



UPPSALA  
UNIVERSITET

# Anneli Häyrén

researcher at the University of Gävle

Investigator at HR

[Anneli.Hayren@uadm.uu.se](mailto:Anneli.Hayren@uadm.uu.se)



UPPSALA  
UNIVERSITET

# PhD thesis 2007

---

“We probably became too many .... Harassment in academia” 15 years later. Lessons learned or still the same

To download:

*Anneli Andersson, 2007, Vi blev antagligen för många. Könskränkande behandling i akademisk miljö*



UPPSALA  
UNIVERSITET

# The start up ... or looong road to thesis

- Gender equal opportunities commissioner (2000)
- From business administration and organization theory
- During three years, and a number of "cases"
- On the third case .... Hm ... is there a pattern here?



- The law by then
- The holes in the definitions
- Who is harassed? And how?

The Swedish discrimination act  
“Diskrimineringslagen 2008:567”



# So ... what is discrimination?

- Direct discrimination
- Indirect discrimination
- Sexual harassment
- (Gender) harassment



# Discrimination

- Direct – such as uneven salaries or in a recruitment process
- Indirect – A rule or decision that seems to be neutral but have discriminating effects



UPPSALA  
UNIVERSITET

# Sexual harassment

---

bodily offences, comments, touchings etc and situations that involves the body in some way



UPPSALA  
UNIVERSITET

# Gender harassment

"Master Suppression Techniques - The face of **gender** harassment in every day work"

Offensive power/control behaviour in some way that is due to gender but not clearly outspoken as due to gender





# Tools to internalize values

- **Systematic disparage of her choises (of theory, method)**
- **Systematic disparage of her appearance**
- **Open declarations of uselessness/wortylessness**
- **Claims for gratitude**
- **Claims for total submission**
- **Broken promises, not following any plans**
- **Constant disturbance during recovery**
- **Unpredictability**
- **Threats of aggression, of shaming**
- **Economical dependence**
- **Subtile signales when she is not obedient**
- **Destroys or try to destroy her research material**
- **Violating her boundaries**



# And to make matters clear ...

## **Argumentation levels in the elimination process**

- **Incompetence**
- **Personality**
- **Insanity**

# Wiped out or demarcated boundaries

- The boundaries between a normal and a violent masculinity construction is wiped out and her expectations of differences between violence and normal behaviour becomes fluid. He step by step takes control over her life space where the room for what she can and are allowed to do becomes more and more narrow and it leads to subordination

# Isolation

- He rejects and disallow her friends, relatives and contexts and she gradually gives them up to be with him. He monopolize her emotional life and all her social experiences. Everything she experiences is through him and he becomes her only frame for references. The boundaries between good and bad wipes out. It is hard för her to maintain her own perception of reality

# Altering between violence and warmth

- He controls the alternation between good and bad. He is nice and friendly sometimes and distance and mean sometimes and she doesn't know when he will alter or change. The doubleness in it self, that both good and bad, warmth and violence exists in the relationship is confusing and gives him control. Both punishment and comfort comes from the same and dominating person

# To internalize violence

- She adopts the violent reality and identifies with it. She adapts his motives for violence and his expectations and demands on her, the norm of a good woman. The norm progressively changes and she continues to adapt which leads to new demands for adaptation and so on and so forth. She sees her self with his eyes and finds the same shortcomings as he does when he defines her as dysfunctional, a bad mother and the like

# What to do, victim

- **Keep a diary or write a letter**
- **Tell someone – Talk to someone**
- **Talk to the abuser in some way.**
- **File a complaint**
- **Not all eggs in the same basket**
- **More than one arena**

# What to do, bystander

- Let the victim know that you don't agree with the perpetrator
- Blow a whistle
- Or simply inform management, union, or other that you have noticed what is going on (best done together with colleagues/other bystanders)



# What to do, "management"

- As soon as you become informed about a situation you have to investigate
- Start support structures for the victim
- Start up support- and investigating structures for the bystanders
- Start up discussions, and when needed, also for the perpetrator
- Before anything at all have come to you knowledge – build a structure for what to do

# Thank you

- Questions?
- Reflections?
- Comments?