583.048

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.25203	0.8202085	0.4777106	-0.116087	1.756504	0.0860	20.130
Residual		3.2544413	0.0825564	3.0985068	3.4225095		79.870
Total		4.0746497	0.484761	3.269449	5.2205364		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.560025	0.3547279	6.8	10.04	<.0001*	2.7161852	4.4038649
Condition	-0.032914	0.0181596	3108.0	-1.81	0.0700	-0.06852	0.0026917

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	3.285162	0.0700

Mixed Model for è molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12620.615
-2 Log Likelihood	12614.023
AICc	12622.036
BIC	12646.201

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.21517	0.7148418	0.4169725	-0.102409	1.5320929	0.0865	17.707
Residual		3.3222417	0.0842783	3.1630587	3.4938114		82.293
Total		4.0370835	0.4253674	3.3177392	5.0200262		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.08975	0.3331065	6.9	9.28	<.0001*	2.3006876	3.8788123
Condition	-0.001009	0.0183478	3108.0	-0.05	0.9562	-0.036984	0.0349664

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.0030219	0.9562

Mixed Model for Denuncia caffè_1

Fit Statistics

-2 Residual Log Likelihood	11951.39
-2 Log Likelihood	11944.12
AICc	11952.133
BIC	11976.297

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.16714	0.4481103	0.2621509	-0.065696	0.9619165	0.0874	14.320
Residual		2.6810599	0.0680113	2.5525987	2.8195172		85.680
Total		3.1291702	0.2707921	2.6595263	3.7359248		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.2383869	0.2667384	7.2	8.39	<.0001*	1.6115031	2.8652707
Condition	0.0304837	0.0164824	3108.1	1.85	0.0645	-0.001834	0.0628013

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.1	3.4205153	0.0645

Mixed Model for Denuncia caffè_2

Fit Statistics

-2 Residual Log Likelihood	12695.014
-2 Log Likelihood	12688.543
AICc	12696.556
BIC	12720.721

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.23173	0.788373	0.4595082	-0.112247	1.6889926	0.0862	18.814
Residual		3.4020905	0.0863019	3.2390816	3.5777838		81.186
Total		4.1904635	0.4675077	3.4063192	5.2819608		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.8544753	0.3488221	6.9	8.18	<.0001*	2.0265045	3.6824461
Condition	0.0192681	0.018567	3108.0	1.04	0.2995	-0.017137	0.0556729

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	1.0769423	0.2995

Bayesian Pearson Correlations														
Variable		neg.emo	pos.emotion	Emotion_caffe_mean	Liking_caffe_1	Perc. molestia_caffe_1	è molestia_caffe_1	Denuncia_caffe_1	Denuncia_caffe_2	Denuncia_caffe_mean	Workclimate_mean	Sexist_attitude_mean	GRB_mean	Feminist_identity_mean
1. neg.emo	Pearson's r	—												
	BF ₁₀	—												
2. pos.emotion	Pearson's r	-0.591	—											
	BF ₁₀	3.278×10 ⁻²⁸	—											
3. Emotion_caffe_mean	Pearson's r	0.596	0.296	—										
	BF ₁₀	5.966×10 ⁺²⁹	1.705×10 ⁺⁶⁰	—										
4. Liking_caffe_1	Pearson's r	-0.598	0.830	0.118	—									
	BF ₁₀	1.053×10 ⁺²⁹	∞	6.126×10 ⁺⁷	—									
5. Perc. molestia_caffe_1	Pearson's r	0.714	-0.507	0.341	-0.517	—								
	BF ₁₀	∞	3.962×10 ⁺¹⁹	4.822×10 ⁺⁸¹	4.850×10 ⁺²⁰⁸	—								
6. è molestia_caffe_1	Pearson's r	0.667	-0.476	0.316	-0.481	0.822	—							
	BF ₁₀	∞	8.933×10 ⁺¹⁷	2.034×10 ⁺⁶⁹	1.770×10 ⁺¹⁷⁶	∞	—							
7. Denuncia_caffe_1	Pearson's r	0.605	-0.414	0.304	-0.403	0.680	0.708	—						
	BF ₁₀	2.700×10 ⁺³⁰	2.767×10 ⁺¹²	1.038×10 ⁺⁶⁴	6.182×10 ⁺¹¹⁷	∞	∞	—						
8. Denuncia_caffe_2	Pearson's r	0.684	-0.508	0.304	-0.504	0.767	0.760	0.800	—					
	BF ₁₀	∞	3.050×10 ⁺²⁰	5.223×10 ⁺⁶³	4.632×10 ⁺¹⁹⁶	∞	∞	∞	—					
9. Denuncia_caffe_mean	Pearson's r	0.682	-0.490	0.320	-0.482	0.766	0.775	0.941	0.956	—				
	BF ₁₀	∞	3.770×10 ⁺¹⁸	3.194×10 ⁺⁷¹	5.113×10 ⁺¹⁷⁶	∞	∞	∞	∞	—				
10. Workclimate_mean	Pearson's r	-0.216	0.420	0.162	0.365	-0.214	-0.210	-0.175	-0.228	-0.214	—			
	BF ₁₀	5.161×10 ⁺³⁰	2.587×10 ⁺¹²	2.025×10 ⁺¹⁶	1.279×10 ⁺⁹⁵	8.840×10 ⁺²⁹	6.475×10 ⁺²⁸	1.978×10 ⁺¹⁹	2.419×10 ⁺³⁴	1.161×10 ⁺³⁰	—			
11. Sexist_attitude_mean	Pearson's r	-0.255	0.343	0.039	0.290	-0.271	-0.238	-0.236	-0.288	-0.278	0.440	—		
	BF ₁₀	7.688×10 ⁺⁴³	9.912×10 ⁺⁸²	0.248	4.584×10 ⁺⁵⁷	1.200×10 ⁺⁵⁰	4.357×10 ⁺³⁷	9.777×10 ⁺⁵⁶	6.808×10 ⁺⁵⁶	4.584×10 ⁺⁵²	8.085×10 ⁺¹⁴³	—		
12. GRB_mean	Pearson's r	-0.184	0.255	0.037	0.216	-0.164	-0.168	-0.114	-0.182	-0.159	0.327	0.438	—	
	BF ₁₀	3.475×10 ⁺²¹	7.965×10 ⁺⁴³	0.182	4.613×10 ⁺³⁰	4.809×10 ⁺¹⁶	4.101×10 ⁺¹⁷	1.615×10 ⁺⁷	1.440×10 ⁺²¹	3.829×10 ⁺¹⁵	6.649×10 ⁺⁷⁴	1.460×10 ⁺¹⁴²	—	
13. Feminist_identity_mean	Pearson's r	0.255	-0.104	0.197	-0.112	0.232	0.230	0.224	0.245	0.248	-0.143	-0.368	-0.208	—
	BF ₁₀	4.442×10 ⁺⁴³	588.751.572	1.670×10 ⁺²⁵	7.614×10 ⁺⁶	4.290×10 ⁺³⁵	1.513×10 ⁺³⁵	1.219×10 ⁺³³	1.704×10 ⁺⁴⁰	1.638×10 ⁺⁴¹	2.305×10 ⁺¹²	6.395×10 ⁺⁹⁶	1.653×10 ⁺²⁸	—

^a Posterior is too peaked

Effect of negative emotions

Mixed Model for Liking caffè_1

Fit Statistics

-2 Residual Log Likelihood	11567.333
-2 Log Likelihood	11560.41
AICc	11568.423
BIC	11592.587

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.30536	0.7228536	0.4203481	-0.101014	1.5467208	0.0855	23.393
Residual		2.367253	0.0600508	2.2538276	2.4895044		76.607
Total		3.0901065	0.4245975	2.4015313	4.1256831		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.9284584	0.3310037	6.7	8.85	<0.0001*	2.1375316	3.7193851
Condition	-0.005723	0.0154878	3108.0	-0.37	0.7118	-0.03609	0.0246445

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.136538	0.7118

Mixed Model for Perc. molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12557.347
-2 Log Likelihood	12550.87
AICc	12558.883
BIC	12583.048

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.25203	0.8202085	0.4777106	-0.116087	1.756504	0.0860	20.130
Residual		3.2544413	0.0825564	3.0985068	3.4225095		79.870
Total		4.0746497	0.484761	3.269449	5.2205364		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.560025	0.3547273	6.8	10.04	<0.0001*	2.7161852	4.4038649
Condition	-0.032914	0.0181596	3108.0	-1.81	0.0700	-0.06852	0.0026917

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	3.285162	0.0700

Mixed Model for è molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12620.615
-2 Log Likelihood	12614.023
AICc	12622.036
BIC	12646.201

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.21517	0.7148418	0.4169725	-0.102409	1.5320929	0.0865	17.707
Residual		3.3222417	0.0842763	3.1630587	3.4938114		82.293
Total		4.0370835	0.4253674	3.3177392	5.0200262		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.08975	0.3331065	6.9	9.28	<0.0001*	2.3006876	3.8788123
Condition	-0.001009	0.0183478	3108.0	-0.05	0.9562	-0.036984	0.0349664

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.0030219	0.9562

Mixed Model for Denuncia caffè_1

Fit Statistics

-2 Residual Log Likelihood	11951.39
-2 Log Likelihood	11944.12
AICc	11952.133
BIC	11976.297

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.16714	0.4481103	0.2621509	0.065696	0.9619165	0.0874	14.320
Residual		2.6810599	0.0680113	2.5525987	2.8195172		85.680
Total		3.1291702	0.2707921	2.6595263	3.7359248		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.2383869	0.2667384	7.2	8.39	<0.0001*	1.6115031	2.8652707
Condition	0.0304837	0.0164824	3108.1	1.85	0.0645	-0.001834	0.0628013

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.1	3.4205153	0.0645

Mixed Model for Denuncia caffè_2

Fit Statistics

-2 Residual Log Likelihood	12695.014
-2 Log Likelihood	12688.543
AICc	12696.556
BIC	12720.721

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.23173	0.788373	0.4595082	-0.112247	1.6899926	0.0862	18.814
Residual		3.4020905	0.0863019	3.2390816	3.5777838		81.186
Total		4.1904635	0.4675077	3.4063192	5.2619608		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.8544753	0.3488221	6.9	8.18	<0.0001*	2.0265045	3.6824461
Condition	0.0192681	0.018567	3108.0	1.04	0.2995	-0.017137	0.0556729

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	1.0769423	0.2995

Adding sexist attitude as covariate

2/12/24, 6:40 PM

Mixed Model for neg_emo

Fit Statistics

-2 Residual Log Likelihood	10702.835
-2 Log Likelihood	10860.973
AIC	10960
BIC	10729.258

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.25188	0.0205857	0.0020146	-0.0072729	0.0177869	0.0857	21.968
Residual		1.788059	0.045336	1.7009753	1.876932		78.012
Total		2.2301347	0.296495	1.9443553	3.0035478		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	4.4470888	0.2805178	7.1	15.92	<.0001*	3.8805078	5.1291218
Condition	-0.004489	0.0134889	3108.0	0.33	0.7387	-0.030879	0.0218962
Sexist_attitude_mean	-0.237988	0.0149188	3108.0	-15.94	<.0001*	-0.267989	-0.208988
Sexist_attitude_mean<2.99563*(Condition-4.80424)	0.0026877	0.0080016	3108.1	0.32	0.7492	-0.0191788	0.0191989

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.112858	0.7387
Sexist_attitude_mean	1	1	3108.0	254.158	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.1021859	0.7492

Mixed Model for pos_emo

Fit Statistics

-2 Residual Log Likelihood	10414.543
-2 Log Likelihood	10392.544
AIC	10464.571
BIC	10440.81

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.32717	0.0514523	0.0237316	-0.0085039	0.243344	0.0852	26.917
Residual		1.6279539	0.041326	1.5497751	1.7188838		73.883
Total		2.0559062	0.266775	1.6599122	3.0832279		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	2.0369873	0.236979	6.8	8.62	0.0003*	1.5279177	2.7467678
Condition	-0.010078	0.0129468	3108.0	0.78	0.4328	-0.032387	0.0121109
Sexist_attitude_mean	0.323123	0.0142401	3108.0	22.72	<.0001*	0.2959913	0.3514353
Sexist_attitude_mean<2.99563*(Condition-4.80424)	-0.091928	0.0080195	3108.1	-0.24	0.8089	-0.0178683	0.0191989

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.112858	0.7387
Sexist_attitude_mean	1	1	3108.0	516.12275	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.0294245	0.8089

Mixed Model for Liking caffe_1

Fit Statistics

-2 Residual Log Likelihood	11251.03
-2 Log Likelihood	11230.052
AIC	11242.059
BIC	11278.298

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.33141	0.1655097	0.0167379	-0.098204	0.1100386	0.0853	24.892
Residual		2.1808072	0.054052	2.0279938	2.3401278		75.108
Total		2.5463169	0.38509	2.122219	3.8601905		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	2.0268273	0.236979	6.9	8.14	0.0007*	1.244304	2.8093506
Condition	-0.0049489	0.0146868	3108.0	-0.44	0.6584	-0.030313	0.0223159
Sexist_attitude_mean	0.3022575	0.0162897	3108.0	18.56	<.0001*	0.2703178	0.3341972
Sexist_attitude_mean<2.99563*(Condition-4.80424)	-0.0072081	0.0090197	3108.1	-0.79	0.4287	-0.0202408	0.0191989

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.112858	0.7387
Sexist_attitude_mean	1	1	3108.0	344.25258	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.0294203	0.4287

Mixed Model for Perc. molestia caffe_1

Fit Statistics

-2 Residual Log Likelihood	12295.238
-2 Log Likelihood	12275.372
AIC	12297.399
BIC	12333.638

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.28534	0.17981	0.055598	-0.112728	0.1723499	0.0858	21.127
Residual		2.9835225	0.0763229	2.837597	3.146279		78.843
Total		3.1633335	0.5022282	2.724869	4.9362437		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	4.5307917	0.3542918	7.1	12.79	<.0001*	3.699948	5.362375
Condition	-0.02143	0.0173807	3108.0	-1.85	0.0645	-0.066228	0.0194151
Sexist_attitude_mean	0.325329	0.0198392	3108.0	-16.88	<.0001*	-0.383911	-0.287457
Sexist_attitude_mean<2.99563*(Condition-4.80424)	0.0061685	0.0108918	3108.1	0.37	0.7068	-0.0191788	0.0274458

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	0.112858	0.7387
Sexist_attitude_mean	1	1	3108.0	285.94882	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.321225	0.5698

Mixed Model for è molestia caffe_1

Fit Statistics

-2 Residual Log Likelihood	12428.892
-2 Log Likelihood	12409.024
AIC	12421.001
BIC	12457.23

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.22438	0.083256	0.011897	-0.099723	0.1486454	0.0863	18.226
Residual		3.1124153	0.078973	2.9632397	3.2752027		81.674
Total		3.195671	0.417462	2.863516	4.7747		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	3.9527729	0.3329373	7.4	11.78	<.0001*	3.150682	4.7148828
Condition	1.62445	0.0171841	3108.0	0.00	0.9993	-0.034815	0.0284862
Sexist_attitude_mean	-0.283102	0.0196308	3108.0	-14.38	<.0001*	-0.321711	-0.244494
Sexist_attitude_mean<2.99563*(Condition-4.80424)	0.0145167	0.0110891	3108.1	1.31	0.1806	-0.0072081	0.0262944

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	2.75522	0.9993
Sexist_attitude_mean	1	1	3108.0	678.9486	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	1.7137484	0.1906

Mixed Model for Denuncia caffe_1

Fit Statistics

-2 Residual Log Likelihood	11770.273
-2 Log Likelihood	11749.31
AIC	11761.337
BIC	11797.575

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.17404	0.038582	0.008488	-0.006483	0.0411711	0.0872	14.524
Residual		2.019952	0.060463	1.9991853	2.0501488		85.178
Total		2.198534	0.2962554	2.05019418	3.5333184		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	2.9859851	0.2688547	7.8	11.11	<.0001*	2.3631575	3.6088128
Condition	0.0209631	0.0193842	3108.0	1.04	0.0028	-0.000378	0.0620288
Sexist_attitude_mean	-0.252931	0.0177179	3108.1	-14.13	<.0001*	-0.289591	-0.215811
Sexist_attitude_mean<2.99563*(Condition-4.80424)	0.001782	0.0069978	3108.1	0.18	0.8579	-0.017177	0.0213544

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	3.729286	0.0528
Sexist_attitude_mean	1	1	3108.0	109.6919	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.0202831	0.8579

Mixed Model for Denuncia caffe_2

Fit Statistics

-2 Residual Log Likelihood	12397.527
-2 Log Likelihood	12377.724
AIC	12389.751
BIC	12425.99

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.24989	0.1302016	0.0440244	-0.18895	0.447353	0.0860	19.986
Residual		3.0805749	0.078171	2.9329254	3.2997175		80.620
Total		3.2997765	0.497725	2.7935531	4.932683		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	1 Ratio	Prob > Z	95% Lower	95% Upper
Intercept	3.9061948	0.3485885	7.2	11.21	<.0001*	3.0867132	4.726765
Condition	0.020081	0.0191979	3108.0	1.14	0.2559	-0.014571	0.0547329
Sexist_attitude_mean	-0.352422	0.0195888	3108.0	-17.99	<.0001*	-0.390832	-0.314011
Sexist_attitude_mean<2.99563*(Condition-4.80424)	0.0062669	0.0110322	3108.1	0.55	0.5807	-0.015528	0.0272281

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3108.0	1.291917	0.2559
Sexist_attitude_mean	1	1	3108.0	329.64182	<.0001*
Sexist_attitude_mean<Condition	1	1	3108.1	0.3052166	0.5807

Adding gender role beliefs as covariate

2/15/24, 6:52 PM

Mixed Model for neg.emo

Fit Statistics	
-2 Residual Log Likelihood	10807.12
-2 Log Likelihood	11788.081
AICc	10800.108
BIC	10836.347

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.27679	0.5118291	0.2078596	0.0713655	1.0056231	0.0057	51.879
Residual		1.8491805	0.0469233	1.7605317	1.9446881		78.321
Total		2.3610096	0.3015171	1.8628416	3.0843108		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	4.581258	0.2975111	5	15.38	<.0001*	3.8912754	5.2312408
Condition	-0.003894	0.0136892	3106.0	-0.28	0.7761	-0.030735	0.0229468
GRB_mean	45.35295	0.029807	3106.1	11.84	<.0001*	45.11384	45.59407
(GRB_mean-2.29438)*(Condition-4.80424)	0.0529648	0.0169728	3106.0	3.12	0.0018*	0.0198858	0.0862438

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.0869256	0.7761
GRB_mean	1	1	3106.1	140.21347	<.0001*
GRB_mean*Condition	1	1	3106.0	0.7379678	0.0018*

Mixed Model for pos.emotion

Fit Statistics	
-2 Residual Log Likelihood	10627.086
-2 Log Likelihood	10608.017
AICc	10620.044
BIC	10656.283

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.33967	0.5925609	0.3443153	-0.082285	1.2674064	0.0853	25.358
Residual		1.7424284	0.0565996	1.6899215	1.8348855		74.642
Total		2.3370966	0.3471373	1.7821083	3.200172		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	1.8075462	0.3860521	7.3	4.69	<.0001*	1.1889511	2.6261583
Condition	-0.010595	0.0132963	3106.0	-0.80	0.4256	-0.036685	0.0154759
GRB_mean	0.4799117	0.0289515	3106.0	16.58	<.0001*	0.4231457	0.5366778
(GRB_mean-2.29438)*(Condition-4.80424)	-0.020459	0.0164856	3106.0	-1.24	0.2147	-0.052783	0.0118648

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.6348935	0.4256
GRB_mean	1	1	3106.0	274.77702	<.0001*
GRB_mean*Condition	1	1	3106.0	1.5401438	0.2147

Mixed Model for Liking caffè_1

Fit Statistics	
-2 Residual Log Likelihood	11390.992
-2 Log Likelihood	11372.853
AICc	11384.88
BIC	11421.119

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.32231	0.7187968	0.4178235	-0.100132	1.5377058	0.0854	24.375
Residual		2.2501303	0.0565996	2.1282419	2.3453388		75.625
Total		2.9489171	0.421622	2.2700415	3.9871395		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	1.8907804	0.3379264	7.3	5.60	0.0007*	1.0987411	2.6828197
Condition	-0.008873	0.0180394	3106.0	-0.48	0.6476	-0.036349	0.0228338
GRB_mean	0.454764	0.0327338	3106.0	13.89	<.0001*	0.390582	0.5189461
(GRB_mean-2.29438)*(Condition-4.80424)	-0.031883	0.0186394	3106.0	-1.71	0.0873	-0.068429	0.0046641

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.2090024	0.6476
GRB_mean	1	1	3106.0	193.0009	<.0001*
GRB_mean*Condition	1	1	3106.0	2.9258113	0.0873

Mixed Model for Perc. molestia caffè_1

Fit Statistics	
-2 Residual Log Likelihood	12467.566
-2 Log Likelihood	12459.594
AICc	12462.621
BIC	12498.86

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.25862	0.51757	0.4748475	-0.115209	1.7461594	0.0859	20.548
Residual		3.1832193	0.0800144	3.002088	3.3161147		79.452
Total		3.7007966	0.491527	3.1773545	5.114262		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	4.455634	0.3843779	7.7	12.23	<.0001*	3.6988695	5.3023985
Condition	-0.031394	0.0178759	3106.0	-1.79	0.0741	-0.066999	0.0031094
GRB_mean	-0.392455	0.0389232	3106.1	-10.08	<.0001*	-0.468773	-0.316137
(GRB_mean-2.29438)*(Condition-4.80424)	0.0548578	0.0251837	3106.0	1.12	0.2621	-0.018599	0.0683148

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	3.1828115	0.0741
GRB_mean	1	1	3106.1	101.66309	<.0001*
GRB_mean*Condition	1	1	3106.0	1.2578788	0.2621

Mixed Model for è molestia caffè_1

Fit Statistics	
-2 Residual Log Likelihood	12528.134
-2 Log Likelihood	12511.087
AICc	12523.114
BIC	12559.352

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.22114	0.711229	0.4147501	-0.101866	1.5241241	0.0854	18.109
Residual		3.2181525	0.0816114	3.0620049	3.382299		81.891
Total		3.9293815	0.4225637	3.2147372	4.9077448		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	4.454548	0.3843779	8.0	11.65	<.0001*	3.2112336	4.7981885
Condition	-7.6844e-5	0.0180534	3106.0	-0.00	0.9966	-0.035475	0.035321
GRB_mean	-0.408746	0.0393997	3106.1	-10.19	<.0001*	-0.477952	-0.323871
(GRB_mean-2.29438)*(Condition-4.80424)	0.0163676	0.0223838	3106.0	0.73	0.4647	-0.027521	0.0602561

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	1.81172e-5	0.9966
GRB_mean	1	1	3106.1	103.92395	<.0001*
GRB_mean*Condition	1	1	3106.0	0.5346887	0.4647

Mixed Model for Denuncia caffè_1

Fit Statistics	
-2 Residual Log Likelihood	11914.482
-2 Log Likelihood	11896.363
AICc	11908.41
BIC	11944.649

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.16914	0.4468482	0.2813717	-0.085431	0.9591273	0.0873	14.467
Residual		2.6118248	0.0671461	2.5125995	2.734087		85.533
Total		3.088773	0.269796	2.6213886	3.6940892		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.7098309	0.2783366	8.6	10.06	<.0001*	2.1658035	3.4338563
Condition	0.0312034	0.0163626	3106.0	1.91	0.0566	-0.000879	0.063286
GRB_mean	0.2483361	0.0356238	3106.1	6.91	<.0001*	0.181168	0.315505
(GRB_mean-2.29438)*(Condition-4.80424)	0.031126	0.0202874	3106.1	1.53	0.1251	-0.008652	0.070904

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	3.6364476	0.0566
GRB_mean	1	1	3106.1	47.75198	<.0001*
GRB_mean*Condition	1	1	3106.1	2.3539332	0.1251

Mixed Model for Denuncia caffè_2

Fit Statistics	
-2 Residual Log Likelihood	12579.278
-2 Log Likelihood	12562.376
AICc	12574.403
BIC	12610.642

Random Effects Covariance Parameter Estimates							
Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.24	0.7845379	0.4571225	-0.111406	1.6804816	0.0861	19.355
Residual		3.2689537	0.0859507	3.1122583	3.4278088		80.645
Total		4.0534916	0.4645556	3.2773973	5.1435969		100.000

Fixed Effects Parameter Estimates							
Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.879846	0.3590945	7.8	10.80	<.0001*	3.0480218	4.7116702
Condition	0.033448	0.0165945	3106.0	1.92	0.0514	-0.015241	0.081338
GRB_mean	-0.449477	0.0396309	3106.1	-11.34	<.0001*	-0.527182	-0.371772
(GRB_mean-2.29438)*(Condition-4.80424)	0.037457	0.0225867	3106.0	1.66	0.0970	-0.00679	0.0817042

Fixed Effects Tests					
Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	1.2619417	0.2614
GRB_mean	1	1	3106.1	128.63134	<.0001*
GRB_mean*Condition	1	1	3106.0	2.7550471	0.0970

Adding feminist identity as covariate

2/15/24, 6:59 PM

Mixed Model for neg.emo

Fit Statistics

-2 Residual Log Likelihood	10691.116
-2 Log Likelihood	10669.101
AICc	10681.124
BIC	10717.373

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.28766	0.5119553	0.2078436	0.071936	1.005719	0.0856	22.340
Residual		1.779735	0.0451616	1.6944337	1.8716781		77.660
Total		2.2916913	0.3012534	1.7954027	3.0189406		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.7056631	0.2852366	7.0	9.79	<.0001*	2.1249836	3.4623425
Condition	0.0026361	0.0134514	3106.0	0.27	0.7889	-0.022738	0.0300107
Feminist_identity_mean	0.2387525	0.0144513	3106.0	16.38	<.0001*	0.2088475	0.2686975
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.006661	0.0279968	3106.0	0.24	0.8188	-0.0268713	0.0295457

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.0730713	0.7889
Feminist_identity_mean	1	1	3106.0	268.39719	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	0.7588338	0.3838

Mixed Model for pos.emotion

Fit Statistics

-2 Residual Log Likelihood	10847.36
-2 Log Likelihood	10825.694
AICc	10837.681
BIC	10973.82

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.31914	0.871168	0.3471078	0.085022	1.2774556	0.0854	24.193
Residual		1.8709992	0.0474775	1.7813237	1.967655		75.807
Total		2.468116	0.355268	1.9028263	3.2920793		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.413192	0.3865862	7.2	11.13	<.0001*	2.6816278	4.1329206
Condition	-0.014238	0.013792	3106.0	-1.03	0.3020	-0.041281	0.0128041
Feminist_identity_mean	0.0174877	0.0148172	3106.0	1.18	0.2411	-0.012787	0.0479825
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0142471	0.0081993	3106.0	1.74	0.0824	-0.00183	0.0302937

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	1.665709	0.2020
Feminist_identity_mean	1	1	3106.0	44.297204	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	3.0159498	0.0824

Mixed Model for Liking caffè_1

Fit Statistics

-2 Residual Log Likelihood	11528.543
-2 Log Likelihood	11506.994
AICc	11517.711
BIC	11553.85

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.31055	0.7227922	0.4026588	0.100923	1.0446193	0.0855	23.696
Residual		2.3274459	0.05906	2.2158953	2.4470818		76.304
Total		3.0502381	0.4247077	2.3626508	4.0883227		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	4.44655	0.3376531	7.2	10.11	<.0001*	3.6209972	5.2683379
Condition	-0.011572	0.013826	3106.0	-0.75	0.4519	-0.041753	0.0185888
Feminist_identity_mean	0.011992	0.016526	3106.0	0.73	0.4611	-0.1493	0.088564
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0138152	0.0091449	3106.0	2.17	0.0303*	0.0018856	0.0377469

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.5695271	0.4519
Feminist_identity_mean	1	1	3106.0	50.043554	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	4.695165	0.0303*

Mixed Model for Perc. molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12358.766
-2 Log Likelihood	12336.896
AICc	12348.862
BIC	12385.101

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.26982	0.713423	0.4155396	0.101688	1.285728	0.0863	15.633
Residual		3.038995	0.0771388	2.8941952	3.196306		76.764
Total		3.858814	0.4832627	3.0632621	5.0199469		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.452368	0.3621261	7.4	6.73	0.0001*	1.598465	3.322369
Condition	-0.023981	0.01758	3106.0	-1.36	0.1744	-0.058351	0.0105885
Feminist_identity_mean	0.275165	0.0189889	3106.0	14.73	<.0001*	0.2411178	0.3151813
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0241481	0.0104513	3106.0	2.31	0.0209*	0.003656	0.0448402

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	1.8493198	0.1744
Feminist_identity_mean	1	1	3106.0	216.89133	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	5.3988204	0.0209*

Mixed Model for è molestia caffè_1

Fit Statistics

-2 Residual Log Likelihood	12431.861
-2 Log Likelihood	12411.866
AICc	12423.893
BIC	12460.132

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.22889	0.7132423	0.4155396	0.101688	1.285728	0.0863	15.633
Residual		3.121144	0.079478	2.9858095	3.276413		81.367
Total		3.8294867	0.4232537	3.1175913	4.8149791		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	1.871576	0.340227	7.7	5.77	0.0001*	1.1701258	2.7269894
Condition	0.0089652	0.0177962	3106.0	0.50	0.6143	-0.022924	0.0438827
Feminist_identity_mean	0.2759977	0.019119	3106.0	14.43	<.0001*	0.2394005	0.3133748
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0090913	0.0105798	3106.0	0.86	0.3902	-0.011653	0.0298354

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	0.2549116	0.6143
Feminist_identity_mean	1	1	3106.0	208.22588	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	0.7384123	0.3902

Mixed Model for Denuncia caffè_1

Fit Statistics

-2 Residual Log Likelihood	11777.423
-2 Log Likelihood	11756.324
AICc	11768.381
BIC	11804.6

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.17701	0.4470404	0.2613327	0.065162	0.9596431	0.0872	15.039
Residual		3.1522544	0.0848372	2.404508	2.8599281		84.961
Total		2.9725982	0.2690427	2.5084826	3.5793314		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	1.2722955	0.2748314	8.2	4.63	0.0016*	0.6409929	1.905181
Condition	0.0586389	0.0162239	3106.0	3.61	0.0001*	0.0272204	0.0700575
Feminist_identity_mean	0.2982977	0.0172115	3106.0	17.31	<.0001*	0.2645138	0.3320216
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0146006	0.0095262	3106.0	1.53	0.1255	-0.004078	0.0332788

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	5.814599	0.0160*
Feminist_identity_mean	1	1	3106.0	191.88844	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	2.3491312	0.1255

Mixed Model for Denuncia caffè_2

Fit Statistics

-2 Residual Log Likelihood	12469.822
-2 Log Likelihood	12449.368
AICc	12461.387
BIC	12498.236

Random Effects Covariance Parameter Estimates

Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.24969	0.7872935	0.4585238	0.111487	1.0891937	0.0880	19.980
Residual		3.1522544	0.0890444	3.007172	3.3159993		80.020
Total		3.9400479	0.4654213	3.1681145	5.0386609		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	1.637154	0.3654101	7.5	4.50	0.0001*	0.8667949	2.4683332
Condition	0.0293101	0.0179038	3106.0	1.64	0.1017	-0.005794	0.0644142
Feminist_identity_mean	0.3008175	0.0192934	3106.0	15.63	<.0001*	0.2629042	0.3388309
(Feminist_identity_mean-3.89829)*(Condition-4.80424)	0.0220278	0.0106436	3106.0	2.07	0.0396*	0.001586	0.0428971

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3106.0	2.6801285	0.1017
Feminist_identity_mean	1	1	3106.0	244.27157	<.0001*
Feminist_identity_mean*Condition	1	1	3106.0	4.2831595	0.0396*

Work climate vs Condition

Mixed Model for Workclimate_mean

Fit Statistics

-2 Residual Log Likelihood	8844.2498
-2 Log Likelihood	8831.9231
AICc	8839.936
BIC	8864.1004

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.0056	0.0055659	0.0044788	-0.003212	0.0143442	0.2140	0.557
Residual		0.9943506	0.0252237	0.9467074	1.045701		99.443
Total		0.9999165	0.0255646	0.9516434	1.0519767		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.0262985	0.0586569	57.3	51.59	<.0001*	2.9088518	3.1437451
Condition	-0.058877	0.0100375	3109.1	-5.87	<.0001*	-0.078557	-0.039196

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3109.1	34.405888	<.0001*

Work climate vs Sexist attitude

Mixed Model for Workclimate_mean

Fit Statistics

-2 Residual Log Likelihood	8176.9888
-2 Log Likelihood	8148.372
AICc	8160.3991
BIC	8196.6379

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.00604	0.0048269	0.003805	-0.002631	0.0122847	0.2046	0.601
Residual		0.7989032	0.0202724	0.7606128	0.8401742		99.399
Total		0.8037301	0.0205832	0.7648657	0.8456487		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.2010044	0.0608977	91.4	36.14	<.0001*	2.0800465	2.3219624
Condition	-0.058952	0.0089997	3107.0	-6.55	<.0001*	-0.076598	-0.041306
Sexist_attitude_mean	0.2756179	0.0099758	3107.1	27.63	<.0001*	0.256058	0.2951778
(Sexist_attitude_mean-2.99563)*(Condition-4.80424)	0.0096922	0.0056178	3108.4	1.73	0.0846	-0.001323	0.0207071

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3107.0	42.907818	<.0001*
Sexist_attitude_mean	1	1	3107.1	763.33566	<.0001*
Sexist_attitude_mean*Condition	1	1	3108.4	2.9766141	0.0846

Work climate vs Gender role beliefs

Mixed Model for Workclimate_mean

Fit Statistics

-2 Residual Log Likelihood	8496.7191
-2 Log Likelihood	8471.1997
AICc	8483.2267
BIC	8519.4655

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.00587	0.0052014	0.0041277	-0.002889	0.0132915	0.2076	0.584
Residual		0.8861535	0.0224863	0.8436814	0.9319317		99.416
Total		0.8913549	0.0228145	0.8482766	0.9378167		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	2.1281313	0.0729124	156.6	29.19	<.0001*	1.984113	2.2721495
Condition	-0.059568	0.0094762	3107.0	-6.29	<.0001*	-0.078148	-0.040988
GRB_mean	0.3928487	0.0206331	3107.7	19.04	<.0001*	0.3523928	0.4333046
(GRB_mean-2.29438)*(Condition-4.80424)	0.0180436	0.0117492	3107.2	1.54	0.1247	-0.004993	0.0410805

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3107.0	39.514609	<.0001*
GRB_mean	1	1	3107.7	362.51131	<.0001*
GRB_mean*Condition	1	1	3107.2	2.3584854	0.1247

Work climate vs Feminist identity

Mixed Model for Workclimate_mean

Fit Statistics

-2 Residual Log Likelihood	8789.9225
-2 Log Likelihood	8761.918
AICc	8773.945
BIC	8810.1838

Random Effects Covariance Parameter Estimates

Variance Component	Var Ratio	Estimate	Std Error	95% Lower	95% Upper	Wald p-Value	Pct of Total
Vignetta	0.00584	0.0056783	0.0045154	-0.003172	0.0145283	0.2086	0.580
Residual		0.9728188	0.0246855	0.9261929	1.0230741		99.420
Total		0.9784971	0.0250426	0.9312114	1.0294964		100.000

Fixed Effects Parameter Estimates

Term	Estimate	Std Error	DFDen	t Ratio	Prob> t	95% Lower	95% Upper
Intercept	3.3924632	0.0728419	131.6	46.57	<.0001*	3.2483709	3.5365555
Condition	-0.062233	0.0099448	3107.0	-6.26	<.0001*	-0.081732	-0.042734
Feminist_idenity_mean	-0.089847	0.0106841	3106.6	-8.41	<.0001*	-0.110796	-0.068899
(Feminist_idenity_mean-3.89829)*(Condition-4.80424)	-0.001476	0.0059121	3107.0	-0.25	0.8029	-0.013068	0.0101163

Fixed Effects Tests

Source	Nparm	DFNum	DFDen	F Ratio	Prob > F
Condition	1	1	3107.0	39.16041	<.0001*
Feminist_idenity_mean	1	1	3106.6	70.719012	<.0001*
Feminist_idenity_mean*Condition	1	1	3107.0	0.0623076	0.8029

Gender Identity as moderator

	Identità di genere 2			
	1		2	
	Mean	Std Dev	Mean	Std Dev
neg.emo	3.76	1.54	3.67	1.53
pos.emotion	2.86	1.54	3.32	1.54
Liking caffè_1	2.83	1.72	3.15	1.75
Perc. molestia caffè_1	3.44	2.00	3.28	1.96
è molestia caffè_1	3.13	1.98	2.94	2.00
Denuncia caffè_1	2.44	1.76	2.17	1.70
Denuncia caffè_2	2.99	2.02	2.80	2.04
Denuncia_caffe_mean	2.72	1.80	2.49	1.76
Workclimate mean	2.65	0.99	3.09	0.95

Vignettes

	Vignetta	N	Mean	Std Dev
neg.emo	archivio	444.00	3.41	1.37
	caffè	433.00	3.91	1.38
	entrata	464.00	2.95	1.27
	fotocopia	449.00	4.21	1.47
	pranzo	433.00	2.96	1.48
	riunione	457.00	4.97	1.33
	uscita	436.00	3.72	1.42
	Vignetta	0.00	.	.
pos.emotion	archivio	444.00	3.10	1.40
	caffè	433.00	2.98	1.49
	entrata	464.00	3.95	1.42
	fotocopia	449.00	2.47	1.28
	pranzo	433.00	3.73	1.57
	riunione	457.00	1.64	0.92
	uscita	436.00	2.83	1.48
	Vignetta	0.00	.	.
Liking caffè 1	archivio	444.00	3.10	1.56
	caffè	433.00	2.79	1.59
	entrata	464.00	3.94	1.70
	fotocopia	449.00	2.39	1.39
	pranzo	433.00	3.85	1.83
	riunione	457.00	1.47	0.96
	uscita	436.00	2.76	1.61
	Vignetta	0.00	.	.
Perc. molestia caffè 1	archivio	444.00	3.23	1.85
	caffè	433.00	3.67	1.90
	entrata	464.00	2.30	1.40
	fotocopia	449.00	4.07	2.00
	pranzo	433.00	2.26	1.63
	riunione	457.00	4.77	1.85
	uscita	436.00	3.51	1.93
	Vignetta	0.00	.	.
è molestia caffè_1	archivio	444.00	2.81	1.82
	caffè	433.00	3.39	1.91
	entrata	464.00	2.18	1.60
	fotocopia	449.00	3.78	2.04
	pranzo	433.00	2.03	1.51
	riunione	457.00	4.41	1.99
	uscita	436.00	3.00	1.82
	Vignetta	0.00	.	.
Denuncia caffè 1	archivio	444.00	2.19	1.60
	caffè	433.00	2.57	1.76
	entrata	464.00	1.72	1.27
	fotocopia	449.00	2.88	1.88
	pranzo	433.00	1.56	1.16
	riunione	457.00	3.52	2.04
	uscita	436.00	2.27	1.57
	Vignetta	0.00	.	.
Denuncia caffè 2	archivio	444.00	2.70	1.85
	caffè	433.00	3.09	1.94
	entrata	464.00	1.97	1.49
	fotocopia	449.00	3.57	2.08
	pranzo	433.00	1.92	1.52
	riunione	457.00	4.46	2.04
	uscita	436.00	2.93	1.91
	Vignetta	0.00	.	.
Denuncia_caffè_mean	archivio	444.00	2.44	1.61
	caffè	433.00	2.83	1.76
	entrata	464.00	1.84	1.32
	fotocopia	449.00	3.22	1.88
	pranzo	433.00	1.74	1.24
	riunione	457.00	3.99	1.88
	uscita	436.00	2.60	1.65
	Vignetta	0.00	.	.
Workclimate mean	archivio	444.00	2.77	0.98
	caffè	433.00	2.81	1.19
	entrata	464.00	2.87	1.00
	fotocopia	449.00	2.67	0.95
	pranzo	433.00	2.78	1.02
	riunione	457.00	2.61	0.91
	uscita	436.00	2.69	0.94
	Vignetta	0.00	.	.

APENDIX B

Sexual Harasment Frequency 2 - Matilde Nuti

Start of Block: Consenso informato

CI Testo Gentile partecipante, Con questo documento le chiediamo di fornire il suo consenso informato alla partecipazione ad una ricerca intitolata “Valutazione e percezione del clima aziendale” coordinata dalla Professoressa Caterina Suitner, Dipartimento di Psicologia dello Sviluppo e della Socializzazione di Padova. Lo scopo di questa ricerca è di indagare la percezione e valutazione del clima aziendale in relazione a possibili scenari di interazione tra colleghi. Nello specifico ti verrà chiesto di valutare alcuni commenti ricevuti sul luogo di lavoro e il loro impatto sull’ambiente lavorativo.

METODOLOGIA DELLA RICERCA

In questa ricerca le sarà chiesto di:

1. Visualizzare delle vignette di cui saranno specificati i dettagli ambientati in un contesto lavorativo;
- 2 Rispondere ad una serie di domande concernenti lo scenario presentato. In particolare sarà indagato la sua opinione e percezione in merito ad alcune variabili investigate;
3. Rispondere a delle scale che rilevano le sue opinioni rispetto a fenomeni sociali rilevanti per il clima organizzativo, in particolare rispetto a differenze di status tra il personale dell’azienda;
4. Rispondere a una breve serie di domande riguardanti i suoi dati socio-demografici.

LUOGO E DURATA DELLA RICERCA

La ricerca è condotta sulla piattaforma online Qualtrics e avrà la durata totale di circa 15-20 minuti. CONTATTI Responsabile della ricerca e data manager: Caterina Suitner, telefono: +390498276362; e-mail: caterina.suitner@unipd.it; Dipartimento di Psicologia Dello Sviluppo e Della Socializzazione (DPSS) dell’Università di Padova, via Venezia 8, Padova, Italia.

CONSENSO ALLA PARTECIPAZIONE E UTILIZZO DEI DATI

Con la presente dichiaro di aver volontariamente acconsentito alla partecipazione allo studio. Dichiaro: 1-Di essere consapevole che lo studio è in linea con le leggi vigenti in Italia D. Lgs 196/2003 e in Europa EU GDPR 679/2016 sulla protezione dei dati e per consentire il trattamento e la comunicazione di dati personali, nei limiti, per le finalità e per la durata specificate dalla normativa vigente (D.Lgs. 196/2003 e EU GDPR

679/2016). Il responsabile della ricerca si impegna a soddisfare gli obblighi stabiliti dalla legislazione vigente in termini di raccolta, elaborazione e archiviazione dei dati sensibili. 2. Di essere a conoscenza del mio diritto di interrompere la mia partecipazione allo studio in qualsiasi momento, senza fornire spiegazioni, senza alcuna penalità e ottenendo il mancato uso dei dati. 3. Di essere consapevole del fatto che i dati sono stati raccolti in modo anonimo e associati a un codice che consente solo ai partecipanti alla ricerca di accedere ai miei dati. 4. Di essere a conoscenza del fatto che i dati saranno utilizzati esclusivamente a fini scientifici e statistici e protetti secondo il Codice italiano in materia di protezione dei dati personali 5. Di essere consapevole che, se lo si desidera, è possibile ottenere il ritorno dei dati grezzi fornendo ai ricercatori via email un codice da lei generato. 6 Di essere consapevole di poter conservare una copia di questo modulo. La protezione dei Suoi dati personali è designata con Decreto del Direttore Generale 4451 del 19 dicembre 2017, in cui è stato nominato il Responsabile della Protezione dati (privacy@unipd.it). Confermo di avere almeno 18 anni e accetto di partecipare a questo studio di ricerca.

- Acconsento
- Non acconsento

End of Block: Consenso informato

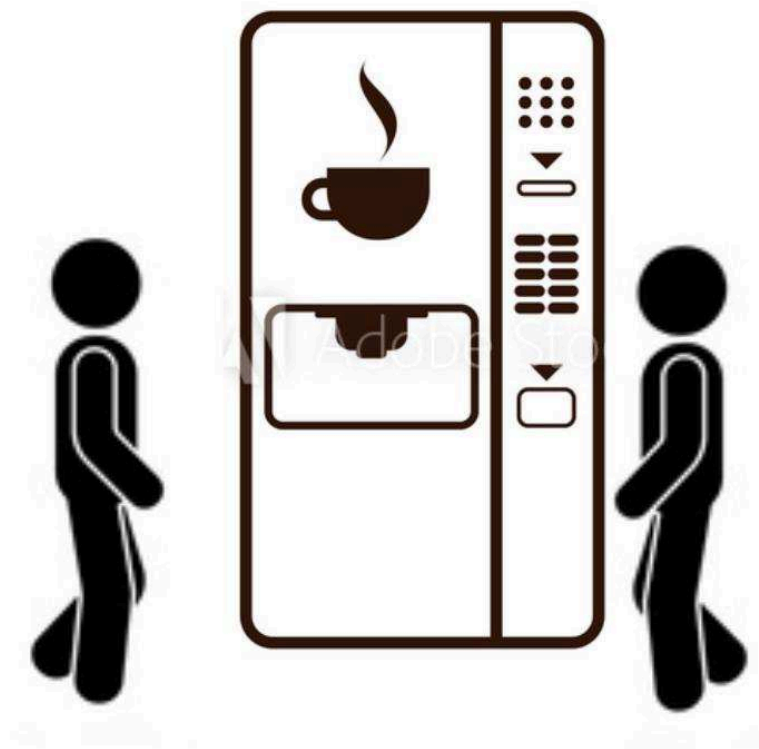
Start of Block: Introduzione testo

Testo Stefania In un'indagine, volta a valutare il clima aziendale, sono state individuate alcune interazioni rivolte ad alcune dipendenti nell'arco di una settimana; sono state poi riportate a titolo d'esempio le situazioni che ha dovuto affrontare Stefania, una delle intervistate. Si indichi per ogni situazione come sono state percepite tali interazioni da Stefania.

End of Block: Introduzione testo

Start of Block: Caffè

Immagine CAFFE'



Christian e Stefania erano alla macchinetta del caffè. Christian si è avvicinato a Stefania e le ha detto: “Con questa camicia aderente si vede che la palestra sta funzionando”.

Liking caffè

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. molestia caffè

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia caffè

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Denuncia caffè

Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Caffè

Start of Block: Pranzo

Immagine PRANZO



Matteo e Stefania erano in pausa pranzo.
Matteo si è avvicinato a Stefania e le ha detto:
“Si vede che la dieta sta funzionando”.

Emozioni PRANZO

Come potrebbe sentirsi dopo questa interazione Stefania?

	1 sicuramente no	2	3	4	5	6	7 sicuramente si
Felice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disagio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In imbarazzo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apprezzata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lusingata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrabbiata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divertita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Umiliata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aver provato vergogna	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiera	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impaurita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Liking PRANZO

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. molestiaPRANZO

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Denuncia PRANZO

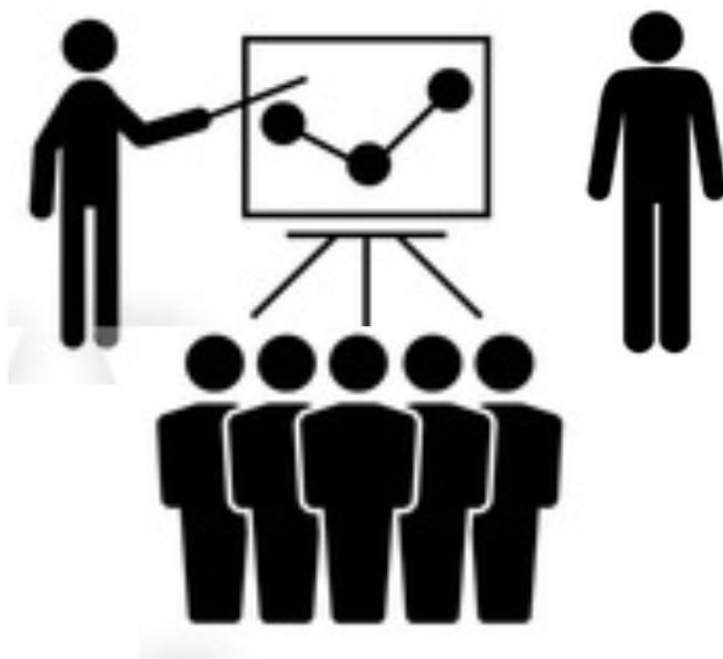
Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Pranzo

Start of Block: Riunione

Immagine RIUNIONE



Alessandro e Stefania erano alla riunione.

Alessandro si è avvicinato a Stefania e le ha detto:

“Hai fatto bene a metterti i pantaloni attillati: sono clienti importanti”.

Liking RIUNIONE

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. mol. RIUNIONE

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia RIUNIONE

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 sicuramente no	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 sicuramente si

Denuncia RIUNIONE

Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Riunione

Start of Block: Uscita

Immagine USCITA



Michele e Stefania erano all'uscita del lavoro.
Michele si è avvicinato a Stefania e le ha detto:
“Oggi eri bella, domani torna bellissima”.

Emozioni USCITA

Come potrebbe sentirsi dopo questa interazione Stefania?

	1 sicuramente no	2	3	4	5	6	7 sicuramente si
Felice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disagio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In imbarazzo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apprezzata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lusingata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrabbiata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divertita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Umiliata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aver provato vergogna	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiera	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impaurita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Liking USCITA

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. molestia USCITA

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia USCITA

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 sicuramente no	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 sicuramente si

Denuncia USCITA

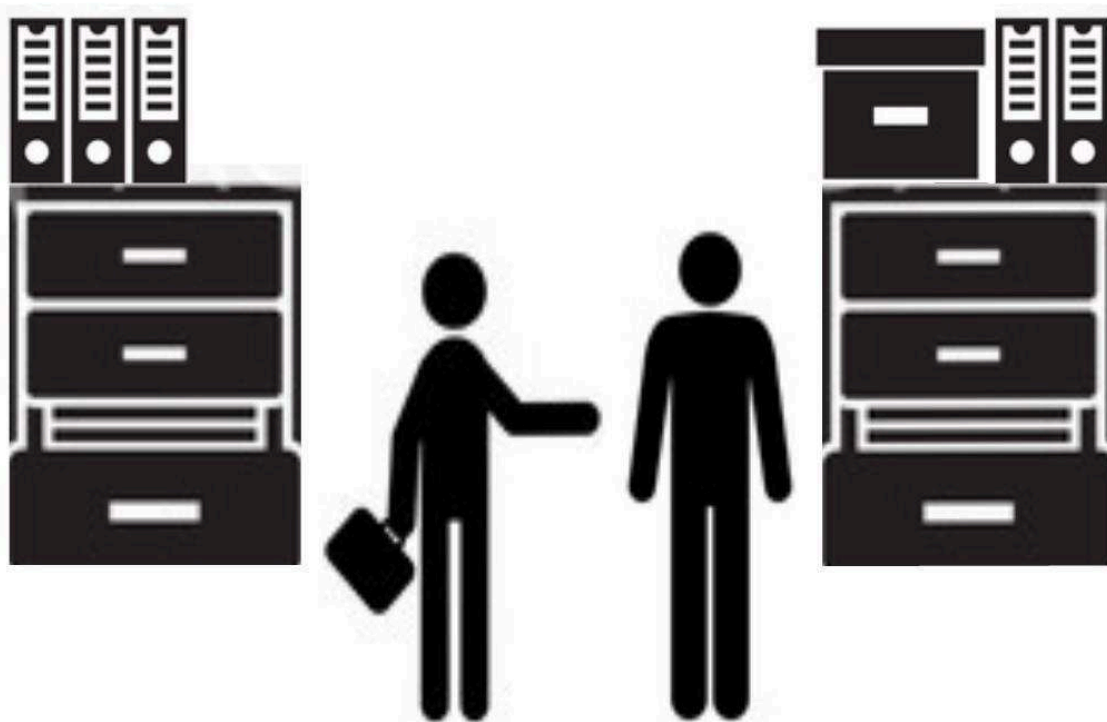
Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Uscita

Start of Block: Archivio

Immagine ARCHIVIO



Elia e Stefania erano in archivio.

Elia si è avvicinato a Stefania e le ha detto:

“Per fortuna che ci sei tu. Se ti guardo, cercare i documenti, è meno noioso”.

Emozioni ARCHIVIO

Come potrebbe sentirsi dopo questa interazione Stefania?

	1 sicuramente no	2	3	4	5	6	7 sicuramente si
Felice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disagio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In imbarazzo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apprezzata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lusingata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrabbiata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divertita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Umiliata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aver provato vergogna	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiera	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impaurita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Liking ARCHIVIO

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. mol. ARCHIVIO

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 Per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia ARCHIVIO

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 sicuramente no	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 sicuramente si

Denuncia ARCHIVIO

Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Archivio

Start of Block: Entrata

Immagine ENTRATA



Giorgio e Stefania erano all'entrata del lavoro.
Giorgio si è avvicinato a Stefania e le ha detto:
"Sei così bella che migliori la mia giornata".

Emozioni ENTRATA

Come potrebbe sentirsi dopo questa interazione Stefania?

	1 sicuramente no	2	3	4	5	6	7 sicuramente si
Felice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disagio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In imbarazzo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apprezzata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lusingata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrabbiata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Gentile partecipante dobbiamo verificare che tu stia prestando attenzione, per favore rispondi 6	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divertita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Umiliata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aver provato vergogna	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiera	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impaurita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Liking ENTRATA

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc.molestiaENTRATA

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia ENTRATA

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 sicuramente no	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 sicuramente si

Denuncia ENTRATA

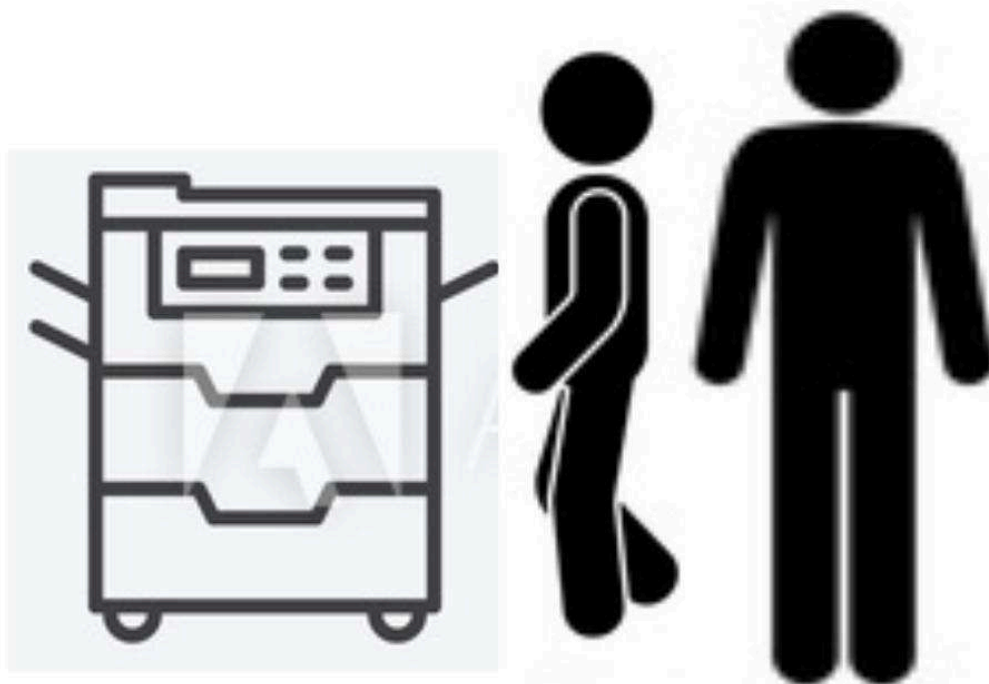
Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Entrata

Start of Block: Fotocopiatrice

Immagine FOTOCOPIA



Roberto e Stefania erano dalla fotocopiatrice.
Roberto si è avvicinato a Stefania e le ha detto:
“Sono i pantaloni che tonificano o vai in palestra?”.

Emozioni FOTOCOPIA

Come potrebbe sentirsi dopo questa interazione Stefania?

	1 sicuramente no	2	3	4	5	6	7 sicuramente si
Felice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A disagio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In imbarazzo	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Apprezzata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lusingata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arrabbiata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Divertita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Umiliata	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Aver provato vergogna	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fiera	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Impaurita	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Liking FOTOCOPIA

Su una scala da 1 a 7 (dove 1 indica per niente e 7 indica totalmente) quanto può aver apprezzato questa situazione Stefania?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

Perc. mol. FOTOCOPIA

Stefania potrebbe avere la percezione di aver subito una molestia?

	1	2	3	4	5	6	7	
1 per niente	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 totalmente

è molestia FOTOCOPIA

La situazione riportata, è considerata molestia?

	1	2	3	4	5	6	7	
1 sicuramente no	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	7 sicuramente si

Denuncia FOTOCOPIA

Per favore indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Stefania dovrebbe denunciare l'evento come molestia sessuale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stefania dovrebbe denunciare l'evento come molestia verbale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Fotocopiatrice

Start of Block: Domande finali

Work climate

Dopo aver visto i fatti presentati come ti sembra il clima aziendale di Stefania? Indica il tuo grado di accordo con le seguenti affermazioni

	1 totalmente in disaccordo	2	3	4	5	6	7 totalmente d'accordo
Il clima aziendale di Stefania è buono	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il clima aziendale di Stefania è professionale	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Il clima aziendale di Stefania è di grande supporto per gli impiegati	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nel clima aziendale di Stefania le persone si incoraggiano a vicenda	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nel clima aziendale di Stefania le persone si fanno molti complimenti	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Nel clima aziendale di Stefania le persone si importunano a vicenda	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



GRB

Indica il tuo grado di accordo con le seguenti affermazioni

Gentile
partecipante
dobbiamo
verificare che
tu stia
prestando
attenzione, per
favore rispondi
2

Tranne che in
circostanze
molto
particolari, un
gentiluomo
non dovrebbe
mai permettere
a una signora
di pagare il
taxi, di
comprare i
biglietti o di
pagare il conto.

Gli uomini
dovrebbero
continuare a
fare gesti
galanti verso le
donne, per
esempio
tenendo aperta
la porta o
aiutandole a
mettersi il
cappotto.

È ridicolo che
una donna
faccia il capo-
treno e che un
uomo cucia
vestiti.

Le donne dovrebbero pensare ai loro doveri di cura dei figli e della casa, invece che a desideri di carriere professionali e imprenditoriali.



Le imprecazioni e le oscenità sono più ripugnanti quando dette da una donna che da un uomo



Feminist identity

Per favore, indica in che misura sei d'accordo o meno con le seguenti affermazioni, usando questa scala

	1 fortemente in disaccordo	2	3	4	5	6	7 fortemente d'accordo
Mi considero un/una femminista.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mi descrivo come femminista.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I valori e i principi femministi sono importanti per me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sostengo gli obiettivi del movimento femminista.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: Domande finali

Start of Block: Domande socio demografiche

Identità di genere

Come ti identifichi?

- Femmina
- Maschio
- Non mi identifico né come maschio né come femmina (non binary, specificare facoltativo) _____



Età

Età (in anni compiuti)

Titolo di studio

Titolo di studio

- Licenza elementare
- Diploma di scuola secondaria di primo grado
- Diploma di scuola secondaria di secondo grado
- Laurea Triennale
- Laurea Magistrale / Magistrale a ciclo unico
- Dottorato / Specializzazione
-

Occupazione Occupazione

Student*

Lavorator*

Disoccupat*

Altro _____

Studiando cosa Specificare cosa si sta studiando

Politica Orientamento politico

Sinistra

Destra



Or. sessuale Orientamento sessuale

Omosessuale

Bisessuale

Eterosessuale

Pansessuale

Asessuale

Altro _____

End of Block: Domande socio demografiche

Start of Block: Commentino



Valutazione finale Cosa ne pensi del questionario

End of Block: Commentino
