



Time Remaining:

2

Hours

57

Minutes

Sexual Harassment: Different types of harassers and their motives

The Power-Player

In this case harassment is a power game, where the perpetrator insists on sexual favors in exchange for benefits they can dispense because of their position in the hierarchy: getting or keeping a job, favorable grades, recommendations, credentials, projects, raises, promotions, orders, and other types of opportunities. Called Quid Pro Quo harassment, it's the "you do something for me, and I'll do something for you" mentality, and is very much like blackmail. This form of harassment is an extraordinary abuse of power and trust, and can have serious effects on the victim.

The Mother-Father Figure (a.k.a. The Counselor-Helper)

Probably the most calculated of all sexual harassers, the Mother-Father Figure will try to create a mentor-like relationship with their sexual harassment target, while masking their sexual intentions with pretenses towards personal, professional, or academic attention. The Mother-Father Figure can be particularly drawn to subordinates or students who are troubled or going through difficult periods in their lives. These are forms of grooming, and in doing this, they can increase their stature with their target and earn their trust.

With teacher-to-student harassment, the Mother-Father Figure will often use techniques of the Intellectual Seducer, and they will try to learn about their target's knowledge and experiences with sex. Moreover, they will usually rationalize their predatory intentions by maintaining that it is a teacher's duty to "guide the student to maturity," even in terms of their sexuality and sexual experience. Grooming is a classic tactic of sexual predators as a way of befriending and earning the trust of a target they are trying to sexually exploit.

One-of-the-Gang

Often motivated by bravado or competition, "one-of-the-gang" harassment occurs when groups of men or women embarrass others with lewd comments or physical evaluations. Harassers may act individually in order to "belong" or "impress" the others, or groups may gang up on a particular target. Groups may sexually evaluate or derogate the victim--to their face or behind their back--as a way to "bond."

One-of-the-Gang is a very common form of harassment among children and teenagers.

The Serial Harasser

The most difficult type of harasser to identify, this person is compulsive and often has serious psychological problems. They carefully build up an image so that people would find it hard to believe they would do anyone any harm. They plan their approach carefully, and strike in private so that it is their word against that of a subordinate or student. They can do a lot of damage before being found out. Their behavior is often a "call for help," rather than a deliberate plan to harass someone or do them harm. In this case, counseling is probably the best protocol for treating the problem.

The Opportunist

The Opportunist uses physical settings and circumstances, or infrequently occurring opportunities, to mask premeditated or intentional sexual behavior towards a target. This may involve changing

[Letters & Certificates](#)
[Hour Log](#)

the environment in order to minimize inhibitory effects of the workplace or school.

Examples: private meetings, one-on-one "instruction," field trips, conferences

The Bully

In this case, sexual harassment is used to punish the victim for some transgression, such as rejection of the harasser's interest or advances, or making the harasser feel insecure in their own abilities.

The Bully will also target people for sexual harassment because of perceived weakness, or for seeming to be different.

Example: homosexuals are often targeted for sexual harassment because of their orientation and lifestyle choices, as are men who do not embody traditional masculine stereotypes.

The Confidante

This type of harasser approaches the subordinate, or student, as an equal or a friend. They will share about their own life experiences and difficulties, and invite the subordinate to share theirs. The perpetrator may invent stories to win admiration or sympathy. Their target may feel valued and trusted, and will become an involuntary confidante. Without genuine mutual agreement, the relationship is moved into an intimate domain, from which the subordinate may find it difficult to extricate themselves.

The Pest

The type of harassment usually occurs when the perpetrator endures a traumatic event, or begins to experience very stressful life situations, such as psychological or medical problems, marital problems, or divorce. If the situation changes or the pressures are removed, the harassment often stops - but by then both victim and harasser have been harmed.

The Confidante

This is the stereotypical "won't take 'no' for an answer" harasser, who persists in hounding a target for attention and dates even after persistent rejections. In most cases, this harasser has no malicious intent and is simply operating on the principles that they will eventually be able to wear their target down, and eventually get a "yes."

The Groper

The Groper is usually serial in his/her attentions to colleagues, subordinates, or students. Whenever the opportunity presents itself - in the elevator, when working late, at the office or department party - the Groper's eyes and hands begin to wander. Every birthday, farewell or special occasion is also an opportunity to insist on (usually begrudged) kisses or hugs.

The Groper may try to mask inappropriate touching while ostensibly providing instruction (e.g. "guiding" the target through a movement exercise). A particularly aggressive Groper may go so far as to act in public; but if not stopped, he/she is likely to try to go further in private. If confronted, they will insist that the recipient likes and enjoys these attentions; or even that single and/or divorced people "need it."

The Smooth Operator

This mostly verbal harassment involves excessive compliments and personal comments that are out of place or embarrassing to the recipient. While most men and women appreciate recognition and genuine compliments, these comments focus on the appearance and the sex of a worker or student, rather than their abilities or accomplishments. Such comments are sometimes accompanied by leering looks or an attitude of "possessive pride." Although the compliment-generator may see himself/herself as gracious, the recipient usually experiences this as patronizing or annoying, or both.

The Intellectual Seducer

Most often found in a university or classroom setting, this perpetrator will try to use their knowledge and skills as an avenue to gaining access to a student, or information about a student, for sexual purposes. A number of disciplines, such as psychology, women's studies, sociology, and philosophy, encourage students to disclose information about themselves. The teacher may require students participate in exercises or "studies" that reveal information about their sexual preferences, experiences, and habits. Teachers can also use class content to encourage a particular student to seek them out.

The Incompetent

These are socially inept individuals who desire intimacy and the attentions of their target, who does not reciprocate these feelings. The Incompetent often lacks sufficient courting skills, and cannot engage in "subdued, preliminary interpersonal relations" At the same time, they may also display a sense of entitlement: believing their target should feel flattered by their attentions. When rejected, this type of harasser may engage in stalking, or use bullying methods as a form of revenge.

The Socially Inexperienced Offender

Manners, "following rules," and empathy are examples of social behaviors we learn growing up. Sometimes, the difference between innocent behavior and harassment isn't taught in our formative years, and must be learned later in life. A person who never considered a hug as something other than benign may not intuitively realize it could be offensive to others.

The Socially Inexperienced Offender usually benefits from targeted training about sexual harassment. Left to their own devices, they will learn these skills on their own over time. Still, there is no good reason to let them stumble around, potentially offending others, when a little education would put them on the right path.

Finish and Save Progress

****Important**** After completing this course, you may return to it for additional community service credit, by telling us how we can make this course better. Add relevant research, opinions, or stories from your personal experience. The option is repeatable.

We accept all major cards and PayPal.

Sitemap

[Your Courses](#) [FAQ](#) [Courses and Pricing](#) [Our Guarantee](#) [Contact Us](#) [Logout](#)

Copyright © 2025 Logan Social Services All Rights Reserved.