



WALMYR Publishing Company

Measurement Scale Fact Sheet

Index of Sexual Harassment (ISH)

The Index of Sexual Harassment, or ISH, scale was developed to measure the degree or magnitude of harassment experienced by an individual in the workplace or in any group setting where such behavior can occur. The ISH scale is ideally suited for use with a single client or with all members of your agency, company, business, plant, school, or department. The ISH scale contains only 19 items, but all of those items represent harassment behavior that has been found illegal in a court of law.

The ISH scale is best used by examining each item response and the total score. A total score of 0 indicates the respondent is not currently experiencing any sexual harassment that is represented by the ISH scale. Larger scores on the ISH scale indicate an increasingly greater degrees of sexual harassment; the larger the score, the greater the reported problem.

Although the total score provides an excellent overall index of the severity of sexual harassment problems, you should not ignore the individual ISH item responses. It is entirely possible to obtain a low total score if one or two items are scored to show that harassment behavior has been taking place.

Score Interpretation

The scale produces scores that range from 0 to 100. For all practical purposes the scores can be regarded as true ratio scale values.

Cutting Scores

It is not likely that this scale will have a meaningful cutting score because it does not adhere to the domain sampling model of measurement (Nunnally, 1978).

This scale consistently achieves an Alpha coefficient of .90 or larger.

Validity

This scale has been investigated with respect to content, construct, factorial, and known groups validity. It nearly always achieves validity coefficients of .60 or greater.

Readability Statistics

Flesch Reading Ease: 84; Gunning's Fog Index: 6; Flesch-Kincaid Grade Level: 4.

References

The following references provide the currently available research evidence concerning the psychometric characteristics for this measure.

Hudson & Decker, 1995.



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ISH

INDEX OF SEXUAL HARASSMENT

Name _____

Date _____

This questionnaire is designed to measure the level of sexual harassment in the workplace. It is not a test, so there are no right or wrong answers. Answer each item as carefully and as accurately as you can, placing a number beside each one as follows:

SAMPLE

- 1 = None of the time
- 2 = Very rarely
- 3 = A little of the time
- 4 = Some of the time
- 5 = A good part of the time
- 6 = Most of the time
- 7 = All of the time

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1. _____ My peer or supervisor tells sexually explicit jokes at work.
 2. _____
 3. _____ My peer or supervisor creates offensive rumors concerning the appearance or sexual behavior of me or a coworker.
 4. _____
 5. _____
 6. _____ My peer or supervisor asks me or a coworker for sexual favors.
 7. _____
 8. _____
 9. _____ My peer or supervisor demands sexual favors from me or a coworker to maintain job security.
 10. _____
 11. _____
 12. _____ My peer or supervisor shows pornographic videotapes at work.
 13. _____
 14. _____
 15. _____ My peer or supervisor stocks me or a coworker to pressure a personal relationship.
 16. _____ My peer or supervisor blocks my or a coworker's pathway to force physical contact.
 17. _____
 18. _____
 19. _____ My peer or supervisor initiates unwelcome sexual activity with me or a coworker.